

Enhancing Participation of Women and Men in Breeding Cooperatives Through a Gender Capacity Development (GCD) Intervention for Local Actors (Cooperative Leadership & Service Providers) in Ethiopia

May-July 2019

Training Workshop Report

by

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Introduction

In Ethiopia, Livestock CRP research has focused on gender capacity development at the institutional level. Recently, gender awareness-raising activities at community and household level to transform gender relations are being conducted at limited Livestock CRP sites to overcome restrictive gender norms and enhance equitable participation of men and women livestock keepers in a community-based sheep breeding program (CBBP). This is mainly as a result of lack of core gender capacities by local partners who provide day to day services to the breeding cooperatives across Livestock CRP target sites. They lack the capacity to recognize, identify gender issues and formulate strategic actions to overcome constraining gender relations and structures at household and community levels.

In order to address this felt need, a training workshop to enhance participation of women and men in breeding cooperatives through a gender capacity development (GCD) intervention for local actors (cooperative leadership and service providers) was initiated and implemented in selected target sites. The training aimed at creating awareness on the key constraining gender relations and structures identified through previous studies in the target sites and capacitate local actors on how to address them through a gender transformative approach.

Brief description of the Context

In order to sustainably improve the small ruminant sector in major sheep and goat producing regions of Ethiopia, The International Centre for Agricultural Research in the Dry Areas (ICARDA), the International Livestock Research Institute (ILRI), and the University of Natural Resources and Life Sciences (BOKU), in partnership with the Ethiopian National Agricultural Research System, have designed and implemented community-based sheep breeding programs funded by an Austrian Development Agency from 2007 to 2011. More successful breeding programs have been continued under the CGIAR Research Program on Livestock and Fish by ICARDA, ILRI and the NARS in the three sites (Menz, Horro and Bonga) and expanded to three more new sheep and goats sites (Doyogana and Atsbi, and T/Abergelle, respectively) with increased number of participating sheep and goat keeping households (Gutu et al, 2015).

The program has put in place innovative institutional arrangement, breeding cooperative, in order to maintain sustainable breeding improvement intervention in the target sites. The intension is to organize sheep and goat farmers in to cooperative for stronger collective actions including for effective breed improvement and better market participation through

strengthening their bargaining power (Kidoido, 2014¹). Accordingly, sheep and goat breeding cooperatives have been established across the target sites in collaboration with stakeholders. In Bonga, Doyogena and Menz sheep breeding cooperative whereas in Abergele and Borena goat breeding cooperatives were established. The number of breeding cooperatives have been increasing from time to time particularly that of sheep breeding cooperatives. Both men and women small ruminant keepers were target members of the breeding cooperative.

The initiative has so far achieved important economic and social benefits for the participating households in the target sites. Changes observed in the livelihoods of participant women as a result of their participation realized the breeding cooperative as a means to access other economically important assets and as a bridge out of poverty (Gutu et al, 2015)². However, the process of community consultation (influenced by the existing gender norms) affected the type of information generated and best-bets identified for intervention which tended to favor men, livestock keepers. Selection of participant farmers based on criteria such as flock size and interest alone for CBBP resulted in systematically marginalizing women, particularly women in male-headed households, and youth small ruminant keepers from joining breeding cooperatives and benefit equally with men. A previous study on gendered participation with selected breeding cooperatives has shown that women membership across the breeding cooperatives assessed is extremely low (see table below).

Membership by gender for selected breeding cooperatives, over four years

Woreda	Name of the Coop	2014		2015		2016		2017	
		Male	Female	Male	Female	Male	Female	Male	Female
Adiyo, Bonga	Boka Shuta Sheep Coop	208	23	218	24	245	25	305	31
	Serara Bokota Sheep Coop	36	6	46	7	72	10	77	13
Doyogena	Ancha Sadicha Sheep Coop	98	12	98	12	111	15	122	18
Menz Gera Midir	Bodena & Senamba Sheep Coop	53	10	47	10	49	10	49	10
Menz Mama Midir	Tabibalech Sheep Coop	46	13	46	13	45	14	48	12
T/Abergele	Lemlem Niway goat Coop	-	-	40	5	43	5	43	5

Source: Kinati, 2017³

¹ Kidoido M.M. 2014. Report from a meeting to develop an impact pathways narrative for the Ethiopia Small Ruminants Value Chain, Addis Ababa, 10-11 February 2014.

² Citation: Gutu Z., Haile A., Rischkowsky B., Mulema A.A., Kinati W. and Kassie G. 2015. Evaluation of community-based sheep breeding programs in Ethiopia. Addis Ababa: ICARDA.

³ Kinati, W. 2017. Assessment of gendered participation in breeding cooperatives in CBBP target sites: Gender relations, constraints and opportunities. CRP Livestock Genetics Flagship ICARDA Report. Addis Ababa, Ethiopia: ICARDA.

Almost, all the registered women members are household heads and more than 50% of them were represented by men in the breeding cooperatives. Although membership is open for all interested members of the communities as per the cooperative principles, female spouse membership is restricted due to various reasons such as lack of appropriate flock size; men's perception about the link between ownership and leadership role within the HH; lack of understanding about the cooperative principles on the sides of cooperative leadership, facilitators and members; lack of capacity in identifying gender-based constraints and acting upon it etc. Women are less/or not represented in cooperative leadership positions. The reasons behind male dominance and absence of women in the leadership include few numbers of women members in the cooperative; lack of leadership experience; domestic work burden and stereotypic image –wrong perception about women among community members, women do not have the capability to bear leadership role at household and community levels (Hailu and Kinati, 2018⁴).

Cooperatives' leadership lack basic leadership knowledge and facilitation skills. They lack the capacity to notice existing gender-based constraints (GBCs) affecting the performance of the cooperatives they oversee. They require tailor-made capacity development interventions that aimed at strengthening their leadership skills and ability to identify GBCs with strategies on how to overcome them.

Contents of the Training Workshop

The workshop was organized in response to a perceived need to strengthen the capacity of key actors (cooperative leadership and service providers at woreda levels) in the breeding cooperatives across selected CBBP sites based on the pre-participatory assessment conducted across the target sites. The objective was to create awareness on the key challenges, gender-based constraints to women's participation in the breeding cooperatives and then equip them with techniques of addressing the challenges to ensure quality participation of women. A team of facilitators per respective regional research centre and ICARDA used the training workshop materials prepared by Livestock CRP gender team on gender transformative approaches to transforming constraining gender relations. Pre-workshop preparations were made in consultation with site facilitators. Repeated communications were held with NARS focal researchers to discuss the structure of the workshop, the activities to be involved, logistics and assignment of roles. The workshop took place at the respective target sites namely Adiyo (in Bonga), Horro and Abergele woredas across three regions in Ethiopia.

The specific objectives of the workshop were to introduce workshop participants to:

- Why the current gendered participation status in breeding cooperatives is the way it is –women's participation is extremely low compared to men.
- The importance of gender relations in livestock husbandry and management practices.
- The influence of perceptions and attitudes about women's ownership and control over livestock assets on women's participation in breeding cooperatives.

⁴ Reta Hailu and Wole Kinat. 2018. Gender-based drivers of participation in sheep breeding cooperatives in Ethiopia, fact sheet, Addis Ababa, ICARDA.

- The kind of institutional and structural factors that limit women’s participation in breeding cooperatives.
- The application of gender transformative approaches (GTA), community conversations guidelines to address GBCs and enhance quality participation of women and men in breeding cooperatives.

This report presents an overview of the teams’ experience from the enhancing quality participation of women and men in breeding cooperatives through a gender training workshop for local actors (cooperative leadership & service providers).

Basic Data

<i>Name of the country</i>	<i>Ethiopia</i>
<i>Value chain</i>	<i>Small Ruminant</i>
<i>Name(s) of the trainer(s)</i>	<i>Wole Kinati (ICARDA) with support from Kassa (Bonga AGRC) and Kifile (Bako AGRC)</i>
<i>Start and end date of the training</i>	<i>May-July 2019</i>
<i>Workshop dates</i>	<ol style="list-style-type: none"> 1. <i>Doyogena Woreda: May 26-2 June 2019</i> 2. <i>Horro Woreda: May 9-14 June 2019</i> 3. <i>Abergele and Ziquala Woredas: July 12-16, 2019</i>
<i>Total Participant</i>	<ol style="list-style-type: none"> 1. <i>Cooperative leadership members=40 (M=31, F=9)</i> 2. <i>Service providers= 43 (M=39, F=4)</i>
<i>Date of this report</i>	<i>July 2019</i>

The Training Workshops

<i>Opening session and introduction</i>
<p>The training workshops were opened by the respective focal persons, who emphasized the importance of the training workshop in helping the service providers and cooperatives’ leadership to develop their gender capacity in order to address the gender-based constraints that women non-members and members are currently facing. Following the opening sessions, the detailed objectives, contents of the training, and the expected outputs were presented. Then participants were asked to express their expectations from the training workshop and listed the following:</p> <ul style="list-style-type: none"> • Understand the challenges involved in the breeding cooperatives. • Recognizing the gender context in the breeding cooperative. • Learn about collective actions and gender equality. • Share experiences on gendered interventions. • Learn how to address the gender issues in the breeding cooperatives. • Formulate action plans and take concrete steps in addressing the gender issues in our breeding cooperative. <p>After participants clarified their learning expectations from the training workshop, the facilitator grouped the participants into two groups (cooperative leadership members and service providers coming from different institutions) and asked them to discuss on a question “why the number of women is extremely low in the breeding cooperatives in your area?” Then, participants grouped themselves accordingly and discussed on the question and listed the key reasons as follow:</p>

Horro Woreda:**(1) Cooperative leadership members:**

- Gender norms –women are expected to be subordinate.
- Even if women showed interest to take part in such associations they cannot decide on their own without the consent of their male spouse. Hence, women’s participation is determined not only by their will but also by male spouse’s influence.
- Women lack the capacity to articulate their interest and priority and act upon it. They lack the ability to exercise their right –women lack agency.
- Women are overburdened with domestic activities as compared to their male counterparts as a result of the gender division of labor. Culturally, it is not appropriate for men to take part in domestic activities. Even if they are willing to support their spouses, women are not happy with it rather they ridicule/pity men.
- Women do not have knowledge about the breeding cooperative when it was established, and they do not have awareness about how the cooperative is organized and function.

(2) Service providers:

- Wrong perceptions/norms about gender roles, regarding what women and men are expected to do, shaped by individual behaviour and social institutions –public appearance/productive work expected from men whereas domestic activities from women.
- Men dominance in private and public affairs.
- Gender blind approach followed when setting up the breeding cooperative resulted from the low gender capacities of the service providers. Women spouses were not consulted and thus their problems, interests, and priorities not captured and addressed.
- Lack of facts, gender-disaggregated data and gender issues related to small ruminant production.

Adiyo woreda, Bonga:**(1) Cooperative leadership members:**

- Women think that if one of the family members is registered as a member of the cooperative, then they are also represented in the breeding cooperative.
- Because women are overburdened with domestic activities as compared to their male counterparts as a result of the gender division of labour. Usually, they give priority to this activity when it becomes a matter of choice.
- Women are not part of the decision-making process regarding who should participate in cooperatives, which requires key assets to be a member. As long as couples are together, it is culturally appropriate that men are the decision-makers on these assets.

(2) Service providers:

- Women, generally, lack awareness about Development activities going in the community and have limited agency. They have also limited access, ownership and control over of key resources. They tend to believe and accept the contention that the role of making a key decision over important family assets, such as sheep, belongs to the head of the household, who are usually men.
- Even if women showed interest to be part of such associations they cannot be as a result of male spouse’s influence.
- Perceptions of women’s ownership of animals. Men perceive that if a woman owns and is able to decide on livestock, they will misbehave and become arrogant. Moreover, men tend to fear that they will lose the HH headship role.

- Gender norms against mobility constrain women’s participation in public affairs such as participation in community associations such as cooperatives.
- Women feel that they cannot make any difference even if they are in public meetings. They assume that their voices are not counted and thus discouraged to participate in public discourses and associations where men are also present.

Abergele & Ziquala Woreda:

(1) Cooperative leadership members:

- At the initial stage of the cooperative formation, the process was not participatory as women spouses were not consulted.
- Goats ownership belongs primarily to men. Herding goats is believed to be the work of men in this part of the area –fragile and dry characterized by low availability of feed and water. Men usually trek with the flocks for long distances in search of feed and water, which form the basis for the claim of first-hand ownership. As a result, women are not supposed to travel away from home looking after the goats and hence men are primarily the ones responsible for this work.
- Women members of the community did not request to be members of the cooperative as they did not get the chance of articulating their interests and priorities. Moreover, those who requested to be a member, after the cooperative was established, were not entertained as the existing selected bucks were not enough in number to serve more HHs.

(2) Service providers:

- Women are assumed to be less knowledgeable about goat breeding as men.
- Women lack ownership status over goats as compared to men, which is the most important criteria.
- Lack of coordination among service providers. Woreda women, children and youth affairs were not involved in the cooperative formation processes.
- Women’s low level of agency. They lack the capacity to articulate their needs, interests, and priorities.
- Men have an upper hand in all kinds of livelihood aspects and it is not culturally acceptable for women to challenge this norm.
- Women lack the courage to work in mixed groups as they feel undermined.

After the groups reported back their reflections regarding the question of “why the number of women members in breeding cooperatives is extremely low”, the facilitator presented the results from previous studies in the target sites on why the current gendered participation status in breeding cooperatives is the way it is, women’s participation is extremely low compared to men. The training also covers related topics such as the importance of gender relations in livestock husbandry and management practices; the influence of perceptions and attitudes about women’s ownership and control over livestock assets on women’s participation; the kind of institutional and structural factors that are obstacles to women’s participation in breeding cooperatives; and the application of GTA, community conversations, guideline to address GBCs and enhance quality participation of women and men in breeding cooperatives.

Following that, the facilitator asked the participants to discuss in group about what must be done in order to address these key gender issues in the breeding cooperatives. Accordingly, participants came up with the following list of possible actions across the four sites (woredas):

By cooperative leadership members:

- Ensure the participation of men and other family members in domestic activities in order to reduce women's work-overload.
- Allowing/enabling women in male-headed households to be registered members of the breeding cooperative.
- Taking affirmative actions: leveraging membership criteria for women members of the community –reducing the level of initial membership payment etc.
- Provide women leadership skills and increase their number in cooperative leadership positions.
- Develop women's saving culture.
- Encouraging/awarding the small women members to attract non-member women to the breeding cooperative.
- The cooperative need to provide in-kind or in-cash support to the needy, especially the poor women-headed HHs in the community which will be repaid later so that they could be able to make registration to the breeding cooperative.
- Make women spouse participation a necessity during cooperative key meetings –for example, enable women spouses to be present together with their husbands during the selling of sheep and sharing of dividends so that they will develop an interest into membership and trust of their husbands as well.
- Create awareness and develop the capacity of both men and women on gender-related issues at the household and community level.

By service providers:

- Ensure the participation of women spouses during data collection, community meetings, and other cooperative affairs so that their needs and interests are included during the design and implementation of such associations.
- Support women to participate in productive activities so that they would be able to generate income and own livestock assets such as sheep, goats etc.
- Ensure women's ownership and control over livestock they work on.
- Raising the awareness of service providers and male spouse on gender issues involved in breeding cooperative.
- Improving internal cooperative bylaws so that it encourages women's participation in the breeding cooperative.
- Conduct experience sharing forums from successful women and men from elsewhere including video shows.
- Introduce labor-saving technologies that would save women's time and improve their labor productivity.
- Encouraging/awarding existing women members to attract non-member women to the breeding cooperative.
- Addressing the influence of gender norms through various techniques such as awareness creation, advocacy works, and community capacity development activities. Establish a functional coordination mechanism among service providers for effective provision of supports to the breeding cooperative.

Then participants again divided into two groups to discuss and formulate an action plan that they can do at their capacity. Accordingly, both groups have formulated realistic action plans that they believed they can implement with little/no external support to ensure quality participation of women in the breeding cooperatives they are working with.

Adiyo Woreda, Bonga:

(1) Action Plan by Cooperative Leadership Members

<i>The problem</i>	<i>Action to be taken</i>	<i>By whom</i>	<i>When/ timeliness</i>	<i>Indicators of success/expected outputs</i>
1) Extremely low membership status of women in HHs where men are registered members of the breeding cooperative.	Increase women participation by teaching & convincing men cooperative members to allow their wives to register and take part in the breeding cooperative.	Cooperative leadership committee; Kebele administration.	Starting from June 2019	# of teaching sessions conducted. # of new women members registered as cooperative members.
2) Low participation of women members in the breeding cooperative affairs.	Improve participation of member women in breeding cooperative affairs e.g. in cooperative leadership, training, meetings etc. through creating awareness and convincing men members to allow their spouses.	Cooperative leadership committee; Kebele administration.	Starting from June 2019	Increased women's participation in cooperative affairs.

(2) Action Plan by Service Providers

<i>The problem</i>	<i>Action to be taken</i>	<i>By whom</i>	<i>When/ timeliness</i>	<i>Indicators of success/expected outputs</i>
1) Lack of gender disaggregated data on interest, priority and activities (community profiling).	Archive Gender disaggregated data on membership status and participation by consulting both couples during and after breeding cooperative set up.	<i>Kebele level staffs of:</i> Cooperative promotion office; Agri. Office (Dev. Agents); Woreda Livestock agency; Cooperative leadership committee members; Kebele Admin; Bonga Agri. Research centre	Starting from June 2019	Gender disaggregated data on interest, priority and activities (community profiling).
2) Men's influence.	Raise awareness for men and women on the gender issues affecting women.	Women, children & youth affairs office of the woreda	Starting from August 2019	# of awareness creation events conducted for men cooperative membership. Reduced men's influence on women spouses.
3) Requirement for cooperative membership	Improve internal bylaws through discussion with general cooperative	Woreda Cooperative Promotion Office; Cooperative leadership members;	Starting from August 2019	Internal bylaws improved/amended # of poor women farm-HHs who

discourages women community members.	membership & leadership members to enable poor women become members.	General members of the Breeding Cooperative		joined the breeding cooperative.
4) Gender norms affecting women's participation in breeding cooperatives.	Create awareness on constraining gender norms among cooperative members.	Cooperative leadership members; Kebele administration;	Starting from July 2019	# of awareness creation events organized.
	Identify best practices & share with cooperative members/service providers.	ICARDA; Bonga Agri. Research Centre; Woreda Agri. Office	Starting from July 2019	# Best practices identified & shared with cooperative members.
	Recognize & award by identifying best performing women cooperative members.	Woreda Cooperative Promotion Office; Cooperative leadership members	Starting from August 2019	# of best performing women identified & awarded.
5) Women's domestic work burden.	Introduce and promote labour saving technologies among cooperative members.	Bonga Agri. Research Centre; Woreda Agri. Office; Woreda Livestock Agency	Starting from November 2019	# Labour saving technologies introduced and in use/adopted by cooperative members.
6) No/ limited women in the leadership positions.	Promote women to leadership positions in the cooperative.	Woreda Cooperative Promotion Office; Cooperative leadership members	Starting from August 2019	# Number of women in the cooperative leadership committee.

Abergele & Ziquala Woreda:

(1) Action Plan by Cooperative Leadership Members

<i>The problem</i>	<i>Action to be taken</i>	<i>By whom</i>	<i>When/ timeliness</i>	<i>Indicator success/exp output</i>
1) No women members in a HH where men are members of the breeding cooperative.	Enabling all the women spouses to be members of the breeding cooperative in Ziquala were only men from 32 HHs were currently a member.	Cooperative leadership members & Kebele administrative	Starting from mid of July 2019	# of new women members registered a cooperative members.
2) Low awareness of gender issues in the breeding cooperatives/livestock.	Creating gender awareness through sensitizations activities during the cooperative general meetings held every month.	Cooperative leadership members	Starting from mid of July 2019	Reduced gender imbalances; Increased women's participation cooperative affairs.

(2) Action Plan by Service Providers

<i>The problem</i>	<i>Action to be taken</i>	<i>By whom</i>	<i>When/timeliness</i>	<i>Indicators of success/expected outputs</i>
1) Low women members in a HH where men are members of the breeding cooperative.	Allowing the registration of women spouses to be a member of the cooperative whose husbands were already a member.	Cooperative leadership members	Starting from mid of July 2019	# of new women members registered as cooperative members.
2) Lack of awareness on gender issues among members of the cooperatives.	Creating awareness on gender issues among men and women members of the breeding cooperatives.	Women, children & youth affairs office of the woreda	Starting from September 2019	# of awareness creation events conducted for cooperative members.
3) Lack of functional coordination among service providers affecting effective support provision.	Establishing functional coordination mechanisms among services providers for effective support provision to the breeding cooperatives.	To be led by Woreda Livestock Agency involving all the service providers.	July 23-28, 2019	Coordination mechanism in place; Improved service provision realised.
4) Internal by laws of the cooperative is not gender-responsive.	Improve the internal bylaws of the cooperative	Woreda Cooperative promotion office; General Assembly; FTC representatives at kebele level.	August-Sept 2019	A modified version of the internal bylaws of the cooperative developed (gender-responsive bylaws).

Horro Woreda:

(1) Action Plan by Cooperative Leadership Members

<i>The problems</i>	<i>Action to be taken</i>	<i>By whom</i>	<i>When/timeliness</i>	<i>Indicators of success/expected outputs</i>
1) Constraining gender norms.	Implementation of a continuous gender awareness creation/capacity development interventions for women and men (community members).	Breeding cooperative leadership members with backstopping from woreda gender offices.	Once per month during every general cooperative member meeting.	# of gender awareness creation/capacity development interventions for women and men (community members) conducted.
2) Women's workload.	Sharing women's work burden: sensitizing men & women on equitable ownership, division	Breeding cooperative leadership members	Once per month during every general cooperative member meeting.	# of gender awareness creation conducted # of HHs practicing equitable sharing of

	of labor and its benefit.			roles, e.g. domestic activities
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(2) Action Plan by Service Providers

<i>The problems</i>	<i>Action to be taken</i>	<i>By whom</i>	<i>When/ timeliness</i>	<i>Indicators of success/ Expected outputs</i>
1) Wrong perception: men's influence & unbalanced gender roles.	Raise awareness for men on the gender issues affecting women (will be included as part of annual work plan of the organizations).	Woreda Livestock agency; Cooperative promotion office; Women, children & youth affairs office of the woreda	4 th Quarter, 2019	# of awareness creation events conducted for men cooperative members. Reduced men's influence on women spouses.
	Identify best practices & share with cooperative members/service providers.	ICARDA; Bako Agri. Research Centre; Woreda Agri. Office	1 st Quarter, 2020	Best practices identified & shared with cooperative members
	Identification & prioritization of documented & emerging gender issues in breeding cooperatives to be addressed by service providers.	Bako agri. Research Centre	Starting from 2020-2014	Gender issues identified, prioritized, and communicated to actors. # of gender issues addresses by service providers.
	Establish Feedback loop to monitor what is done on addressing the gender issues identified.	Woreda Livestock agency; Cooperative promotion office; Women, children & youth affairs office of the woreda	2 nd Quarter, 2020	Established monitoring mechanisms.
2) Unequal participation in the breeding cooperatives.	Improve women's leadership capacity & promote women in to cooperative leadership positions.	Woreda Cooperative Promotion Office; Cooperative leadership members; Women, children & youth affairs office of the woreda	3 rd Quarter, 2019	# of leadership skill development sessions organized for women. # of women members promoted to leadership positions.
3) Gender norms affecting women's participation in breeding cooperatives.	Create awareness on constraining gender norms among cooperative members.	Women, children & youth affairs office of the woreda	1 st - 4 th Quarter, 2020	# of awareness creation events organized
4) Lack of coordination among service providers.	Conduct joint planning sessions on gender related activities (as a cross cutting issue).	Women, children & youth affairs office of the woreda (coordinator); Cooperative promotion office;	4 th Quarter, 2019	# of joint planning sessions conducted.

		Agri. Office; Woreda Livestock agency; Cooperative leadership committee members; Bako Agri. Research Centre		
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How did the workshop go? What went well? What are the successes?

From participants point of view, the successes include:

- Training materials are clear and simple to understand.
- Good preparation of facilitators
- The sessions were interactive and thus participatory.
- Participants were happy with content of the training and said that they learnt a lot.

From trainers' point of view

- Generally, the training workshop was successful in achieving its objectives. Participants examined and recognized the reasons why women's participation is extremely low compared to men in breeding cooperatives.
- Participants recognized the influence of their perceptions and attitudes about women's livestock ownership and control over it, institutional and structural factors obstacle to women's participation. Moreover, participants acknowledged the importance of gender roles in livestock husbandry & management practices and the need to involve women in breeding cooperatives.
- The groups work on identification of gender issues and strategic action planning exercise was the most exciting. The way participants came up with important gender issues and action plans to address them was very interactive.
- Participants are eager to implement what they have planned to address the identified gender issues in the breeding cooperatives in their respective woredas.

How did participants evaluate the workshop?

We used a workshop evaluation form (Annex 2) and below are the results. A scale of 1 to 5 was used to measure the participants' level of satisfaction with the key sessions of the training workshop in meeting their expectations.

The assessment areas include recognition of harmful perceptions, attitudes & practices regarding women's ownership and control over livestock assets; understanding about institutional and structural factors obstacle to women's participation in breeding cooperatives; understanding existing practices within the breeding cooperative management and women's participation in leadership positions; recognition of women's participation in daily cooperative affairs and management of rams/bucks; Understanding the driving factors for women's active participation and contributions in the breeding cooperatives; articulating the reasons why there is low/no membership pattern of married women in the breeding cooperatives; understanding better communication models for effective information sharing and for management mechanism that address both men and women members; and perceiving best leadership practices (including cooperative principles, documentation of experiences, partnership etc.) for breeding cooperative for better performance.

In general, the result has shown that participants rated all the sessions more than high (4) indicating that almost all the sessions met their expectations.

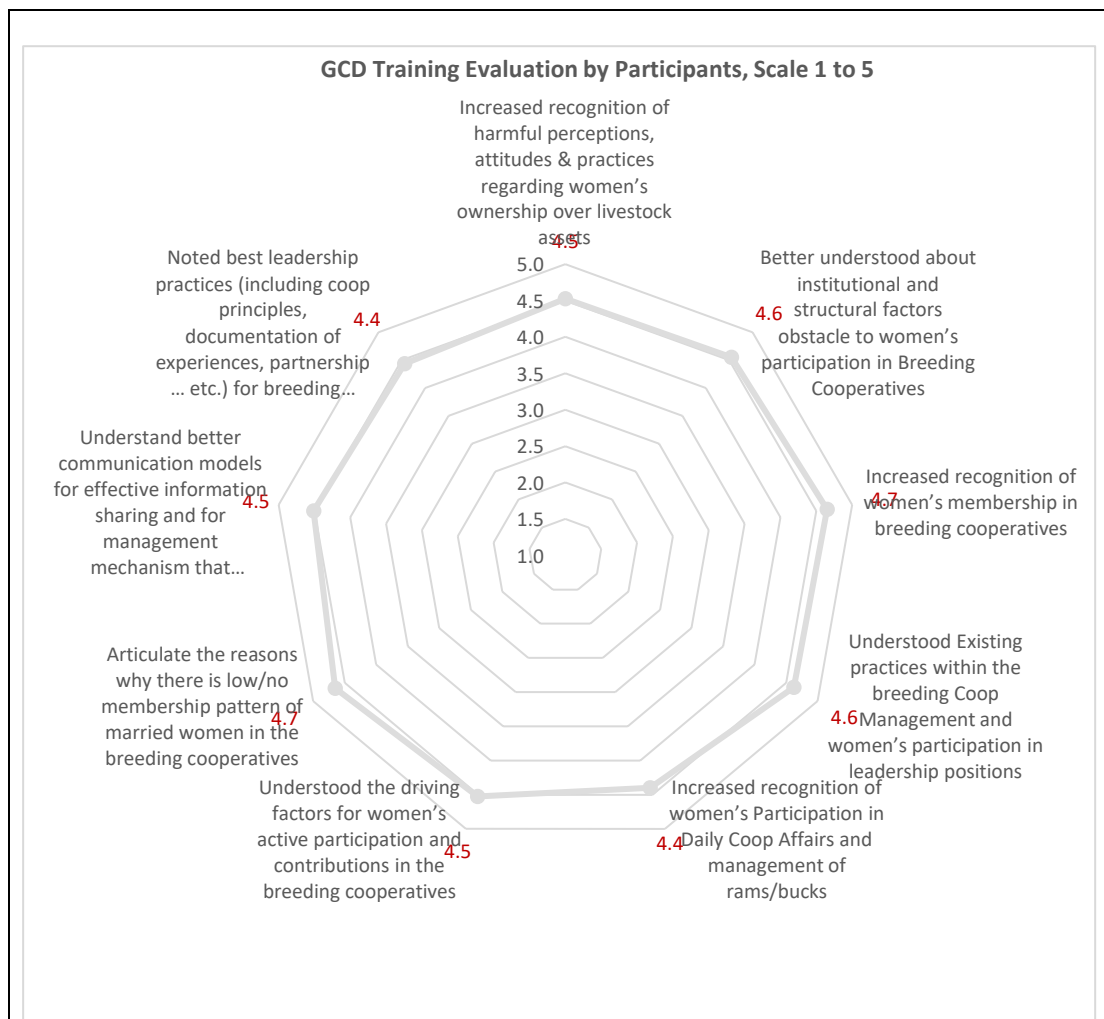


Figure 1. Evaluation of the GCD training workshop by participants

All participants showed the excitement and interest in learning practical ways to address the key gender issues presented to them and from the exercises and tools that were shared in the training workshop. They also appreciated the diverse backgrounds of the participants, the ease with which the facilitators shared their knowledge, expertise, and personal experiences, and the interactive ways followed to engage participants in discussing important gender issues in breeding cooperative.

They all indicated that the participatory facilitation and exercises conducted throughout the workshop was invaluable in understanding and addressing the gender issues in the cooperatives. And this led to the formulation of realistic action plans that they agreed to implement as soon as possible upon their return by all the participants. Nevertheless, participants also provided comments regarding the need for further improvements of the training materials such as translating them in to local languages, improve the clarity, and printing style –consider pocket size guidelines for easy of handling and referencing.

What did not go well? Were there any challenges?

- Across the sites, farmers are busy with farming practices. It is a beginning of the longest summer season and thus farmers are tangled with land preparation, especially, in the morning. As a result, suggested that they wanted to perform farm activities in the morning until 10:00AM and thus the training was conducted between 10:00AM and 5:00AM.

- The anticipated challenge is that, although the service providers agreed to work together by making joint planning, coordination among the service providers might be a challenge.

Brief narrative on coaching and other activities

How does the coaching will go? What was agreed?

- At the end of the training workshop, it was discussed with the participants on how to conduct the coaching and monitoring of the implementation and reporting of the planned activities. For the time being, it was agreed that coaching from distance through regular email and telephone call is appropriate.
- Moreover, 2-3 representatives were selected per target sites to serve as contact person for the planned activities and assume the role of close monitoring and reporting. As agreed with the participants, consolidated action and coaching plan was developed and shared with the participants which includes site action plans and reporting dates.

Lessons learnt

What would be done different in the next training?

- Encourage more and active participation of women cooperative members and non-members. As their presence would provide opportunity for more ideas on gender issues at household and community (cooperative) levels.
- Ensure participation of head of organizations of the key service providers as they are important to reinforce the implementations of the action plans developed by them.
- Also think of having resource persons from service providers such as cooperative offices and allocate time for technical trainings on related issues such as leadership skill, saving etc.
- Translate training materials and allocate more time to translation of PowerPoints.

Annex 1: List of participants

Adiyo Woreda, Bonga: Breeding Cooperative members

No.	Name of participants	Sex	Address	Role in the Cooperative/ community
1	Alemayehu Haile	M	Boka Kebele	Member of Cooperative Leadership Committee
2	Keneto Geramo	M	Boka Kebele	Member of Cooperative Leadership Committee
3	G/Hiwot Geramo	M	Boka Kebele	Member of Cooperative Leadership Committee
4	Admasu Abera	M	Boka Kebele	Member of Cooperative Leadership Committee
5	Bezabih Bekele	M	Shuta Kebele	Member of Cooperative Leadership Committee
6	Kochito Haile	M	Shuta Kebele	Member of Cooperative Leadership Committee
7	Ayelech Keto	F	Shuta Kebele	Member of Cooperative Leadership Committee
8	Abayinesh Woldesenbet	F	Shuta Kebele	Member of Cooperative Leadership Committee
9	Geramo G/Michael	M	Shuta Kebele	Member of Cooperative Leadership Committee
10	Adisu Adeko	M	Shuta Kebele	Member of Cooperative Leadership Committee
11	Asrat /Michael	M	Boka Kebele	Member of Cooperative Leadership Committee
12	Abebe Ambo	M	Boka Kebele	Member of Cooperative Leadership Committee
13	Mengesha Bedato	M	Boka Kebele	Member of Cooperative Leadership Committee
14	Habtamu Asfaw	M	Shuta Kebele	Member of Cooperative Leadership Committee
15	Berihanu Gebre	M	Boka Kebele	Member of Cooperative Leadership Committee
16	H/Mariam Gebre	M	Boka Kebele	Member of Cooperative Leadership Committee
17	Alemitu Shigato	F	Boka Kebele	Cooperative Member
18	Abebech G/Silase	F	Boka Kebele	Cooperative Member

Adiyo Woreda, Bonga: Service providers

No.	Name of participants	Sex	Services providers to the breeding cooperative	Address
1	Seifu G/Medin	M	Cooperative Promotion office	Adiyo-kaka Woreda
2	Degefu Mamo	M	Cooperative Promotion office	Adiyo-kaka Woreda

3	Getachew Gebeyo	M	Cooperative Promotion office	Adiyo-kaka Woreda
4	Fikadu Amamo	M	Livestock Agency	Adiyo-kaka Woreda
5	Deneke Danagnchew	M	Agri. Development Office	Boka Shuta
6	Solomon Shaligo	M	Kebele Manager	Boka Shuta
7	Temesgen Mekuria	M	Agri. Development Office	Adiyo-kaka Woreda
8	Getachew W/Mariam	M	Agri. Development Office	Adiyo-kaka Woreda
9	Hasabu Abebe	M	Breeding Cooperative Facilitator	Boka Shuta
10	Tamiru Bekele	M	Breeding Cooperative Facilitator	Boka Shuta
11	Befikadu Demissie	M	Youth & Food Security Office	Boka Shuta
12	Maregn Alemu	M	Bonga Agri. Research Center	Bonga Town
13	Kassa Tarekegn	M	Bonga Agri. Research Center	Bonga Town

Horro Woreda: Breeding Cooperative members

No.	Name of participants	Sex	Address	Role in the Cooperative/ community
1	Abebe Abdena	M	Gitilo Dele	Member of Cooperative Leadership Committee
2	Takele dheressa	M	Gitilo Dele	Member of Cooperative Leadership Committee
3	Rabira Rumicha	M	Gitilo Dele	Member of Cooperative Leadership Committee
4	Tesfaye Koche	M	Gitilo Dele	Member of Cooperative Leadership Committee
5	Belay Abebe	M	Lekku Igu	Member of Cooperative Leadership Committee
6	Eticha Kubi	M	Lekku Igu	Member of Cooperative Leadership Committee
7	Fikadu Barsisa	M	Lekku Igu	Member of Cooperative Leadership Committee
8	Fikadu Feyisa	M	Lekku Igu	Member of Cooperative Leadership Committee
9	Desalegn Regese	M	Lekku Igu	Member of Cooperative Leadership Committee
10	Dedhitu Dhaba	F	Gitilo Dele	Member of Cooperative Leadership Committee
11	Alemitu Kebede	F	Lekku Igu	Member of Cooperative Leadership Committee
12	Tolashe Jebena	F	Gitilo Dele	Member of Cooperative Leadership Committee

Horro Woreda: Service providers

No.	Name of participants	Sex	Services providers to the breeding cooperative
1	Nemomsa Firdisa	M	Horro Livestock Agency, Head
2	Tesfaye Name	M	Leku Igu, Development Agent
3	Abdi Fufa	M	Gitilo Dele, Vet
4	Ayena Fikadu	M	Gitilo Dele, Facilitator
5	Million Dheressa	M	Gitilo Dele, Kebele Manager
6	Bekashe Geleta	F	Leku Igu, Kebele Manager
7	Yashi Bedada	F	Horro, Gender officer
8	Buzalem Asefa	M	Horro Cooperative Promotion office, Gender officer
9	Getu Tekalign	M	Horro, Livestock Agency, SR Expert
10	Geleta Mosisa	M	Horro, Cooperative Promotion Office, Head
11	Debisa Shibiru	M	Gitilo Dele, Development Agent
12	Jiregna Medala	M	Lekku Igu, Kebele Cooperative Promotion Agent
13	Tolera Fikadu	M	Lekku Iggu, Development Agent

Abergele & Ziqal Woredas: Breeding Cooperative members

No.	Name of participants	Sex	Address	Role in the Cooperative/ community
1	Tamtew Chekol	M	Ziqal Woreda	Member of Cooperative Leadership Committee
2	Misanu Abera	M	Ziqal Woreda	Member of Cooperative Leadership Committee
3	Maru Tekile	F	Ziqal Woreda	Member of Cooperative Leadership Committee
4	Tafete Bire	M	Ziqal Woreda	Member of Cooperative Leadership Committee
5	Haile Wolde	M	Ziqal Woreda	Member of Cooperative Leadership Committee
6	Mesfine Amare	M	Abergele Woreda	Member of Cooperative Leadership Committee
7	Elfu Weldat	F	Ziqal Woreda	Member of Cooperative Leadership Committee
8	Adere W/Gebriel	M	Ziqal Woreda	Member of Cooperative Leadership Committee
9	Tadessie Bezabih	M	Ziqal Woreda	Member of Cooperative Leadership Committee
10	Alefu G/Mariam	M	Ziqal Woreda	Member of Cooperative Leadership Committee

Abergele & Ziqal Woredas: Service providers

No.	Name of participants	Sex	Services providers to the breeding cooperative
1	Adane Wubet	M	Sekota Dryland Agricultural Research Center, Scio-economic researcher

2	Ademe Mihiretu	M	Sekota Dryland Agricultural Research Center, Extension researcher
3	Tadese Adane	M	Zikuala Woreda, Cooperative Promotion Officer
4	Beletu G/Kidan	F	Aberegele Woreda, Cooperative Promotion Officer
5	Tibebu Gebire	M	Zikuala Woreda, Women, Children & Youth Affairs office, Gender officer
6	Kasahun Bire	M	Zikuala Woreda, Cooperative Promotion Officer
7	Abebaw Aregaw	M	Ziqua Woreda, BoA Extension Expert
8	Alemayehu Aba	M	Aberegele Woreda, BoA Extension Expert
9	W/Senbet Gebiru	M	Ziqua Woreda, Women, Children & Youth Affairs office, Gender officer
10	Akilil Abay	M	Ziqua Woreda, Livestock & fishery development office, Expert
11	Nigusie Getahun	M	Ziqua Woreda, kebele administrative officer
12	Amanuel Alemu	M	Ziqua Woreda, Development Agent
13	Mihiret Ashagire	M	Aberegele Woreda, Development Agent
14	Sina Demeke	F	Aberegele Woreda, Development Agent
15	Tsegaye Tadele	M	Ziqua Woreda, Livestock & fishery development office, Expert
16	Tsegaye Atenaw	M	Aberegele Woreda, kebele administrative officer
17	Zinabu Kebede	M	Aberegele Woreda, Cooperative Promotion Officer

Annex 2: Evaluation form

1. Please rate how well each of the workshop objectives was met. Use a scale from one to five (1 to 5) with one (1) being the lowest and five (5) being the highest.

Understood Gendered Participation Status in Breeding Cooperatives and women's role in sheep/goats Husbandry & Management Practices

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Increased recognition of harmful perceptions, attitudes and practices regarding women's ownership/control over livestock assets

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Better understood about institutional and structural factors obstacle to women's participation in Breeding Cooperatives.

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

2. Please rate the usefulness of each training sessions/activities. Use a scale from one to five with one being the lowest and five being the highest.

Increased recognition of women's membership in breeding cooperatives

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Understood Existing practices with regards to the breeding Cooperative Management and women's participation in leadership positions

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Increased recognition of women's Participation in Daily Cooperative Affairs and management of rams/bucks.

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Understood the driving factors for women's active participation and contributions in the breeding cooperatives.

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Articulate the reasons why there is low/no membership pattern of married women in the breeding cooperatives.

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Understand better communication models for effective information sharing and for management mechanism that address both men and women members.

1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Noted best leadership practices (including skill of cooperative principles, documentation of experiences, partnership ... etc.) for breeding cooperatives to improve overall performance of the breeding cooperatives.

1____ 2____ 3____ 4____ 5____

General

Were the workshop materials clear and easy to understand?

Please tell us what you found most useful in the training and why?

How will you use the knowledge and skills gained from the workshop in your work?

What types of follow-up (e.g., technical assistance) would be helpful to you?

How might we improve the training in the future?

Additional comments or suggestions:

Annex 4: Photos



Group Photo, Horro



Group photo, Bonga



Presentation from Group work by participants



Peer discussions on questions raised by the trainer



Group work on Identifying Gendered constraints & Strategic Action Planning by Service Providers



Group work on Identifying Gendered Constraints & Strategic Action Planning by Cooperative leadership