



Toolkit for Gender Analysis of Crop and Livestock Production, Technologies and Service Provision

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1. Introduction

1.1 Position of women in Ethiopian agriculture

With the Government's commitment to developing the agricultural sector as the engine of growth for the Ethiopian economy and its emphasis on market-orientation, an understanding the gender context of agricultural initiatives and identifying opportunities for supporting gender equity will be central to a successful outcome. Gender roles and relationships play determining roles in the workloads, the use of resources and sharing the benefits of production in the agricultural sector in Ethiopia (Box 1). In particular, the introduction of new technologies and practices, underpinned by improved service provision, in pursuit of market-oriented growth often disregards the gendered-consequences and many benefits bypass women. This has implications not only for issues of equity but also may be detrimental to the long term sustainability of these initiatives.

Box 1: Gender inequality in rural livelihoods

Gender inequality is a pervasive feature of rural livelihoods in Ethiopia: women have unequal ownership or access rights to land, their access to productive resources occurs through the mediation of men, and their decision-making capabilities concerning resource use and output choices are often severely restricted. The direct result of this is seen in the unequal roles and responsibilities of women and men. Hence, on average, women are poorer, have fewer years of schooling, lower health status and far heavier workload than men. Women tend to be excluded from control and inheritance of property and are vulnerable to abuse, domestic violence and deprivation.

Due to the nature of their work, women also suffer disproportionately from environmental degradation: they have to walk long distances to collect water and firewood. This affects their health, nutritional status and amount of time they spend on other productive activities. Nevertheless, women count for up to 70% of household food production in Ethiopia and they achieve this despite unequal access to land, inputs and information.

Source: MoARD (2006) Draft Guidelines For Gender Mainstreaming In Agriculture and Rural Development Sector

Concerns about gender inequalities in the agricultural sector are widely recognised. Indeed, the Government's Plan for Accelerated and Sustained Development to End Poverty (PASDEP), 2005-2010, sets the target of 30% of women farmers in male-headed households and 100% of female-headed households participating in rural development initiatives by 2010.

1.2 Rationale for the toolkit

This toolkit presents a range of tools that may be used for collecting field data in order to analyse the gender perspectives of marketable agricultural commodities, technologies and services. The reasons for conducting this analysis are fivefold:

- To increase the understanding of the different roles of women and men in agricultural activities, marketing, decision-making and their share in the benefits.
- To identify potential barriers to participation in market-led development initiatives and technology adoption.
- To understand gender differences in accessing information sources and services (extension, financial) and in participating in social networks, group membership and leadership.
- To identify opportunities to enable women and men to have equality of opportunity to participate in market-led development activities.
- To generate sex-disaggregated baseline data and performance indicators for monitoring purposes on each selected commodity and intervention
- To contribute to the knowledge base about gender in the agricultural sector.

1.3 Audience

The toolkit will be of use to organisations promoting agricultural development among smallholder farmers. The primary target groups will comprise staff from the extension services of the Ministry of Agriculture and Rural Development, federal and regional Agricultural Research Institutes and Universities, and Agriculture TVET colleges. The toolkit may also be of interest to NGOs, input suppliers and service providers.

1.4 Structure of the toolkit

The key concepts associated with gender analysis are presented in section 2. The tools for data collection and analysis, with guidance notes on their use, are presented in section 3. The final section discusses how to interpret the findings and notes opportunities for gender empowerment through market-led development initiatives.

2. Key Gender Concepts

This section provides the broad conceptual framework in which gender analysis is conducted.

Socio-economic and gender analysis adopts a systematic approach to identifying and examining impacts of development on different members of the community. Principal questions include:

- Who does what work?
- Who has access to, and who has control of, resources?
- Who has access to, and who has control of, benefits?
- Who participates in decision-making?
- Whose needs and what needs are being met?

2.1 Activity analysis and gender division of labour

Gender roles and relationships are socially constructed, learned and influenced by age, class, caste, ethnicity and religion. They are dynamic, differing within and between cultures, and change over time.

Activity analysis explores who does what type of work, distinguishing between productive, household and community roles:

- **Productive work** produces goods and services for home consumption and sale. This includes employment and self-employment in both the formal and informal sectors. Both women and men can be involved in productive work but their professions, activities and responsibilities often vary according to the gender division of labour.
- **Household (reproductive) work** involves the care and maintenance of the household and its members. Women tend to be most active in reproductive work, such as preparing food, collecting water and fuel, bearing and caring for children, caring for other household members, and maintaining the house. Men may be responsible for constructing the home, household security and decision-making.
- **Community work** involves the contribution of time by women and men to community activities. The division of tasks between women and men often reflect their household responsibilities. Women tend to participate in community health care, water supplies and cooking for community meetings on a voluntary basis. In contrast, men participate in meetings, discussions and politics, often in return for power, status or money.

2.2 Gender access to, and control of, resources and benefits

The distinction between access and control is significant. Access represents the right to use a resource or benefit whilst control represents the right to make decisions about the use of a resource or benefit. Thus a woman may have the right to use family labour to assist with weeding but her husband decides who will help her and when the labour is available.

2.3 Gender participation in decision-making

Decision-making takes place at the household, community and enterprise level. The ability of women to participate in, and shape the outcome of, decisions strengthens their voice and ensures their views are taken account of. If they are inadequately represented in this process, it is likely that their needs and priorities will be overlooked.

2.4 Gender needs

It is important to recognise which types of gender needs development activities are addressing:

- **Practical gender needs** relate to people's basic and material needs for their day-to-day survival. In meeting these needs, the existing division of labour is accepted and gender roles are not challenged. Such projects are concerned with improving the **condition** of women and men through promoting the **efficiency** of resource use, rather than addressing issues of empowerment or equity (see Box 2).
- **Strategic gender needs** challenge existing gender identities and relationships between women and men in favour of equity for all. Thus the division of labour would no longer be broadly determined by gender. Similarly, restrictions on access and control of resources and benefits would be independent of gender. In meeting strategic gender needs, a project sets out to change the relative **position** of women in the pursuit of **empowerment** and **equity**.

Box 2: Definitions

- **Efficiency:** the productive use of resources, including labour
- **Empowerment:** a process through which all people acquire the knowledge, skills and confidence to make informed decisions about their lives, thereby becoming more self reliant and aware
- **Equality:** equal rights and opportunities for all members of society
- **Equity:** just treatment and equity of impact, rather than merely equality of opportunity

It should be noted that the division between practical and strategic needs is not absolute; in some circumstances a project may address practical needs whereas, in a different context, the same project may meet strategic needs.

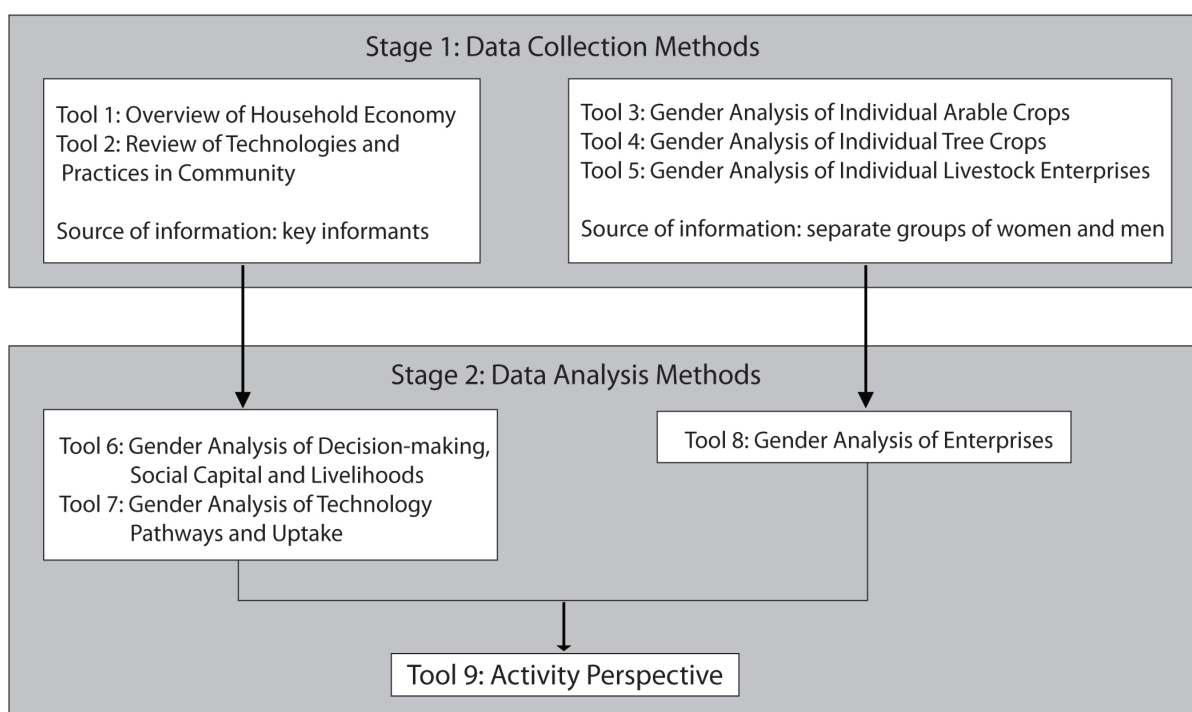
3. Tools for Gender Analysis

This section presents nine tools that may be used to collect and analyse gender disaggregated data about women’s and men’s involvement in agricultural production and marketing, accessing services and inputs, adopting technologies, and participating in decision-making.

3.1 Data collection methods

Nine tools are described below which can be used in two stages to (i) gather and (ii) analyse gender and socio-economic data with respect to crop and livestock production (Box 3). Tools 1 and 2 are used with a small group of key informants who know the community well to gain an overview of the cropping and livestock systems and technology developments. Tools 3, 4 and 5 are used with separate groups of women and men who are growing the specific crop or rearing the specific livestock under discussion. Tools 6 through to 9 are used by the survey team to collate the information gathered in the field in order to draw out their implications for designing market-related interventions. The relationship between the different tools is reflected in Diagram 1.

Diagram 1: Relationship between Tools for Data Collection and Data Analysis



3.2 Conducting the fieldwork

The fieldwork should be conducted in a participatory manner, asking open-ended questions when appropriate and recording the answers as fully as possible. The tools are used as checklists; it is essential that they are adapted to be relevant to the local context, and to reflect the interest and

priorities of the organisation undertaking the study. Meeting women, men and youth in separate groups often generates the broadest range of views and opinions. If possible, at least one or two women should be included in the study team, such as the home agents, women development agents or staff from Women's Affairs Desk in the Office of Agriculture and Rural Development (OoARD) or Women's Affairs Offices in order to enable women members of the community to feel more at ease and to express themselves more freely.

In order to distinguish between generic and location-specific findings, data should be collected from different communities within a farming system.

3.3 Tools and Templates

The nine tools are described on the following pages, outlining the purpose of the tool, the composition of the interview group and a list of key questions, which may be adapted as necessary. A template is included for each tool to record the key information. At this stage it is important to record information in as much detail as possible; if it is summarised too quickly, it loses the richness of capturing the voices and perspectives from the field.

Tool 1: Overview of Household Economy

Purpose of tool: to identify some of the main characteristics of households in different wealth groups.

Interview group: key informants including community leaders, religious leaders, and representatives of local organisations. Ensure a balance of women and men.

Questions

Ask the following questions with reference to the different wealth groups found in the community:

- What are the main types of wealth categories recognised in this community (for example, rich, middle wealth or poor households)? Alternatively, it may be more appropriate to consider households in terms of their marital status: male-headed monogamous household; male-headed polygamous household; male-headed single household; female-headed household (FHH); child-headed household.
- What is the average area cultivated by a typical household in each group?
- What types of crops and livestock does each household type grow?
- How are decisions made regarding the enterprise mix (men, women, other person, joint decision)?
- Which groups and organisations do women and men household members belong to?
- What other livelihood activities do women and men undertake?
- Estimate the percentage contribution of farm and non-farm activities to household cash income; note the contribution of different farm enterprises independently.
- What barriers, if any, prevent certain household types from growing market-oriented crops or livestock?
- Note the approximate number of households in each wealth group in the *kebele/tabia* by the different types of households.

Data collection sheet overleaf

Note: The three wealth groups listed are only for illustrative purposes – during the key informant interviews, different types of households may be identified.

Note: When collecting this information, it may be easiest to ask the group to answer the questions with respect to the middle wealth households first and then identify how the responses differ for richer households and poorer households.

Template 1: Overview of household economy

Kebele/Tabia:	Date:	Key informants: Women:	Men:
	Household type by wealth		
	Richer households	Middle wealth households	Poor households
Average area cultivated per HH (ha)			
Crops grown (average area per HH (ha) of different crops and variety)			
Livestock (average number per HH of different livestock and breed)			
Decision-making on overall enterprise mix in the HH (man, woman, other, joint decision)			
Group and organisation membership by sex	Women: Men:	Women: Men:	Women: Men:
Other livelihood activities by sex	Women: Men:	Women: Men:	Women: Men:
Main sources of household income (percentage contribution of different sources of farm and non-farm income by enterprise)			
Barriers to growing market-oriented crops or livestock			
Approximate number of household in each group by type of household	Male-headed household Single: Married: Polygamous: FHH Child HH Other Total	Male-headed household Single: Married: Polygamous: FHH Child HH Other Total	Male-headed household Single: Married: Polygamous: FHH Child HH Other Total

Tool 2: Review of Technologies and Practices in Community

Purpose of tool: to understand the processes by which new technologies and practices have been introduced and adopted in the community.

Interview group: key informants including community leaders, religious leaders, and representatives of local organisations. Ensure a balance between women and men.

Questions

1. What technologies or practices have been introduced or adapted for assisting with different farming or household activities during the last 10-15 years? (Record answers across the top of the matrix overleaf).

For each technology or practice that has been introduced, ask the following questions:

2. When was it introduced or adapted?
3. By whom and why?
4. How was it introduced or adapted?
5. Who made the decision to adopt the technology or practice (men, women, other, joint decision)?
6. Who uses the technology and who controls its' use (men, women, adults, youth)?
7. Who benefits from the new technology (men, women, adults, youth)? Is anyone disadvantaged?
8. What has been the impact of these changes on agricultural production (for example, the total area under cultivation (rainfed/irrigated), the use of fallow periods, change in cropping patterns, change in use of farm inputs, change in marketing)?
9. What has been the impact of adopting the new technology on intra-household division of labour?
10. What has been the impact of these changes on the livelihoods, food security and well-being in the community?
11. Estimate the number of households in the community using the technology or practice at present.
12. Discuss why other households in the community do not use the technology or practice.
13. Have any technologies or practices been introduced but failed?

Data collection sheet overleaf

Template 2: Review of technologies and practices in community

Kebele/Tabia:	Date:	Key informants: Women:	Men:
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	Technology or practice			
Description				
When introduced/ adapted?				
By whom?				
How introduced/ adapted?				
Who made decision to adopt it?				
Who uses it (women, men; rich, poor)?				
Who controls its' use (women, men; rich, poor)?				
Who are the main beneficiaries (women, men; rich poor)?				
What impact has it had on agricultural production?				
What impact has it had on intra-household labour division?				
What impact has it had on livelihoods?				
Percentage of households using technology or practice				
Reasons for non-adoption				

Tool 3: Gender Analysis of Individual Arable Crops

Purpose of tool: to analyse the gender division of labour, access and control of resources and benefits, and participation in decision-making for individual arable crops. The tool has three components: production analysis, input supply and marketing.

Interview group: separate groups of women and men growing the crop in question.

Questions

Ask the following questions for each type of household¹ (fill in a separate form for each crop):

3A Production analysis

1. For each individual activity associated with crop production, note the proportion of the activity performed by women, men and other (children, hired labour, reciprocal exchange labour or festive work group). Take 10 stones and ask for a volunteer to allocate the total of 10 stones between the different groups. Give other people a chance to adjust the distribution until all are in agreement. Ten stones for men and none for women means the task is entirely performed by men, five stones each means the task is shared equally, whereas eight stones for women means they do most of the task and men help occasionally.
2. What other inputs are used with each activity?
3. Who has responsibility for day-to-day management of the enterprise?
4. Which activity has the peak labour requirement? How do households cope if there is a shortage of labour at this time?
5. How do these responses (questions 1 to 4) differ between the typical middle wealth household and richer and poorer households?
6. What happens to the production of this crop if the wife/husband is ill for an extended period or dies? Which operations become more difficult? How does a household cope?

Data collection sheet overleaf

¹ The classification of households (whether based on wealth or marital status) should reflect the structure of Tool 1.

Template 3: Gender Analysis of Individual Arable Crops

Kebele/Tabia:	Date:	Crop:	Informants: Women:	Men:
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Template 3A: Production analysis

Enterprise activities	Middle wealth HHs				Differences between middle wealth HHs and richer HHs	Differences between middle wealth HHs and poorer HHs
	Women	Men	Other	Inputs used		
CROP						
Land clearance						
Nursery						
Tillage – hand						
Tillage – oxen						
Seed selection						
Planting/sowing/transplanting						
Fertilising/manuring						
Spraying						
Weeding						
Hand dug well						
Water harvesting pond						
Water lifting						
Water distribution						
Harvesting						
Threshing						
Winnowing						
Processing/value adding						
Storing						
Day to day management						
Other						
Main labour peak and coping mechanism						
Impact on production if key adult in HH ill or dies	Wife ill/dies: Husband ill/dies: Coping mechanism:					

Other=children, hired labour, reciprocal exchange labour or festive work group B=Boy child, G=Girl child, HL= hired labour

3B Input supply analysis

1. Which varieties of seed do women and men prefer and why?
2. What is the main source of draught power?
3. From where do farmers acquire the following: seeds, fertiliser, other purchased inputs and credit? What is the percentage contribution of each source?
4. Where do women and men acquire their knowledge and skills?
5. What training have women and men received?

Data collection sheet overleaf

3C Marketing analysis

1. What is the role of each enterprise in the household economy (estimate percentage consumed at home and sold)?
2. Which type of market outlet do women and men use to sell the crop?
3. How frequently do they visit different types of markets?
4. On average, how much do they take to sell per visit?
5. On average, how much do they sell annually?
6. How do they transport the produce to market?
7. Who do they sell to (private trader/buyer, cooperative, direct retail to consumers, other)?
8. What influences how much they sell and the frequency of their visits to the market?
9. Who controls the income from marketing?
10. How are the proceeds from marketing used?

Data collection sheet overleaf

Template 3B: Input supply analysis

	Household type		
	Richer HHs	Middle wealth HHs	Poor HHs
Preference for seed variety and reason why	Women: Men:	Women: Men:	Women: Men:
Source of draught power			
Source of seeds (% from different sources)			
Source of fertiliser (% from different sources)			
Source of other inputs (% from different sources)			
Source of credit (% from different sources)			
Source of knowledge and skills	Women: Men:	Women: Men:	Women: Men:
Training by sex	Women: Men:	Women: Men:	Women: Men:

Template 3C: Marketing analysis

	Household type					
	Richer HHs		Middle wealth HHs		Poor HHs	
	Women	Men	Women	Men	Women	Men
Role of enterprise in HH economy	% consumed at home:		% consumed at home:		% consumed at home:	
	% sold:		% sold:		% sold:	
Market outlets used and frequency of visits to each outlet						
Average volume sold on each visit						
Estimate of average amount sold annually						
Mode of transport						
Sale outlet (private trader/buyer, cooperative, direct to consumer)?						
Influences on volume sold and frequency of sales						
Control of income received from marketing						
Use of income received from marketing						

Tool 4: Gender Analysis of Individual Tree Crops

Purpose of tool: to analyse the gender division of labour, access and control of resources and benefits, and participation in decision-making for individual tree crops.

Interview group: separate groups of women and men growing the tree crop in question.

Questions

Ask the following questions for each type of household² (fill in a separate form for each crop):

4A Production analysis

1. For each individual activity associated with tree crop production, note the proportion of the activity performed by women, men and other (children, hired labour, reciprocal exchange labour or festive work group). Take 10 stones and ask for a volunteer to allocate the total of 10 stones between the different groups. Give other people a chance to adjust the distribution until all are in agreement. Ten stones for men and none for women means the task is entirely performed by men; five stones each means the task is shared equally; whereas eight stones for women means they do most of the task and men help occasionally.
2. What other inputs are used with each activity?
3. Who has responsibility for day-to-day management of the enterprise?
4. Which activity has the peak labour requirement? How do households cope if there is a shortage of labour at this time?
5. How do these responses differ between the typical middle wealth household and richer and poorer households?
6. What happens to the production of this crop if the wife/husband is ill for an extended period or dies? Which operations become more difficult? How does a household cope?

Data collection sheet overleaf

² The classification of households (whether based on wealth or marital status) should reflect the structure of Tool 1.

Template 4: Gender analysis of individual tree crops

Kebele/Tabia:	Date:	Crop:	Informants: Women:	Men:
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Template 4A: Production analysis

Enterprise activities	Middle wealth HHs			Inputs used	Differences between middle wealth HHs and richer HHs	Differences between middle wealth HHs and poorer HHs
	Women	Men	Other			
CROP:						
Land clearance						
Nursery						
Grafting						
Nursery						
Planting						
Fertilising/ manuring						
Weeding						
Pruning						
Spraying						
Soil conservation						
Water harvesting						
Water lifting						
Water distribution						
Harvesting						
Processing/ value adding						
Storing						
Day to day management						
Other						
Main labour peak and coping mechanism						
Impact on production if key adult in HH ill or dies	Wife ill/dies: Husband ill/dies: Coping mechanism:					

Other=children, hired labour, reciprocal exchange labour or festive work group

B=Boy child, G=Girl child, HL= hired labour

4B Input supply analysis

1. Which varieties of tree do women and men prefer and why?
2. From where do farmers acquire the following: seedlings/whips, fertiliser, other purchased inputs and credit? What is the percentage contribution of each source?
3. Where do women and men acquire their knowledge and skills?
4. What training have women and men received?

Data collection sheet overleaf

4C Marketing analysis

1. What is the role of each enterprise in the household economy (estimate percentage consumed at home and sold)?
2. Which type of market outlet do women and men use to sell the crop?
3. How frequently do they visit different types of markets?
4. On average, how much do they take to sell per visit?
5. On average, how much do they sell annually?
6. How do they transport the produce to market?
7. Who do they sell to (private trader/buyer, cooperative, direct retail to consumers, other)?
8. What influences how much they sell and the frequency of their visits to the market?
9. Who controls the income from marketing?
10. How are the proceeds from marketing used?

Data collection sheet overleaf

Template 4B: Input supply analysis

	Household type		
	Richer HHs	Middle wealth HHs	Poor HHs
Preference for tree variety and reason why	Women: Men:	Women: Men:	Women: Men:
Source of seedlings (% from different sources)			
Source of fertiliser (% from different sources)			
Source of other inputs (% from different sources)			
Source of credit (% from different sources)			
Source of knowledge and skills	Women: Men:	Women: Men:	Women: Men:
Training by sex	Women: Men:	Women: Men:	Women: Men:

Template 4C: Marketing analysis

	Household type					
	Richer HHs		Middle wealth HHs		Poor HHs	
	Women	Men	Women	Men	Women	Men
Role of enterprise in HH economy	% consumed at home:		% consumed at home:		% consumed at home:	
	% sold:		% sold:		% sold:	
Market outlets used and frequency of visits to each outlet						
Average volume sold on each visit						
Estimate of average amount sold annually						
Mode of transport						
Sale outlet (private trader/buyer, cooperative, direct to consumer)?						
Influences on volume sold and frequency of sales						
Control of income received from marketing						
Use of income received from marketing						

Tool 5: Gender Analysis of Individual Livestock Enterprises

Purpose of tool: to analyse the gender division of labour, access and control of resources and benefits, and participation in decision-making for individual livestock enterprises.

Interview group: separate groups of women and men rearing the livestock in question.

Questions

Ask the following questions for each type of household³ (fill in a separate form for each livestock):

5A Production analysis

1. For each individual activity associated with livestock production, note the proportion of the activity performed by women, men and other (children, hired labour, reciprocal exchange labour or festive work group). Take 10 stones and ask for a volunteer to allocate the total of 10 stones between the different groups. Give other people a chance to adjust the distribution until all are in agreement. Ten stones for men and none for women means the task is entirely performed by men; five stones each means the task is shared equally; whereas eight stones for women means they do most of the task and men help occasionally.
2. What other inputs are used with each activity?
3. Who has responsibility for day-to-day management of the enterprise?
4. Which activity has the peak labour requirement? How do households cope if there is a shortage of labour at this time?
5. How do these responses differ between the typical middle wealth household and richer and poorer households?
6. What happens to the production of this crop if the wife/husband is ill for an extended period or dies? Which operations become more difficult? How does a household cope?

Data collection sheet overleaf

³ The classification of households (whether based on wealth or marital status) should reflect the structure of Tool 1.

Template 5: Gender analysis of individual livestock enterprises

Kebele/Tabia:	Date:	Livestock:	Informants: Women: Men:
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Template 5A: Production analysis

Enterprise activities	Middle wealth HHs			Inputs used	Differences between middle wealth HHs and richer HHs	Differences between middle wealth HHs and poorer HHs
	Women	Men	Other			
LIVESTOCK:						
Breeding						
Rearing						
Housing						
Hygiene						
Grazing, tethering						
Fodder production						
Fodder collection						
Collecting dung						
Feeding						
Watering						
Medication						
Milking						
Making butter						
Egg collecting						
Slaughtering						
Processing/ value adding						
Storing						
Day to day management						
Other						
Main labour peak and coping mechanism						
Impact on production if key adult in HH ill or dies	Wife ill/dies: Husband ill/dies: Coping mechanism:					

Other=children, hired labour, reciprocal exchange labour or festive work group

B=Boy child, G=Girl child, HL= hired labour

5B Input supply analysis

1. Which breed of livestock do women and men prefer and why?
2. From where do farmers acquire the following: young stock, animal feed, drugs, other purchased inputs and credit? What is the percentage contribution of each source?
3. What AI and veterinary services do women and men use?
4. Where do women and men acquire their knowledge and skills?
5. What training have women and men received?

Data collection sheet overleaf

5C Marketing analysis

1. What is the role of each enterprise in the household economy (estimate percentage consumed at home and sold)?
2. Which type of market outlet do women and men use to sell the livestock and livestock products?
3. How frequently do they visit different types of markets?
4. On average, how much do they take to sell per visit?
5. On average, how much do they sell annually?
6. How do they transport the produce to market?
7. Who do they sell to (private trader/buyer, cooperative, direct retail to consumers, other)?
8. What influences how much they sell and the frequency of their visits to the market?
9. Who controls the income from marketing?
10. How are the proceeds from marketing used?

Data collection sheet overleaf

Template 5B: Input supply analysis

	Household type		
	Richer HHs	Middle wealth HHs	Poor HHs
Preference for breed and reason why	Women: Men:	Women: Men:	Women: Men:
Source of young stock (% from different sources)			
Source of animal feed (% from different sources)			
Source of drugs (% from different sources)			
Source of AI			
Sources of veterinary services			
Source of credit (% from different sources)			
Source of knowledge and skills	Women: Men:	Women: Men:	Women: Men:
Training by sex	Women: Men:	Women: Men:	Women: Men:

Template 5C: Marketing analysis

	Household type					
	Richer HHs		Middle wealth HHs		Poor HHs	
	Women	Men	Women	Men	Women	Men
Role of enterprise in HH economy	% consumed at home:		% consumed at home:		% consumed at home:	
	% sold:		% sold:		% sold:	
Market outlets used and frequency of visits to each outlet						
Average volume sold on each visit						
Estimate of average amount sold annually						
Mode of transport						
Sale outlet (private trader/ buyer, cooperative, direct to consumer)?						
Influences on volume sold and frequency of sales						
Control of income received from marketing						
Use of income received from marketing						

Tool 6: Gender Analysis of Decision-making, Social Capital and Livelihoods

Purpose of tool: to analyse gender and poverty based differences with regards to decision-making, social capital and livelihoods, synthesising information gathered in Tools 1 to 5.

Group: survey team.

1. Record who is the main decision-maker for specific decisions, noting gender and wealth differences (Tools 1, 2, 3C, 4C and 5C).
2. Record the membership of different associations by gender and wealth (Tool 1).
3. Record the livelihood activities of women and men, by wealth group (Tool 1).
4. Record the access of women and men to sources of knowledge, skills and training, noting any wealth-based differences (Tools 3B, 4B and 5B).
5. Calculate the percentage distribution of households and female-headed households among the different wealth groups (Tool 1).
6. Note any specific challenges facing households headed by women (Tools 1 to 5).
7. Identify the key implications for project design.

Data analysis sheet overleaf

Template 6: Gender analysis of decision-making, social capital and livelihoods

Location:

Analysis	Data	Implications
Principal decision maker	Enterprise mix: Adoption of agricultural technologies: Wealth perspective:	
Membership	Women (rich): Women (middle wealth): Women (poor): Men (rich): Men (middle wealth): Men (poor):	
Livelihood activities	Women (rich): Women (middle wealth): Women (poor): Men (rich): Men (middle wealth): Men (poor):	
Source of knowledge, skills, training	Women: Men: Wealth perspective:	
Wealth profile of communities	Total HHs: FHHs:	
Specific challenges facing FHHs		

Tool 7: Gender Analysis of Technology Pathways and Uptake

Purpose of tool: to analyse gender and poverty based differences with regards to technology adoption, synthesising information gathered in Tools 1 to 5.

Group: survey team.

1. Record the most successful technologies, in terms of their rate of adoption, and the reasons for their success (Tool 2).
2. Record the less successful technologies and the reasons for the low rate of adoption (Tool 2).
3. Record the route and manner (organization, information sources, training, financial support) by which technologies, especially the successful ones, are introduced to farmers (Tool 2).
4. Record the main decision maker regarding technology adoption, noting any gender and wealth based differences (Tools 2, 3B, 4B and 5B).
5. Record who are the main users and beneficiaries of the successful technologies, noting any wealth based differences (Tools 2, 3A, 3B, 4A, 4B, 5A and 5B).
6. Record the main impacts of the technologies (Tool 2).
7. Record the main barriers to growing specific crops and livestock, noting any wealth based differences (Tool 1).
8. Record other barriers which may inhibit the adoption of technologies and improved practices, noting any wealth based differences (Tool 2).
9. Identify the key implications for project design.

Data analysis sheet overleaf

Template 7: Gender analysis of technology pathways and uptake

Location:

Analysis	Data	Implications
Most successful technologies and reasons why		
Less widely adopted technologies and reasons why		
Technology pathways		
Decision to adopt technologies (cross check with Tool 6)		
Main users and beneficiaries	Women: Men: Wealth perspective:	
Technology impacts	On women: On men: On different wealth groups:	
Potential barriers to growing specific crops or livestock	Rich HHs: Middle wealth HHs: Poor HHs: Female headed HH Male headed HH Child headed HH	
Other barriers to technology adoption	Rich HHs: Middle wealth HHs: Poor HHs: Female headed HH Male headed HH Child headed HH	

Tool 8: Gender Analysis of Enterprises

Purpose of tool: to analyse individual crop and livestock enterprises from a gender perspective, synthesising information gathered from Tools 1 to 5.

Group: survey team.

1. Record the area of crop grown by each wealth group and express as a percentage of the total cultivated area (Tool 1).
2. Record the number of livestock by each wealth group (Tool 1).
3. Note the position of the commodity in the household economy in terms of the percentages sold and consumed at home (Tool 1).
4. Record the main technology developments related to the enterprise (Tool 2, 3A, 3B, 4A, 4B, 5A and 5B).
5. Record who performs the main tasks associated with the enterprise, noting any wealth based differences (Tools 3A, 4A and 5A).
6. Record the main labour peaks and coping strategies (Tools 3A, 4A and 5A).
7. Record the varietal or breed preferences, noting any gender and wealth based differences (Tools 3B, 4B and 5B).
8. Record the main sources of seed for different wealth groups (Tools 3B, 4B and 5B).
9. Record the main sources of fertiliser for different wealth groups (Tools 3B, 4B and 5B).
10. Record the main sources of credit for different wealth groups (Tools 3B, 4B and 5B).
11. Record the main sources of knowledge, skills and training, noting any gender and wealth based differences (Tools 3B, 4B and 5B).
12. Record the gender differences in various aspects of enterprise marketing, noting any wealth based differences (Tools 3C, 4C and 5C).
13. Identify the key implications for project design.

Data analysis sheet overleaf

This information may be presented in the form of a gender enterprise fact sheet; see Annex 1 for examples.

Template 8: Gender Analysis of Enterprises

Enterprise:	Location:
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Analysis	Data	Implications
Area of crop grown in relation to total area cultivated by HH wealth	Rich HH: ___ha out of ___ha cultivated (%) Middle HH: ___ha out of ___ha cultivated (%) Poor HH: ___ha out of ___ha cultivated (%)	
Number of livestock kept	Rich HH: Middle HH: Poor HH:	
Position of commodity in HH economy	Rich HH: ___% home, ___% sell Middle HH: ___% home, ___% sell Poor HH: ___% home, ___% sell	
Technology development related to enterprise		
Gender division of labour (listed in order of dominant player)	Women: Men: Both: Wealth perspective:	
Labour peak and coping strategies		
Varietal or breed preference	Women: Men: Wealth perspective:	
Source of seed (%age from different sources)	Rich HH: Middle HH: Poor HH:	
Source of fertilizer (%age from different sources)	Rich HH: Middle HH: Poor HH:	
Credit (%age from different sources)	Rich HH: Middle HH: Poor HH:	
Source of knowledge, skills, training	Women: Men: Wealth perspective:	
Gender analysis of marketing	Volume of sales per market visit (kg): Frequency of sales: Estimate of total amount sold annually: Factors influencing sales volume: Income control: Mode of transport: Sale outlet: Wealth perspective:	

Tool 9: Activity Perspective

Purpose of tool: to analyse the potential gender implications of promoting market-oriented enterprises, new technologies or practices from a gender perspective and to identify ways in which the benefits may be reaped by both women and men.

Group: survey team

Questions

Consider the following questions for each type of enterprise, technology or practice that is being proposed (fill in a separate form for each activity):

- 1. Technologies or services:** If specific technologies or services are being promoted, will both women and men be able to benefit from them? Who will make the decisions about adoption? Who will develop the necessary skills?
- 2. Workloads:** What impact may the enterprise, new technology or practice have on the workloads of specific members of households? If additional inputs of labour will be required, will the burden be shared equally between women and men? Will sufficient labour be available?
- 3. Crops and livestock:** As a result of promoting market-led development of specific commodities, will the role of different crops and livestock in the household economy be changed? As enterprises become more commercially oriented, will this have implications for the control of the benefits of production between household members (women and men)?
- 4. Project outreach:** Who will be the main winners from the proposed activities? Will anyone be disadvantaged as a result of the project activities? What barriers may prevent specific groups within the community from participating? What may be done within the existing project design/new activities to improve project outreach to poor women and men, if relevant? Are other activities required to address gender imbalances within communities?

Data analysis sheet overleaf

Template 9: Activity perspective
(fill in a separate form for each activity)

Enterprise, technology, practice:	Location:
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Technologies and services	Beneficiaries	
	Decision maker	
	Skills development	
Workloads	Impact on the workloads of household members (women, men, children) and others	
	Share of burden between women and men	
	Labour availability	
Crops and livestock	Changes in role of crops and livestock in the household economy	
	Changes in control of the benefits of production between household members	
Project outreach	Main winners	
	Losers	
	Barriers to participation	
	Activities to improve project outreach to poor women and men	
	Other activities to address gender imbalances	

4. Opportunities for Integrating a Gender Perspective into Market-led Agricultural Development

This section presents opportunities for gender mainstreaming that may be relevant to consider when designing field activities, such as training, field visits or technology development, and concludes with an action planning matrix checklist.

4.1 Gender empowerment opportunities through market-led development

The activities listed below focus on opportunities for gender mainstreaming in the context of market-led development initiatives.

Increase women's access to and control over assets

- Work with partners to facilitate women's access to extension advice, credit and inputs, especially for crop and livestock enterprises that are mainly in women's domain.
- Target women and female-headed households to participate in process of technology development, transfer and adoption.
- Initiate efforts with partners to work towards ensuring a fair use of household income through awareness raising and behaviour change communication.
- Explore setting up of women's self-help groups for savings and credit.

Increase women's access to skills and knowledge

- Actively involve women in training activities.
- Experiment with different training approaches to increase women's participation (eg training for couples, separate training for women, timing/venues convenient for women).
- Support functional adult literacy classes for women and men.
- Develop women's and men's skills in managing and saving money.
- Explore setting up of women's self-help groups for knowledge sharing.

Increase women's participation in market-oriented agricultural production

- Explore feasibility of organising women involved in producing priority commodities into groups for volume production and stronger market bargaining power.
- Explore setting up of women's self-help groups for processing and marketing, including sharing market information.

Strengthen women's decision-making role in the household, farmer groups, local associations

- Train women in group formation, leadership skills, confidence building and negotiating skills.
- Design strategies to provide women with more knowledge and information to enable them to make informed decisions.
- Conduct gender awareness training in community to increase understanding about the importance of including women in rural development opportunities.

Improve well-being and ease workloads by facilitating access to labour saving technologies.

- Identify and promote labour saving technologies for activities performed by women in relation to priority commodities, as well as other household tasks.
- Involve women in technology demonstration and application in order to understand and assess the impacts of technologies on their workloads.
- Change mindsets in rural communities to move towards more equitable workloads between women and men.
- Consider labour requirements of whole farming system, rather than individual enterprises, and assess the availability of/capacity to hire additional labour to cope with labour peaks or other means of labour spreading.

4.2 Operational measures for gender mainstreaming

The points below identify opportunities for gender mainstreaming through operational procedures.

Set specific targets in terms of the proportion of women participants in different activities and relevant decision-making bodies

- Examples of target for women's participation: 50% of trainees in crop marketing will be women; 30% attendees at field day will be women.
- Examples of target for women's representation in marketing groups: women will account for at least 40% of membership, 30% of leadership positions and will hold at least one office-bearing position.

Increase the ability of field staff to ensure outreach to women

- Develop capacity of extension service/DAs to mainstream gender in their activities (eg calling meetings, FTC training, field days).
- Encourage female extension staff to participate in training and field visits, both to develop their capacity and to encourage women farmers to attend.

Select NGO/partners with experience/ willingness to working with women

- Review activities and experiences of potential partners to determine their commitment to gender equality.
- Encourage partners to mainstream gender in their activities.

Identify gender-disaggregated performance and impact indicators

- Collect, analyse and report information in a gender-disaggregated manner.

4.3 Gender action planning matrix

The action planning matrix provides a snapshot of the current gender situation (with regards to assets, skills and knowledge, market-oriented agricultural production, decision making and well-being) and describes the target to be achieved. The activities are set in context of their target groups and linked to potential implementing partners.

Gender action planning matrix

Location:

Current situation	Target	Target group	Activities	Potential partners
Women's access to and control over assets – inputs, credit, technologies				
Women's access to skills and knowledge				
Women's participation in market-oriented agricultural production				
Women's decision-making role in the household, community affairs and representation in local organisations and associations				
Status of well-being and workloads, and access to labour saving technologies				

Resource Materials

FAO Socio-economic and gender analysis (SEAGA) series

Field level handbook

<http://www.fao.org/sd/seaga/downloads/En/FieldEn.pdf>

Intermediate level handbook

<http://www.fao.org/sd/seaga/downloads/En/Intermediateen.pdf>

Macro level handbook

<http://www.fao.org/sd/seaga/downloads/En/Macroen.pdf>

Livestock: Planning with a Gender and HIV/AIDS Lens

<http://www.fao.org/sd/seaga/downloads/En/livestocken.pdf>

Project cycle

<http://www.fao.org/sd/seaga/downloads/En/projecten.pdf>

Rural households and resources: A guide for extension workers

<http://www.fao.org/sd/seaga/downloads/En/RHREn.pdf>

Micro-finance

<http://www.fao.org/sd/seaga/downloads/En/Microfinanceen.pdf>

Gender disaggregated data for agriculture and rural development

<http://www.fao.org/sd/seaga/downloads/En/GDDEn.pdf>

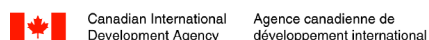
Asian Development Bank

Gender Checklist Agriculture

http://www.adb.org/Documents/Manuals/Gender_Checklists/Agriculture/agri2.pdf

MoARD (2006) Draft Guidelines for Gender Mainstreaming in Agriculture and Rural Development Sector

Annex 1: Examples of Gender Enterprise Fact Sheets



Gender Enterprise Fact Sheets

Wheat

Ada, Oromiya



Area grown	<i>Average cultivated area (ha)</i>		<i>Proportion of wheat area (%)</i>	
	<i>Rich</i>	2	25-50	
	<i>Middle and poor</i>	1	25	
		0.5	25	
Market orientation	<i>HH type</i>		<i>Proportion of produce sold (%)</i>	
	<i>Rich</i>		70-90	
	<i>Middle</i>		80-95	
	<i>Poor</i>		80-98	
Technology development	Paven variety introduced recently in Dire Arerti by MoARD. Almost all farmers adopted it. Adoption decisions are joint.			
Gender division of labour	Men: tillage, sowing, spraying, fertilising, spraying, storage Women: no job done alone Both: land clearance, harvesting, threshing, processing and day to day management			
Labour peaks and coping strategies	During sowing and harvesting times All households hire labour, but poor pay in kind by sharing produce Also use festive work groups, reciprocal exchange labour, family members help			
Varietal preference	Men responsible for seed selection Women prefer Paven varieties due to high yield and good bread making quality in Dire Arerti, they prefer Kubsu variety for injera making in Gobesaye and Durum wheat for high yield and price in Golo Ertu. Men prefer Durum wheat for its high yield and market price			

Source of seed	<table border="1"> <thead> <tr> <th>Source</th> <th>Rich</th> <th>Middle</th> <th>Poor</th> </tr> </thead> <tbody> <tr> <td>MoARD</td> <td>25%</td> <td>50%</td> <td>100%</td> </tr> <tr> <td>Market (local farmers seed)</td> <td>75%</td> <td>50%</td> <td></td> </tr> </tbody> </table>	Source	Rich	Middle	Poor	MoARD	25%	50%	100%	Market (local farmers seed)	75%	50%							
	Source	Rich	Middle	Poor															
	MoARD	25%	50%	100%															
Market (local farmers seed)	75%	50%																	
Source of fertiliser	<table border="1"> <thead> <tr> <th>Source</th> <th>Rich</th> <th>Middle</th> <th>Poor</th> </tr> </thead> <tbody> <tr> <td>MoA</td> <td>10</td> <td>85</td> <td>95</td> </tr> <tr> <td>Market</td> <td>90</td> <td>15</td> <td>5</td> </tr> </tbody> </table>	Source	Rich	Middle	Poor	MoA	10	85	95	Market	90	15	5						
Source	Rich	Middle	Poor																
MoA	10	85	95																
Market	90	15	5																
Credit	<table border="1"> <thead> <tr> <th>Source</th> <th>All</th> </tr> </thead> <tbody> <tr> <td>OoARD</td> <td>75%</td> </tr> <tr> <td>Oromiya Credit&Saving Assn</td> <td>25%</td> </tr> </tbody> </table>	Source	All	OoARD	75%	Oromiya Credit&Saving Assn	25%												
Source	All																		
OoARD	75%																		
Oromiya Credit&Saving Assn	25%																		
Source of knowledge, skills, training	Men and women: indigenous knowledge, neighbours and MoA through DAs No training for men or women																		
Gender analysis of marketing	<table border="1"> <thead> <tr> <th></th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>Volume of sales per season (kg)</td> <td>• 1-3 kg</td> <td>• Rich and Middle 50-100 kg. • Poor 25-50 kg.</td> </tr> <tr> <td>Frequency of sales</td> <td colspan="2">Depends on need for cash and debt obligation</td> </tr> <tr> <td>Income control</td> <td>Women</td> <td>• men</td> </tr> <tr> <td>Mode of transport</td> <td>On foot</td> <td>• Donkey</td> </tr> <tr> <td>Sale outlet</td> <td colspan="2">Cooperatives, private traders and consumers</td> </tr> </tbody> </table>		Women	Men	Volume of sales per season (kg)	• 1-3 kg	• Rich and Middle 50-100 kg. • Poor 25-50 kg.	Frequency of sales	Depends on need for cash and debt obligation		Income control	Women	• men	Mode of transport	On foot	• Donkey	Sale outlet	Cooperatives, private traders and consumers	
	Women	Men																	
Volume of sales per season (kg)	• 1-3 kg	• Rich and Middle 50-100 kg. • Poor 25-50 kg.																	
Frequency of sales	Depends on need for cash and debt obligation																		
Income control	Women	• men																	
Mode of transport	On foot	• Donkey																	
Sale outlet	Cooperatives, private traders and consumers																		
Interpretation	<ul style="list-style-type: none"> • Farmers allocate 25-50% of their farm to wheat cultivation • Almost all farmers have adopted a new variety and exhibited preference towards it, mainly grown for sale • Women and men participate almost equally in all wheat production related activities • Poor HHs entirely depend on MoA as source of seed and fertilisers while rich HH buy seed and fertilizers from market • The access of poor HH to credit is limited to private lenders 																		

<p>Opportunities for improving gender equity in market-oriented wheat production</p>	<ul style="list-style-type: none"> • The focus should be to facilitate improved market linkages for both women and men • Small women and men producers could be organised into marketing groups to enhance their bargaining power • Women and poor households would benefit from access to a timely supply of inputs, seeds and institutional credit through development of alternative and effective service delivery systems • Identify and introduce improved weeding, harvesting and post harvest technologies that would reduce women’s workloads • Women and female headed households should be targeted for training and skill development in wheat cultivation and marketing
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Gender Enterprise Fact Sheets

Dairy

Alaba, SNNP Region



Livestock holding	Rich and middle HH : 2 cows Poor: none									
Market orientation	<table border="1"> <thead> <tr> <th>HH type</th> <th>Proportion of milk produced sold (%)</th> </tr> </thead> <tbody> <tr> <td>Rich</td> <td>20</td> </tr> <tr> <td>Middle</td> <td>10</td> </tr> <tr> <td>Poor</td> <td>0</td> </tr> </tbody> </table>	HH type	Proportion of milk produced sold (%)	Rich	20	Middle	10	Poor	0	
HH type	Proportion of milk produced sold (%)									
Rich	20									
Middle	10									
Poor	0									
Technology development	No information									
Gender division of labour	<p>Women: milking, processing and storage</p> <p>Men: breeding, fodder production, feeding, slaughtering</p> <p>Both: housing, fodder collection, medication, day to day management</p> <p>Men and children: rearing, grazing and tethering</p> <p>Women and children: hygiene, dung collection</p>									
Labour peaks and coping strategies	For collective watching									
Breed preference	<p>Women prefer improved breeds</p> <p>Men prefer both local and improved</p> <p>In poor HH, both men and women look for local breeds as they cannot afford improved ones</p>									
Source of stock	<table border="1"> <thead> <tr> <th>Source</th> <th>Rich and middle (%)</th> <th>Poor (%)</th> </tr> </thead> <tbody> <tr> <td>OoARD</td> <td>100</td> <td></td> </tr> <tr> <td>Local market</td> <td></td> <td>100</td> </tr> </tbody> </table>	Source	Rich and middle (%)	Poor (%)	OoARD	100		Local market		100
Source	Rich and middle (%)	Poor (%)								
OoARD	100									
Local market		100								

Source of feed	Source	Rich (%)	Middle (%)	Poor (%)
	Tree forage	10	10	
	Grass	85	90	100
	Other sources	5		
Source of drugs	Source	Rich (%)	Middle (%)	Poor (%)
	OoARD	90	95	100
	Private sources	10	5	
Source of AI	OoARD			
Source of vet services	Source	Rich (%)	Middle (%)	Poor (%)
	OoARD	100	95	90
	Traditional knowledge		5	10
Source of credit	Not known For poor, informal sources only			
Source of knowledge, skills, training	<p>Women: schools, informal sources, no training</p> <p>Men: school, informal sources, workshops and trainings</p> <p>Men from poor HH get trainings less frequently than those of rich and middle HH</p>			
Gender analysis of marketing			Women	
	No. of kg sold per week (butter)		Rich HH: 2.5 kg Middle HH: 1.5 kg	
	Frequency of sales		Rich: Once in 2 weeks Middle: Once in 3 weeks	
	Income control		Mainly controlled by women	
	Mode of transport		Not known	
	Sale outlet		Private traders and direct to consumers	
Interpretation	<ul style="list-style-type: none"> Mainly for market, but sold as processed product Women mainly responsible for processing and storage 			

Opportunities for improving gender equity in market-oriented dairy production	<ul style="list-style-type: none">• Need for high yielding breeds which are disease resistant• Need for improved technologies for processing and storage• Enhancing feed availability and improved quality of natural pastures will allow better production for the market• Facilitation of access to credit sources is required• Organisation of women's groups for processing and marketing to enhance bargaining power is another option• Women should be targeted for training in processing, storage and marketing
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