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Report on visit 28 Sept - 11 Oct 2008

This note reports on my visit to Ethiopia in October 2008. There were three principal areas of activity: to review IPMS's experiences and progress to date on gender and HIV/AIDS mainstreaming; to contribute to the development of the methodology and delivery of the first gender and HIV/AIDS mainstreaming training of development agents and others in Bure PLW; and to develop some strategies for future areas of work. The main activities comprised 1.5 days review meeting in Addis Ababa, preparation for the training, delivery of the training in Bure PLW, and field visits in Bure and Fogera PLWs.

1. Review Meeting with RDOs

Attendance: Lemlem, all RDOs with exception of Alamata who was represented by RDA.

Presentations: all participants presented an update on the gender and HIV/AIDS experiences in the PLWs. It is evident that IPMS is building up body of innovative experience in addressing both topics.

In addition, I made a short presentation on recent experience from Zambia, regarding the household approach (Annex I) and the development of a index of gender empowerment (Annex II). The former could be used as a follow-up to couples' training and the latter could be adapted to the Ethiopian context and used for the impact studies. The possibility of introducing a minimum participation target of, say, 40% for women's attendance at all trainings, demonstrations, visits etc, with the understanding if the target is not met, the event does not take place, was also discussed.

Future work: The following topics were discussed: case studies, impact assessments, training and couples training. These topics are discussed in more detail in the sections 3 and 4 below. It was agreed that IPMS should not undertake any work directly regarding community conversations. Although it is recognised that the methodology is very interesting, several PLWs now have active community conversations in their area and it is not necessary for IPMS to engage in this process.

Other topics: RDOs noted their level of activity is sometimes constrained by the limited capacity of DAs and some of the WALC members and welcomed the forthcoming training of DAs in gender and HIV/AIDS mainstreaming to be conducted in each PLW (see section 2). Some RDOs reported that it has been difficult to find the appropriate number of women for scholarships. Opportunities for engaging with HIV/AIDS impacted households through market-led development were shared. It was noted that in some PLWs, addressing the HIV/AIDS epidemic is severely constrained by a shortage of VCT and ART facilities but it was recognised that this is beyond the scope of IPMS to address; however, the project should always promote and support the local services available through working in partnership and through the WALC.

2. Gender and HIV/AIDS Training for Frontline Extension Staff

Formation of training team: Three consultants were selected to join the IPMS gender and HIV/AIDS training team, with the primary responsibility for designing and facilitating the gender and HIV/AIDS training in the PLWs. Working in pairs, the team will cover all 10 PLWs during the next two to three months. The team comprises: Lemlem Aregu (IPMS gender and HIV/AIDS specialist), Ephrem

Tesema (former IPMS gender and HIV/AIDS specialist), Aresawum Mengesha (participatory facilitation consultant, formerly with Farm Africa) and Zahra Ali (gender consultant, formerly with Farm Africa).

Development of training methodology and manual with training team:

Prior to commencing the training, the team held several meetings to develop the programme, allocate responsibilities, discuss the training methodologies and prepare the support materials. The programme was revised following the training and responsibilities for finalising session outlines and handouts agreed (Annex III). The session outlines and handouts have subsequently been revised and will be tested by the team during the second round of PLW training. They will then be consolidated into a training manual and translated into Amharic.

Gender and HIV/AIDS training in Bure PLW: The course was piloted in Bure woreda with 32 participants, comprising development agents, health extension workers and woreda staff from OoARD, Women's Affairs and HAPCO. The workshop report is presented in a separate document. Seblewongel Demeke, Gender Equality Advisor for Food Security, Ethiopia-Canada Cooperation Office attended the workshop for two days and is keen to look for opportunities for linkages between IPMS and the Rural Capacity Building Project.

Woreda training: In Fogera, officials and sector heads have asked IPMS to conduct a training course (up to five days) on gender and HIV/AIDS mainstreaming in order to address their own knowledge gap. It should be possible to draw on the DA training for this purpose. The output should be gender and HIV/AIDS mainstreaming into the woreda action plan. Lemlem to follow-up.

3. Case Studies and Impact Assessment

All the initiatives to date by IPMS to address gender issues have been summarised by their approach to women's empowerment (see Annex IV).

Case studies: It has been agreed that a selection of these experiences will be written up as case studies, including apiculture, coffee, vegetables, fruit trees, cattle, ploughing and conservation agriculture, animal feed supplier, livestock fair and couples training. The purpose of the booklet will be to give women more visibility, either in doing what they are already doing more efficiently and more profitably or venturing into new activities or enterprises.

Recommendations:

- Develop a checklist for conducting semi-structured interviews.
- Interview women who have participated in IPMS activities (distinguishing between FHHs and women from MHHs, and between adopters and non-adopters) to determine their attitudes and livelihoods status before and after the intervention, and any challenges they faced and ways in which the process of adoption could be made easier.
- Hold interviews or small group discussions with neighbouring women, community members, husbands to find out what do they think about the women who have adopted new technologies, practices or enterprises; and for these women: do they want to replicate, why not, and any challenges preventing them.
- Lemlem will take the lead in coordinating the case studies and may hire IPMS-sponsored MSc students and graduates from regions to collect some of primary data.
- It may be necessary to commission a writer with a popular style to make booklet very readable. One or two photographs should be included to illustrate each case study.

Examples of preliminary case studies based on fieldwork undertaken during the mission are presented in Annex V.

Economic impact assessment: it is too early to conduct an impact assessment because most IPMS interventions are only one year old and it will take more time for them to have an impact on livelihoods. **Recommendation:** make a start on developing the methodology for impact assessment, possibly along the lines of the index of gender empowerment developed in Zambia (see Annex II). The index could be used with participants prior to the IPMS intervention and after six months or one year to see what impact it has had. Alternatively, it could be used with participants and non-participants but here it may be more difficult to attribute some of the differences to IPMS because the two groups may be very different prior to IPMS interventions.

4. Review of Training

IPMS database on participant profiles: this database which records sex disaggregated data of participation at all events such as training, workshops, visits etc is a very valuable resource.

Recommendations:

- Hire two people for three days to work together to recheck all training data to confirm and fill gaps when possible, paying particular attention to classification of event (write up definitions to ensure clarity between training, demo, field event etc), topic, number of women and men by category;
- Once completed, Clare will conduct a brief analysis of data from a gender perspective.
- The full analysis of training data will be taken under the knowledge management and capacity building component (Ranjitha and Ermias). They will ensure there is a gender perspective in the questionnaire and the proposed framework for data analysis (which will be shared with Lemlem and Clare prior to finalisation). The analysis could compare adoption rates of new technologies or practices after different types of training. An ability to conduct some gender analysis needs to be stated in TOR.

Couples' training: This approach has been piloted by IPMS in an attempt to overcome the barriers that have excluded women from training even though they have responsibilities for specific farming activities and enterprises. Moreover, the transfer of knowledge through percolation from husband to wife in many cases does not happen and if men have to travel away from home for training, this may increase the risk of exposure to HIV. AIDS-infected households can become more resilient if more household members have acquired skills.

Recommendations:

- Compare households which have been on couples' training versus single training with regards to the impact on increasing women's participation in various market-oriented activities (+/- impact), changes in behaviour and family harmony, gender empowerment; risk of HIV infection and vulnerability to AIDS impacts; impact on livelihoods.
- Conduct household interviews with questionnaires/checklists.
- Determine whether it would be appropriate to follow-up couples' training with the household approach (see Annex I).
- Find details about the government's household extension model and establish whether there are any similarities.

5. HIV/AIDS and Gender Posters

Following the gender and HIV/AIDS workshop held in 2007, posters have been produced for the risks of HIV infection and impacts of AIDS for dairy and coffee farmers. The poster on 'investing in women' is still to be finalised.

Recommendations: Two other ideas for poster themes have been identified:

- one focusing on the seasonal movement of labour: casual labourers, traders, truckers, sex workers mix together and with elements of the local community during harvest and marketing period; some return home infected and leave rural community infected; ripple effects of infection is much wider than the original population;
- one focusing on the opportunities in the agricultural sector to result in favourable outcomes: planning as a family, earning money, saving money and investing, going for a HIV test, being faithful etc.

6. IPMS Woreda Knowledge Centres

During the fieldwork, two WKC were visited (Bure and Fogera) and were found to be of a very high standard. Things that they are doing well (at either one or both sites) include: a wide range of reading materials, examples of improved seeds, recent market prices and trends, and posters illustrating some of the harmful traditional practices that contribute to gender inequalities and the spread of HIV/AIDS. It is important that the centre is 'visible' (Fogera is very fortunate in this respect). Bure also posts market information in the centre of the OoARD compound and displays interesting articles downloaded from the internet outside the compound tearoom.

Recommendations:

- The information collected about WKC users should include: name, sex, job title, organisation, activity in WKC and duration of visit.
- The presence of the WKC should be drawn to the attention of participants during the DA training.
- The WKC could have an information board illustrating recent IPMS events in the woreda; eg some photographs and a short description of the activity etc.

7. Presentation at 12th Africa Forum

IPMS was invited to make a presentation about the experiences of addressing HIV/AIDS through agriculturally-related initiatives at the 12th Africa Forum which was held in Addis Ababa at the beginning of October. Sewdu Ayele and I made a joint presentation entitled 'The impact of AIDS on rural livelihoods in Ethiopia: implications for agricultural strategies'. The 20-minute was followed by an interesting range of questions. A pdf copy of the working paper on HIV/AIDS was circulated along with all other documentation to the participants. See Annex VI for a copy of the abstract.

Recommendation:

Drawing on this experience, it made me appreciate that IPMS is at the forefront of initiatives to address aspects of the HIV/AIDS epidemic through practical agriculturally-related initiatives. There could be an opportunity to write a short booklet providing practical tips aimed at frontline extension workers. See Annex VII for an outline for this booklet.

Annex I: The Zambian Household Approach for Effective Agricultural Extension and Gender Mainstreaming¹

The Agricultural Support Programme (ASP), implemented under the auspices of the Ministry of Agriculture and Cooperatives (MACO) and mainly funded by Swedish International Development Cooperation Agency, has been operational since January 2003 and will close at the end of 2008. The overall goal is to contribute towards poverty reduction by improving the livelihoods of small-scale farmer households through: (i) improved food and nutrition security, and (ii) increased income through the sale of mainly agricultural and agriculturally-related products and services. The gender policy is to mainstream gender considerations into the facilitation and implementation of all programme activities in order to attain gender equality and equity.

In contrast with experiences from many other development programmes, the findings from the fieldwork indicate that the ASP approach has produced tangible changes in gender relations at the household level among ASP households and that the excitement among the beneficiaries in their achievements is palpable.

Extension Methodology

An 'agricultural camp' typically has between 600 to 800 households. A camp is divided into zones and each zone has a farmers' group; on average, there are between four and six farmers' groups operating in a camp. Within a farmers' group, farmers form smaller commodity interest groups, such as cereals, legumes, or small ruminants, with between 10 and 20 members per interest group. For the more specialist interest groups, such as beekeeping or pig rearing, there may be only one interest group per camp. An individual household may belong to several interest groups.

The extension worker works directly with 100 targeted households, identified from among the more active participants in the interest groups, per camp for a period of three seasons through one-to-one household interviews. Other households may also participate in, and benefit from, many of the ASP activities by belonging to interest groups and savings groups, and attending training sessions and workshops.

The range of ASP activities in a camp is demand-led, initially under the guidance of the extension worker. Action plans are prepared at the household and interest group levels, which are consolidated at the farmer group level before being forwarded to the camp agriculture committee. The plans are consolidated into district work plans and are finally consolidated into ASP facilitation team work plans.

Overview of ASP Approach at Household Level

At the household level, the programme provides holistic facilitation in three principal areas of activity. They are:

- *Technical training and skills development* in land, seed, crop and livestock development: this has been delivered to members of commodity-specific interest groups in the form of training, demonstrations and exposure visits.
- *Entrepreneurship development* to treat 'farming as a business': this has been delivered through a range of entrepreneurship workshops, including generate your business idea, start your business, improve your business, women

¹ Section from study on gender mainstreaming in the Agricultural Support Programme, Zambia by Clare Bishop-Sambrook and Charlotte Wonani (2008). Further details from clarebishopsambrook@yahoo.com

entrepreneurship, family entrepreneurship and youth entrepreneurship (based on ILO methodology).

- *Household approach*: one-to-one household visits by the extension officer to assist with translating the technical and entrepreneurial skills into individual household action plans and providing support and guidance during their implementation.

These activities have been delivered in the context of a gender mainstreaming environment, whereby the community, service providers, implementing partners and district facilitation teams have been sensitised to gender issues. Specific initiatives have encouraged women to participate in leadership positions, attend entrepreneurship training, and be recruited as extension workers and ASP district coordinators. In addition, the 30% participation target ensures that training and meetings should not take place if women account for fewer than 30% of the participants. Moreover, the programme has a transparent 'walk away' policy, whereby, if a group is not making any progress within a given timeframe, they are no longer supported by the programme.

The technical skills and entrepreneurship training together have created an environment of food security and income growth, which has been stimulated by farmers becoming competent in preparing enterprise budgets, conducting breakeven analysis, becoming price sensitive and establishing profitable market linkages. This change in mindset of farmers from viewing farming just as an activity during the rainy season as a means of subsistence to a full-time business activity has resulted in significant attitude change and a growth in self-reliance. However, it is the household approach that ties these elements by encouraging households to aim high and to realise their potential.

Household Approach

The centrality of the household approach has emerged during the implementation of ASP. The original design was to stop service delivery at the interest group level but the experience of an earlier programme (Economic Expansion in Outlying Areas (EEOA)) had demonstrated the value of intensive one-on-one household meetings and it has been incorporated into ASP.

The main elements of the household approach are as follows:

- regular, consistent and semi-intensive individual household visits are undertaken by the extension officer;
- all adult household members (husband, wife and older children) participate in setting the household vision and planning how to achieve it together;
- with the guidance of the extension officer, the household prepares an individual household action plan;
- the household mobilises resources together for the implementation of the plan;
- progress with the plan is reviewed together; and the benefits (in terms of increased skills and knowledge, increased food security, and increased incomes) are shared together.

This process, which takes place with a household over a period of three years, generates tremendous impact, not only in terms of food security and increased incomes, but also in terms of gender empowerment.

Reasons for the Household Approach's Success

The approach is inclusive, stimulating all household members to develop ideas about their own vision and plan for the household. Individuals are more open at the household level and are prepared to discuss topics which would be awkward in group meetings, such as the resources they have available, opportunities to change traditional norms and gender roles, or personal problems (including the need for HIV testing). With greater transparency, it may be easier for a wife to secure household assets for collateral because her husband understands the purpose of the loan.

Household ownership of, and responsibility for, the implementation of the individual action plan is high. The approach empowers all household members and it is not perceived to be threatening by men. The openness reduces suspicion and generates more respect for each other's contributions to the household livelihood. The approach encourages households to develop a sense of responsibility and self-reliance for their developing their own livelihoods. Households are motivated by the individual attention of the extension workers and want to perform well in order to please them.

The change in mindset has to occur not only among the household members but also among the extension workers. They have to be prepared to sit with the farmers and find out what they think, help them prioritise and guide them on the profitability of various options, rather than feel that they have all the answers. Similarly traditional leaders in the community have to be supportive of such changes. The progress achieved to date is all more remarkable because attitude change is normally a long-term event.

Household Approach as an Effective Tool for Gender Mainstreaming

The household approach would appear to be a very effective and non-confrontational way to address gender issues. Whereas many approaches to gender mainstreaming attempt to drive the process of change from without, the household approach drives the process of change from within. The former may typically include awareness raising at community level about gender issues among women and men, technical skills development for women, the formation of income generating groups for women, affirmative action for women in leadership positions, or the formation of savings groups for women and men. Women become empowered to establish their own cash crop or income generating activity, in addition to their food crops and their husbands' cash crops, but, through this duplication of efforts, the labour resources of these households become over-stretched. Moreover, nothing is done at the household level which is the unit of residence where families ultimately live and plan together.

Through the household approach, suddenly the man finds it makes sense to include his wife and older children in skills development. If other members of his household can also do his work, the husband no longer needs to be at home all the time but can attend to other duties such as marketing. If he is sick or dies, household activities can continue. The long-term sustainability of the household becomes more secure if other adult household members have the opportunity not only to improve their technical and entrepreneurial skills, but also to gain in confidence.

In addition to becoming more secure, households with more equitable relationships between household members tend to make more economic progress than others operating with the traditional norms governing gender roles and relations. Rather than having separate fields and enterprises, and keeping separate - often secret - pots of money at home, the family find it is more productive to work and benefit together. A woman is more motivated to

participate in commercial enterprises being undertaken by her husband if she can also enjoy some of the benefits, rather than be regarded merely as a source of labour with no stake in the outcome.

In summary, through the household approach, women's access to, and control over, resources and household incomes has improved. Relationships between women and men have strengthened and their workloads shared. Women's self-esteem and confidence has increased as they have become entrepreneurs and leaders in their home as well as the broader community.

HIV/AIDS-related Benefits of Household Approach

The household approach can also contribute to mitigating some of the risks and impacts of HIV/AIDS. Planning together at the household level may:

- Increase household food security by developing a broad skills base among all household members of all generations, which is essential in times of sickness among key adults in the household.
- Reduce the risk of exposure to HIV through unprotected sex because there is a plan for the use of the income generated, rather than it being consumed in excessive alcohol consumption (which may lead to unprotected sex).
- Provide an entry point for HIV testing and accessing anti-retrovirals and home-based care if necessary, in order for household members to enjoy their future together.
- Ensure household food and nutrition security in infected households by deciding on appropriate types of investments and coping strategies, the need for labour saving technologies, the use of hired labour to reduce the strain of work, and the importance of nutritious diets suitable for those with HIV and AIDS.
- Increase household security over assets by encouraging joint property ownership and written wills in favour of the spouse.

Annex II: Index of Gender Empowerment²

This section draws on the Agricultural Support Programme development matrix methodology to develop an index of gender empowerment at the household level; this approach is innovative in terms of gender analysis. The variables used to determine an individual household's level of gender empowerment are explained and, using the household information gathered during the fieldwork, some preliminary analysis is conducted of households based on their level of gender empowerment.

ASP Entrepreneurship and Agricultural Development Matrices

ASP has developed two matrices for reviewing the progress made by households towards: (i) entrepreneurship and business development, and (ii) agricultural development³. A number of criteria (indicators) are reviewed for each household to assess and categorise their progress. For each matrix, five levels of development have been identified, as follows:

- Level 1: Traditional
- Level 2: Aware
- Level 3: Self-confident
- Level 4: Emerging
- Level 5: Successful

Composition of Gender Empowerment Index

The index of gender empowerment comprises nine principal outcomes, which reflect the areas in which women are traditionally disadvantaged in comparison with men in rural Zambia:

- Improved basic capacity and exposure to the wider world
- Increased control over resources
- Increased access to finance
- Improved farming knowledge and skills, and their application
- Improved entrepreneurship skills and their application
- Demonstration of advanced farming or entrepreneurship skills
- Increased control over household income
- Increased participation in community leadership
- Reduced household workloads

Progress towards achieving an outcome is measured by two or three indicators; in total there are 24 indicators (Table 1). The vast majority address strategic gender needs (SGN), rather than practical gender needs (PGN) thereby improving the position of women and men and their capacity to influence decisions.

For each indicator identified in Table 1, a household either scores 1 (yes) or 0 (no). If an outcome comprises of more than one indicator, the average score is recorded for that indicator. The points for all variables are aggregated (they are assumed to be of equal weight) to give a total score, with a maximum value of 24.

² Section from study on gender mainstreaming in Agricultural Support Programme, Zambia by Clare Bishop-Sambrook and Charlotte Wonani (2008). Further details from clarebishopsambrook@yahoo.com

³ ASP (2008) Preliminary Annual Report, 2007, Annex 1: Development Matrix Computation Methodology, Lusaka: ASP.

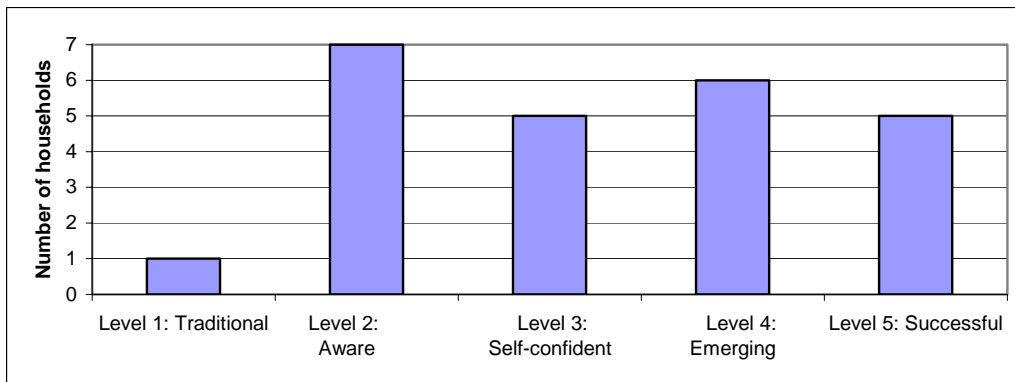
Table 1: Composition of Gender Empowerment Index

Outcome	Indicator	Need
Improved basic capacity and exposure to the wider world	Woman is literate and numerate	SGN
	Woman keeps/is capable of keeping enterprise records	SGN
	Woman travels outside locality for meetings, trading, buying supplies for business	SGN
Increased control over resources	Woman undertakes individual or joint* planning regarding resource use	SGN
	Woman owns property (such as land, houses or cattle) individually or jointly with husband	SGN
	Household has written will in favour of each spouse	SGN
Increased access to finance	Woman is individual or joint member of savings group	SGN
	Woman has individual or joint bank account	SGN
	Loan (including seasonal credit) received in woman's name or jointly with husband in last two years	SGN
	Woman is individual or joint member of cooperative	SGN
Improved farming knowledge and skills, and their application	Woman attends training, demonstrations, exposure visits alone or with husband	PGN
	Woman applies new farming skills (eg preparing land using oxen, spraying, dipping livestock) or engages in new enterprises that are traditionally considered to be in the male domain (eg bee keeping, fish farming, FHHs growing cotton)	SGN
Improved entrepreneurship skills and their application	Woman attends entrepreneurship workshops, exposure visits alone or with husband	SGN
	Woman establishes her own enterprise or has an area of economic activity in which she takes the lead (eg grocery, sewing, commercial poultry)	SGN
	Woman belongs to an income generating activity group or investment group	SGN
Demonstration of advanced farming or entrepreneurship skills	Woman is a lead farmer	SGN
	Woman's enterprise is a service provider (eg outgrower manager, ILO-certified entrepreneurship trainer, seed grower)	SGN
Increased control over household income	Woman is actively involved with marketing cash crops or livestock individually or jointly with husband	SGN
	Woman participates in household decision-making regarding use of household income	SGN
Increased participation in community leadership	Woman holds leadership position in ASP groups (interest group, farmer group, savings group)	SGN
	Woman holds leadership position in other groups in community (eg camp agriculture committee, cooperative, religious group)	SGN
	Woman has participated in leadership training	SGN
Reduced household workloads	Opportunities identified to reduce woman's workloads associated with household tasks (eg fetching water, fetching fuelwood, milling maize)	PGN
	Man participates in household tasks that are traditionally regarded to be in the woman's domain (eg cooking, cleaning compound, child care)	SGN

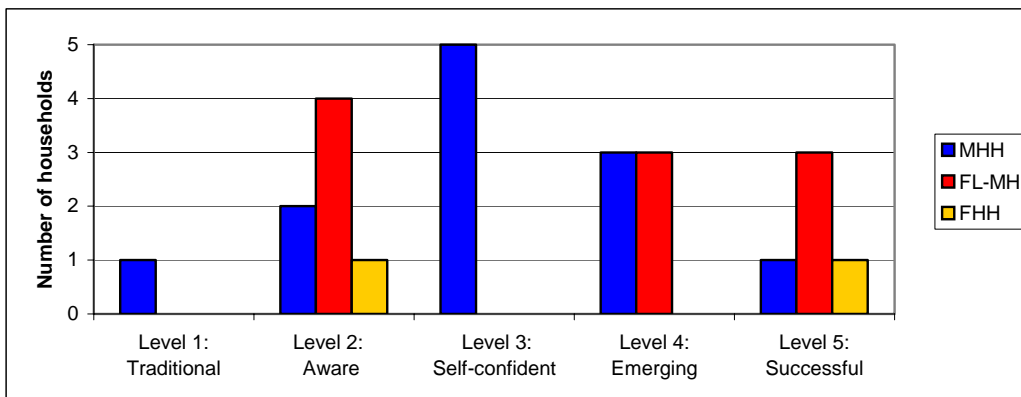
* Joint = with spouse

Although it is recognised that the fieldwork sample is small and unrepresentative, the data provide a useful basis for demonstrating the use of the index for conducting some preliminary household analysis according to their different levels of gender empowerment. With a larger, representative sample of ASP and non-ASP households, this type of analysis could be used to both direct further studies into areas of weakness, and to inform subsequent programme activities of the priority areas to address in order to promote gender empowerment. The analysis may be taken one step further by categorising households according to their individual level of gender empowerment, based on their indicator score:

- Level 1: Traditional: completely unaware of gender issues (scoring less than 6 points from the list of 24 indicators);
- Level 2: Aware: aware of gender issues but no steps taken to remedy the situation in the household (scoring between 6 to 10 points);
- Level 3: Self-confident: aware of gender issues and taking some steps to redress the gender imbalance at household level (scoring 11 to 15 points);
- Level 4: Emerging: implementing a range of measures at household level to improve gender equity and equality (scoring 16 to 19); and
- Level 5: Successful: the household is fully gender empowered (scoring at least 20).

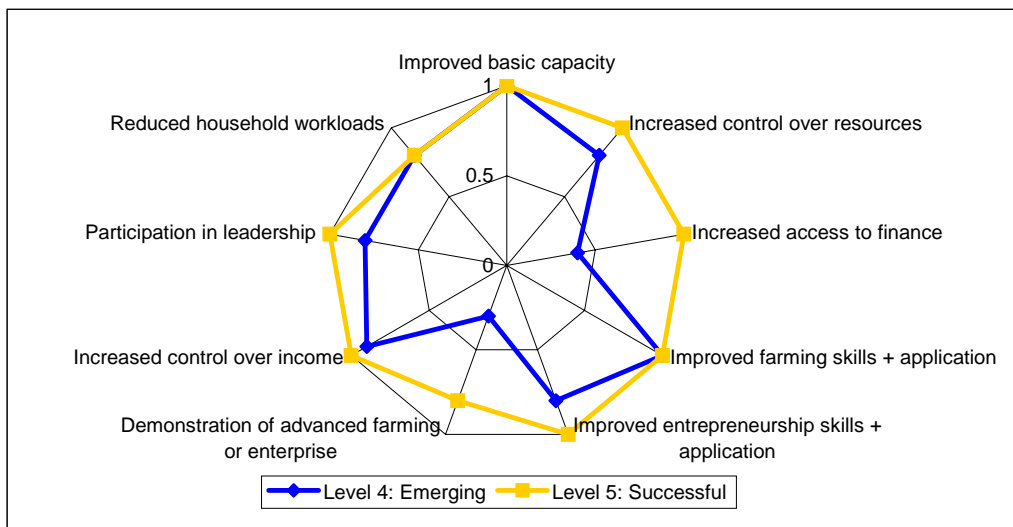


Gender Empowerment Gap Analysis



A comparative analysis of households at different levels of empowerment highlights their relative strengths and weaknesses. Diagram 3 illustrates the main differences between level 4 and level 5 households, which are most marked in terms of access to finance and demonstration of advanced farming or enterprise development. Women in all level 5 households either belong to a savings group or have a bank account and several operate support entities (as outgrower managers or ILO-certified entrepreneurship trainers). They also have more developed entrepreneurship skills, higher rates of participation in leadership and have increased control over resources and household income than level 4 households.

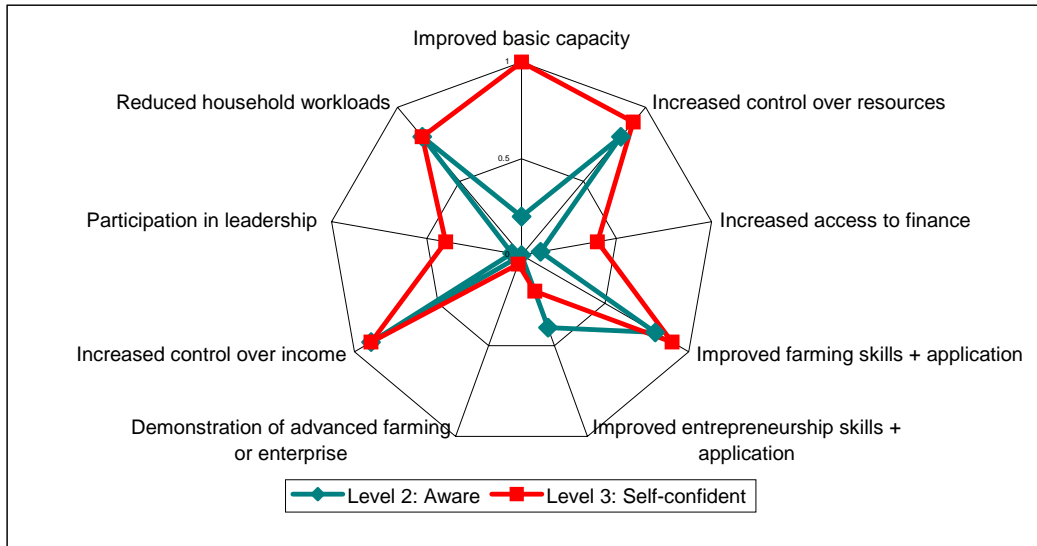
Diagram 3: Gap Analysis between Levels 4 and 5 of Gender Empowerment



Note: the results for each outcome have been averaged for all households in the level and then weighted against an index of 1.

A comparative analysis between levels 2 and 3 provide more a striking contrast (see Diagram 4). Both levels remain reasonably strong with regards women's increased control over resources and income, improved farming skills and reduced workloads. The weakness of level 2 is most pronounced with respect to women's limited basic capacity, their negligible access to finance, weak entrepreneurship skills and complete absence of leadership.

Diagram 4: Gap Analysis between Levels 2 and 3 of Gender Empowerment



Note: the results for each outcome have been averaged for all households in the level and then weighted against an index of 1.

Annex III: Programme Outline for IPMS Capacity Building in Gender and HIV/AIDS Mainstreaming in Agricultural Development for Frontline Staff

Day	Time	Topic	Presenter	Duration	Backstopping
Monday	08.45	Welcome	OoARD and IPMS RDO	15 mins	
	09.00	1: Introduction: getting to know each other and programme		1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	2: Basic concepts of gender analysis		1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	3: Basic concepts of HIV/AIDS analysis		1 hr 45 mins	
	15.30	Coffee		15 mins	
	15.45	Basic concepts of HIV/AIDS analysis (cont)		1 hr	
	16.45	4: Relationship between gender and HIV/AIDS		30 mins	
	17.15	Team building		15 mins	
Tuesday	08.30	Participant reflection		30 mins	
	09.00	5: Impact of gender and HIV/AIDS on agricultural production and marketing		1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	6: Tools for gender analysis of agricultural enterprises		1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Gender tools (cont)		30 mins	
	14.15	7: Tools for HIV/AIDS analysis in rural communities		1 hr 15 mins	
	15.30	Coffee		15 mins	
	15.45	HIV/AIDS tools (cont)		1 hr	
	16.45	8: Introduction to fieldwork and self evaluation		45 mins	
Wednesday	08.30	Participant reflection		30 mins	
	09.00	9: Facilitation skills		1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	Group preparation		1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Fieldwork		4 hrs	
Thursday	08.30	Participant reflection		30 mins	
	09.00	Self evaluation presentations		30 mins	
	09.30	10: Data analysis and interpretation		1 hr	
	10.30	Coffee		15 mins	
	10.45	Data analysis and interpretation (cont)		1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Presentations		1 hr 45 mins	
	15.30	Coffee		15 mins	
15.45	11: Brainstorming of ideas for gender and HIV/AIDS responses		1 hr 45 mins		
Friday	08.30	Participant reflection		30 mins	
	09.00	12: Preparation of action plans		1 hr 30 mins	
	10.30	Coffee		15 mins	
	10.45	Preparation of action plans (cont)		1 hr 45 mins	
	12.30	Lunch		1 hr 15 mins	
	13.45	Presentation of action plans		1 hr 30 mins	
	15.15	Coffee		15 mins	
	15.30	Participant reflection		30 mins	
	16.00	13: Wrap up and way forward		1 hr	

Annex IV: Summary of IPMS Experiences of Gender Mainstreaming

1. Access to resources and technologies

Technology development: milk churner - Meisso
Labour saving: weed control - herbicides - Metema

2. Access to skills, knowledge

Tropical fruits - Dale
Couples training - Ada'a, Fogera, Dale
Ploughing - Bure, Dale, Meisso
Conservation agriculture - Bure
Experience sharing visits, study tours - Alamata, Ada'a
Technology exhibitions - Atsbi, Alamata, Fogera?

3. Economic empowerment

Women's participation in men-dominated enterprises:

- apiculture - Ada'a, Goma, Alaba, Fogera
- irriga vegs - Atsbi, Alamata
- cattle fattening - Metema
- fruit trees - Dale
- forage development - Atsbi

Strengthening enterprises traditionally undertaken by women:

- poultry - Dale, Bure, Atsbi
- shoats - Alaba, Goma, Ada'a, Atsbi, Bure, Metema
- dairy - Ada'a, Atsbi, Meisso, Alamata
- seedlings - Bure, Meisso, Metema, Dale, Atsbi
- sesame - Meisso

Value-adding:

- processing - Atsbi
- fish - Fogera
- tomato paste preparation - Fogera
- animal feed preparation - Meisso
- milk processing - churner - Meisso
- coffee drying - Goma

Entrepreneurship:

- Small scale - Atsbi (veg farmers)
- Animal feed supplier - Meisso

4. Decision-making, leadership, recognition

Use of women as judges, evaluators at livestock fair - Meisso
Role models - best farmers - Ada'a, Meisso; DAs
Leadership
Dairy groups - Alamata, Ada'a, Meisso
Livestock fattening - Alaba
Onions - Ada'a

5. Well-being

Improved stoves

6. Operational measures

Participation training targets - Goma
Publicity mats - FTCs, WKCs
Capacity building - WALV, DA training
Woreda planning
Female DA training - Ada'a

Annex V: Case Studies

1. Economic empowerment of female-headed households

Incidence of FHHs

Households headed by women are common in rural Ethiopia. On average, women head between 15% and 30% of households in the PLWs. FHHs are very vulnerable to poverty and they are typically found among the poorer households in each community but some are also found in the rich or middle wealth groups. They are often neglected by development initiatives and are in a weak position economically (for example, they may have lost their land). Hence it is important to promote activities that require a small area of land, can be undertaken close to the home (if they are caring for other household members), and do not require many resources, including labour.

FHH experience of nursery development, Bure woreda

My husband died 15 years ago. I started working in a government nursery nearby in order to earn some money to support the family and my daughter stayed at home to look after her three brothers.

Unfortunately I lost 1.25 ha during the land redistribution that took place 10 years ago. Because I was working, it was felt that I did not need much land. I was left with 0.5 ha which I cultivate with the assistance of my relatives and sons, in return for assistance with their weeding. We plant in rows because, unlike broadcasting which is a skill, anyone can do it including women and children.

Although I did not attend school, I have always been keen to attend workshops and field days organised by the OoARD and administrative council. Three years ago experts advised us of the benefits of fruit multiplication, especially for those with a shortage of land. I started my own nursery and saw it was more profitable than working in the government nursery so I left the latter to work on my own.

On my 0.5 ha I now have coffee trees, a eucalyptus plantation, a small nursery (with coffee, avocado, mango, eucalyptus and hops); I also grow finger millet and maize in rotation. We also have a small shop selling kerosene.

I bought a cow last year and a second one this year; we use some of the milk at home and sell the butter in the market. We also have six sheep, which were bought with money that my son earned for herding calves, and a few chicken.

Through IPMS I have attended training in fruit nursery grafting (along with 10 men) and have received fruit scions and pepper seedlings for demonstration purposes. I also had the chance to join an experience sharing visit when 10 of us (three women and seven men) travelled for 14 days through Ethiopia, visiting IPMS sites in Tigray, Amhara, Oromia and SNNPR.

The trip was like a dream. I did not imagine I would ever have the chance to visit these places, given my current status as a widow. I had been out of Bure woreda only once before, to Bahir Dar. On this trip I saw many things that I want to follow up: poultry, fruit and vegetables. I have already adopted some of ideas I have seen, such as urban agriculture techniques.

I belong to a savings association, initially saving 10 Birr a month, but now saving 20 Birr a month. The group has about 200 members, of whom only a small number are women. I have borrowed money from the group to rent in 0.5 ha which I share crop with another person who provides the labour, seed and fertiliser; we share the harvest of maize/finger millet equally.

I also belong to an irrigation cooperative, through which I have received training and some equipment (watering can and spade for use in the nursery); I can market some of my produce through the group.

I have been selected to participate in conflict resolution in the community and have receive some training in leadership.

I have been motivated to succeed by the challenges I face, with no husband to support me and to help in raising our family and little land.

2. Working with PLWHA groups

Context of HIV/AIDS in Fogera woreda

HIV prevalence rates in Fogera woreda are high: xxxx (any data?). There are many factors that put the woreda at risk of HIV infection. The woreda is located on the main transport route between Bahir Dar and Gondar, and Woreta town is an overnight truck stop. The town is also an administrative centre and has a large grain store, agricultural TVET college and a market and trading centre. There are dry season fishing sites in kebeles adjacent to Lake Tanna. Many merchants and brokers from Tigray and Gondar stay in the woreda during the harvesting season, spanning several months, for vegetables and rice.

The woreda is already AIDS-impacted, with even the more accessible rural communities, as well as the urban areas, characterised by a high incidence of AIDS-related illnesses, deaths and sexually-transmitted infections. The presence of the disease is acknowledged in some rural communities, resulting in significant behaviour change.

Behaviour change among members of a rural women's group, xxx kebele

Some of our members have lost their husbands and friends to AIDS. Our men used to go to Womberta town after harvest to sell their produce and would stay for a week enjoying themselves before coming home empty-handed.

The Women's Affairs Office and the health extension worker have informed us about the disease and we now understand how it is transmitted.

Our behaviour has changed now. We go for an HIV test every three months at the local health centre and our husbands go as well. We no longer share needles to remove thorns from our hands. We carry condoms with us in case we are attacked but the risk of attack has also reduced. Our men no longer not stay away after selling the produce but return home with the money. Early marriage used to be common but we have imposed a minimum age limit of 18 years for girls and 20 years for boys; we go to the police if these guidelines are not followed.

Source: Interview with members of xx women's group, xx kebele

The disease is taking its toll on rural livelihoods, leaving poor and female-headed households struggling to survive the loss of key adults and asset depletion (particularly the sale of livestock) during illness. They resort to share cropping, hiring out their children for farm work, brewing local drinks, collecting and selling fuel wood or migrating to town and receiving alms. In some communities, relatives, close friends and neighbours assist with farming activities; they may also lend money or contribute to supplement food shortages. Some widows weed other people's land in exchange for assistance with ploughing but reciprocal labour groups are becoming less popular because of the labour shortage. Today, there are indications that only relatives and close friends attend funeral ceremonies.

Addis Hiwot PLWHA Association, Woreta town

The association was formed 13 years ago to stop stigmatisation and discrimination against PLWHA in Fogera woreda and to provide information to the community about the disease. At that time, people tried to avoid talking or eating with PLWHA, and they were discouraged from attending meetings.

The original motivation to form the association was to give their personal testimonies about the disease to the community, at meetings in church, the mosque, school and Idir. Their approach has been 'AIDS stops with us'. PLWHA also accompanies the mobile VCT to give their experiences of living with the disease. They have seen some behaviour change and more people are now going for testing.

The initial membership of 23 (13 women and 10 men) has grown to 278 (162 women and 116 men). Of the members today, 15 are bed-ridden and 160 are on ARVs. Each member pays 1 Birr per month to the association. Although ARVs are now readily available free of charge, people have to pay for the treatment of other AIDS-related diseases. The association assists with transport and medical costs, and provides food for the bed-ridden.

This is the only PLWHA association in the woreda. Of the members, only 48 are from rural areas (23 women - mostly widows - and 25 men). It is felt that this is not a true reflection of the incidence of the disease in rural areas and it is likely that most of the PLWHA living in rural communities are not confident to disclose their status.

The association engages in various income generating activities, including quarrying stones and cultivating 6 ha of rice. They are in the process of constructing a store to house equipment for rice polishing and packaging and a flour mill. The association arranges development days, whereby members provide free labour; they are paid in cash for additional days. Women are given priority for working on processing and similar tasks. The income earned will be deposited in a bank account and will be used to support group activities and paid to members in the form of a dividend.

There is a separate women's group of 48 members. It was formed because women, who represent the majority of members, are more vulnerable to the impacts of AIDS and they want to have their own sources of income. Urban women, many of whom were formerly sex workers, are now trading in spices and grain, selling small items of food, washing clothes or making handicrafts. Rural women, as well as some urban members, are fattening sheep or growing cereals or fruit. With grant support from the Global Fund, the association on-lends to members (150-300 Birr) to enable them to develop their business.

IPMS Fogera will provide the members of the women's group with training in business management, in particular record keeping and marketing skills. They will also receive training in value addition for rice production (I think this should be a different group of women because the members of the women's gp have their own businesses whereas those that work in polishing rice etc will be like hired labourers - hence this would be a chance to involve some different women - assuming they are available). IPMS is also arranging credit for the association to buy a rice packaging machine.

3. Conservation agriculture, Bure woreda

Conservation agriculture (CA) was introduced to Bure woreda two or three years ago by Sasakawa Global 2000, in order to reduce the time spent preparing land for maize production. IPMS has extended its use to wheat production by conducting one-day training for five couples in two kebeles and providing them with Roundup free of charge, and then organising a field day for the public to compare wheat fields under traditional cultivation versus CA.

Traditional cultivation

All land in Bure woreda is ploughed using a pair of oxen. The field is usually ploughed three to four times prior to broadcasting the seed, followed by a final ploughing to cover the seed. This work is performed by men. If the household owns a pair of oxen, the head of the household ploughs and another man broadcasts the seed. However, over 10,000 households (out of xx in the woreda) have only one ox and a further 5,800 households have no oxen. These households either team up with another household to make a pair of oxen or hire ploughing services or rent out their land.

Conservation agriculture

Under CA, all the pre-broadcast ploughing is replaced by spraying (performed by men); only the ploughing to cover the broadcast seed remains. Using chemical sprays also reduces the demand for labour for weeding because the weed population that emerges during the growth of the cereals is significantly reduced.

There are also specific benefits of using CA with wheat production, rather than maize. Farmers tend to plough all their land at the beginning of the season but because the planting date for wheat is later than maize, the soil is left bare for a longer period, thereby encouraging soil erosion. Also the benefits of spraying are more marked with wheat because maize grows very quickly and smothers any competing weeds.

Household experience of adopting CA

'I am 19 years old and my husband is 32 years old. Neither of us had attended any training before but we were interested to do so when we were asked by the DA.

We grow 0.5 ha of wheat and 0.25 ha of pepper; we also have 4 cows and 3 oxen. However, our main business is trading in produce (grain and pepper). Farmers deliver their produce to our store in town (Zalima) and we sell to wholesalers from Bure.

My husband does most of the work for wheat production, together with hired labour. My main role is to prepare the food for the hired labour. During the couples' training (one day), most of the questions were asked by men although the women did ask a few questions. After the training, we received the Roundup free of charge but we had to buy the sprayer. Because we attended the training together, it was easier to adopt this new approach because we could make the decision together. As a result of the training, I have become more involved, especially regarding the spray mix and the preparation of seed for planting. We have received some follow-up visits from the DAs.

*Our neighbours are interested in CA because they can see that it saves time ploughing and weeding (the land is free from weeds after the spraying) and requires less labour (see Table 1)'.
'*

Table 1: Change in activities for wheat production under traditional cultivation and CA

Activities	Traditional cultivation	CA
Ploughing with oxen (4 times)	Husband or hired labour	-
Spraying	-	Husband
Broadcasting	Hired labour	Husband
Ploughing to cover seed	Husband	Husband
Weeding	Husband + hired labour (may spray)	Minimal (by hand)
Harvest	Husband + hired labour	Husband + hired labour
Threshing/winnowing	Husband + hired labour	Husband + hired labour

Field day

The field day at Zalima kebele was organised in October 2008 to demonstrate wheat under different cultivation methods. Farmers noted that the latter had fewer weeds. They also examined some neighbouring farmers who had spontaneously adopted CA (eg faba beans). The event was attended by around 150 male farmers and 10 women (Box 1).

Field day participants

Married woman: *I am attending this event because my husband is busy. We grow maize. My husband ploughs twice before we work together to plant and plough to cover the seed. We only have one ox so we team up with a friend to plough. We hand weed the crop together. My husband harvests the maize because I don't have the skills to do so. I am convinced of the advantage of CA and we will do it next year.*

Female head of household: *I grow wheat and maize. I own two oxen but find it difficult to get labour to assist with the ploughing; usually my father or brother helps me. So I am interested to find out about CA. It would be easier for me to ask for assistance for only one ploughing, rather than four or five ploughings at the moment. I heard about today's event from other farmers.*

Following a walk round the fields, a 30-minute video produced by Bure IPMS on CA was shown. Participants also received a very informative leaflet prepared by IPMS Bure setting out the benefits of CA but also noting some of the potential limitations (Box 2).

Positive impacts	Negative impacts
<ul style="list-style-type: none"> ▪ Reduces soil erosion associated with ploughing, thereby improving flow of streams and other water bodies ▪ Lowers weed infestation, thereby increasing yields ▪ Switches from 2,4-D for weed control to Roundup which is more environmentally-friendly for bees ▪ Reduces demand for oxen which is beneficial for households with only one or no oxen ▪ Reduced demand for oxen which reduces pressure on land in grazing areas ▪ Easier for female-headed households to ask for assistance for one ploughing, rather than having to share crop their land in order to get the land ploughed ▪ Savings in time and money can be used for other income generating activities 	<ul style="list-style-type: none"> ▪ Use of chemical sprays reduces plant biodiversity

Many farmers have registered with the local farmers' service cooperative to buy Roundup next year, having observed the benefits (even before the field day). However, some expressed concern that sufficient Roundup would be available because it is all imported (from Kenya).

Annex VI: Abstract

The impact of AIDS on rural livelihoods in Ethiopia: implications for agricultural strategies

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Although Ethiopia is recognised as one of the countries that has registered encouraging results in the prevention of HIV/AIDS, its continued expansion into rural areas represents one of the major challenges in addressing the epidemic. The potential impact of the rural epidemic on undermining efforts to improve agricultural productivity and to achieve market-led development requires an urgent response. This presentation discusses the rural HIV epidemic in the context of the IPMS of Ethiopian Farmers' Project being implemented by the International Livestock Research Institute and the Ministry of Agriculture and Rural Development. Qualitative studies were undertaken in 10 *woredas*, located in four regions of the country, and focused on a total of six crop and livestock commodity chains.

The findings demonstrate that certain aspects of market-led agricultural growth may present additional risks of exposure to HIV infection to rural communities. The dominant factor is the huge seasonal movement of people throughout rural Ethiopia. As an agrarian economy with labour-intensive farming methods, the timely availability of labour is crucial for the successful cultivation of crops. Some movements are associated with specific farming systems, such as cattle keepers in search of fodder. Mono-cropping tends to exaggerate labour peaks and troughs while activities that extend the cropping season, such as the use of irrigation, may reduce the need to migrate. Marketing also involves a significant movement of wholesalers, traders and transporters. Increased market orientation among farmers is likely to result in more frequent visits to markets or urban centres, to buy farm inputs, to repair machinery and to sell their produce at better prices. Weekly rural markets are a major social gathering, even if there is no business to conduct. Engagement with the market, and hence the market-related risk of HIV infection, is strongly influenced by gender roles since women and men usually occupy distinct niches in the marketing chain.

IPMS experience at *woreda* level illustrates how HIV/AIDS mainstreaming initiatives can be achieved while undertaking commodity development, in partnership with other key players:

- *Awareness raising activities* have included: developing skills of extension staff and others to become HIV/AIDS competent and to train others; using farmers' associations, cooperatives and marketing groups as entry points for behaviour change communication; using large gatherings, such as market days and farmers' meetings, to educate people about HIV/AIDS; and holding intensive awareness campaigns during seasons of high risk, such as harvesting and holidays.
- *Activities to reduce the risk of exposure to HIV infection* have included: bringing the input supply and marketing chain closer to farmers in order to reduce the need to travel; modifying the ways in which markets are organised in order to reduce delays; educating farmers and seasonal labourers to manage their earnings for the benefit of their families; empowering women economically; reducing training away from home and introducing couples' training; and increasing livelihood options.
- *Activities to reduce vulnerability to the impacts of AIDS* have included developing market opportunities for crops and livestock and promoting non-farm

livelihood opportunities suited to the resource base of AIDS-infected and AIDS-affected households.

In conclusion, initiatives to strengthen the market orientation of agricultural production present both an opportunity and a threat to the rural HIV/AIDS epidemic. While any contributions towards reducing poverty and the need to migrate may reduce susceptibility to HIV/AIDS, there are very real risks that the additional cash and the stimulus to travel further afield could result in increasing the risk of exposure to HIV. Hence activities associated with promoting the commercialisation of agriculture need to be designed to ensure they play a role in arresting, rather than hastening, the spread of the disease in rural communities.

Annex VII: HIV/AIDS Booklet

Title: Ten practical steps for HIV/AIDS mainstreaming in agricultural development initiatives, A practical guide for frontline extension workers

Do you want to do something about HIV/AIDS in your day-to-day work but don't know what to do?

- Introduction
- Purpose of booklet
- Audience

First step: Understanding the disease at the individual level

- HIV/AIDS pathway
- Drivers and opportunities

Second step: Understanding the risk of infection at community level

- Hotspots
- Bridging populations
- Norms and traditions
- Ref: Toolkit

Third step: Identifying stage of the disease in the community

- Indicators of impact
- Ref: Toolkit

Fourth step: Identifying appropriate responses

- Ref: Toolkit

Fifth step: Practical opportunities for increasing awareness and understanding

Sixth step: Practical opportunities for reducing the risk of infection

Seventh step: Practical opportunities for reducing vulnerability to impacts of AIDS

Eighth step: Screening activities

Ninth step: Working in partnership

Tenth step: Making an action plan