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*More meat, milk and eggs by and for the poor*

# Synthesis Report on Gender Transformative Approach to Overcome Gender-Based Constraints within the Livestock CRP Target Sites in Ethiopia: *Gender issues addressed, outcomes reported and the way forward*

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## Summary of findings

The synthesis review on community conversations (CCs) covered one published paper and 26 unpublished reports (technical reports, manuals, extension materials, training materials, blog stories, and posters) to produce this review report. The CC interventions implemented in five Livestock CRP target sites in Ethiopia by ICARDA/ILRI gender research team. The objective was to make the ongoing small ruminant value chain transformation more gender responsive by addressing the key gender issues previously identified and those emerge during the CC discussions across the target sites.

The community conversations engaged about 1248 (488 females) participants who took part either as couples or individuals in various rounds of the CC events. Female participation in community conversations was about 39.1%. The gender issues addressed through this transformative approach, CCs, under small ruminant value chain development program were in line with the identified gender-based constraints to women's active participation in the breeding cooperatives in particular and CBBP in general. The key gender issues so far addressed through the CCs are related to access to and control over livestock resources and social structures; gender division of labor and the risk of zoonoses; restrictive gender norms and animal welfare; gender-differentiated use of antibiotics and access to information and microbial resistance; animal feeds, animal health, collective livestock marketing and social structures.

The steps followed in implementing the CCs were in concordance with literature, inclusive and community engaging which possibly activate intrinsic motivation and ownership of the process. Early signs of change in knowledge, attitudes and practices (KAP) along the important gender issues were reported across the target sites although these outcomes have not yet validated through an impact evaluation. Bringing about the desired KAP among community members in the livestock CRP target sites has tremendous implications for the improvement of the gender contexts in which CBBP being implemented. It has the potential to bring about improvements in the conditions of women community members who were found not actively taking part in the, for example, breeding cooperatives.

However, it is apparent that there is a need to objectively carry out an impact evaluation of the CC interventions in order to draw lessons and identify gaps for future interventions. These includes critically assessing the impacts of the CC at various levels including changes at individual, household, community, and institutional levels. Therefore, as a way forward, conducting impact evaluation of the CC interventions in the CBBP target groups in order to generate detailed information on the CC processes, impact achieved at various levels, challenges encountered and lessons learnt is an important step. The information generated would not only help to generate relevant lessons for similar interventions for the program but also will provide an input for devising mechanisms that ensure its sustainability and scaling the approach within and beyond livestock CRP programs and target sites.

## Introduction

There is a growing recognition among researchers, policy makers and development practitioners, such as non-governmental organizations (NGOs), regarding the fact that it is the social norms that are acting as structural barriers to the progress towards achieving gender equality world-wide (Aguilar, Carranza, Goldstein, Kilic, & Oseni, 2014; Bayeh, 2016; Didana, 2019; Legovini, 2006). For example, in Ethiopia, cognizant of this fact, some encouraging initiatives using gender transformative approaches (GTA) to address this underlying cause of gender inequality have been implemented, particularly in agriculture, by NGOs (Drucza & Abebe, 2017). The GTAs are participatory approaches that inherently aim to achieve empowerment outcomes at household (HH) and community levels. There are various GTA methodologies formulated and tested in different parts of the world, including Ethiopia. These methodologies include transformative household methodology (THM), community conversation (CC), Social Analysis and Action (SAA), family life model (FLM), gender action learning system (GALS), and rapid care analysis (RCA). These methodologies follow certain specific participatory steps that facilitate achievement of desired empowerment outcomes, often involving the creation of vision, analysis of situations, action formulation, implementation, joint monitoring, and evaluation of progress, with sustainable exit mechanisms (Drucza & Abebe, 2017; Lemma et al., 2019a).

In the past decades, research and development interventions were criticized due to its failure in sufficiently recognizing and addressing gender dynamics that affect planning and implementations of livestock projects and programs. Interventions that have been aimed at improving livestock keepers' livelihoods are often based on a poor understanding and appreciation of the gender issues in livestock. Considerable previous studies on gender in livestock has highlighted the significance of gender relations in livestock production (Kinati & Mulema, 2019). Assessing and understanding gender dynamics is essential to the design of gender-sensitive interventions, mainly GTAs, that enables to address gendered priorities and help to ensure equitable benefits.

In Ethiopia, a handful of research reports showed that, at national level, significant gender differentials exist in agriculture putting women in a disadvantaged position (Yisehak, 2008). Although rural women play key role in the process of agricultural production, they are generally perceived as marginal players (Leulseged et al., 2015 and Asrat and Getnet, 2012). With regards to livestock production, existing literature reveals that both men and women farmers are actively involved in its production (Belete, 2006; Hulela, 2010; Ragasa et al., 2012). However, women do not equally benefit from their works. It is often argued that women's lack of independent status and their exclusion from productive activities and leadership positions in community associations are embedded in the socio-culture of the society. Moreover, it is also argued that gender inequality is not only a result of culture and tradition, but also a direct result of planned economic and social change, which is based on wrong assumptions about gender roles (Flintan, 2006). Previous studies under the livestock CRP and other projects/programs in Ethiopia also indicated that gender relations are highly unequal. Women's access, ownership and control over productive resources are highly limited (Galiè, Mulema, Mora Benard, Onzere, & Colverson, 2015; Kinati, 2017; Kinati & Mulema, 2016; Mulema, 2018; Zahra et al., 2014). Social norms discourage women from

owning livestock and as a result opportunity to become members of the livestock-based institutions such as the breeding cooperatives is rarely available to them (Annet et al., 2019a; Kinati, 2017).

The gender dimension research works under the breeding and genetics flagship was started with the assessment of gendered participation in breeding cooperatives in CBBP target sites in order to examine gender relations and identify specific constraints and opportunities for interventions (Kinati, 2017). The assessment work came up with key gender issues of which gender capacity development (GCD) for breeding coop leadership and service providers (research and development partners) was identified and recommended to be addressed in order to improve women's participation in the CBBP across the target sites. As a result, GCD interventions were conducted as a pre-requisite step for implementing a gender transformative approach in order to address the gender-based constraints to women's active participation in the breeding cooperatives in particular and CBBP in general. On the other hand, in order to address gender issues identified by livestock CRP in Ethiopia, gender transformative interventions planned and implemented through community conversations (CCs), in order to transform gender-based constraining norms under the SIF (Strategic Investment Fund) in collaboration among livestock CRP flagships, specifically under the Animal Health Flagship. CCs so far covered five target sites namely Doyogena, Menz Gera, Menz Mama, Adiyio and Yabello districts which are also the target sites for CBBP. Hence, Gender issues identified within CBBP were likely addressed through the CCs implemented.

Following the GCD activities and CCs interventions, knowledge products such as series of activity reports, blog stories, synthesis of lessons learned, extension guidelines, practice briefs, and training tools and journal articles were produced. However, up to date, the impacts of these interventions and the synthesis of the various knowledge products were not done. Therefore, the main objective of the current work is to synthesize what was done and document success stories so that the information to be generated would be used as an input for the design and implementations of similar works in the future. Moreover, the synthesis will also identify gaps for further research and development interventions.

### *CC as a Gender Transformative Approach*

CC is a participatory approach that involves a series of facilitated community level dialogues in which people from the same community have open discussions about common issues such as what might be holding them back from achieving their individual and collective development goals. CC engage communities in dialogues on gender norms, behavior and practices. The topics covered usually include community values, behaviors, and sensitive issues including gender inequity that affect individual's and collective lives (Gueye et al., 2005). CC creates safe space for radical and incremental change (Lemma et al., 2019b). Capitalize on local resources to develop context specific knowledge products that can be used for the development of inclusive and customized training materials, approaches and tools. Beginning in 2001, UNDP, with the recognition of the importance of CC as a transformative approach, started implementing it in several countries, including Ethiopia, and developed the Community Capacity Enhancement Handbook (CCEH) to guide program staff through the approach (Drucza & Abebe, 2017).

CC, as transformative approach, recognizes that community members collectively have the capacity to improve their situations and can overcome their development challenges. It believes that people have the knowledge and capability that can overcome gender-based constraints and bring about positive gender outcomes individually and collectively, once the community perceives ownership of the problem. It also recognizes that changing community's harmful norms is challenging and complex thus needs supportive and systematic facilitation techniques. CC facilitators need to understand how change occurs at household and community levels and how to effectively support the change process. Hence, effective CC facilitators are those who are trained and well equipped with facilitation techniques. They are very crucial in implementing CCs to facilitate interaction and dialogue that reinforce perceptions of ownership and effectively mobilize local capacity and resources for its achievement (Gueye et al., 2005; Drucza & Abebe, 2017).

Although CC implementations vary, twice a month over a period of nine months to one year is commonly noted in literature (Drucza & Abebe, 2017). However, there is no specific number of participants for a given CC session. Number of participants who need to attend CC process can vary based on local context. CC as a transformative approach is a flexible methodology whose primary goal is to bring community members together to identify and discuss solutions to their own development problems. Although, CC implementation mainly has three steps—preparation, implementation and reflection, according to Gueye et al. (2005) and Drucza and Abebe (2017), when the CC process is detailed it usually goes through six stages —relationship building stage, identification stage, exploration stage, decision-making stage, implementation stage, and reflection stage.

The process of CC, if effectively planned and implemented, helps community members to feel included in the process of decision making that affect their individual and collective lives. It enables community members feel empowered as it provides the space for the people taking part in the conversation to question their values and consider their cultural and traditional practices freely. Since the approach engages both women and men in critically examining and questioning their values, beliefs and practices, it can cultivate a fundamental shift in discriminatory gender norms. In the short to long-run, such shifts result in reduced gender-based constraints on women's roles, decision making, and mobility. Shift towards a more balanced intra household sharing of livestock husbandry practices, desired perceptions about women's roles and control over animals and other resources could be achieved (Lemma et al, 2018ad).

The CGIAR Research Program on Livestock SIF gender project planned and implemented the first CCs in three target sites, namely Doyogena, Menz Gera and Menz Mama, and later expanded to other sites. It was initiated following a participatory epidemiology and gender analysis to understand the gender relations in small ruminant production and the impact of animal diseases on household members. The assessment report identified gaps in knowledge, attitude and practice related to zoonotic diseases, and gender issues such as access, ownership, control, decision making in livestock and related resources. To address this gap and key gender issues identified from previous gender research under livestock CRP in Ethiopia, ILRI and ICARDA gender team in collaboration with the Livestock Health team piloted a community-based transformative approach called



‘community conversations’ in selected CGIAR Research Program on Livestock intervention sites (Lemma et al., 2018ab). The current synthesis work aims to document the CC processes and outcomes in order to identify potential learnings and intervention areas for the future focusing on CBBP target sites.

The remaining section of the paper is structured as follow: section one presents the methods of data collection an analysis. In section two findings and discussions of the study is presented. The last section concludes with the overall implications of the study by suggesting potential intervention areas as next steps.

## Methods for Data Collection and Analysis

### *Desk Review*

For the current synthesis work, secondary data was generated from a comprehensive review of the available knowledge products with regards to CC interventions by the Livestock CRP in Ethiopia. In doing so, we employed both electronic and manual literature search strategy. Available program products/reports from CC interventions were manually searched and reviewed. Both published and unpublished sources were included in the review. Electronic searches for unpublished materials were done primarily from CGSpace (<https://cgspace.cgiar.org>) and whereas published materials from internet.

Accordingly, one published article and 43 reports (technical reports, manuals, extension materials, training materials, blog stories, and posters) were obtained in the first search stage. In the second stage, after reviewing the titles and abstracts/summary results, 1 published report and 26 unpublished reports were screened and reviewed (Fig. 1) to produce this report.

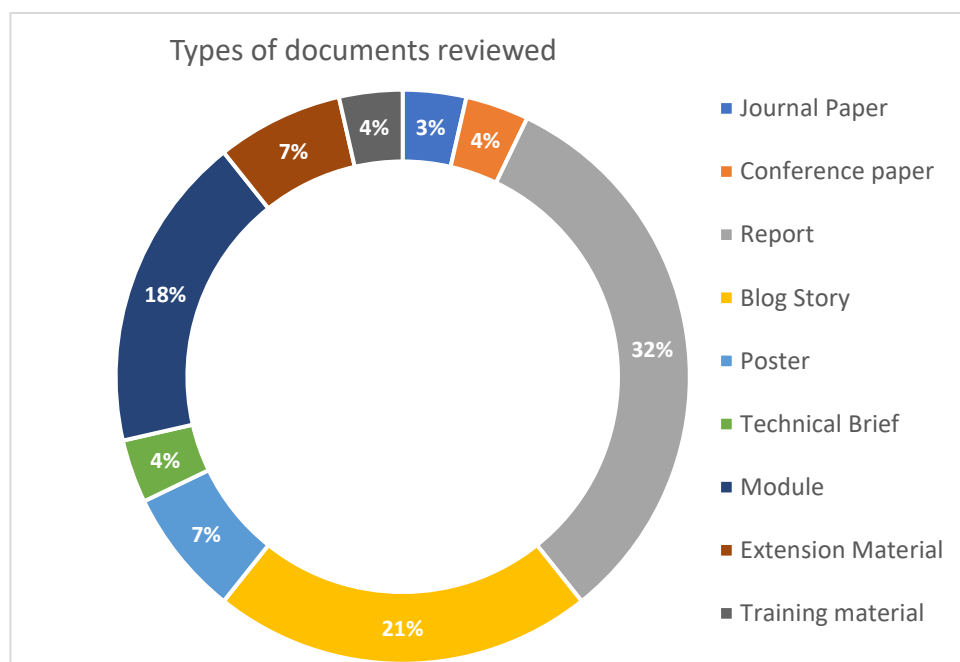


Fig 1. Documents reviewed on CC implemented by Livestock CRP in Ethiopia

### *Analytical Techniques*

The collected data through desk review was analyzed following the steps suggested by Charmaz (2006). Open coding followed by focused coding was conducted using an excel sheet. And then the codes were further synthesized and categorized in to themes and linked these themes to the main objectives of the study: synthesize what was done by documenting gender issues addressed and outcomes reported along with identifying gaps for further research and development interventions.

### **Findings and Discussions**

In most of the target sites, CCs were held for four rounds including closing sessions over a period of about four months. The community conversations engaged about 1248 (488 females) participants taking part either as couples or individuals in one or all the four rounds. Up to date, female participation in community conversations was about 39.1%.

Table 1. CC participants by gender and gender issues in focus, Livestock CRP, Ethiopia.

CC Topics (Gender issues in focus)	Gender		Total	Livestock CRP Target sites
	<i>Male</i>	<i>Female</i>		
Gender division of labour in livestock and related livelihoods	136	78	214	Doyogena, Menz Gera & Menz Mama
Human-livestock interactions (gender roles in livestock) and the risk of zoonoses	146	88	234	Doyogena, Menz Gera & Menz Mama
Access to and control over livestock resources and social structures	134	78	212	Doyogena, Menz Gera & Menz Mama
Gender roles, zoonoses, access, control and social structures	173	95	268	Doyogena, Menz Gera & Menz Mama
Gender and animal welfare	52	43	95	Doyogena Menz & Yabello
Gender-differentiated use of antibiotics and access to information and microbial resistance	58	48	106	Doyogena Menz & Yabello
Animal feeds, animal health, collective livestock marketing and social structures	61	58	119	Menz Mama Midir, Doyogena and Adiyo
Total	760	488	1248	

### ***CCs Implementation Processes***

The review of CCs implementation process has shown that CC interventions mainly went through four stages: Identification of existing knowledge, Imparting new knowledge, Knowledge integration and application, and review, reflection and re-planning.

#### *Identification of Existing Knowledge*

CC implementation, in all the cases, begun with the assessment (including desk review) and analysis of situations for the identification of main issues to be discussed. The objectives were to define and analyze problem situation and to identify discussion issues and determine contents for the CC. Often, desk review, focus group discussions, and key informant interviews were used. At this stage problem situation clearly defined and analyzed along with

the identifications of gaps in knowledge, attitudes and practices (KAP). Following this stage, facilitation team alignment on methodology, facilitation principles and process, discussion issues and roles sharing was what usually conducted. The process helped to develop content to address the KAP gaps of community members identified during the first stage and facilitates team learning and sharing on the CC methodology, delivery and documentation processes through team learning and reflection questions.

Once discussion on CC contents were agreed up-on and team alignment on methodology, facilitation principles and process, discussion issues and roles sharing done, the next step taken was community entry and mobilization. This was primarily done to ensure community representation and inclusiveness based on agreed criteria and get support of community leaders and local service providers in the CC processes. This was often done through representation and participation criteria development and joint review process and approval of participant lists for CC. Following community entry and mobilization, although, pre-community conversation KAP survey was primary done to establish KAP baseline indicators for measuring immediate CC impacts, it also helps to adapt and familiarize with community members' perspectives of the issues at hand, identified CC contents. This helped facilitation team to familiarize itself with community perspectives and better articulates discussion issues. The KAP baseline assessment usually done by individual, expected CC participants, interviews using semi structured questionnaires.

Actual CC begun following KAP baseline assessments. For every CCs, community members, identified together with local partners, were brought to a location that is assumed appropriate for communities. Participants were welcomed often by facilitators or local leaders followed by team introduction and elders' blessings. This helped to create warm learning environment and establish trust and intimacy ensuring smooth start and harmony throughout the CC processes. With good CC beginning by setting context and clarifying expectations, facilitators created motivation and need for learning and participation. Often, at this stage facilitators accomplished this by using mechanisms such as storytelling, role definition and goal setting techniques. Such process motivated CC participants by creating the need for active engagement and learning through the creation of conducive environment for active discussions. During the discussions, CC facilitators also employed stepwise exploratory tools of engagement such as illustrations techniques—a thought-provocative pictures, interactive discussion strategies, focus and narrow techniques—move the group to focus on the topic by clarifying with examples etc, and synthesize techniques—summarize and highlight most important responses and clarify relevant points. The process was complemented by employing various techniques such as brainstorming, problem solving case study analysis, storytelling, and role playing that helped to stimulate participants' thinking and motivation for learning. In this stage, key KAP gaps also identified to be filled with the new knowledges while also motivation for learning and change created.

### *Imparting New Knowledge*

In this stage community members were introduced with new knowledge, desired attitudes and practices in livestock husbandry and ASF consumption practices. These helps to address the existing KAP gaps identified in the previous stage. Methods and tools used in this

stage were pictorial presentation, interactive discussion, storytelling, demonstration, checking understanding and sense making. Filling the knowledge gaps and practices by creating awareness and increasing their knowledge, new perspectives would be created and existing knowledge got improved. Learning integration and reinforcement was made in this stage in order to communicate key messages and reinforce the learnings by recapping, making summary presentations, reflections, checking for understanding and reinforcing key messages. This practice, learning integration and reinforcement, motivates community members for action.

### *Knowledge Integration and Application*

The third stage in the CC implementation usually involved learning internalization through action planning, recap, question and answer sessions, and summary presentations. Community action planning involved identifications of intention to apply new knowledge identify change/monitoring indicators facilitated through a pre-developed community action plan template. Every CC naturally leads to action plans. At the end of every CC implementations, communities were encouraged to develop community actions agreed up-on by participants which also created motivation and commitment for action. At the end CC events were closed by elder's prayers/blessings and take-home messages ensuring that CC sessions were smoothly ended and culturally appropriate. Following CC events, immediately, team reflections and learning often held by facilitators which involves analysis and capturing of emerging themes, lessons and observations that led to learning and re-planning facilitated through pre-defined leading questions. The process of reflective and generative team analysis helped the team to learn from the CC process and share experience among facilitators to capture emerging themes, new insights and lessons.

Action plans implementations by communities that involved knowledge application and action learning were monitored through partners involved in the CC processes. However, the gender team of ICARDA/ILRI also conducted follow-up, monitoring and coaching through various mechanisms including visits and distance via email and telephone calls. CC participants were encouraged to influence the wider community through information sharing during the various community events CC participants took part in. The overall goal was to influence CC participants and community members at large through social learning and bring about desired gender relations and practices in livestock husbandry and management.

### *Review, Reflection and Re-Planning*

The last stage in CC was the review and reflection on CC experiences. This activity helped the CC team to identify new learning needs and re-planning for improving the CC implementations in the future. The main objective of this process was to reflect and capture experiences and changes as a result of the CC processes. One of the purposes was to document outcome stories that need to be promoted for scaling. This stage also involved celebration and closing of community conversation interventions. It was usually done through panel discussions, change story-telling, field days, and demonstrations. Tools such as reflection questions, observation and feedback, coaching, problem-solving and supportive supervision employed to successfully accomplish this stage. Finally, post-community

conversation KAP survey was conducted with selected CC participants in order to measure KAP changes through individual interviews using semi-structured questionnaires. This provided the team the opportunity to compare the results of the end line with the base line.

Table 2. Comparison of CC processes as suggested in the literature and implemented Livestock CRP in Ethiopia.

Stages of CC in the Literature	Stages of CC followed by Livestock CRP in Ethiopia	Main objectives
Relationship building stage	Community entry and mobilization Pre-community conversation KAP survey Opening: welcome, team introduction and elders' blessings; Setting context and clarifying expectations	This is to gain the community's confidence and trust. This helps to engage community members in the change process.
Identification stage	Assessment, analysis, and issue identification Facilitation team alignment on methodology, facilitation principles and process, discussion issues and role sharing	in this stage community key issues and concerns were identified and mapped for the discussion in the CC.
Exploration stage	Exploration Introducing new knowledge	this stage helps the community to explore their key issues and concerns in depth. The magnitude of the matter and its underlying factors will be explored in detail.
Decision-making stage	Learning integration and reinforcement Community action planning	in this stage community members will be helped to envision the future and make decisions to address the identified key challenges.
Implementation stage	Implementation	in this stage community members are helped to carry out decisions and action plans in order to overcome the identified key common issues.
Reflection stage	Reflections and follow-up strategies Closing: elders' blessings/ community prayers After-event team reflections and learning; Community action plan implementation Review, sharing, documentation and scaling Post-community conversation KAP survey	the last stage is about reflecting on what is happened in the CC process. Its main focus is to review changed values, attitudes and practices as a result of the CC processes.

Sources: Lemma et al. (2021c); Gueye et al. (2005) and Drucza and Abebe (2017).

## *CC Intervention Outcomes*

### *Gender Issues Addressed*

The CCs addressed key gender issues related to access, ownership, control, and decision-making associated to livestock and other livelihood resources. This is primarily about associated perceptions about women's access, ownership and control over livestock resources (Lemma et al., 2018d). Previous studies in the same target areas have shown that there are inequitable power relations among men and women at household and community levels (Galiè et al., 2015; Kinati, 2017; Kinati & Mulema, 2016; Mulema, 2018; Zahra et al., 2014). Women generally have limited access, ownership, control, and decision-making rights as compared to their men counterparts. Moreover, the documents reviewed has indicated that, unbalanced gender division of labor and the associated social structures, restrictive gender norms, were also incorporated in the CCs discussions across the target sites (see Table 3 for details). Because, unequitable gender roles and the valuations of women's role in livestock husbandry was shown as one of critical problems (Kinati et al., 2018) that need to be addressed in the target areas.

Similarly, the issues of zoonosis —emanating from inappropriate handlings of ASFs (animal-source foods) and related men's and women's knowledge, attitudes and practices (Alemu et al., 2019) and institutional and structural factors influencing prevention and control of zoonotic diseases (Lemma et al., 2019cd; Mulema et al., 2020), and animal welfare —how men and women differently perceive problems and importance of their animals were contents of the CCs particularly at Doyogena, Yabello and Menz target sites. Gender relations and the likely risk of zoonotic diseases was part of the main issues that was addressed (Mulema et al., 2019b). In the later CCs at these sites, the issues of gender and antimicrobial use and resistance that aimed at addressing how men and women differently perceive the associated problems and the importance of addressing this problem also included. Gender-differentiated use of antibiotics and access to information (Alemu et al., 2019) including prevention and control of gastrointestinal nematodes and trematodes were the main points that was included in the CC discussions at some of the target sites (Lemma et al., 2020b). Understanding gendered attitudes and improving community awareness on clinical signs, causes, transmission pathways, prevention and control of animal diseases and antimicrobial resistance was the purpose of the CCs in the target sites.

The problem of unequal opportunity to become membership in local associations was pronounced among women community members especially married women (Kinati, 2017; Lemma et al., 2019c; Mulema, 2018). The CC interventions that was conducted across the target sites included this problem, group membership, as one of its contents (Mulema et al., 2019c). Gender attitude towards women's membership in groups was explored and included in the discussions. Constraints to, and opportunities for, women's access to farming information and having them participate in farming advisory meetings and formal groups was the point in focus for the CC discussions (Lemma et al., 2019d). This is primarily an important issue for the breeding cooperatives where women membership was extremely low and unequal gendered participations is a serious problem (Kinati, 2017).

The other important contents of the CCs as per the reviewed documents were perceptions, knowledge and practices of community members about animal feeding and feed management, collective livestock marketing, health management including clinical signs, causes, transmission pathways, prevention and control of gastrointestinal nematodes and trematodes (Lemma et al., 2021b). Moreover, the problem of lack of gender capacity of local partners is also one of an important gender issue that was addressed through the process of CCs (Lemma et al., 2019e). A previous gender capacity assessment of Livestock CRP research and development partners has indicated that partners have low gender capacities (Mulema, Tafesse & Kinati, 2015).

The CCs implemented have brought about several changes in KAP at various levels. The reviewed documents on CC interventions by livestock CRP in Ethiopia has reported various changes at household, community and institutional levels.

Table 3. Gender issues addressed, outcome reported and target Livestock CRP sites

Gender related issues in focus	Outcome reported	Targeted LCRP <sup>a</sup> site
Gender division of labor & access to & control over livestock resources & social structures	Change in mindsets and practices regarding gender roles, access to and control over resources, decision-making in households, handling livestock, and consumption of animal-source foods.	Menz Gera & Doyogena
Zoonosis and gender division of labor	Changes in attitude and practices among men and women regarding unsafe handling of animals and consumption of animal-source foods.	Doyogena, Menz Gera Midir, and Menz Mama
Animal welfare: how men & women differently perceive problems & importance of their animals	Customized action plans that led to desired changes in attitudes and practices.	Yabello & Menz Gera
Gender-differentiated use of antibiotics & access to information	Awareness raised among men & women about antimicrobial resistance.	Yabello & Menz Gera
Gender roles, Access, Ownership & group membership	Changes in the division of labor.	Menz Ger, Menz Mama & Doyogena
Gender attitude, gender roles, gender capacity of local partners	change in perceptions & practice, intra HH relations, sharing of information, strengthened capacity of local actors.	Doyogena, Menz Gera Midir, and Menz Mama
Gender relations & risk of Zoonotic diseases	Change in attitude and practices around gender relations: sharing domestic roles, decision making, sharing information.	Doyogena, Menz Gera Midir, and Menz Mama
Equitable gender roles and the value of women's role in livestock husbandry	Change in attitude and practices around gender relations: sharing domestic roles, access, ownership, control & decision making, and sharing information.	Doyogena, Menz Gera Midir, and Menz Mama
Gender-biased views, attitudes and inappropriate practices	Change in knowledge, attitudes and practices related to gender relations and handling animal source foods.	Doyogena, Menz Gera Midir, and Menz Mama
Men and women's Knowledge, attitudes and practices about zoonotic diseases	Awareness raised among men & women about zoonotic disease causes & preventions.	Doyogena, Menz Gera Midir, and Menz Mama
Men and women's Knowledge, attitudes and practices about zoonotic diseases	Awareness raised among men & women about causes, transmission pathways, prevention, and control measures of animal and zoonotic diseases.	Doyogena, Menz Mama and Adyo Districts



Gender roles in livestock husbandry; perceptions about women's ownership and control over livestock resources; knowledge, attitudes and practices of community members about zoonotic diseases; and institutional and structural factors influencing prevention and control of zoonotic diseases	Gender balanced local institution: a local producer group's level of innovation and resourcefulness has increased as a result of including women members.	Doyogena, Menz Gera Midir, and Menz Mama
Gender roles in livestock husbandry; perceptions about women's ownership and control over livestock resources; knowledge, attitudes and practices of community members about zoonotic diseases; and institutional and structural factors influencing prevention and control of zoonotic diseases	Changed community attitudes and behaviors regarding gender roles, which benefitted women's access to and control over resources and decision-making in households and led to better safety practices when handling sick animals.	Doyogena, Menz Gera Midir, and Menz Mama
Constraints to, and opportunities for, women's access to farming information and having them participate in farming advisory meetings	Improved household discussions and decision-making, and ability to share information within the household and with neighbors had improved.	Doyogena, Menz Gera Midir, and Menz Mama
Valuations of gendered knowledge in animal diseases	Community groups acknowledged that women are more knowledgeable about animal diseases due to their gender roles in livestock husbandry. Men and women demonstrated comparable knowledge of animal diseases. CC led to changes in perspectives and community actions.	Doyogena, Menz Gera Midir, and Menz Mama
Animal health and Social structures	Created mutual learning and co-creation of knowledge promotes understanding of one another's perspectives and reduces 'social distance'. Action points emerging from community conversations informed local level planning processes and interventions in livestock health management.	Yabello
Improving community awareness on antimicrobial resistance	Awareness created on AMR.	Yabello & Menz Gera
Gender division of labour & access to & control over livestock resources & social structures	Changed attitudes and perceptions, associated with masculinity and femininity, shifts in unequal gender division of labor, Inclusion of women in local institutions improved, innovation and productivity, and Local leaders institutionalized the approach.	Doyogena, Menz Gera Midir, and Menz Mama
Restrictive gender norms and animal health management	Increased community awareness and knowledge leading to community actions, Stronger voice of women in community discussions, Changes in intrahousehold relations and decision making around animal health, Increased access of information and influence by women community members, Improved collaboration and connection among community members and local service providers.	Doyogena, Menz Gera Midir, and Menz Mama

<sup>a</sup>*LCRP: Livestock CRP*

### *Change at Individual and HH Level*

The changes reported as a result of CCs at HH and individual levels includes shifts in mindsets and practices regarding gender roles, access to and control over resources. It empowered participants in decision-making in households, handling of livestock, and



consumption of animal-source foods. Desired gender attitudes began to exhibit among men and women CC participants. Shift in gender roles were observed among community members. Changed behaviors (Lemma et al., 2021c) attitudes and perceptions associated with masculinity and femininity is what led to a more equitable gender division of labor (Kinati et al., 2019a). Men started participating in domestic roles of women which reduces women's domestic work burden. Similarly, women started taking part in productive roles that brings them more income and fame (Mulema et al., 2020) as a result of changes in attitude and practices around gender relations. Improved household discussions led to active participations of HH members who were often neglected. Ability to share information within the household and with neighbors had improved. Women begun to participate actively in major HH decisions that affect their lives (Lemma et al., 2019cd).

This is an important women empowerment dimension in the context of breeding cooperatives established and being scaled in the livestock CRP target sites and beyond. In the target areas, the trend was that due to gender-based norms women are systematically excluded from membership to the breeding cooperatives (Kinati et al., 2017). Since CC interventions, women participation in the breeding cooperative as members and leaders is expected to rise, although, there is no research conducted to date that looked in to this aspect.

The other change areas as a result of the CC interventions is changes in attitude and practices among men and women regarding unsafe handling of animals and consumption of ASFs that was observed and reported from these communities where CCs have been implemented (Lemma et al., 2019c). Changes in intrahousehold relations and decision making around animal health was reported. The CCs raised awareness among men and women about zoonotic disease, its causes, transmission pathways, preventions and control measures. Moreover, it also raised awareness among community members about antimicrobial resistance. Change in perceptions, practices, and sharing of related information among HH members and with neighbors was reported as an outcome of the CCs (Lemma et al., 2019d). Customized action plans that were designed and implemented by CC participants led to the desired changes in attitudes and practices. Moreover, CCs created mutual learning and co-creation of knowledge that promotes understanding of one another's perspectives and reduces 'social distance' (Lemma et al., 2019dc).

Table 4. Selected anecdotal testimonies for outcomes at individual and household level

Target site	Anecdotal testimonies (direct quotations) reported	Reference
Doyogena district	<i>'Previously, when children came from school, the boys did men's work and girls did women's work. Since the conversations, we hold household discussions and share roles. The boys carry out roles normally done by girls, such as cleaning barns, milking, and feeding animals. We are teaching them to share tasks despite their sex. It was a taboo for a boy to milk a cow, but we are teaching them not to wait for girls to milk the cows. Cooking was the role of women and girls but now I am teaching my sons to cook'.</i>	Mulema et al., 2020, p. 655
Menz Mama district	<i>'He now knows how to cook and helps make the fire when I am cooking'.</i>	Mulema et al., 2020, p. 655

Menz Gera District	<i>'We now use plastic to clean barns. Before, we never used any plastic. We learned about rabies. Animals that die from that disease must be buried or burned. Before there was a distinction in roles between husband and wife. Now I taught my wife to plough and she taught me how to bake. The wife is now ploughing and he is baking enjera.'</i>	Lemma et al., 2019d, P. 12
Doyogena district	<i>'I was the one who take [sic] livestock and crop produce to the market. But now, my wife also participates in the market. She sells potato and wheat. We now collectively discuss and make savings. Before she did not trust me but now, she knows the market. We discuss more openly, and our relationship has improved.'</i>	Lemma et al., 2019h, p. 7
Doyogena district	<i>'I realized there was a lot of workload on my wife. [...]. Men do not fetch water but now [after CC], I fetch water with my children to help my wife. [...]. Now, I also let my wife take sheep to the market. We've become the talk of the community. Men are now sharing barn cleaning increasingly. A man did not go into the backyard garden with enset [false banana] but now, men are sharing women's work.'</i>	Mulema et al., 2020, p. 658
Doyogena district	<i>'I was not aware of the consequences of drinking raw milk. I will stop drinking raw milk. When my cow or sheep gave birth, I used to hold the calf or lamb close to my chest. I didn't know that this could expose me to diseases. I will now use gloves when I assist births. I will buy and use gloves, boots and masks during cleaning of barns and handling of sick animals and attending births.'</i>	Lemma et al., 2019h, p. 6
Doyogena district	<i>'Before the community conversation, we gave raw milk to the children thinking it gives them strength but now we give them boiled milk because of the diseases passed on from animals to humans.'</i>	Mulema et al., 2020, p. 658
Menz Gere district	<i>'Although my husband used to carry out domestic chores, he was not so committed to doing the chores. Nowadays, he does it more frequently compared to the past. He is more willing to share the workload.'</i>	Lemma et al., 2019d, p. 10

### *Change at Community Level*

At community level changes reported as a result of CC interventions includes valuations of women's roles and knowledge with regards to animal diseases and its management and women speaking-up in public spaces (Lemma et al., 2018c). Community groups acknowledged that women are more knowledgeable about animal diseases due to their gender roles in livestock husbandry (Mulema et al., 2020). Men and women demonstrated comparable knowledge of animal diseases (Alemu et al., 2019). CC led to changes in perspectives that is more desirable and community actions.

Changed community attitudes and behaviors regarding gender roles, which benefitted women's access to and control over resources and decision-making in households (Lemma et al., 2019) that have a potential to empower women so that they can actively participate in the community affairs. Women started voicing their own and fellow women concerns in public spaces. Stronger voice of women in community discussions were reported (Mulema et al., 2020). Increased community awareness and knowledge about constraining gender norms generally expected to lead to community level actions.

Table 5. Selected anecdotal testimonies for outcomes at community level

Target sites	Anecdotal testimonies (direct quotations) reported	Reference
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Menz Mama district	<i>'During our village savings group meeting, I talked about role sharing with members. After the meeting, a woman approached me and asked if I can teach her how to use an ox-plow. The woman came to my farm and I showed her how to use the ox-plow. [...] She also asked me to show her how to assemble the plow and I have agreed. In return, I asked her to teach me how to bake Injera'.</i>	Mulema et al., 2020, p. 655
Menz Gera district	<i>'When you go anywhere, people ask you where you were and what you did. I went to a baptism and people asked me about the meeting I have attended, and I shared the information about sharing roles between husband and wife and the people said...our community is changing. [...] We meet informally to share information and monitor each other'.</i>	Lemma et al., 2019d, p. 11
Menz Gera district	<i>'I shared information with my family and neighbors that there should be no distinction in roles between men and women. They appreciated the information and are now practicing what I told them'.</i>	Lemma et al., 2019d, p. 12

### *Change at Institutional Level*

Generally, CC interventions strengthened capacity of local actors. Action points emerging from community conversations informed local level planning processes and interventions in livestock health management (Lemma et al., 2019c). CC interventions resulted in making local institutions more gender aware and response. Inclusion of women in local institutions, a local producer group, influenced by CCs increased level of innovation and resourcefulness or productivity (Kinati et al., 2019b). Local leaders began institutionalizing the approach in their extension system in the target districts (Lemma et al., 2021c). CC served as collaborative learning and action platform for animal health management at community levels (Lemma et al., 2021c). Moreover, CC not only improved collaboration and connection among community members but also strengthened institutional level connectedness for joint and collaborative actions among service providers (Lemma et al., 2019e).

Table 6. Selected anecdotal testimonies for outcomes at institutional level

Partner/Institution	Anecdotal testimonies (direct quotations) reported	Reference
Head of Livestock and Fish Development office/Doyogena district	<i>'I am amazed by the engaging power of the community conversation approach. I now intend to engage with farmers when they come for vaccination or treatment services in an interactive way. We can spend some time to learn from farmers and communicate key disease prevention messages before we provide treatment or vaccination services. The approach is transformative and allows to address problems based on the experiences and views of communities.'</i>	Lemma & Abiro, 2021, P. 6
Staff of Livestock and Fish Development office/Doyogena	<i>'We have only been gathering people and telling them our prescriptive messages. In fact, we have been domesticating farmers only to listen to our views and ideas'. [Explaining their interest in community conversations], 'That is the way we have to work with farmers'.</i>	Lemma et al., 2019h, p. 8
Researcher/ Areka Agricultural Research Center	<i>'As a researcher, I focus on understanding community problems in an extractive way. Community members are only information providers, and there is little feedback and learning for the farmers. Now I see that community conversations can address both research and learning objectives. It facilitates our work, and we now have community change</i>	Lemma & Abiro, 2021, p. 6

	<i>agents whom we can use to share information and influence other community members.'</i>	
Animal health team leader/Menz Gera District	<i>'The community conversations catalyzed our work. We will adapt and make the methodology part of our training program for development agents'.</i>	Lemma et al., 2019h, p. 8
Members of a Community fishery Producing Group/Menz Mama District	<i>'While attending the first round of the community conversation session, I started challenging our group. We were not gender sensitive as a group. If we included women in our group, gender balance would improve our productivity and benefit us all. [...] the community conversation sessions created the desire to discuss among ourselves and as a result, we went a step further and decided to take action by including six women to address gender inequality in our group'.</i>	Mulema et al., 2020, p. 659
Researcher/Dabrebrehan Agricultural Research Center	<i>'I see that the approach offers an effective way to identify research problems and develop and test technologies with farmers. It gives me a different perspective to research problem identification and doing research with farmers. I was wondering how much I missed out to make research more applicable to farmers.'</i>	Lemma & Abiro, 2021, P. 7
Researcher/Bonga Agricultural Research Center	<i>'I found the approach very engaging and generative. I am amazed with the level of analysis and learning happened in a short time. I was thinking what I could have done in feeds research while the conversations were happening. I can use the approach as a participatory research and training method. I even think to do action research along the community action points.'</i>	Lemma & Abiro, 2021, P. 7
Researcher/ICARDA	<i>'During a workshop organized for sheep fattening youth groups, I got a sneak peek into the potential of community conversations. The workshop was intended for communicating improved practices in feeds, nutrition and ration formulation. However, it ended up being in-depth discussions around feeding challenges by the youth group members. It was totally exhilarating. The in-depth information on feeding practices and feed resource utilization revealed has never been captured through surveys. Revelations on misconceptions and service delivery challenges all came to the fore. I have the conviction that community conversations are a very useful way for exploration of diverse perspectives and having deep insights into development challenges.'</i>	Lemma & Abiro, 2021, P. 7

## Implications and Way Forward

The gender dimension research works under the Livestock CRP identified key gender issues that need to be addressed in order to make the ongoing small ruminant value chain transformation more gender responsive. Specifically, the assessment of gendered participation status in breeding cooperatives in CBBP target sites identified specific constraints and opportunities for interventions (Kinati, 2017). The gender issues in small ruminant value chain development addressed through the transformative approach (CC) were in line with the gender-based constraints to women's active participation in the breeding cooperatives in particular and CBBP in general.

The CCs so far addressed key gender issues related to access, ownership, control over livestock resources, gender division of labor and their valuations, and the associated social structures. Moreover, gendered KAP related to restrictive gender norms and animal health

management, animal welfare, and awareness on zoonosis and antimicrobial resistance was part of the focus of the CCs. Bringing about the desired KAP along these important gender issues among community members in the livestock CRP target sites has tremendous implications for the improvement of the gender contexts in which CBBP being implemented. It improves the conditions of women community members who were found not actively taking part, for example, in the breeding cooperatives.

However, it is apparent that there is a need to objectively carry out an impact evaluation of the CC interventions in order to draw lessons and identify gaps for future interventions. These includes critically assessing the impacts of the CC at various levels including changes at individual or HH, community, and institutional levels. Therefore, the following action points would be considered as a way forward:

- Conduct impact evaluation of the CC interventions in the Livestock CRP target sites where CCs have been implemented in order to generate detailed information on the CC processes, impact achieved (at individual, HH and community levels), challenges encountered and lessons learnt including most significant stories.
- Specifically, since CC interventions would have high impact more likely on breeding cooperative members in particular and CBBP in general, it is important to objectively commission an impact study in the CBBP target sites. This would have multiple benefits. Firstly, by investigating the impacts of CC relevant lessons could be generated for similar interventions. Secondly, it would help to avoid duplications of efforts, resources and time. And finally, un addressed gender issues/gaps would be identified for future interventions by CBBP.
- Continue to break down gender stereotypes through CCs. The only way to shift the framing around appropriate behaviour within the household, community and society at large is to continue to break down gender stereotypes. Elevate women to positions of power, for example within the breeding cooperative leadership positions, to reduce male domination in all aspects of life. Challenging the undermining of women's autonomy is a must in order to break the chain of passing on these negative attitudes.
- Coordinate with partners and establish a community-based gender advocacy groups and community of practices across the target sites. This could be started by organizing a platform for recognitions of champion men and women community members who successfully participated in the CC sessions, fully implemented action plans, and able to demonstrate the desired gender attitudes and practices. The establishment of the advocacy group help to ensure to sustain the KAP changes already observed among CC participants and spread the information among other community members in a sustainable manner.
- In order to maintain the momentum, device mechanisms for institutionalizing the gender transformative approach (CC) in the extension systems of development and research partners—this includes scaling locally, regionally, and nationally. This would help to put in place mechanisms that ensure gender issues are continually part and parcel of any livestock interventions in the target areas and beyond.

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## Annex

Table 7. Document type reviewed, gender issues in focus, target Livestock CRP sites and sources.

Document Type	Gender issues in focus	Targeted Livestock CRP site	Sources
Journal paper	Gender division of labour & access to & control over livestock resources & social structures	Doyogena, Menz Gera and Menz Mama	Mulema et al., 2020a
Conference Paper	Zoonosis and division of labour	Doyogena, Menz Gera and Menz Mama	Mulema et al., 2021
Technical Brief	Gender-biased views, attitudes and inappropriate practices	Doyogena, Menz Gera Midir, and Menz Mama	Kinati et al., 2019a
Report	Animal welfare: how men & women differently perceived problems & importance of their animals	Yabello & Menz Gera	Lemma et al., 2019a
Report	Gender, women's livestock ownership, decision making and zoonotic diseases, animal welfare and antimicrobial use and resistance.	Doyogena	Doyle et al., 2019a
Report	Gender-differentiated use of antibiotics & access to information	Yabello & Menz Gera	Lemma et al., 2019b
Report	Gender roles, Access, Ownership & group membership	Menz Ger, Menz Mama & Doyogena	Mulema et al., 2019a
Report	Gender attitude, gender roles, gender capacity of local partners	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2019c
Report	Gender relations & risk of Zoonotic diseases	Doyogena, Menz Gera Midir, and Menz Mama	Mulema et al., 2019b
Report	Equitable gender roles and the value of women's role in livestock husbandry	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2018a
Report	Men and women's Knowledge, attitudes and practices about zoonotic diseases	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2018b
Report	Men and women's Knowledge, attitudes and practices about zoonotic diseases	Doyogena, Menz Mama and Adyo Districts	Mekonnen et al., 2021
Blog story	Gender roles in livestock husbandry; perceptions about women's ownership and control over livestock resources; knowledge, attitudes and practices of community members about zoonotic diseases; and institutional and structural factors influencing prevention and control of zoonotic diseases	Doyogena, Menz Gera Midir, and Menz Mama	Kinati et al., 2019b
Blog story	Gender roles in livestock husbandry; perceptions about women's ownership and control over livestock resources; knowledge, attitudes and practices of community members about zoonotic diseases; and institutional and structural factors influencing prevention and control of zoonotic diseases	Doyogena, Menz Gera Midir, and Menz Mama	Kovacevic, 2021
Blog story	Constraints to, and opportunities for, women's access to farming information and having them participate in farming advisory meetings.	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2019d
Blog story	Valuations of gendered knowledge in animal diseases.	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2018c
Blog story	Animal health and Social structures	Yabello	Lemma et al., 2019e
Blog story	Improving community awareness on antimicrobial resistance	Yabello & Menz Gera	Lemma et al., 2019f

Poster	Gender division of labour & access to & control over livestock resources & social structures	Doyogena, Menz Gera Midir, and Menz Mama	Mulema et al., 2019c
Poster	Restrictive gender norms and animal health management	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2020a
Module	Gender roles in livestock husbandry, Perceptions and attitudes about women's ownership and control over livestock assets, Knowledge, attitudes and practice about zoonotic diseases, and Institutional and structural factors in prevention and control of zoonotic diseases.	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2018d
Module	Animal welfare and community's needs and action related to animal welfare.	Yabello & Menz	Doyle et al., 2019b
Module	Knowledge, Attitudes and Practice of community members about antimicrobial use and resistance	Yabello & Menz	Alemu et al., 2019
Module	Perceptions, knowledge and practices of community members about feeding and animal feed management, health management, and collective livestock marketing	Yabello & doyogena and Menz Molale	Lemma et al., 2021a
Module	Knowledge, perceptions and practices of community members about clinical signs, causes, transmission pathways, prevention and control of gastrointestinal nematodes and trematodes.	Yabello & Doyogena and Menz Molale	Lemma et al., 2021b
Extension material	Gender roles in livestock husbandry, Perceptions and attitudes about women's ownership and control over livestock assets, Knowledge, attitudes and practice about zoonotic diseases, and Institutional and structural factors in prevention and control of zoonotic diseases.	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2020b
Extension material	Behaviour change through community conversations	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2021c
Training material	Gender roles and norms in livestock husbandry, Attitudes and perceptions about women's ownership and control over livestock assets, KAP about zoonotic diseases, The role of institutional and structural factors in gender relations and prevention of zoonotic diseases	Doyogena, Menz Gera Midir, and Menz Mama	Lemma et al., 2019g



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