

# Report on Gender Capacity Development (GCD) Activities by CRP Livestock Partners in Ethiopia

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# Contents

Contents .....	1
1 Introduction .....	2
2 Planned GCD Activities by Partners.....	2
3 Plan versus Accomplishment by Partners .....	4
4 Impact at Partners level .....	5
5 Overall Reflections .....	6
References .....	7

# 1 Introduction

The International Centre for Agricultural Research in the Dry Areas (ICARDA) and the International Livestock Research Institute (ILRI) have been organizing a tailor made gender capacity development intervention for selected research and development partners of CRP Livestock in Ethiopia. in response to a recognized need to strengthen the capacity of research and development partners to integrate gender in small ruminant value chain development in Ethiopia. The objective is to strengthen the gender integration capacities of livestock value chain partners (six research and development partners) at an individual and organizational level. A gender capacity development training manual was developed by Transition International (TI) and ILRI covering four thematic areas: 1) gender analysis for value chain development; 2) gender strategy development; 3) gender responsive organizations; and 4) monitoring and documentation. Two training workshops introducing and testing the training manuals were held and complemented with coaching and mentoring and experimental learning activities.

The gendered value chain analysis workshop was organized by a team of facilitators from ILRI and ICARDA based on the training materials. The training workshops were conducted in 2016 and 2017 and attended by members of the gender capacity development committee established by the partner organizations during the baseline assessment, regional gender focal persons and heads of the respective organizations.

The on spot evaluation of the training sessions indicated that the training met participants' expectations. Generally, participants appreciated the overall training contents, approaches and training materials. The participants were very eager to share the knowledge and skills learned with their colleagues and to start the application of what they learned, integrating actions with their ongoing work/newly planned activities of their respective organizations.

## 2 Planned GCD Activities by Partners

Following the second training workshop (23-27 October 2017) participants drafted action plans to develop organizational gender strategies and interventions in order to apply the new knowledge and skills acquired from the training as part of the training workshop (table 1). The plans to be implemented were meant to reinforce the skills acquired during the training workshops. Visits to respective partner organizations and distance mentoring and coaching of the teams were done in order to help them rollout their action plans. The heads of institutions and regional gender focal points signed the coaching agreement in order to formalize the whole process of Gender Capacity Development.

**Table 1. Action plans, time frame and expected outputs developed by the respective GCD training workshop participants**

Partners	Planned Activities	Remarks
Yabello Dryland and Pastoralist Research Centre (YDPRC)	Develop Own Gender strategy	30 <sup>th</sup> of June, 2018
	Implementing the strategy: one internal gender equity objectives	30 <sup>th</sup> of June, 2018
Yabello Pastoralist Development Office (YPDO)	Develop Own Gender strategy	30 <sup>th</sup> of June, 2018
	Implementing the strategy: one external gender equity objectives	30 <sup>th</sup> of June, 2018
Bako Agricultural Research Centre (BARC)	Develop Gender strategy	30 <sup>th</sup> of June, 2018
	Implementing the strategy: one Internal & external gender equity objectives	30 <sup>th</sup> of June, 2018
Horro Office of Agriculture & Natural Resource Management (HOA&NRM)	Develop Own Gender strategy	30 <sup>th</sup> of June, 2018
	Implementing the strategy: one external gender equity objectives	30 <sup>th</sup> of June, 2018
Areka Agricultural Research Centre (AARC)	Develop Own Gender strategy	30 <sup>th</sup> of June, 2018
	Implementing the strategy: one external gender equity objectives	30 <sup>th</sup> of June, 2018
Doyogena Office of Agriculture Natural Resource Management (DoA&NRM)	Develop Own Gender strategy	30 <sup>th</sup> of June, 2018
	Implementing the strategy: one external gender equity objectives	30 <sup>th</sup> of June, 2018

Coaching and monitoring from distance through email and telephone by the ILRI/ICARDA gender team was done as agreed at the wrap up of the training workshop. Accordingly, within six months after the training workshop three rounds of email communications and four telephone communications were carried out with the respective partners. However, since some of the partners, in particular the development partners often do not have access to internet services, it was not easy to keep in touch with them particularly via emails. As a result, the gender team decided to conduct a quick monitoring visit to some of these partners. On site monitoring visits took place with four partner organizations, from May 7-11 at Yabello and May 14-17, 2018 at Horro. The objective was to meet the GCD committees of the respective monitored partners and discuss about their successes and challenges, and provide technical backstopping on what to document. Participants were encouraged to implement and report on what they have planned and implemented in a timely manner.

### 3 Plan versus Accomplishment by Partners

The table below summarizes the progress of partners related to their implementation plans prepared at the end of the GCD training workshops in 2017.

**Table 2. Summary of plan versus achievements**

Partners Monitored	Activities			Remarks
	Planned	Accomplished	Remaining	
Yabello Dryland and Pastoralist Research Centre (YDPRC)	Gender strategy Development	A gender strategy for the organization prepared	Completed & reported	<a href="#">Report available</a>
	Implementing the strategy: Internal gender equity objectives	Gender Capacity Development for staff of YDPRC to improve overall women status in the center conducted.	Completed & reported	<a href="#">Report available</a>
Yabello Pastoralist Development Office (YPDO)	Gender strategy Development	Not yet completed. In progress during the monitoring visit.	Completing the gender strategy development and reporting.	Agreed to be finalized by end 2018, but not yet reported.
	Implementing the strategy: External gender equity objectives	Gender Capacity Development for staff of YPDO to improve their gender capacity conducted.	Completed & reported	<a href="#">Report available</a>
Bako Agricultural Research Centre (BARC)	Gender strategy Development	Not yet completed. In progress during the monitoring visit.	Completing the gender strategy development and reporting.	Agreed to be finalized by end 2018, but not yet reported..
	Implementing the strategy: Internal & external gender equity objectives	Two activities in progress during the monitoring visit: (1) Improve women's income from sheep fattening through collective action being implemented in two kebeles in Horro woreda. (2) GCD of staff of BARC.	Completing the field activities & reporting.	Agreed to be finalized by end 2018, but not yet reported.
Horro Office of Agriculture & Natural Resource Management (HOA&NRM)	Gender strategy Development	Not yet completed. In progress during the monitoring visit.	Completing the gender strategy development and reporting.	Agreed to be finalized by end 2018, but not yet reported.
	Implementing the strategy: External gender	One activity conducted: Empower women farmers through improving their income from improved	Completed & reported	<a href="#">Report available</a>

Partners	Activities			Remarks
Monitored	Planned	Accomplished	Remaining	
	equity objectives	poultry production conducted in five kebeles.		
Areka Agricultural Research Centre (AARC)	Gender strategy Development	SARI has developed a gender strategy at institute level	Completed & reported	<a href="#">Report available</a>
	Implementing the strategy: External gender equity objectives	A gender sensitive activity on addressing gender issues in community based sheep breeding program is in planning stage during the monitoring visit.	Completing the field activities & reporting.	Agreed to be finalized by end 2018, but not yet reported.
Doyogena Office of Agriculture Natural Resource Management (DoA & NRM)	Gender strategy Development	Not yet completed. In progress during the monitoring visit.	Completing the gender strategy development and reporting.	Agreed to be finalized by end 2018, but not yet reported.
	Implementing the strategy: External gender equity objectives	One activity on addressing gender issues in community based sheep breeding program is underway and report is being prepared during the monitoring visit.	Completing the field activities & reporting.	Agreed to be finalized by end 2018, but not yet reported.

Until December 2018, out of the six partner organizations who have participated in the GCD training workshops, one has provided complete report on both the gender strategy and the gender equity objectives; three have implemented and reported on the gender equity objectives only; and one has reported only on the Gender strategy development. In total, five partner organizations have partly or completely implemented and reported on the GCD activities they planned to implement as a result of the GCD training workshops.

## 4 Impact at Partners level

All partners who have participated in the GCD training initiatives were encouraged to implement what they have planned during their GCD training workshop as part of the capacity development process. Accordingly, five out six partners have reported that they implemented fully or partially their gender equity objectives at their organizational or target community levels. These gender equity objectives include: GCD trainings for staff; community sensitization on gender issues; training women on improved poultry production; increase participation of men (including young male) and women (including young female) in field research activities; organize women farmers in to common interest groups in order to improve their income and agency; and increase number of female staff in various committees (table 3).

**Table 3. Spillover effect of the Livestock CRP partners' GCD**

Activities by partners/events	Partner organization	Reported			Source
		Male	Female	Total	
GCD trainings for staff	Yabello Pastoral & dryland agri. Research center	98	23	121	Partner's report
Community sensitization on gender issues	Horro Bureau of Agri. & NRM	16	80	96	Partner's report
GCD trainings for staff	Yabello Pastoralist Development Office	-	-	31	Partner's report
Training on improved poultry production	Horro Bureau of Agri. & NRM	16	80	96	Partner's report
Increase participation of men (+young male) & women (+young female) in field research activities	Yabello Pastoral & dryland agri. Research center	361	157	518	Partner's report
GCD trainings for staff	Areka Agricultural research Center	81	13	94	Partner's report
		<b>Baseline</b>	<b>Achieved</b>		
		<b>2015/6</b>	<b>2017/8</b>		
Organize women farmers into common interest groups	Horro Bureau of Agri. & NRM	0	5		Partner's report
Increase number of female staff in committees	Yabello Pastoral & dryland agri. Research center	2	10		Partner's report

## 5 Overall Reflections

Although partners are lagging behind in terms of achieving their planned GCD initiatives, i.e. gender strategy development and implementing the strategy, all of them have made good progress in achieving the gender equity objectives. During the time of the monitoring visits the GCD committees of the respective partners had started developing the strategy based on their field experiences but they were lagging behind in reporting. Together with the committee, contents of the gender strategy were revisited and discussed in detail. A sample gender strategy was given to each partner to be used as a prototype in developing their own strategy. It was observed that all GCD committees still had the courage and motivation developed during the training workshop which is important for keeping the momentum in order to achieve the desired outcomes. All partners appreciated the technical support they have been receiving from the ICARDA/ILRI gender team and noted this as one of the best practices they have ever experienced. They all appreciated the GCD processes and the practicability of the field. Although, the respective GCD committees of our partners agreed on what to document including success stories and on the reporting time frame, some of them have not yet submitted their partner report. It is strongly suggested to continue coaching from distance via telephone and email communication.



## Report from partners

- 1) Progress report on GCD activities, July 2018. Yabello Pastoral and Dryland Agricultural Research Centre.
- 2) Gender Mainstreaming Strategy, July 2018. Yabello Pastoral and Dryland Agricultural Research Centre.
- 3) Progress report on GCD activities, October 2018. Horro Bureau of Agriculture and Natural Resource Management.
- 4) Gender Mainstreaming Strategy, October 2018. South Agricultural Research Institute (SARI).
- 5) Progress report on GCD activities at Yabello Pastoral Development Office. August 2018.