



## Activities for Gender Mainstreaming in IPMS Pilot Learning Woreda Activities



### Reasons for gender mainstreaming in IPMS project

- Gender roles and relationships play determining roles in the workloads, the use of resources and sharing the benefits of production in the agricultural sector in Ethiopia.
- Many of the benefits from introducing new technologies and practices and improved service provision bypass women.
- If ignored, these factors may be detrimental to the long term sustainability of market-led initiatives.
- PASDEP has target that 30% of women farmers in male-headed households and 100% of female-headed households will be participating in rural development initiatives by 2010.

### Objectives of gender mainstreaming in IPMS activities in PLW

- Understand the gender context of the priority commodities and services to be supported by IPMS.
- Develop the skills of PLW stakeholders to identify and address gender issues in the agricultural sector.
- Identify opportunities to enable women and men to have equality of opportunity to participate in project activities.
- Contribute to the knowledge base about gender in the agricultural sector.

### How to use this ideas sheet and gender checklist

- This ideas sheet presents various activities for gender mainstreaming that may be relevant to consider when designing an IPMS activity, such as training, field visits, technology development.
- The checklist (on a separate page) is to be completed during the planning of the activity to summarise actions for gender mainstreaming and highlight any gaps.

Objective	Activities
<b>1. Understanding gender issues in priority crops and enterprises</b>	<ul style="list-style-type: none"> <li>• Collect gender and analyse data for each priority crop, enterprise and technology (covering workloads, marketing, decision-making, sharing of benefits).</li> <li>• Understand gender differences in accessing information sources and services (extension, financial).</li> <li>• Identify gender differences in participation in social networks, group membership and leadership.</li> </ul>
<b>2. Awareness raising on gender issues</b>	<ul style="list-style-type: none"> <li>• Work with appropriate partners to promote gender awareness at all levels (including woreda administration and PA leadership), through workshops, briefing sessions etc.</li> <li>• TOT training for woreda and frontline staff (BoA, OPRD, Women's Affairs, DAs, health extension workers) to be competent in gender awareness training at the community level.</li> <li>• Facilitate access to relevant gender materials in <i>woreda</i> knowledge centre and FTCs (translate into local languages).</li> <li>• Include an item on gender issues in each IPMS workshop, field event etc.</li> </ul>

<b>3. Gender empowerment through IPMS activities</b>	
<p>➤ <b>Increase women's access to and control over assets</b></p>	<ul style="list-style-type: none"> <li>• Work with partners to facilitate women's access to extension advice, credit and inputs, especially for crop and livestock enterprises that are mainly in women's domain.</li> <li>• Target women and female-headed households to participate in process of technology development, transfer and adoption.</li> <li>• Initiate efforts with partners to work towards ensuring a fair use of household income through awareness raising and behaviour change communication.</li> <li>• Explore setting up of women's self-help groups for savings and credit.</li> </ul>
<p>➤ <b>Increase women's access to skills and knowledge</b></p>	<ul style="list-style-type: none"> <li>• Actively involve women in training activities.</li> <li>• Experiment with different training approaches to increase women's participation (eg training for couples, separate training for women, timing/venues convenient for women).</li> <li>• Support functional adult literacy classes for women and men.</li> <li>• Develop women's and men's skills in managing and saving money.</li> <li>• Explore setting up of women's self-help groups for knowledge sharing.</li> </ul>
<p>➤ <b>Increase women's participation in market-oriented agricultural production</b></p>	<ul style="list-style-type: none"> <li>• Explore feasibility of organising women involved in producing priority commodities into groups for volume production and stronger market bargaining power.</li> <li>• Explore setting up of women's self-help groups for processing and marketing, including sharing market information.</li> </ul>
<p>➤ <b>Strengthen women's decision-making role in the household, farmer groups, local associations</b></p>	<ul style="list-style-type: none"> <li>• Train women in group formation, leadership skills, confidence building and negotiating skills.</li> <li>• Design strategies to provide women with more knowledge and information to enable them to make informed decisions.</li> </ul>
<p>➤ <b>Improve well-being and ease workloads by facilitating access to labour saving technologies.</b></p>	<ul style="list-style-type: none"> <li>• Identify and promote labour saving technologies for activities performed by women in relation to priority commodities, as well as other household tasks.</li> <li>• Involve women in technology demonstration and application in order to understand and assess the impacts of technologies on their workloads.</li> <li>• Change mindsets in rural communities to move towards more equitable workloads between women and men.</li> <li>• Consider labour requirements of whole farming system, rather than individual enterprises, and assess the availability of/capacity to hire additional labour to cope with labour peaks or other means of labour spreading.</li> </ul>
<b>4. Operational measures for gender mainstreaming</b>	
<p>Set specific targets in terms of the proportion of women participants in different activities and relevant decision-making bodies.</p>	<ul style="list-style-type: none"> <li>• Examples of target for women's participation: 50% of trainees in crop marketing will be women; 30% attendees at field day will be women.</li> <li>• Example of target for women's representation in marketing group: women will account for at least 40% of membership, 30% of leadership positions and will hold at least one office-bearing position.</li> </ul>
<p>Increase the ability of field staff to ensure outreach to women</p>	<ul style="list-style-type: none"> <li>• Develop capacity of extension service/DAs to mainstream gender in their activities (eg calling meetings, FTC training, field days).</li> <li>• Encourage female extension staff to participate in IPMS training, field visits.</li> <li>• Encourage female extension staff to attend IPMS field activities in order to encourage women farmers to attend.</li> </ul>
<p>Select NGO/partners with experience/willingness to working with women</p>	<ul style="list-style-type: none"> <li>• Review activities and experiences of potential partners to determine their commitment to gender equality.</li> <li>• Encourage partners to mainstream gender in their activities.</li> </ul>
<p>Identify gender-disaggregated performance and impact indicators.</p>	<ul style="list-style-type: none"> <li>• Collect, analyse and report information in a gender-disaggregated manner.</li> </ul>