IPMS
ETHIOPIA

Improving Productivity & Market Success of Ethiopian Farmers

Report of Workshop on “Integrating Gender and HIV/AIDS issues into IPMS Project”

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MINISTRY OF AGRICULTURE AND RURAL DEVELOPMENT

INTEGRATING GENDER AND HIV/AIDS ISSUES INTO IPMS PROJECT

Workshop Report[1]

3 – 5 October 2005

1. INTRODUCTION

It has been recognised from the outset of the IPMS project that an understanding of the gender and HIV/AIDS context at the pilot learning site level, and identifying opportunities for supporting gender equality and reducing the risk of HIV infection through market-led agricultural development initiatives, will be central to successful project implementation and sustainability. Both the gender and HIV/AIDS strategies, prepared in November 2004, identified the need to establish for each pilot learning site (i) sex-disaggregated baseline data for priority commodities, technologies and services, and (ii) HIV/AIDS risk and vulnerability baseline data. Accordingly, gender and HIV/AIDS surveys were conducted by the Research and Development Officers (RDOs) in the eight pilot learning sites (PLSs), during the first year of project implementation (2004 – 05).

The purpose of the workshop entitled 'Integrating gender and HIV/AIDS issues into IPMS project' was threefold:

- to analyse and interpret findings from the gender surveys conducted in the PLSs, particularly with regard to their implications for IPMS project activities;
- to analyse and interpret findings from the HIV/AIDS surveys conducted in the PLSs, particularly with regard to their implications for IPMS project activities; and
- to develop the capacity of RDOs, project staff and other partners to integrate a gender and HIV/AIDS perspective into key aspects of IPMS project activities and implementation.

The workshop was held at the ILRI campus, Addis Ababa from 3 – 5 October 2005. It was organised and delivered by Clare Bishop-Sambrook, IPMS Gender and HIV/AIDS Adviser (consultant) and Ranjitha Puskur, IPMS Agricultural Innovation Specialist (staff). The workshop was attended by the RDOs; IPMS HQ staff; staff from MoARD, EARO and CIDA; and staff from *woreda* Bureau/Office of Agriculture, Women's Affairs, HIV/AIDS Control and Prevention Office (HAPCO) and Family Guidance Association of Alaba. The full list of participants is presented in Annex I and the workshop programme in Annex II.

The workshop centred on the three themes of gender analysis, HIV/AIDS analysis and action planning. This report presents the key points arising during each of the main sessions and concludes with a discussion of proposed follow-up activities arising from the workshop.

2. GENDER ANALYSIS OF COMMODITY AND TECHNOLOGY DATA

The IPMS gender strategy identified five principal reasons for conducting a gender analysis of the priority commodities, technologies and services to be promoted at each PLS:

- to increase the understanding of the differing 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;

[1] Prepared by Clare Bishop-Sambrook, Gender and HIV/AIDS Adviser and Ranjitha Puskur, Agricultural Innovations Specialist.

- to identify what actions may be required by the project in order to overcome some of these barriers;
- to generate sex-disaggregated baseline date and performance indicators for monitoring purposes; and
- to identify gender aspects of market-led agricultural development which may be suitable for more in-depth case studies.

2.1 Gender data

In order to understand the existing situation regarding the role of women and men in the production and marketing of priority commodities, data were collected using participatory methods from groups of women and men farmers in four *kebeles/tabias* in each PLS. The data reviewed the role of crops and livestock in household economy, technology pathways and uptake, social networks and access to services. An analysis of the division of tasks between women and men was conducted for individual arable crops, tree crops and livestock enterprises. Gender disaggregated data were collected for cereals (teff, wheat, sorghum, maize, rice), irrigated vegetables (peppers, onion, garlic), cotton, sesame and noug, legumes (faba bean, haricot bean, field peas, lentils), trees (coffee, fruits and eucalyptus), dairy, livestock fattening, hides and skins, poultry and apiculture. During the workshop, participants worked in commodity groups to interpret the data, highlighting gender differences between enterprises, location and socio-economic wealth of the household, and to draw out implications for the IPMS project.

2.2 Findings

Gender division of labour of crops and livestock enterprises

It was observed that generally, in many crop and livestock enterprises, women and men share both the workloads and the benefits (Table 1). However, there are variations by region, wealth class and commodity. For example, pepper is exclusively a women's crop in Fogera, yet men dominate production in Alaba. Similarly, while women dominate poultry activities in Atsbi, the activity and benefits are shared in Alaba.

Table 1: Gender Analysis of Workloads and Benefits of Priority Crop and Livestock Enterprises

Control of benefits	Workloads		
	Women dominate	**Men dominate**	**Share**
Women dominate	Pepper (Fogera) Poultry (Atsbi)		Fruit trees (Alamata) Butter (Gebrekidan, Hayelom, Kelisha Emini in Atsbi; Fogera) Butter/sour milk (Dale, Alaba)
Men dominate		Teff (Alaba) Sorghum, maize (Mieso – rich HHs) Noug (Fogera) Pepper (Alaba) Haricot beans (Alaba, Dale) Coffee (Dale) Multipurpose/forage trees (Fogera, Alaba) Apiculture (Alaba, Atsbi)	Teff, sorghum (Alamata) Cotton, sesame (Metema) Onion, garlic, rice (Fogera) Cattle (Quhar Michael in Fogera)
Share		Sorghum, maize (Mieso – middle wealth and poor HHs) Goats (Fogera) Sheep/goats (Mieso, Metema)	Faba beans, field peas, lentils (Atsbi) Fruit trees (Dale) Butter (Gogol Naele in Atsbi) Cattle (Kidste Hana, Alem Ber in Fogera) Sheep (Fogera) Poultry (Alaba)

As a result of market-oriented development, it is expected that workloads will increase for both men and women but in different magnitudes depending on what tasks they are responsible for, and whether there will be an intensification of labour in that particular task (Tables 2 and 3). For enterprises that tend to be gender-specific, that individual will bear the burden of the increased workload. It is generally felt that it will not be difficult to meet additional labour requirements as there is the perception that adequate or surplus labour is available.

Although both women and men benefit from improved technology availability and adoption, men tend to benefit more. Usually the rich and middle wealth households derive the most benefit from the introduction of new technologies. Adoption among poorer households is inhibited by an inability to afford the technology coupled with limited availability of credit or savings, and low levels of awareness. There are exceptions: for example, poor women in Alamata benefited most from the introduction of water harvesting and best practices whilst, in Atsbi, women and the poor benefited from improved poultry, fruits and vegetables, dairy and rainwater harvesting. In some instances, the poor benefit indirectly through sharecropping, as in the case of the motor pumps for irrigation in Fogera. Generally, attention is required to ensure women and the poor are neither left out nor disadvantaged by these developments.

Gender fact sheets will be prepared for each priority commodity. An example is presented at Annex III.

Table 2: Summary of Potential Impacts of Market-led Development of Priority Crops

	Cereals and oilseeds	**Haricot bean**	**Rice**	**Pepper**	**Pepper**	**Trees- Avocado**
	Mieso and Metema	**Alaba and Atsbi**	**Fogera**	**Fogera**	**Alaba**	**Dale and Alamata**
Impact on workloads men	Increase	Increase	Increase – tillage, threshing, weeding and harvesting	Not much impact	Increase more than women	Increase modestly
women	Increase - post harvest activities	Increase more than men	Increase – storage, weeding	Increase	Increase	Increase substantially
Additional labour availability	Available	Yes, children in poor HH Hired labour in rich, middle HH	Not sufficient	Not sufficient	Sufficient – hire poor HH	enough - no overlapping activities
Impact on labour peaks	None	None	Yes, requires specialization	Yes, women overworked	Yes	Yes
Benefit from new technologies related to crops introduced						
men	Yes, more than women	Yes	Yes	No	Yes – more than women	Yes
women	Yes	Yes - indirectly	Yes	Yes	Yes	Yes
Adoption decisions	Men Women in FHH	Men	Joint	Women	Men	Men
Skill development	Men	Men	Men	Women	Men	Women and men
Change in HH economy	Change in cropping pattern, area allocation	Could not assess	Yes	Yes, shift from homestead to field	Yes, increase land allocation	Yes
Control of benefits	Men	Positive implications for empowering women	Men more than women	Men and women	Positive implications for empowering women	Men- if no corrective measures are taken
Main winners	Men and better off farmers	Depends on technology: production - women and men input supply, marketing – men processing - women	Men and women	Women	Men	Men and women
Potentially disadvantaged	Women and poor	Poor HH	No-one	No-one	No-one	No-one

Table 3: Summary of Potential Impacts of Market-led Development of Priority Livestock Enterprises

	Dairy Atsbi	Dairy Fogera	Small ruminants Metema and Meiso	Poultry Dale and Alamata	Apiculture Atsbi
Impact on workloads					
men	Increase	Not much	Not much	Minimal	Increase
women	Not much	Increase	Increase	Increase	Increase
children	-	-	Increase	-	-
Additional labour availability	Sufficient – family labour can be used	Insufficient	Available	Sufficient	Sufficient
Impact on labour peaks	None	Yes - women will be overworked	None	Yes - due to intensive management required	None
Benefits from new technologies					
men	Yes	Not much	Yes – more than women	Yes	Yes – more than women
women	Yes	Yes	Yes	Yes	Yes
Adoption decisions	Joint	Men	Men Women in FHH	Men	Men
Skill development	Both	Both	Men	Men	Men and to lesser extent women
Change in HH economy	Yes – forage production and small productive herds	Yes	Yes – improvement in living standards, nutrition, family health	Yes - change in income structure and use of crops as feed	Yes - replace less profitable commodities
Control of benefits	Men	Men	Not sure	Possible shift to men	Men
Main winners	Both	Both	Men	Both	Men
Potentially disadvantaged	None	None	Women	None	Poor FHH and MHH

Decision-making

Decisions about enterprise mix and technology adoption, including seed selection, are mainly taken by men and in some cases, negotiated between husbands and wives. The general trend appears to be one of male-dominated decisions in rich and middle households, and joint decisions in poor households. Only in female-headed households do women control the decisions; yet this still tends to be in consultation with their male relatives. It was noted that even though men appear to be in control of decision-making, they usually consult their wives and women have a strong influence on the outcome.

Access to services and social networks

The data demonstrate that men have access to all the services like credit, extension and training. Women and men from poor households appear to be marginalized in this respect. For women, their major sources of knowledge and information are informal sources, indigenous knowledge and their husbands; they have almost no access to extension services. This results in developing the skills of men predominantly, with women and poor men being left out. Women also find it difficult to access credit.

Women and men generally belong to traditional groups like *Idir (Afosha* in Mieso) and *Ekub.* Women also belong to women's associations and, in Fogera, land preparation groups. Men are members of *gezza*, youth associations (Alaba), co-operatives (Metema), farmers' associations, farm working groups (Dale and Mieso), irrigation groups (Mieso) and harvesting groups (Fogera).

Technology pathways and rates of uptake

Most technologies have been introduced to the PLSs through the OoARD and in some cases by NGOs. In Ada'a, the co-operative union has also played a role, especially regarding fertiliser and improved seed.

Rates of uptake vary between technologies and locations. Among the most successful technologies (used by at least half of the community) include fertiliser and hand-dug wells in Fogera, and agro-chemicals in Metema. Technologies adopted by 25 – 49% of the community include fertiliser and improved seeds in Ada'a Liben and Alaba; and rice polishers, pumps, and goats in Fogera. Among the least successful technologies (used by less than 10% community) are improved seeds in Alamata and Dale; improved poultry in Ada'a Liben, Metema and Alaba; goats in Metema; beehives in Alaba; tie ridger in Mieso; and water harvesting in Alamata, Metema and Mieso.

Various factors influence the rate of uptake. In case of successful technologies like fertiliser and seed in Alaba, they were issued on a loan basis along with demonstrations in case of seed varieties. Improved poultry and bee keeping were accompanied by training but have not been widely adopted. Beehives were provided to selected households on a loan basis and poultry had to be purchased by households. In Alamata, the OoARD tried to promote technologies through experience sharing, credit supply and direct sale of chemicals. In Atsbi, rainwater harvesting was less widely adopted in some communities due its labour intensive nature. The adoption of fruit and vegetable production in Atsbi was constrained by a limited supply of seeds, water availability and limited knowledge, while dairy production was constrained by a limited supply of heifers and fodder shortage. In Fogera, OoARD introduced several technologies through demonstrations, including farmer field days for fertilisers and rice varieties, and the provision of credit. Garlic was taken up on farmers' own initiative. Motor pumps were introduced by traders as part of their share cropping business. The major potential barriers to adopting technologies are summarised in Table 4.

Table 4: Barriers accounting for low uptake of technologies

Technological factors	Institutional factors	Cultural factors
▪ incidence of crop and livestock diseases and pests ▪ unreliable rainfall and water availability ▪ forage shortage for livestock enterprises ▪ high labour and capital intensity of new/improved technologies	▪ lack of credit and savings ▪ limited awareness, experience and skills ▪ land shortage ▪ untimely provision and low quality of inputs ▪ lack of and insecure markets lack of market information ▪ no objective perception of returns/benefits from technologies ▪ need for immediate income ▪ poor risk taking ability ▪ lack of effective extension support	▪ stickiness of traditional cropping systems and cultural practices

Women's livelihoods and female-headed households

Rural women engage in a range of livelihood activities, from working in the home and on the farm, to various off-farm activities. Women from middle wealth households in Metema run small hotels and engage in selling local beer, while poor women engage in cotton spinning and sales. In Atsbi, women process and sell barley. In Dale, women are involved in petty trading of dairy products, grains, salt and coffee. Poor women are employed as agricultural or casual labourers. In Mieso, rich women sell milk and butter, while poor women sell firewood and sorghum stalks, and make *injera* for sale. In Fogera, rich women store seed for sale during planting time, women from middle households collect and sell rice in retail, while the poor women sell fuelwood and engage in cotton spinning and casual labouring.

The proportion of female-headed households (FHH) and their classification by wealth classes, based on community estimates during the fieldwork, is presented in Table 5. On average, women head 15 – 30% of households in the PLSs. Typically they are found amongst the poorest households in each community but some are from the rich or middle wealth households. Hence, it is essential to understand the challenges facing women in these wealth groups since they form part of the priority target group for IPMS activities.

Table 5: Incidence of Female-headed Households in PLSs

PLS	FHH as percentage of total population	Distribution of FHHs among wealth groups in community		
		Rich HH (%)	Middle HH (%)	Poor HH (%)
Alamata	35	0	25	75
Fogera	16-36	1-10	4-36	59-95
Metema	16	8	18	74
Ada	17	0	0	100
Mieso	18-30	0	0	100
Dale	Shefina: 26 Hantete: 7	Shefina: 1 Hantete: 14	Shefina: 85 Hantete: 28	Shefina: 14 Hantete: 57
Alaba	No data	9	15	76

2.3 Implications for IPMS project

The implications of the findings of the gender analysis for IPMS activities may be clustered under three themes presented below:

(1) Technology/commodity specific Interventions

Impact on workloads

- Identify and promote labour saving technologies for the 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 reverse or adjust roles to result in more equitable workloads

Additional labour requirements

- Consider labour requirements of the whole farming system, rather than individual enterprises, and assess the availability of additional labour and implications for labour peaks
- Consider capacity of households to hire labour during peak labour periods or spread labour peaks
- Consider availability of skilled labour before attempting to introduce new technologies or interventions

Distribution of benefits from technology

- Develop effective strategies to target women and female-headed households to ensure they are not left out of the process of technology development
- Involve women actively in technology transfer and adoption

Adoption decisions

- Determine who to target for dissemination of technologies for each commodity
- Design strategies to provide women with more knowledge and information to enable them to make more informed decisions

(2) Empowering women

Skills development

- Actively involve women in training activities
- Introduce training of couples (husbands and wives)
- Encourage extension service/DAs to mainstream gender in their activities
- Incorporate gender issues into agriculture TVET curriculum of DAs

Control of benefits

- Initiate efforts with appropriate partners, such as extension service and NGOs, to work towards attitudinal changes (behavioural change communication) for ensuring fair use of household income

Access to services and resources (knowledge, credit, inputs)

- Work with public sector partners to facilitate access of women to services like extension advice, credit and training, especially for crops and livestock enterprises which are mainly in women's domain
- Play a facilitating role in working towards capacity building of public sector actors to extend focus from mere production technology issues to institutional issues
- Explore setting up of women's self-help groups for savings and credit, and also for knowledge sharing

Creation and facilitation of market linkages

- 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, and as a platform for sharing market information

(3) Gender awareness creation/enhanced understanding of gender issues

Gender awareness creation

- Work with appropriate partners to facilitate gender awareness at all levels, through workshops, campaigns and briefing sessions
- Form linkages with institutions working to address gender imbalances for sensitisation on women rights and legislation to protect women's rights

Contribute to better understanding of gender issues with respect to priority commodities

- Collect, report and analyse information in a gender-disaggregated manner
- Understand social, cultural and economic variables that contribute to gender imbalances while identifying IPMS project options

- Understand the reasons for the acceptance or rejection of certain technologies by gender
- Understand the role of gender in market decisions

Potential partners for IPMS and their respective roles for integrating gender issues into IPMS activities are presented in Table 6. Opportunities for operationalising such arrangements will be explored at the proposed gender and HIV/AIDS action planning workshops to be held in each of the PLSs.

Table 6: Potential Partners and Their Respective Roles in Addressing Gender Issues in IPMS Project

Partner	Role
MoARD	policy addressing gender equality integrating considerations of gender issues into agriculture TVET curriculum
Bureau of Agriculture	capacity building training policy implementation
Office of Agriculture	training and capacity building (for example, income generation for women) introducing labour saving technologies
Women's Affairs (all levels)	strengthening women's empowerment
Private sector	supplying labour saving technologies
Community associations, women's associations/groups	awareness raising about role of women in agricultural decision-making gender empowerment
NGOs	implementing training supporting input supply and technologies for FHHs and women
Research institutes	developing technologies that address gender roles
Microfinance institutions	promoting access to savings and credit for women and FHHs

3. ANALYSIS OF HIV/AIDS PLS DATA

The IPMS HIV/AIDS strategy identified four main reasons for conducting a HIV risk and AIDS vulnerability assessment study at each PLS:

- to increase the understanding of the sources of risk of HIV infection in the PLS;
- to increase the understanding of the impacts of AIDS to date and potential future sources of vulnerability;
- to identify possible inter-relationships between HIV/AIDS and the project; and
- to identify opportunities within the project for promoting prevention, care and mitigation activities, as appropriate.

HIV/AIDS data

In order to understand the status of the epidemic at the PLS level, data were collected using participatory methods from groups of 10 – 25 people, of whom one third to one half were women, in three to four *kebeles/tabias* in each PLS. The data focused on reviewing potential sources of risk of HIV infection and examining the extent to which PLSs are already impacted by AIDS. During the workshop, participants worked in PLS groups, reviewing and enriching the field data with additional insights provided by people from organisations working closely with HIV/AIDS such as *woreda* HAPCOs, Women's Affairs and Family Guidance Association of Alaba. A visiting speaker from UNDP made a presentation on the community conversation methodology.

3.2 Findings

(i) HIV prevalence rates

An overview of the prevalence of the HIV epidemic was derived from the Ministry of Health's surveillance site data (Table 7). Whilst prevalence rates in urban areas would have appeared to have stabilised recently (nationally at around 12.5%), rates in rural areas, although lower, are considered to still be rising (nationally, around 2.8% in 2004 and projected to rise to 3.4% by 2008). Among the IPMS regions, Amhara has the highest rate of infection in both rural and urban areas, at 5.2% and 15.5% respectively whilst Oromia has the lowest rural rate (1.8%) and SNNPR the lowest urban rate (9.1%). The latter two regions also have the lowest rate of adult incidence, with less than 0.5% of the adult population becoming infected each year.

Table 7: Adult HIV Prevalence and Incidence Rates by Region

	Adult prevalence						**Adult incidence** 2004
	Total population		**Urban population**		**Rural population**		
	2003	2004	2003	2004	2003	2004	
National average	4.4	4.6	12.6	12.5	2.6	2.8	0.67
Tigray	4.4	4.6	12.5	12.4	2.6	2.8	0.66
Amhara	6.1	6.5	15.6	15.5	4.9	5.2	1.03
Oromia	2.9	3.0	10.3	10.3	1.7	1.8	0.46
SNNPR	2.8	2.9	9.2	9.1	2.1	2.3	0.45

Source: MOH (2004) AIDS in Ethiopia, Technical Document for the Fifth Report, Addis Ababa: MOH Disease Prevention and Control Department

***Adult HIV prevalence**: the percentage of adults (aged 15 – 49) who are infected with HIV*
***Adult HIV incidence**: the percentage of uninfected adults who become infected in each year*

The significance of examining the urban rates of HIV prevalence in the context of exploring the dynamics of the rural epidemic is the extent to which the urban rates are indicative of things to come in the rural areas, over the next five to 10 years.

(ii) Sources of risk of infection

Before exploring the risk of infection in rural communities, it is necessary to understand the main means of transmission of the virus in Ethiopia. The Ministry of Health estimates that 87% of infection is transmitted through unprotected sex, 10% through mother to child and 3% from other sources. Hence when examining sources of HIV infection essentially one is identifying places and occasions when people may have unprotected sex with an infected person.

Three elements to sources of risk of infection were examined: potentially HIV-risky environments, bridging populations which link people who are at higher risk and provide substantial links with other sub-populations who have lower risk behaviour, and norms, traditions and practices which may hasten the spread of the disease once it is present in rural communities.

Rural communities have many **potentially HIV-risky environments** in and around each *woreda* which draw people together from a wide hinterland, often requiring them to spend time unaccompanied away from home. Some hotspots are present in all PLSs, such as administrative centres, trading and market centres, and secondary schools and colleges. Other risky environments tend to be site specific, such as major road and rail routes, major construction works, large grain storage depots, military camps, large commercial farms and resettlement areas.

Three different **bridging populations** were identified. The first are adults and the youth who *link their rural communities to higher-risk urban hinterlands* for employment, education or social reasons on a short term, seasonal or long term basis. The second bridging population are those who may carry the virus *from urban areas into rural communities*, such as professionals, politicians, the military, commercial sex, long distance truck drivers, seasonal migrants, long distance traders and agro-pastorialists. The third group relates to those *moving within and between neighbouring rural communities* for activities associated with daily living (for example, fetching wood, water, milling, public meetings and community development works), attending to administrative matters and social affairs.

Once the virus is present within a rural community, **cultural and social practices** may contribute to its spread between people. Such practices differ widely between communities and between regions. They may be grouped into events which may result in someone having unprotected sex with an infected person (through different forms of marriage, extra marital relations and a reluctance to use condoms); coming into contact with contaminated body fluids (largely through invasive procedures such as circumcision and traditional medical treatments using unsterilised instruments); or mother to child transmission (from an infected mother to her child during pregnancy, birth or breast feeding, or from another infected woman suckling a relative's or friend's young child). Many such practices are now reported to be on the decline, partly as a result of efforts spurred on by the epidemic.

In the context of the IPMS project, it was relevant to also identify risks of infection associated specifically with **agricultural production and marketing**. Market days are widely recognised as a *social occasion* and even if farmers have nothing to sell, they will travel to market to socialise and often engage in extra marital affairs. In several PLSs, there is a *seasonal influx of casual labourers* to help with key agricultural activities, particularly weeding and harvesting. At harvest time, there are also inflows of traders, transporters and commercial sex workers. Some of the *inherent inefficiencies* of the produce processing and marketing system require people to spend a long time waiting at grain mills and coffee hulleries, or at the market place to deliver their produce and receive payment. Traders and transporters are also delayed waiting for buyers and lorries to be loaded. Another aspect of marketing which makes it a potentially high-risk activity is the presence of *money* which is often spent on alcohol and women.

(iii) Impact of AIDS to date

In the absence of hard data on AIDS-related illnesses and deaths in the community, it was necessary to look at proxies to provide insights regarding the extent to which communities have already been impacted by AIDS. Proxies included reported behaviour change (particularly with regard to extra-marital affairs and the use of condoms), changes in the composition of households in the community (focusing on any increases in the proportion of households headed by single adults, orphans or grandparents), changes in the livelihood system (looking for indications that shortages of adult labour are compromising the production system), and changes in the community response to coping with the epidemic (for example, in the treatment of the long term sick, burial traditions or caring for orphans).

(iv) Stage of the disease in the community

There are three principal stages of the epidemic that a community may pass through:

- **AIDS initiating**: HIV prevalence rate low at present but is expected to rise in the near future due to the presence of HIV-risky environments and bridging populations, and norms and traditions within the community;
- **AIDS impending**: HIV prevalence rate already high (based on data and observed behaviour) but the community is not yet heavily impacted by AIDS-related illnesses and deaths; and
- **AIDS impacted**: HIV prevalence rate high and households and the community are already impacted by AIDS- related illnesses and deaths.

This classification provides the context in which relevant interventions may be identified to address the epidemic. In AIDS-initiating communities, the emphasis will be on raising awareness and understanding about HIV/AIDS whilst in AIDS impending and impacted communities, the focus will be on preparing for, and coping with, the effects of AIDS.

On the basis of the qualitative information gathered during the surveys, it was possible to place communities at different stages of the epidemic as follows:

- *AIDS initiating*: Atsbi (remote rural communities) and Meisso (rural communities);
- *AIDS impending*: Atsbi, Alamata, Metema, Ada'a Liben, Alaba and Dale (rural communities) and Fogera (remote rural communities); and
- *AIDS impacted*: Alamata, Fogera, Metema, Ada'a Liben, Meisso, Alaba and Dale (urban and peri-urban communities).

3.3 Implications for IPMS project

Four principal conclusions were drawn from the evidence collected from the eight PLSs: firstly, rural communities are inherently at risk from HIV infection due to the presence of risky environments and bridging populations, and norms and traditions within the community; secondly, even though HIV prevalence rates are low at present in rural communities, they are expected to rise; thirdly, the risk of exposure to HIV-risky environments varies according to sex, age and livelihood; and finally, improvements in productivity and the strengthening of market linkages are likely to increase the risk of exposure.

As individuals become sick with AIDS-related illnesses and eventually die, this will have a range of implications for the IPMS project. Households will experiences reduced labour productivity and availability during sickness and eventual death, the loss of skills, the loss of social capital with the collapse of informal networks and linkages, and a reduced asset base. Household priorities may possibly change, placing more attention on achieving food self-sufficiency than market-based enterprises. These impacts of AIDS at the household level and their implications for market-led initiatives are described in more detail in Table 8. If staff from partner institutions become sick and die, this will not only result in a loss of institutional capacity but will undermine the sustainability of IPMS initiatives over the longer term.

Similarly, the presence of the disease in the rural community requires the IPMS project to identify and minimise any risks of HIV infection associated with initiatives to stimulate market-led agricultural growth. For example, farmer training, exchange visits and study tours often require farmers to spend nights away from home. As productivity increases, development agents may spend more time in rural communities, the influx of seasonal labourers may increase, and farmers will spend more time engaging with the market. Potential responses to reduce these risks of infection are detailed in Table 9 and discussed in the section below.

Table 8: Potential Responses to Reduce Risk of HIV Infection Associated with Market-led Agricultural Growth

IPMS activity	Potential HIV risk	Potential response to reduce risk
Farmer training/ exchange visits/ study tours and capacity building with partners	• Risk if stay away from home overnight, particularly if receive allowances	• Minimise training which requires time spent away from home • Take couples on training courses • Integrate HIV/AIDS awareness training into all IPMS training courses (behaviour change communication)
Extension services have more contact with farmers	• DAs at risk if spend nights away from home	• Minimise need for DAs to live away from families • Improve living conditions in rural areas • Increase their understanding about HIV/AIDS and become HIV/AIDS competent
Influx of seasonal labourers to work on farms to assist with labour peaks	• Stay away from home for extended periods	• Hold intensive campaign during peak labour season to increase understanding about HIV/AIDS (behaviour change communication)
Increase in productivity	• More regular travel to trading centres and markets to purchase or acquire inputs (may require overnight stays away from home)	• Bring input supply chain closer to farming community • Arrange new ways of bulk purchase to minimise individual need to travel
Increase in market engagement	• Travel to market on more regular basis (risk of attacks) • Travel further a field (new destinations) • Stay away from home overnight • Delays in receiving payment for produce require overnight stays • Increase interest in migrating from rural areas	• Create stronger market linkages (forward contracts, market information) which reduce need for individual travel • Increase understanding about HIV/AIDS (behaviour change communication (BCC)) among farmers
Increase in visits to processing plants (mills, hulleries, polishers) by farmers	• Extensive queues and delays • May result in overnight stays	• New modes of market engagement • Reduce need for individual to travel on regular basis • Improve mode of transport • Reduce queues by improving capacity/throughput of plant • Improve efficiency of handling procedure at processing plant
Increased trading and transport of produce out of rural community	• Traders stay in town during harvest season (up to 3 months) • More vehicles moving around transporting produce • Truck drivers and assistants wait whilst trucks loaded (several days)	• Target traders, store owners, transporters, drivers, middlemen for HIV/AIDS awareness and understanding (behaviour change communication) • Minimise nights people spend time away from home
Increase in income, seasonal income flows	• Commercial sex workers follow harvest income round country • Money spent in town and little returns home; inability/ reluctance to save for future • Cultural norms associated with post-harvest period (additional wives, sexual debut, promiscuity)	• Hold intensive awareness and BCC campaigns during seasons of high risk (harvest) • Educate farmers/seasonal workers on how to use market proceeds/incomes for benefit of family (productive use of earnings, savings, investment), broaden their horizons • Create a culture of saving and planning for medium term • Establish more outlets to deposit savings
More trading in local market	• Petty traders, retailers, ambulant traders, hotel and bar owners do not belong to associations, overlooked in HIV/AIDS awareness initiatives	• Target this group for HIV/AIDS awareness training and BCC • Use market days for awareness campaigns, including testimonies by PLWHA
Status of women in marketing	• Vulnerable to attack on route to market	• Empower women and educate men • Make marketing chain more women-friendly and secure
Other	• Members of farmers' organisations, cooperatives and marketing groups; members of trade associations	• Use as entry point for HIV/AIDS awareness training and becoming HIV/AIDS competent • Target youth in awareness campaigns and opportunities to improve their livelihoods • Develop care and support activities for members (social fund for orphans)

Table 9: Potential Responses to Work in AIDS-impacted Communities in Context of Agricultural Market-led Growth Initiatives

Impacts of AIDS at household level	Implications for market-led initiatives	Potential response to reduce impacts
Reduced labour productivity/energy during sickness (farmer, family members, skilled hired labour, casual labour, labour group members) and loss of labour (time) (during sickness, death, caring for sick)	• Less energy for farm work • Less attention to detail to produce quality product • Less attention to enterprise management • Delays in key activities • More difficult to do tasks where there is a gender division of labour • Less energy to travel to market • More use of hired labour/casual labour • More land cultivated under share cropping arrangements • Less chance to participate in labour groups • Reduced labour force in household • Abandon labour intensive activities • Switch cropping pattern to spread labour peaks, minimise labour inputs, more fallow	• Review labour requirements and likely future labour availability of priority commodities before promoting them in AIDS impacted communities • Identify opportunities to reduce labour burden of rural living • Develop market opportunities suited to labour availability of impacted households (and need to be near home)Identify forms of market engagement which minimise need to travel • Assist in transporting produce to market or processing (through groups) • Identify income generating activities suitable for PLWHA • Involve share cropping partners in market development initiatives • Include hired labourers in skills development activities
Self exclusion when sick (farmer, family members, skilled hired labour, casual labour, labour group members)	• Withdraw from attending meetings, training sessions • Farmers and petty market traders (usually women) avoid going to market	• Reduce stigma associated with disease • Create small marketing groups for petty traders (to help them work together)
Loss of skills(farmer, family members, skilled hired labour, casual labour, labour group members)	• Unable to perform skilled tasks	• Train a wider pool of people with skills (including husband and wife teams)
Loss of social capital	• Collapse of informal networks and linkages • reduced capacity to negotiate with traders	• Encourage wider family involvement with marketing activities to establish sustainable network
Reduced financial resources (sale of assets to raise money for medication, funeral; less income)	• Sale of productive assets (equipment, livestock) • Default on credit • Less money available to purchase inputs • Less collateral to take out loan	• Work with microfinance institutions to meet short term credit needs, unsecured credit • Develop market opportunities suited to resource base of impacted households
Insecure asset base (for FHHs)	• Uncertainty over legal ownership of assets • Reluctance to invest in maintaining/ developing asset base (eg soil conservation)	• Review inheritance laws
Changed household priorities	• Household more interested in food self-sufficiency than market-based enterprises • Changed pattern of expenditure • Reluctance to innovate • Risk averse • Wish to migrate to town	• Ensure proposed enterprise mix is sustainable even with depleted resources • Promote income generating activities with modest capital and labour requirements for impacted households (target FHHs, single MHHs, orphans) with capability to participate in new non-farm livelihood opportunities
Loss of institutional capacity	• Staff illness and death among trained wodera staff and partners	• Integrate HIV/AIDS awareness training into all IPMS training courses

Note: Impact of AIDS illnesses and death on market-led initiatives varies according to who is sick/dies; household wealth; farming systems; labour and skills requirements; and local support systems.

3.4 Opportunities for IPMS project to integrate HIV/AIDS issues

The recommendations below specifically focus on the contribution of improvements in agricultural productivity and marketing related initiatives to addressing HIV/AIDS, in addition to initiatives that other actors are undertaking.

(i) Raising awareness and understanding about HIV/AIDS

The focus of awareness raising varies between AIDS-initiating and AIDS-impending communities (modes of transmission and local sources of risk) and AIDS-impacted communities (safe care and the nutrition needs of people living with HIV/AIDS (PLWHA)).

- Use farmers associations, cooperatives and marketing groups as entry points for behaviour change communication activities: train their staff and leaders who, in turn, will train the broad membership.
- Target groups associated with agricultural production and marketing who are often overlooked by HIV/AIDS outreach activities such as petty traders and retailers, ambulant traders, transporters, drivers, middlemen, owners of hotels and drinking houses.
- Use market days to educate people about HIV/AIDS, including personal testimonies by PLWHA.
- Hold intensive awareness campaigns during seasons of high risk, such as harvesting and holidays, when there is an influx of people and money into the community.

(ii) Reducing risk of exposure to HIV infection

These activities are relevant for all communities regardless of the stage of the epidemic; the main emphasis is to reduce the risk of activities leading to unprotected sex with infected people.

- Bring the input supply/marketing chain closer to farmers in order to reduce their need to travel away from home, for example, by creating stronger market linkages through bulk purchase of inputs, creating forward contracts, increasing the availability of market information, establishing produce collection points, improving the modes of transport, and reducing inefficiencies and queues at processing facilities.
- Educate and train farmers and seasonal workers on how to use their market earnings and incomes for the benefit of their families, and broaden their horizons to invest in their future. Create a culture of saving and planning for medium term investment, and establish more rural outlets to deposit savings.
- Strengthen women's position to reduce their vulnerability to unwanted sexual encounters by empowering them economically through income generating activities, increasing their control over the benefits and gender training. Make the marketing chain more women-friendly and secure.
- Reduce the wish to migrate by improving livelihood options in and around the community, particularly for the youth: extend the growing season through developing small-scale irrigation, product diversification and agro-processing; strengthen existing and create new market linkages; and develop the farm input supply chain.
- Minimise the risk associated with IPMS capacity building initiatives by reducing training away from home, training husbands and wives together, and integrating HIV/AIDS awareness training into all IPMS courses.

(iii) Reducing vulnerability to AIDS impacts

These initiatives are relevant for AIDS-impending and AIDS-impacted communities.

- Overcome barriers to production and marketing faced by AIDS-infected/affected households by, for example: forming groups to assist with transporting produce to market or processing facilities for affected households; creating small retailing groups among petty retailers in the market; and working with micro finance institutions to meet households short term credit needs and provide unsecured credit.
- Develop market opportunities for crops and livestock suited to resource base of infected/affected households by: reviewing the labour requirements and likely future labour availability for priority commodities before promoting them in AIDS-impacted communities; and identifying opportunities to reduce the labour burden of rural living.
- Promote income generating activities with modest capital and labour requirements for vulnerable households (headed by orphans, grandparents or single adults) with the capability to participate in new non-farm livelihood opportunities.
- Use cooperatives and farmer organisations as an entry point for mitigation, care and support activities in communities, for example, by developing income generating activities, savings, health insurance, supplying anti-retrovirals, or using the social fund to provide care for orphans.
- Promote crops and livestock contributing to balanced diets for PLWHA.
- Develop the skills base among wide group of farming households and labourers.

(iv) PLS HIV/AIDS fact sheets

HIV/AIDS fact sheets will be prepared for each PLS, presenting site specific data based on the survey findings. The fact sheets will present regional and local HIV data, identify the main sources of risk of infection in the PLS, describe any evidence of the impacts of AIDS on the community to date and potential vulnerabilities to the future impacts of AIDS, and list opportunities to address the disease and potential partners for action. An example of a fact sheet is presented in Annex IV.

3.5 Community Conversations

Berhanu Legesse, UNDP consultant, presented an overview of the community conversation methodology which was pioneered in Alaba by KMG and is now being used nationally and internationally. The approach is proving effective in achieving significant changes in behaviour which may be associated with increasing the spread of HIV by creating the space and opportunity for community members to: firstly, gain a deep understanding of the epidemic; and secondly, generate and sustain locally appropriate and effective responses to control the epidemic. Participants find the process is empowering and the results resonate through the wider community.

The process commences with training the trainers (for example, development agents) over a period of eight to 10 days. In turn, they train facilitators from the community (such as school teachers or high school leavers) for a period of seven days. Two to three facilitators usually serve one community conversation group of up to 70 people. The latter represent a broad cross section of the community with a gender balance. The conversation may continue for 12 to 18 months or longer.

4. FOLLOW-UP ACTIVITIES FOR IPMS PROJECT

Follow-up activities arising from the workshop may be divided into those which will take place in the short term (within the next three to six months) and those which will take place in the medium term.

4.1 Short term activities

(i) Development of supporting materials (Gender and HIV/AIDS Adviser and Agricultural Innovation Specialist)

- Prepare gender commodity and technology fact sheets (Annex III).
- Prepare PLS HIV/AIDS fact sheets (Annex IV).
- Prepare notes on key gender concepts to be presented at action planning workshop (Annex V).
- Prepare notes on key HIV/AIDS concepts to be presented at action planning workshop (Annex VI).
- Prepare gender checklist of key points to consider when promoting priority commodities and/or new technologies.
- Prepare HIV/AIDS checklist of key points to consider when promoting priority commodities and/or new technologies.

(ii) PLS action planning workshops (RDOs with Agricultural Innovation Specialist)

- Organise *woreda* advisory and learning committee workshop (plus other relevant stakeholders) in one pilot PLS to discuss findings from gender analysis of priority commodities, technologies and services, and HIV/AIDS assessment in each PLS and their implications for project activities (see outline for workshop in Annex VII).
- Together with *woreda* advisory and learning committee review proposed activities for PLS from a gender and HIV/AIDS perspective (using checklists).
- Integrate findings into IPMS *woreda* action plans for IPMS and partners to implement and follow-up.
- Review pilot workshop, amend programme and process if necessary, and repeat in the other seven PLSs.

(iii) Review and feedback on woreda action plans (Agricultural Innovation Specialist and Gender and HIV/AIDS Adviser)

- Review and provide feedback on proposed action plans prior to implementation.
- RDOs to report on progress with addressing HIV/AIDS and gender issues at regular IPMS staff meetings.

(iv) HIV/AIDS and gender awareness sessions (RDOs and Agricultural Innovation Specialist)

- Identify partners to deliver short session on HIV/AIDS and gender (15 – 30 minutes) at beginning of each IPMS workshop, training course, study tour etc.
- Partners to be based in PLSs and in Addis Ababa.

4.2 Medium term

(i) Community conversations (Gender and HIV/AIDS Adviser and RDOs)

- Evaluate effectiveness and efficiency of community conversation methodology in stimulating behaviour change by reviewing UNDP literature, reviewing experiences of other organisations using the methodology (such as World Food Programme), and visiting communities using the methodology in or near PLSs (for example, Atsbi, Dale and Alaba).
- If the methodology is effective, identify ways in which the methodology may be replicated at scale and delivered on a sustainable basis.

- Pilot methodology at scale in selected PLSs.

(ii) Lessons learned and sharing experiences (Gender and HIV/AIDS Adviser and Agricultural Innovation Specialist)

- Hold two day workshop with RDOs after 18 months to monitor progress with gender and HIV/AIDS action plans, identify impacts and revise action plans accordingly.
- Learn lessons from IPMS experiences at *woreda* level and share and scale-up with stakeholders and other partners through national *fora*.
- Maintain close links with initiatives to integrate HIV/AIDS and gender into agriculture TVET curriculum and training of development agents.
- Maintain close links with RENEWAL initiatives.
- Prepare paper on gender aspects of market-led agricultural growth.
- Prepare paper on rural HIV/AIDS epidemic and implications for market-led agricultural growth.

(iii) Developing knowledge base (Gender and HIV/AIDS Adviser and Agricultural Innovation Specialist)

- Conduct in-depth case studies to capture changes in gender-based participation in aspects of market-led agricultural development.
- Conduct in-depth case studies on aspects of interactions between HIV/AIDS and agriculture in the PLSs.
- Document successful innovative approaches to addressing gender and/or HIV/AIDS issues in the agricultural sector following strengthening of project activities.

Annex I: List of Participants

Name/region	Sex	Office	Tel. Address
Oromiya Region			
Ada'a PLS			
Abebe Bekele	Male	Bureau of Agriculture	011-433-2106
Wondimu Takele	Male	Extension	011-433-3652
Yeshi Dilgassa	Female	Women's Affairs	011-433-8566
Miesso PLS			
Addisu Ayenew	Male	Head of Woreda HAPCO	025-444-0232
Saladin Ahmed	Male	Natural Resource Expert	025-444-02-32
Genet Atnafu	Female	Rep. to Rural Women Affairs	025-444-0018
Amhara Region			
Getachew Sileshi	Male	Gender Expert	058-2200415
Fogera PLS			
Metema PLS			
Fekade Haile	Male	HIV/AIDS Office	058-331-1135
Tayachew Alemneh	Male	Woreda Women's Affairs	058-331-0132
Tigray Region			
Almaz Mesfin	Female	Expert	091-4-704116
Alamata PLS			
Gebremariam Hiluf	Male	Extension Team Leader	034-774-0296
Tirhass Mebratu	Female	Forestry Expert	034-774-0296
Demissie Kebede	Male	Prevention and Control of HIV.	034-774-0370
Atsbi PLS			
Habtom Gebrehiwot	Male	Woreda HIV/AIDS Secretariat	034-441-0342
Hiwot Gebretsion	Male	Women Rural Development	034-441-0285
Mehari Gebremedhin	Male	Office of Agriculture	034-440-6704/440-7144
SNNP Region			
Dale PLS			
Kidanemariam G. Hawariat	Male	Woreda Office of Agriculture	046-225-0140
Matewos Otango	Male	HIV/AIDS Secretariat	046-225-1042
Martha Rikisso	Female	Woreda Women's Affairs	046-225-0435
Alaba PLS			
Mesfin Tadele	Male	Agronomist	046-556-0039
Gidey Woldu		Rural Women Expert	046-5561008/5560039
Alebachew Arage	Male	Coordinator of Family Guidance Association of Alaba	046-556-0145

CIDA				
	Seblewongel Deneke	Female	Director, Gender Fund	011-371-5600
	Yeshi H.Mariam	Female	Gender Advisor for Food Sec.	011-371-5600
	Shawn Hayes	Female	Gender Equality Advisor	011-371-5600
EARO				
	Yeshi Cheche	Female	Head -Gender Focal Point	011-646-5445
MoARD				
	Muluemebet Melaku	Female	Head -WAD	011-551-4240
	Melaku Jirata	Male	Senior Expert	011-515-3445
	Demissew Alemu	Male	Senior Expert	011-5153448
UNDP				
	Berhanu Legesse	Male	Community Conversations Consultant	091-1-627774 berelegs@yahoo.com
IPMS				
	Dirk Hoekstra	Male	IPMS-Project Manager	011-6460259
	Azage Tegegne	Male	IPMS-Scientist	011-6460259
	Berhanu G.Medhin	Male	IPMS-Scientist	011-6460259
	Ranjitha Puskur	Female	IPMS-Scientist	011-6460259
	Clare Bishop-Sambrook	Female	IPMS- Gender and HIV/AIDS Adviser	0039-0761 402838 clarebishopsambrook@yahoo.com
	Yirgalem Assegid	Male	IPMS-RDO	058-4460694/5
	Gebremedhin Woldewahid	Male	IPMS-RDO	034-440-1724
	Gebreyohannes Berhane	Male	IPMS-RDO	034-774-0843
	Nigatu Alemayehu	Male	IPMS-RDO	011-4336119
	Ketema Yilma	Male	IPMS-RDO	046-2251530
	Worku Teka	Male	IPMS-RDO	058-3310255
	Zewdu Ayele	Male	IPMS-RDO	025-4440223
	Abebe Shiferaw	Male	IPMS-RDO	046-5561002

Annex II: Workshop Programme

WORKSHOP ON INTEGRATING GENDER AND HIV/AIDS ISSUES INTO IPMS PROJECT

3 – 5 October 2005

ILRI Campus, Addis Ababa (Large Auditorium)

Purpose of workshop

- To analyse and interpret findings from gender and HIV/AIDS surveys conducted in Pilot Learning Sites, particularly with regard to their implications for IPMS project activities and implementation.
- To develop capacity of RDOs, project staff and other partners to integrate a gender and HIV/AIDS perspective into key aspects of IPMS project activities and implementation.

Workshop outputs

- Existing project activities adjusted/additional project activities identified to ensure equity of opportunity for women and men to participate in IPMS activities.
- Existing project activities adjusted/additional project activities identified to reduce risk of HIV infection and vulnerability to AIDS impacts.
- Action plans for integrating modified/additional activities prepared.
- PLS stakeholder workshops on gender and HIV/AIDS prepared.

Programme

Monday 3 October

0830 Registration

Session I *(Chairperson: Berhanu Medhin, Policy/Institutions Analyst)*

0900 Welcome and introduction to IPMS project
Dirk Hoekstra, Project Manager

0930 Rationale for integrating gender and HIV/AIDS issues into IPMS project and overview of workshop programme
Clare Bishop-Sambrook, Gender and HIV/AIDS Adviser

1000 Overview of key gender concepts and tools for analysis
Ranjitha Puskur, Agricultural Innovation Specialist

1030 Coffee/tea

Session II *(Chairperson: Ranjitha Puskur)*

1100 Gender analysis and interpretation of main IPMS priority marketable commodities and technologies (group work)

1230 Lunch

1330 Gender analysis and interpretation of commodities and technologies (continued)

1500 Coffee/tea

***Session III** (Chairperson: Azage Tegegne, Agricultural Technology Dissemination Specialist)*

1530 Implications of findings from gender analysis for IPMS design and implementation (group presentations and discussion)
1830 Cocktail Reception, Main Cafeteria

Tuesday 4 October

***Session IV** (Chairperson: Azage Tegegne)*

0830 Implications of findings from gender analysis for IPMS design and implementation (group presentations and discussion) (continued)

1000 Coffee/tea

Session V (Chairperson: Clare Bishop-Sambrook)

1030 Exploring the dynamics of HIV/AIDS in rural communities

1130 Analysis and interpretation of HIV/AIDS data (group work)

1230 Lunch

1330 Analysis and interpretation of HIV/AIDS data (group work) (continued)

1500 Coffee/tea

***Session VI** (Chairperson, Berhanu Medhin)*

1530 Implications of HIV/AIDS for IPMS design and implementation (group presentations and discussion)

Wednesday 5 October

***Session VII** (Chairperson: Clare Bishop-Sambrook)*

0830 Presentation by UNDP on community conversations approach
Berhanu Legesse, UNDP Community Conversations Consultant

0915 Action planning for PLSs (group work)

1000 Coffee/tea

1030 Presentation and discussion of action plans
Dirk

1230 Lunch

***Session VIII** (Chairperson, Ranjitha Puskur)*

1330 Preparation for PLS stakeholder workshops (group work)

1500 Tea/coffee

1530 Action planning for other follow-up activities with partners
Clare

Session IX *(Chairperson: Azage Tegegne)*

1630 Summary session
Clare and Ranjitha

1700 Close of workshop

Annex III: Example of Commodity Gender Fact Sheets

Commodity Gender Fact Sheets

Pepper

Alaba, SNNPR

<table>
<tr><th></th><th></th></tr>
<tr><td>Area grown</td><td>
<table>
<tr><th></th><th>Average cultivated area (ha)</th><th>Proportion of pepper area (%)</th></tr>
<tr><td>Rich</td><td>2</td><td>50-67</td></tr>
<tr><td>Middle</td><td>1-1.5</td><td>17-25</td></tr>
<tr><td>Poor</td><td>0.5</td><td>0-100</td></tr>
</table>
</td></tr>
<tr><td>Market orientation</td><td>
<table>
<tr><th>HH type</th><th>Proportion of produce sold (%)</th></tr>
<tr><td>Rich</td><td>95</td></tr>
<tr><td>Middle</td><td>92</td></tr>
<tr><td>Poor</td><td>65</td></tr>
</table>
</td></tr>
<tr><td>Technology development</td><td>Improved varieties not common</td></tr>
<tr><td>Gender division of labour</td><td>Men: tillage, seed selection, nursery, transplanting, fertilising, spraying, water lifting and distribution
Women: processing
Both: weeding, harvesting, day to day management
Men belonging to rich households also involved in storage</td></tr>
<tr><td>Labour peaks and coping strategies</td><td>Harvesting times
Rich and middle wealth households hire labour
Middle and poor households rely on family and children to assist</td></tr>
<tr><td>Varietal preference</td><td>Men responsible for seed selection
Women prefer varieties with good taste and dark colour for home consumption
Men (rich and middle wealth households) prefer market quality which fetch better price to realise better income
Poor households prefer disease resistant varieties that are locally available</td></tr>
<tr><td>Source of seed</td><td>
<table>
<tr><th>Source</th><th>Rich</th><th>Middle</th><th>Poor</th></tr>
<tr><td>Own</td><td>60%</td><td>60%</td><td>90%</td></tr>
<tr><td>BoA</td><td>30%</td><td>20%</td><td>0</td></tr>
<tr><td>Market (local farmers seed)</td><td>10%</td><td>20%</td><td>10%</td></tr>
</table>
</td></tr>
</table>

<table>
<tr><td>Source of fertiliser</td><td>
<table>
<tr><th>Source</th><th>Rich</th><th>Middle</th><th>Poor</th></tr>
<tr><td>OoA</td><td>80%</td><td>90%</td><td>100%</td></tr>
<tr><td>Private traders</td><td>10%</td><td>5%</td><td></td></tr>
<tr><td>Co-operatives</td><td>10%</td><td>5%</td><td></td></tr>
</table>
</td></tr>
<tr><td>Credit</td><td>
<table>
<tr><th>Source</th><th>Rich</th><th>Middle</th><th>Poor</th></tr>
<tr><td>OoA</td><td>90%</td><td>80%</td><td>35%</td></tr>
<tr><td>Microfinance</td><td>10%</td><td>10%</td><td>5%</td></tr>
<tr><td>Rich households</td><td></td><td>10%</td><td>20%</td></tr>
<tr><td>Middle households</td><td></td><td></td><td>40%</td></tr>
</table>
</td></tr>
<tr><td>Source of knowledge, skills, training</td><td>
<table>
<tr><th>Women</th><th>Men</th><th>Poor men</th></tr>
<tr><td>• school
• OoANRD and NGO training (less frequently than men)</td><td>• school
• OoANRD and NGO training and workshops
• informal visits</td><td>• similar but very infrequent
• no informal visits</td></tr>
</table>
</td></tr>
<tr><td>Gender analysis of marketing</td><td>
<table>
<tr><th></th><th>Women</th><th>Men</th></tr>
<tr><td>Volume of sales per market visit (kg)</td><td>• small quantity</td><td>• rich HH: 600
• middle HH: 400
• poor HH: 100</td></tr>
<tr><td>Frequency of sales</td><td>Half-yearly</td><td>Quarterly</td></tr>
<tr><td>Income control</td><td>• some control in rich and middle wealth households
• no control in poor households</td><td>• control all income from sales</td></tr>
<tr><td>Mode of transport</td><td>• mainly on foot</td><td>• rich and middle HH: cart/pack animals
• poor: on foot</td></tr>
<tr><td>Sale outlet</td><td colspan="2">• private trader or direct to consumer</td></tr>
</table>
</td></tr>
<tr><td>Opportunities for improving gender equity in market-oriented pepper production</td><td>• the crop is a cash crop and grown for market by all types of households
• 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 quality seed (improved and disease resistant varieties), fertiliser and institutional credit
• improved drying and cleaning technologies that would reduce women's workloads
• women and female headed households should be targeted for training and skill development in pepper cultivation, processing and marketing</td></tr>
</table>

Annex IV: Example of PLS HIV/AIDS Fact Sheets

Pilot Learning Site HIV/AIDS Fact Sheet

Meiso, Oromia

REGIONAL AND LOCAL HIV DATA (2004 estimates)

	Adult HIV prevalence rates (%age of adults (aged 15 – 49) who are infected with HIV)		**Adult HIV incidence** (%age of uninfected adults (aged 15 – 49) who become infected in each year)
	rural	urban	
Regional	1.8	10.3	0.46
National	2.8	12.5	0.67

Source: Ministry of Health (2004) *(2004) AIDS in Ethiopia, Technical Document for the Fifth Report*

HIV prevalence data from ante-natal clinics in or close to PLS (2003):

- *To north*: Aysaita health centre (Afar): 11.3%
- *To south*: Chiro health centre: 4.4%
- *To east:* Dire Dawa health centre: 7.7%; Dire Dawa hospital: 14.4%; Harar hospital: 7.8%; Djibouti: 2.9%
- *To west*: Adama health centre: 10.8%

STAGE OF HIV/AIDS EPIDEMIC IN COMMUNITY

Towns: AIDS impending (HIV prevalence rate high but not yet heavily impacted by AIDS related illnesses and deaths).
Rural areas: AIDS initiating (HIV prevalence rate low but expect to rise).

SOURCES OF INFECTION: HIV-risky environments

Asebot and Meiso towns: trade/market centres, major highway (Addis Ababa – Dire Dawa), road construction, secondary schools/higher education, military camp (Meiso), refugee camp (Meiso), Asebot monastery.

SOURCES OF INFECTION: Bridging populations linking rural community to HIV-risky environments

People from rural community moving to external environment:	**People from external environment moving into rural community**:
Long term: students, migrants (through Djibouti to middle east, Europe, USA). ***Seasonal***: agro-pastoralists, casual labourers. ***Short (day) visits***: individuals for marketing, health care, administration, meetings.	***General***: BoA staff, DAs, teachers, health care workers and anti-malarial sprayers, administrative workers, politicians, returnees to community (ex-politicians, ex-servicemen, people returning from abroad), transport service providers, sex workers. ***Site specific***: agro-pastoralists (seasonal), road construction workers (for up to 2 – 3 years), military, refugees and displaced people following drought and conflict, visitors for annual festival at Asebot monastery.

Market-related movements:
Traders from community staying away for a few nights to one week:

- cereals and chat: to Afar (Asaita, Semera, Gewane, Logia) (men)
- cereals and vegetables: to Dire Dawa (men and women)
- oil crops (sesame): to oil extractors in Adama and Addis Ababa
- fattened cattle: to Adama, Debre Zeit, Dukem, Addis Ababa (men by truck)

External traders: exporting abattoirs based in Mojo, Metehara and Addis Ababa purchase goats and sheep from Meiso (from middlemen) on weekly basis.

<table>
<tr><th colspan="2">SOURCES OF INFECTION: Traditions and cultural practices in community</th></tr>
<tr><td>Unprotected sex with infected person:
Abduction and rape, traditional dance (shegoye), wedding festivities, pre-arranged marriage, marriage without HIV test, polygamy, marriage to returnees/refugees, divorce/separation, widow inheritance (dhalla), limited use of condoms.</td><td>Contact with contaminated body fluids:

Female circumcision, other harmful traditional practices including traditional medical treatments, tatooing.</td></tr>
<tr><td colspan="2">Mother to child transmission: Pregnancy, birth, breast-feeding.</td></tr>
<tr><th colspan="2">EVIDENCE OF AIDS IMPACTS</th></tr>
<tr><td colspan="2">Youth vision: disillusioned about future.
Towns: high rates of illness and death, increasing number of orphans.
Rural community: little awareness about HIV/AIDS; difficult to identify impacts of AIDS because most problems are associated with the recent drought.</td></tr>
<tr><th colspan="2">POTENTIAL VULNERABILITY TO FUTURE IMPACTS OF AIDS</th></tr>
<tr><td colspan="2">Rich and middle wealth households: receive support from relative and friends to cope with farm power shortages during sickness and death of key adult household member; bereaved spouse usually remarries (including widow inheritance).
Poor households: receive no support during illness of key adult household member; bereaved spouse is unlikely to remarry and may leave the area or beg for their livelihood.
Female headed households: 20% of total rural households.</td></tr>
<tr><th colspan="2">OPPORTUNITIES</th></tr>
<tr><td>Raising awareness and understanding about HIV/AIDS
• Use farmers associations, cooperatives and marketing groups as entry points for behaviour change communication activities.
• Target groups associated with agricultural production and marketing who are often overlooked by HIV/AIDS outreach activities.
• Use market days to educate people about HIV/AIDS.
• Hold intensive awareness campaigns during seasons of high risk, such as harvesting and holidays.

Reducing risk of exposure to HIV infection
• Bring input supply/marketing chain closer to farmers to reduce need to travel away from home.
• Train farmers to manage their market earnings, save, broaden their horizons and invest in their future.
• Strengthen women's position through economic empowerment.
• Reduce wish to migrate by increasing livelihood options, particularly for youth.
• Minimise risk associated with capacity building (reduce training away from home).

Reducing vulnerability to AIDS impacts
• Overcome barriers to production and marketing faced by AIDS-infected/affected households.
• Develop market opportunities for crops and livestock suited to resource base of infected/affected households.
• Use farmers' associations as entry point for AIDS care and support.
• Promote crops and livestock contributing to balanced diets for PLWHA.
• Develop skills base among wide group of farming households and labourers.</td><td>Potential partners:

• Woreda Women's Affairs Office/Desk
• Office of Pastoralist and Rural Development Women's Affairs Section
• Woreda HAPCO
• Labour and Social Affairs Office
• Office of Education
• kebele women's associations
• anti-AIDS clubs
• girls' clubs at school
• youth associations
• religious institutions
• Idir (burial groups), Afosha (local associations)
• 27 DAs and 17 FTCs
• health centres
• various cooperatives including agricultural, multipurpose, women's milk collection and processing, credit and savings
• NGOs (CARE) and CBOs
• VCT opened recently
• no rural micro finance institution at present</td></tr>
</table>

Annex V: Note on Key Gender Concepts to be Presented at Action Planning Workshop

Note: read slides from left to right on each line

Improving Productivity & Market Success (IPMS) of Ethiopian Farmers

Analysis of priority commodities – Gender and technology perspectives

Why gender analysis?

- *Roles of women and men in agricultural activities, marketing, decision-making and their share in benefits*
  - *Address disparities*
  - *Challenge systemic inequalities*
  - *Build efficient and equitable solutions*

Why gender analysis?

- *Identify potential barriers to participation in market-led development initiatives and technology adoption*
  - *Constraints on women's participation*
  - *Meet both practical gender needs (support and improve efficiency of productive roles) and strategic needs (improve gender equity through participation)*

Why gender analysis?

- *Identify actions required by project to overcome barriers to participation*

Opportunities for women's participation in:

- *delivery and community management of goods and services*
- *planned institutional changes*
- *training opportunities*
- *monitoring of resources and benefits*

Key gender concepts

•Gender division of labour

•Gender access to resources and control over benefits

•Gender participation in decision-making

Gender division of labour

- *Expected impacts of improving productivity of specific commodities on workloads of women and men?*
- *If additional inputs of labour are required, will burden be shared equally between women and men or will one be expected to make a greater contribution due to traditional gender division of labour?*

Gender access to resources and control over benefits

- *If specific technologies or services are being promoted by the project, will both women and men be able to benefit from them?*
- *Will poorer households be able to reap the benefits of the new technologies?*

Gender participation in decision-making

- *Who will make the decisions about adoption?*
- *Who will develop the necessary skills?*

Implications for IPMS activities

- *Who will be the main winners from the proposed IPMS activities? Will anyone be disadvantaged as a result of the project activities?*
- *What may be done within the existing project design/new activities to improve project outreach to poor women and men?*
- *Are there any other activities to address gender and poverty imbalances within communities which may be followed up in the PLSs?*
- *What are the options for mainstreaming gender considerations into activities of the stakeholders/partners?*
- *What are the opportunities for collaboration and exploitation of synergies?*

Gender analysis – IPMS Overview of some tools employed

1. Role of crops and livestock in household economy - key informants
2. Review of technologies and practices in community – key informants
3. Gender analysis of individual arable crops – women and men focus groups
4. Gender analysis of individual livestock enterprises – women and men focus groups
5. Project perspective - RDOs

Crops and livestock

Impact on workloads	Generally both, but magnitude varies Only women if it is women dominated crop More on women in case of livestock ***-labour saving technologies in operations done by women and other chores taken up by them*** ***-reversal/adjustment of roles***
Additional labour and labour peaks	Available ***-consider farming system as a whole*** ***-ability to hire*** ***-Availability of skilled labour***
Benefits from technology	Generally both – magnitude varies, women indirectly in many cases Women in case of livestock ***-control of benefits?***

Gender analysis of commodities- crop and livestock enterprises

- *Area grown /numbers of animals*
- *Position of commodity in HH economy*
- *Technology development*
- *Gender division of labour*
- *Varietal/breed preference*
- *Source of inputs*
- *Source of knowledge/skills/training*
- *Gender analysis of marketing*

Crops and livestock

Impact on workloads	Generally both, but magnitude varies Only women if it is women dominated crop More on women in case of livestock ***-labour saving technologies in operations done by women and other chores taken up by them*** ***-reversal/adjustment of roles***
Additional labour and labour peaks	Available ***-consider farming system as a whole*** ***-ability to hire*** ***-Availability of skilled labour***
Benefits from technology	Generally both – magnitude varies, women indirectly in many cases Women in case of livestock ***-control of benefits?***

Crops and livestock

Adoption decisions	Mainly men or joint, Women in FHH ***-who to target for dissemination?*** ***-changes in existing situation*** ***-hidden control of decisions***
Skill development	Men or both ***-who to target for trainings?***
Control of benefits	Mainly men or joint ***How to ensure judicious use of income?*** ***role of behavioural change communication?*** ***change of mindsets?***
Winners	Both and in some rich farmers ***-how to target poor HH and FHH?*** ***-indirect benefits/spinoffs***

Analysis of technology pathways and uptake (by PLS)

- *Most successful technologies*
- *Less widely adopted technologies*
- *Technology pathways*
- *Decision to adopt technologies*
- *Main users and beneficiaries*
- *Impacts*
- *Potential barriers to growing PLS priority crops/livestock*
- *Other barriers*

What needs to be done?

- Technology demonstration and application
- Access to resources (Knowledge, credit, inputs)
- Awareness creation
- Create/facilitate market linkage
- Organization for production volume and market bargaining power
- Appropriate targeting strategies – women, FHH, poor

Other activities/partnerships

- Gender mainstreaming
- Participatory planning
- Attitudinal changes
- Community conversations
- Behavioural change communication
- Incorporating gender into curriculum
- Women empowerment
- Involve women in technology transfer and adoption

The BIG questions..

- *How do we operationalise these strategies?*
- *Is our Extension system geared up to address these challenges?*
- *Is there enough capacity to address these issues?*
- *Focus biased on production technology issues- how to bring institutional issues into the centre stage?*
- *What is the facilitating role IPMS can play?*

Suggested roles of various actors

1. **Office of Ag**: training and capacity building (eg., income generation for women), technology introduction for work reduction
2. **Bureau of Ag**: capacity building, training and policy implementation
3. **MoARD**: policy addressing gender equality, gender equality integration into TVET curriculum
4. **Women's Affairs** (all levels): strengthening political empowerment
5. **Private sector**: input supply introduced to save energy and time for women
6. **Community associations and women's associations/groups**: increase awareness of role of women in agricultural decision-making
7. **NGOs:** implementing training, support to input supply, technology for FHH and women
8. **Research institutes:** develop technologies that address gender roles
9. **Microfinance institutions:** promote access to saving and credit for women and FHH

Annex VI: Note on HIV/AIDS Concepts to be Presented at Action Planning Workshop

Note: read slides from left to right on each line

The rural HIV/AIDS epidemic in Ethiopia and its implications for market-led agricultural development

Structure for talk:
- **Methodological approach for studying rural epidemic**
- **Findings from IPMS survey data**
- **Implications for market-led agricultural development**

Rural reality: HIV epidemic (2004 estimates)

	HIV prevalence % adult population	
Region	**Rural**	**Urban**
Oromia	1.8	10.3
SNNPR	2.3	9.1
Tigray	2.8	12.4
Amhara	5.2	15.5

Source: MOH, 2004

Methodology for studying rural epidemic

- What are the sources of risk of HIV infection and who is at risk?
- To what extent is the community already impacted by AIDS?
- What are the implications/ opportunities for IPMS project?

IPMS ETHIOPIA

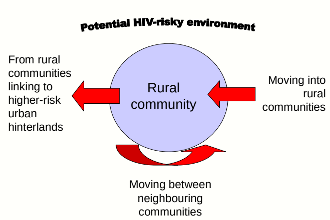
Sources of risk of HIV infection

Transmission:
- unprotected sex
- contact body fluids
- MTCT

Elements of risk:
- potentially-risky environments
- bridging populations
- norms and practices within communities

(productivity and market-related risks?)

Risky environments and bridging populations



Potential HIV-risky environments in PLS

- administrative centre
- markets
- trading centres
- education centres
- transport routes
- employment

Add PLS photo here

PLS-specific environments:

Add PLS specific information here

Add PLS photo here

Bridging populations

Add PLS photo here

- long term
- seasonal
- short visits

Add PLS photo here

- through traffic
- profession
- short visits, returnees

Market-related risks

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- marketing as a social occasion
- intense seasonal peaks
- inefficiencies of processing and marketing system
- money

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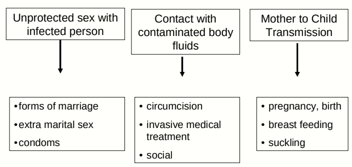
Norms, traditions and practices



Conclusion on rural risk

Even though HIV prevalence rates low at present (but rising)

- rural environment inherently risky
- risk varies according to sex, age, livelihood
- market linkages increase risk of exposure

Extent to which communities already impacted by AIDS

Absence of hard data

Use proxies:

- change in behaviour
- change in composition of community
- change in livelihood system
- change in community response

Change in composition of community

Add PLS graph of changes in household composition here

Change in livelihood system

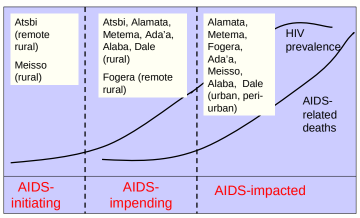
- labour
- asset base
- land use
- cropping patterns and livestock
- non-farm activities
- migration

Add PLS photo here

Change in community response

- caring for sick
- assisting affected families
- funerals
- caring for bereaved
- inheritance patterns

Stages of epidemic in PLSs



Implications for market-led growth

- Reduced labour productivity/availability
- Self exclusion when sick
- Loss of skills
- Loss of social capital
- Reduced financial resources
- Insecure asset base
- Changed household priorities
- Loss of institutional capacity

Opportunities through IPMS and partners: Raising awareness and understanding

Add PLS photo here

- Work with people usually overlooked by HIV/AIDS outreach activities
- Use farmer organisations, cooperatives as entry point
- Use occasions when people are gathered together for awareness raising
- Hold intensive campaigns during seasons of high risk

Focus varies between (i) AIDS-initiating and AIDS-impending, and (ii) AIDS-impacted communities

Opportunities through IPMS and partners: Reducing risk of HIV infection

- Bring input supply/marketing chain closer to producers
- Train farmers and labourers to manage market earnings and broaden horizons
- Strengthen women's bargaining position through economic empowerment
- Reduce wish to migrate by increasing livelihood options
- Minimise risk associated with capacity building

Add PLS photo here

Relevant for all communities

Opportunities through IPMS and partners: Reducing vulnerability to AIDS impacts

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- Overcome barriers to production and marketing by infected/affected households
- Develop market opportunities for crops and livestock suited to resource base of infected/affected households
- Use farmer organisations as entry point for AIDS care and support (including ARVs, orphans)
- Promote crops and livestock contributing to balanced diets for PLWHA (market opportunity)
- Develop wider skills base

Focus on AIDS-impacted communities

Use opportunity of market success to play a role in arresting, rather than hastening, the spread of HIV in rural communities

Annex VII: Outline for Action Planning PLS Gender and HIV/AIDS Workshop

Background

One of the recommendations arising from the national workshop held in October 2005 on 'Integrating gender and HIV/AIDS issues into the IPMS project' was to conduct similar workshops at the PLS level.

Purpose and Outputs

The purpose of the action planning workshop will be fourfold:

- to increase understanding of gender and HIV/AIDS issues specific to the PLS among IPMS partners and other stakeholders;
- to review existing project activities and amend/add as necessary to ensure equity of opportunity for women and men to participate in IPMS activities;
- to review existing project activities and amend/add as necessary to reduce risk of HIV infection and vulnerability to AIDS impacts through IPMS activities; and
- to develop the capacity of *woreda* advisory and learning committee and other stakeholders to integrate gender and HIV/AIDS into work programmes.

The main workshop output will be the preparation of PLS gender and HIV/AIDS action plans in partnership with local stakeholders and other partners.

Duration and timing

It is envisaged that the one day workshop will be held in all PLSs by March 2006. It is suggested that the format is piloted in one PLS under the guidance of the Agricultural Innovation Specialist, and, on the basis of these findings, replicated in the other PLSs.

Participants

Workshop participants will include *woreda* advisory and learning committee members plus other relevant stakeholders (with a special interest in gender and HIV/AIDS issues, such as Women's Affairs, HAPCO, NGOs, CBOs, women's associations, farmers' associations, trade associations, market management committee).

Draft programme

- Brief update on IPMS activities in PLS
- Findings from gender analysis specific to PLS
- Findings from HIV/AIDS study specific to PLS
- Discussion of implications of findings for IPMS activities in PLS
- Action planning for follow-up activities with partners

Supporting materials

The following materials will be prepared by the gender and HIV/AIDS adviser and agricultural innovation specialist for use during the workshop:

- gender commodity and technology fact sheets and checklist;
- PLS HIV/AIDS fact sheets and checklist;
- note on key gender concepts to be presented at action planning workshop; and
- note on HIV/AIDS concepts and stages of disease to be presented at action planning workshop.