



RESEARCH
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Livestock

More meat, milk and eggs by and for the poor

Gender Capacity Development of Research and Development Partners

**Gender strategy (internal and external gender equity objectives)
prepared by partner organizations during the GCD training workshops**

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Introduction

Research and development partners of the CGIAR Research Program on Livestock (CRP Livestock) from Adiyo district, Bonga Agricultural Research Centre, Debre Berhan Agricultural Research Centre, Menz Mama district and Menz Gera district were come together to be trained on gender capacity on May 10, 2021. Similarly, another round of training brought together partners from Sekota Agricultural Research Center, Ziquala and Abergelle districts in Sekota town from 20–24 May 2021.

In both training sites, research and development partners brainstormed gender-based constraints in small ruminant value chains. During the training workshop, they identified what they thought were the key gender related constraints in the small ruminant sector. Following the training workshop, gender strategies (internal and external gender equity objectives) were developed as part of the training workshop output by participating partner organizations. The gender strategies prepared by the respective partners will be implemented as per the plans included in this report. Implementations of the action plans will be monitored. This report outlines the strategies to address gender based specific constraints as prepared by the partners.

Process and methodology

The training workshop was facilitated in such a way that at the end yields gender strategy that would help to address the key gender issues identified at the beginning of the training workshop. Through an experiential learning process—plenary, examples, exercises and telling stories—the four modules were designed in an interconnected manner so that each day participants step forward towards their gender strategy development.

With a gender conceptual foundation, basic value chain concepts were presented and discussed, inviting participants to give examples and describe what gender issues they would consider at each value chain node. Conceptual understanding was checked and reinforced through a value chain case analysis from a gender lens. Learning progresses into understanding gender-responsive organizations and developing gender equity strategies.

In collaborative learning activities, the participants brainstormed key words and practiced with it through exercises. Such an engagement made them feel empowered and release their knowledge power. While the practices with the gender concepts and gendered value chain analysis capacitated participants to develop external gender equity objectives which are to be implemented with their target communities, the gender at workplace module helped participants to identify gender issues to be addressed within their organizations. Participants identified factors within their organizations that hinder gender equity at workplace.

The training concluded with gender-responsive monitoring and evaluation that gave participants the skills required to develop indicators for both gender equity objectives. In the close of the training workshop, participants worked in small groups (by research center and district) to synthesize the main learnings and insights using a developed template from the training in to action plans to mainstream gender in their organizations and programs. The action plans developed will form the basis for providing coaching and monitoring support for participants in the courses of implementing their plans. Mentoring and monitoring will be done via the various possible communication means or face to face depending on the contexts with the respective partners.

Main contents of the gender strategy developed by partners

In the gender strategy developed by the respective partners, six key sections were included: vision, objective, expected outcome, activity, indicators and means of verifications. The details of each gender strategy were provided in the plans submitted by the partners in local language.

Study site and area description

In the detail plans submitted by the partners, study sites and brief background to the gender equity objectives were provided. Participants analyzed the gender contexts of their respective value chains which led them to the identifications of the key gender related problems to be addressed through the action plans developed at the end of the training workshop.

Internal and external gender equity plans

The table below presents the details of the internal and external plans as prepared by participant partners.

Debre Birhan Agricultural Research Center

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Mr. Shenkute Gosheme (Animal Breeding and Genetics) 2) Dr. Erdachew Yitagessu (Animal Health Researcher) 3) Mr. Leulseged Alemayehu (Animal Nutritionist) 4) Mr. lifru Worku (Crop Protectionist) 5) Mr. Woineshet Mohamed (Human Resource) 6) Mr. Hehual Kassa (Agricultural Extensionist) 7) Mr. Tilahun Getatchew (NRM) 8) Mr. Zerihun Kebede (Horticulture Researcher)	<p>Title: Ensure gender equitable income generation from sheep fattening in the community-based breeding program.</p> <p>Vision: To see gender equitable participation and benefit ensured from sheep fattening value chain.</p> <p>Objective:</p> <ul style="list-style-type: none"> - To ensure gender equitable participation, decision making and control on the income from seep fattening. <p>Outcome:</p> <ul style="list-style-type: none"> - The community attitudes were changed on gender stereotypes. - Bothe the men and women decide on the income from sheep fatting - Active & gender equitable participation in sheep fattening VC. <p>Activity:</p> <ul style="list-style-type: none"> - Conduct training for women & men. - Organize experience sharing events. - Establish gender sensitive cooperatives. 	<ul style="list-style-type: none"> - # of women and men participating in sheep fattening. - Change in attitudes on gender stereotypes. - Practice of shared decision making. 	<ul style="list-style-type: none"> - Observations - Process and outcome Reports produced by the partners 	<p>Title: Capacitating women staff members through a GCD training for enhanced participation.</p> <p>Vision: improve the number and benefits of women staff members.</p> <p>Objective:</p> <ul style="list-style-type: none"> - to improve women gender staff members in technical and administrative positions and reduce the gender balance gaps <p>Outcome:</p> <ul style="list-style-type: none"> - improved women staff's skill and knowledge. - Reduced staff gender gap. - Changed attitudes of staff members on gender biased behaviors. <p>Activities:</p> <ul style="list-style-type: none"> - Establish good working environment. - Arrange childcare rooms and services. 	<ul style="list-style-type: none"> - # of women staff trained. - Reduced staff gender gap. - Change in attitudes of staff members on gender biased behaviors. 	<ul style="list-style-type: none"> - Observations - Process and outcome Reports produced by the partners

	<ul style="list-style-type: none"> - Enhance gender equitable technology dissemination. - Develop the plan in to proposal & submit to ARARI for fund. 			<ul style="list-style-type: none"> - Training for women staff members in gender capacity. - Long term training for women staff members. - Develop special plan to hire women candidates. 		
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Bonga Agricultural Research Center

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Mr. Addisu G/Mikael (Animal Breeding and Genetics) 2) Dr. Asrat Arke (Animal Health Researcher) 3) Mr. Muluken Zeleke (Animal Nutritionist) 4) Mr. Ashenafi Abrham (Crop Protectionist) 5) Mr. Melaku Tarekegn (Human Resource) 6) Mr. Tesfay Gafaro (Socioeconomist) 7) Mr. Wondimagegn Addisu (NRM)				Title: Capacity building programs for BARC female staff members through upgrading their academic Levels. Vision: To see women participating in higher management positions. Objective: <ul style="list-style-type: none"> - To improve women's educational status - To increase women's participation in managerial and higher positions. Outcome: <ul style="list-style-type: none"> - Improved women's educational status. - Women staff member participated in managerial level and higher positions. 	<ul style="list-style-type: none"> - # of women staff trained. - # of women staff member participated in managerial level and higher positions. 	<ul style="list-style-type: none"> - Process and outcome Reports produced by the partners.

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
				Activities <ul style="list-style-type: none"> - Conduct academic profiling of all women staff members - Create awareness on staff gender gap and gender responsive organization for all staff members. - Establish partnership with higher academic institutes. - Encourage female staff members apply and join higher educations. 		

Sekota Dry Land Agricultural Research Center (SDARC)

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Mulatu Gobeze (Animal Breeding and Genetics) 2) Eshetie Alemu (Animal Nutritionist) 3) Yeshiwas Walle (Animal Breeding and Genetics) 4) Dr. Abebe Tibebu (Animal Health Researcher)	Title: Improving women's participation in CBBP along the value chain. Vision: To see improved women participation in CBBP along the value chain. Objective: <ul style="list-style-type: none"> - To increase women's participation in CBBP from 2 to 25% along the Value chain by 2023. - To increase women participation in the 	<ul style="list-style-type: none"> - # of activities implemented to bring attitudinal change. - # of activities that empower women in decision making. - Improvements made in livelihood, nutritional 	<ul style="list-style-type: none"> - Process and outcome Reports produced by the partner. - HH survey. 	Title: Improve the capacity of women staff member and newcomers. Vision: Ensure equal or more women participation in all issues of the organization. Objective: <ul style="list-style-type: none"> - To improve women staff professional capacity in the center 	<ul style="list-style-type: none"> - # of women staff member whose career improved. - # of additional women staff member available. 	<ul style="list-style-type: none"> - Process and outcome Reports produced by the partner. - Organizational staff profile - Staff survey.

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
5) Kendye Ayen (Socioeconomist) 6) Berhan Abebe (Human Resource) 7) Girma Nigussie (NRM) 8) Meseret Ayal (Horticulture Researcher)	<p>cooperative leadership from 0 to 30% by 2023.</p> <p>Outcome:</p> <ul style="list-style-type: none"> - Activities that bring attitudinal change implemented. - activities that empower women in decision making along value chain conducted. - improved livelihood, nutritional status and food security realized for CBBP members. <p>Activity:</p> <ul style="list-style-type: none"> - Conduct tailor-made trainings to change the traditional beliefs and attitudes which limit women's roles. - Work with cooperative, NGO administrative bodies, extension workers, and other stakeholders. - Establish gender-based data collection sheet in CBBP along the value chain. - Support women by providing inputs for forage development works. - Organize women in fattening feed supply and distribution. - Facilitate access to credit for women & create local 	<p>status and food security for CBBP members.</p>		<p>through CapDev activities and increase women staff members from 19% to 25%.</p> <ul style="list-style-type: none"> - To improve women self-confidence through organizing various events. - To provide Long term training for women researchers and improve their status from 0% to 5%. <p>Outcome:</p> <ul style="list-style-type: none"> - Women staff member career improved. - More women staff member available. - Women staff members have developed self-confidence. <p>Activities:</p> <ul style="list-style-type: none"> - Identify fields of study based on women staff's interest. - Lobby for budget allocation for the activities. - Coordinate and facilitate trainings. - Provide trainings. 	<ul style="list-style-type: none"> - Level of self-confidence women staff members have developed. 	

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
	saving associations for them. - Develop the plan into proposal & submit to ARARI for additional fund.			- Identify missing fields for staff members & new ones. - Prepare training modules for women. - Develop affirmative action to invite women candidates only for recruitment.		

Menz Gera District Development Offices

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Asrat Eshete (Livestock and Fishery Officer) 2) Genet Wubetu (Women, Children and Youth Affairs Officer) 3) Dejene Legese (OoA, Extension Communication expert) 4) Senait Nega (Trade and Market Development Officer) 5) Eshetu Yirga (Cooperative	Title: Training provision for women groups participating in sheep fattening in Negasi Amba watershed. Vision: Water shed developed by the community will be free from free grazing and allocated for cut and carry system for sheep fattening and women's benefit from the water shed through sheep fattening is realized. Objectives: - To create awareness for 100 women who live in the water shed about their rights and benefits from the watershed development activities.	- # of women participate in sheep fattening. - # of sheep fattened per year. - # of fattened sheep supplied to the market per year. - Amount of money earned (ETB) per annum.	- Available report from partner. - HH survey.			

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
Promotion Officer) 6) Abirham Shenkute (OoA Head)	<ul style="list-style-type: none"> - To ensure sustainability of 'Chimas' water shed development. <p>Outcome:</p> <ul style="list-style-type: none"> - Each of the 100 women participants in sheep fattening will fatten 4 sheep per fattening periods (three rounds/year). - 12 sheep will be fattened and supplied to the market per year and earn 12000 ETB per annum and in total 1,200,000.00 ETB in the water shed. <p>Activities:</p> <ul style="list-style-type: none"> - Conduct training of trainees for watershed development facilitators. - Identify participant women. - Provide trainings for identified women. - Purchase sheep for fattening purposes in consultation with participants. - Deworm the sheep. - Prepare barn and collect feed and feeding sheep. - Provide support to women during marketing. 					

Menz Mama District Development Offices

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Amtate Gibaye (OoA, Extension Communication expert) 2) Tesfaye Taffese (Trade and Market Development officer) 3) Legese Asfaw (OoA, Gender Expert) 4) Abebe Tachbele (Civil Service, Human Development expert) 5) Adefris W/Meskel (Livestock and Fishery Officer) 6) Aberash G/Tsadik (Cooperative Promotion Officer) 7) Lemlem Negash (Women Children and Youth Affair officer)	<p>Title: Gender capacity training for CBBP service providers in the district.</p> <p>Vision: improved capacity and understanding of service providers about gender concepts and practices to ensure women and men equal benefits in the district.</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To provide continuous trainings on gender to ensure gender equality and equity on benefits. - To empower women and enable them to take part in the leadership. - To aware 100 women on their rights & benefits who live in the selected water shed. <p>Outcome:</p> <ul style="list-style-type: none"> - Reduced women and girls' workloads. - Improved women leadership positions. - Reduced gender stereotypes. <p>Activities:</p> <ul style="list-style-type: none"> - Provide capacity development trainings to improve women leadership capacity. 	<ul style="list-style-type: none"> - Amount of work load reduced for women and girls'. - # of women in the leadership positions. - Change in behavior. 	<ul style="list-style-type: none"> - Available evidence of reduced workload. - Available evidence of reduced gender stereotypes. - Available reports. - HH survey. 			

	<ul style="list-style-type: none"> - Create awareness for men and women and provide trainings to reduce women's workloads. - Create awareness for men and women civil servants on resource use, benefits and decision making. 					
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Adiyo District Development Offices

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Habtamu Haile (Civil Service, Human Development expert) 2) Getachew W/Maryam (OoA, Extensionist) 3) Bahiru Eshetu (Livestock and Fish Gender Expert) 4) Melaku Mamo (Livestock and Fish Extensionist) 5) Damenech Dameto (Women Children and Youth Affair officer)	<p>Title: Improve women participation in civil servant and leadership positions in the district.</p> <p>Vision: to see improved share of women participation in civil servant and leadership position by 50%.</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To enhance gender equality and equity and ensure fair participation in resource use, access and control. <p>Outcome:</p> <ul style="list-style-type: none"> - Improved decision-making capacity of men and women on their resources. - Improved women's skill on planning, problem solving and self-confidence. <p>Activities:</p> <ul style="list-style-type: none"> - Improve women's awareness on gender issues 	<ul style="list-style-type: none"> - # of women & men reported Improved decision-making capacity. - # of women reported improved skill on planning, and problem solving - # of women reported self-confidence. 	<ul style="list-style-type: none"> - Available reports by partner. - HH survey. 			

	<p>through GCD training activities.</p> <ul style="list-style-type: none"> - Provide women technical backstopping to help them address their specific challenges. - Improve women's access to information for self-development and encourage women to upgrade their professions. - Facilitate the creations of good working environment for women. 					
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Abergele District Development Offices

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verifications	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Alemayehu Aba (Extension Communication expert) 2) Belete Alefe (Livestock and Fish Gender Expert) 3) Maberat Negaw (Cooperative Officer) 4) Tadess Kiross (Livestock and Fish Value Chain Expert) 5) Abebayehu Geberu (Civil	<p>Title: Improve participation of women in goat market in Sasiba, CBBP site.</p> <p>Vision: To see gender equitable in goat market participation.</p> <p>Objectives:</p> <ul style="list-style-type: none"> - To address gender biased attitudes and practices about. - To increase women's participation in goat marketing. <p>Activities:</p> <ul style="list-style-type: none"> - Facilitate the establishment of gender committees. 	<ul style="list-style-type: none"> - # of gender committee established. - # of CCs implemented to address gender biased attitudes. - # of partnerships established. - # of marketplaces established. 	<ul style="list-style-type: none"> - Available reports. - Available evidence of changes in attitudes. - Observations. 	-		

Service, Human Development expert)	- Implement community conversations to address the gender biased attitudes.					
6) Tesfay Wale (Women Youth and Child Affair officer)	- Identify and establish partnership with stakeholders. - Facilitate establishment of marketplaces in their vicinity.					

Zikuala District Development Offices

Team Members	Plan on External Gender Equity Objective	Indicators	Means of verification	Plan on Internal Gender Equity Objective	Indicators	Means of verifications
1) Wubetu Mengistu (Extension Communication expert) 2) Belete Alefe (Livestock and Fish Gender Expert) 3) Misganaw Birhanu (Cooperative Officer) 4) Zewdu Takele (Livestock and Fish Expert) 5) Addise Minaye (Civil Service, Human Development expert) 6) Kaba Sisay (Women Youth	Title: Improve women participation in goat marketing activities. Vision: To see gender equitable participation of women and men in goat marketing in the district. Objectives: - To improve women participation in goat marketing. - To ensure gender equitable equality benefits. Output: - Equal participation of men and women in goat marketing ensured. - Improved women leadership roles in the community.	- # of women & men participated in goat marketing. - # of women in leadership roles in the community. - # of women reported improved access, control and decision making on resources. - # of women reported improved capacity on self-confidence. - # of women's savings enhanced.	- Available reports. - Available evidence of changes in self-confidence. - Observations. - HH survey.			

and Child Affair officer)	<ul style="list-style-type: none"> - Improved women's access, control and decision making on resources. - Improved women's capacity on self-confidence. - Women's saving practices and cultures enhanced. <p>Activities:</p> <ul style="list-style-type: none"> - Provide community awareness on gender concepts and issues in goat marketing. - Provide training for 100 (50:50) female and male participants on financial management. - Identify establish partnership with stakeholders. - Increase women market participation from 4% to 50%. - Increase women leadership participation from 16% to 50%. 					
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Annex 1. List of GCD training workshop participants

Name	sex	Organization	Position
Woinshet Mohamed	F	DBARC	HR
Yifru Worku	M	DBARC	crop researcher
Zerihun Kebede	M	DBARC	research head
Tilahun Getachew	M	DBARC	NR researcher
Shenkute Goshime	M	DBARC	animal breeding researcher
Liulseged Alemayehu	M	DBARC	feed & nutrition researcher
Yehuala Kassa	M	DBARC	agricultural extension researcher
Erdachew Yitagesu	M	DBARC	animal health researcher
Abebe Tachbele	M	M/Mama	HR
Amitate Gibaye	M	M/Mama	Agri. extension
Legese Asfaw	M	M/Mama	L&F gender expert
Tesfaye Tafese	M	M/Mama	trade and industry
Aberash G/Tsadik	F	M/Mama	cooperative
Adefris W/Meskel	M	M/Mama	L&F extension
Dejene Legese	M	M/Gera	Agri. extension
Asrat Eshete	M	M/Gera	L&F extension
Genet Wubetu	F	M/Gera	Women & Youth affair
Senait Nega	F	M/Gera	trade and industry
Abrham Shenkute	M	M/Gera	Office of agriculture
Eshetu Yirga	M	M/Gera	cooperative
Lemlem Negash	F	M/Mama	Women & Youth affair
Asrat Arke	M	BARC	animal health researcher
Tesfaye Gefero	M	BARC	Socioeconomics researcher
Wondimagegn Addisu	M	BARC	NR researcher
Ashenafi Abirham	M	BARC	crop researcher
Addisu Gebiremichael	M	BARC	animal breeding researcher
Muluken Zeleke	M	BARC	feed & nutrition researcher
Melaku Tarekegn	M	BARC	HR
Melaku Mamo	M	Adiyo	L&F extension
Getachew W/Mariam	M	Adiyo	Agri. extension
Bahiru Eshete	M	Adiyo	L&F gender expert
Dameneshe Demeto	F	Adiyo	Women & Youth affair
Habtamu Haile	M	Adiyo	HR

Eshetie Alemu	M	SDARC	feed & nutrition researcher
Girma Nigussie	M	SDARC	NR researcher
Yeshiwas wale	M	SDARC	animal breeding researcher
Abebe Tibebe	M	SDARC	animal health researcher
Birhan Abebe	M	SDARC	HR
Mulatu Gobeze	M	SDARC	animal breeding researcher
Kindye Ayen	M	SDARC	Socioeconomics researcher
Meseret Ayal	F	SDARC	crop researcher
Misganaw Birhanu	M	Zikuala	cooperative
Zwdie Takele	M	Zikuala	L&F extension
Adise Minaye	F	Zikuala	HR
Kaba Sisay	F	Zikuala	Women & Youth affair
Tesfaye Wele	M	Abergele	Women & Youth affair
Mebrate Negaw	M	Abergele	cooperative
Belete Alefe	M	Abergele	L&F gender expert
Tadesse Kiros	M	Abergele	L&F value chain expert
Ababayehu Gebru	F	Abergele	HR
Alemayehu Aba	M	Abergele	Extension communication
Wubetu Mengistu	M	Zikuala	Agri. extension
Zenebe Gebeyehu	M	Zikuala	Agri. Extension gender expert
Lijalem Abera	M	Zikuala	L&F extension