

# **Catalysing the Ethiopian Forest Sector Development: Gender gap analysis and gender mainstreaming Report**

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Photo: Gun Lidestav

## PREFACE

Following Sida's model for gender mainstreaming (see fig 1) this (draft version) report summarize the first step of the model i.e. the gender analysis, which is supposed to serve as a baseline for further intervention and a point of departure for the strategies and choices to be made before and during the implementation of the project.

Results of the gender analysis as well suggested means to integrate gender perspectives and gender sensitive actions will be further discussed at the workshop in Addis Ababa on the 22-23 August.

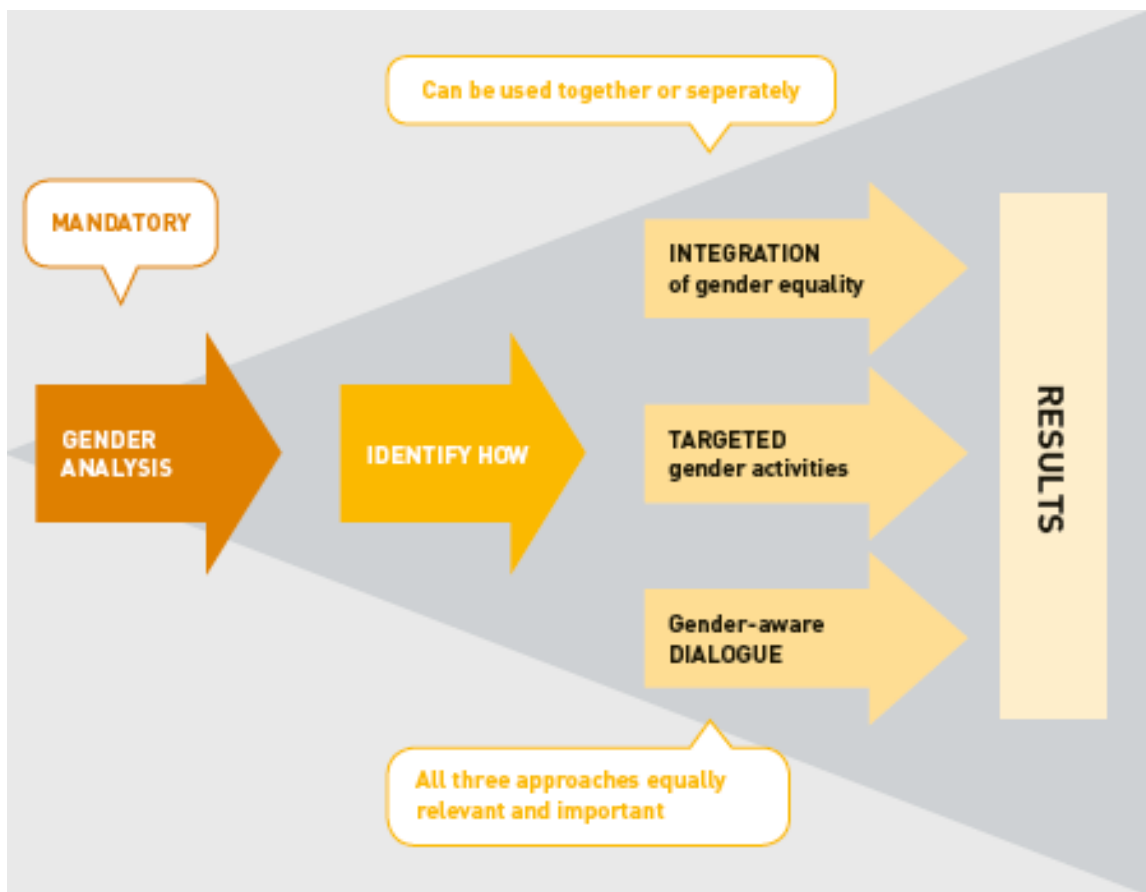


Figure 1. Sida's model for gender mainstreaming (Sida 2015)

## 1. INTRODUCTION

Point of departure for this assignment is the Institutional Strengthening of the Forest Sector through Catalyzing Forest Sector Development in Ethiopia project and National Forest Sector Development Program. The overall objective is to promote sustainable and competitive tree-based production systems in the rural and urban landscapes of Ethiopia thereby contributing for community and ecosystem resilience. The program involves numerous outputs and activities targeting various parts and levels of the forest sector value chain including livelihood issues forest ecosystem services and urban greening.

Output 1: Enabling environment for strong forest sector development. Project implementation enhanced.

Output 2: Sustainable forest Production and value chain promoted

Output 3: Forest ecosystem services enhanced

Output 4: Model environmental stewardship fostered in selected urban areas

Under Output 1, the current gender gap analysis and gender mainstreaming results/outputs are organized as part of the Capacitation of dedicated institutions to govern forest resources at various levels (Activity result 1.2). The Gender gap analysis will provide a national overview and gap analysis for gender capacitation in the forest sector development, considering aspects of governance, research, education, training, extension services/producer incentives and value chain development, including suggestions for how to integrate gender perspectives and sensitive actions in the forest sector transformation (output 1.2.1). The Gender mainstreaming (1.2.2) will consist of active input and participation in workshops and training in activities carried out as program activity 1.1.3 a) and 1.1.3 b) and furthermore to give input to reports from these activities.

Yet, considering that gender mainstreaming is a method and approach that should involve all actors and activities engaged in the process of change, the scope is basically all-embracing, i.e. covers to some extent all the suggested program activities. This approach includes i) integration of gender equality in interventions in general, ii) targeting specific groups or issues through special interventions, iii) dialogue with partners on gender sensitive issues and aspects. Therefore, as we consider it crucial to carry out the gender gap analysis in different contexts for implementing gender mainstreaming that capacitate women to involve in decision making on production, and equally benefit from the benefit from the goods e.g. income. Therefore, a number of different suggested project activities will be contextualized and analyzed from a gender perspective, following the gender mainstreaming framework (Sida 2015). Thus, it will be important to develop the understanding on these issues among all relevant stakeholders, not at least for Trainers of Trainers. To this end, the baseline study (1) and the projections (2) will be valuable inputs for discussions on a) What are the goods from forest? b) Who can produce, extract and benefit from those goods? c) Who decide and control over production and benefit sharing's of forest products) d) How does gender (equality) matter in the value-chain of different forest goods? This should be part of an initial workshop with relevant actors and stakeholders.

The objective of this report is to establish a disaggregated baseline data with regards to the current situation for women and men in relation to sustainable forest production and value chains and marketing. The report will be organized according to the different aspects of governance, research, education, training, extension services/producer incentives and value chain development.

## 1.1 Background

Ethiopia recognises the key role forestry plays in setting the country on a sustainable and green development path. According to the Growth and Transformation Plan (GTP) Ethiopia's forest cover should increase from 15.5 per cent in 2013 to 20 percent in 2020. To achieve this, millions of hectares of degraded land has to be restored and the 17.2 million hectares of remaining forest has to be saved. Therefore, the strengthening of institutions that governs land use in general and forest resources in particular, at the regional level and local level is vital. To this end a national capacity gap assessment is considered vital. Also, the sector should grow towards producing gender targeted landscape activities by providing training for experts (including women) on forest governance and on creating gender responsive activities. Further, past experiences indicating that the introduction of trees as cash crop can deteriorate food and crop production has to be considered and therefore efforts must be made counteract decrease in subsistence crop. This circumstance is also closely related to the condition that forestry include timber processing and trade is a male dominated business, and consequently a gender perspective has to be integrated in the program.(Mengistu et al 2018)

Prior to the currently scheduled activities, the project has been piloted in nine woredas, where more than 122,000 ha has been rehabilitated and more than 7000 ha new short rotation plantations been created. This was made possible through the participation of stakeholders and communities. Owing to the integration of gender equality interventions, and targeting of specific groups women, and jobless and landless youth have benefited substantially. Of the 46,100 individuals involved women counts for 46% (21,272) and of those 38,039 with seasonal job opportunities 34% (13,005) are woman. (Mengistu et al 2018)

## 2. MATERIAL AND METHODS

For this baseline study we have searched for quantitative and qualitative data by different means; review of scientific literature and grey literature incl policy documents. Further, gender disaggregated statistics has been achieved by in person visits, telephone and e-mail correspondence to selected organizations. Through face-to-face interviews with office holders and key informants additional descriptions and narratives has been attained. The selection of organizations and key informants has been made based on the principle of purposefulness and perceived suitability in relation to the scope and objectives of the project, and the specific needs for gender analysis. Thus, without claiming to provide a complete picture on all the different aspect of the current status and potential capacitation in the forest sector development, we consider that the baseline reported gives a well-founded overview based a combination of different samples of data (Table 1).

Table 1. Data provision by topic

<b>Topic</b>	<b>Data source/provider</b>	<b>Date</b>
<b>Governance</b>	Literature search	2019-05-11 – 2019-06-30
<b>Research</b>	Wondo Genet Research Office	2019-05-12—
	HawassaUniv Research office	2019-06-??
	Ethiopian Environment and Forest Research Institute, AA	2019-05-18
	Center of Gender Studies, AAU and Library	2019-05-24
<b>Education</b>	Wondo Genet Educational Office	2019-05-27--
<b>Training</b>	MRV office	2019-05-27--
<b>Extension</b>	Zonal and Woreda office in SNNPRS	2019-05-27--
<b>Incentives for producers</b>	EFCCC Gender office	2019-05-16
	REDD+ office in Hawassa and Bahir Dar	2019-05-17
	Arsi-Neele Forest enterprise in Oromia Regional State	2019-05-15
	Amahra Enterprise	2019-05-17
<b>Value chain development</b>	REDD+ office in Hawassa and Bahir Dar	2019-05-14 and
	Arsi-Neele Forest enterprise in Oromia Regional State	2019-05-17
	Amahra Enterprise	2019-05-14
	Amahra Enterprise	2019-05-17
	Environmental Protection and Green Development Commission	2019-05-17 and
	Addis Ababa watershed green area development office	2019-05-24
	Addis Ababa watershed green area development office	2019-05-24

### 3. RESULTS

#### 3.1 Gender and Governance

Ethiopia is a signatory to various gender conventions and declarations. Much progress has been achieved in terms of establishing institutional arrangements. However, practical implementation of gender equality remains a challenge. In this context, “gender and governance” is to be understood as the way in which socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men impact on public and private actors, formal and informal institutions, smallholder organizations, enterprises, civil-society organizations and other stakeholders when negotiating, making and enforcing decisions about the development, management, use and conservation of forest resources. To assess the different implications for people of different genders of any planned policy action, including legislation and programmes is considered as an essential aspect of gender mainstreaming which basically endorses the diversity among people of different genders. Furthermore, it should be stressed that monitoring the development, including systematic evaluation of specific actions and programs, for changing unfavorable conditions and counteracting unwanted (unpredicted) effects are essential components of any active governance system.

The most basic way of assessing gender and gender differences (inequalities) is by counting the number of women and men i.e. understanding gender to be represented by the biological sex which can be described as an empirical variable. Differences and similarities between women and men can then be revealed by e.g. statistics showing the distribution of the sexes.

Decades of gender and development studies shows that to bring gender equality forward it's not enough to understand gender as something that “we are”( biological sex). By considering gender as a relational and structuralizing category, we can comprehend gender as something “we do”, all the time and in interaction and relation with others. Thus, gender is a product of social interactions, ending up as structures which in their turn work back on what is understood as proper actions for men and women. This is a process that contributes to the production and reproduction of gender norms and often to social stratification, power differences and hierarchy of which there are plenty examples documented and reported. Two recent and relevant studies will be briefly presented in the following sections. Further, when including anthropological theories on meaning, gender can be framed as a category within a larger system of meaning (Ellingsæter&Solheim 2002). Meaning systems can represent the world, create cultural entities, direct one to do certain things, and evoke certain feelings. In the context of this report it is the creation of cultural entities and the directive function that includes the idea of “gender norms” that are of particular interest to consider gender as a meaning category. Because everything is linked to everything, gender can be found everywhere, in institutions and products as well as actions, events and language. Consequently, the inclusion of this perspective is challenging but at the same time an opportunity as “data” can be accessed everywhere and from all stakeholders involved.

### **3.1.2 Gender mainstreaming – general development and outcomes in two cases**

Gender mainstreaming focusing on gender equality has been a national slogan in rural development since the downfall of the so called “military derg” regime in 1991. Presently, many national legal documents promote women rights e.g. Women’s Policy 1993, Ethiopian Constitution 2005. Furthermore, Ethiopia has ratified the UN charter of Human Rights (OAU 1981) that have been accepted as a framework for measuring development progress and the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW1997, 2003) which outlines the variety of political, social, economic and legislative issues that are supposed to create equality between men and women (Pitamber, 2004).

Although women are given equality in national legislation (Table 3), the effectiveness of formal institutions in rural development is dominantly constrained by customary institutions (Gebrehiwot et al 2018).

In the transition from a self-subsistence farming system such as homegarden agroforestry to a commodity production system of cash-crop (in this case khat), the consequences of this lack of accomplishment by formal institutions shows to be particular severe (Gebrehiwot et al 2018). In order to understand how the gendered norms and structures plays out in this context Gebrehiwot et al (2018) argue that it is need to consider the following governance aspects, institutions and processes; *land use rights, inheritance, marriage, decision making process, division of labour, trading and marketing* (Table 3). Based on a review of relevant national and regional legal documents, key informant interviews, semi-structured households interviews focus group discussions in the Sidama zone, it was concluded that formal institutions on women’s rights in rural Ethiopia are for various reasons not able to transform the customary institutions and processes at the local level. Because of women’s limited access to land together with the recent change of production system, women’s position has become even more vulnerable than previously. In the khat farming practice women have no longer say on what to grow, process and sell, and their on-farm labour has become redundant. Thus, women in the new production of khat as a cash crop lost their traditional role of controlling over farm income that resulted to unequal share and distribution of food in the household. Women’s access to land, their representation of in local development and political administrative organisations, decision-making and control over of equal and fair distribution of income in households, i.e. the socio-economic empowerment of women in rural Ethiopia, are essential for enhancing sustainable rural development. A lesson to be learnt from this case is that the reconciliation of customary law and gender equity, by demonstrating common challenges and possible pathways towards minimizing the tension, is crucial to guarantee women’s right in rural Ethiopia and so as not to jeopardize subsistence food and crop production.

Table 3. List of formal legal documents with provisioning examples (Gebrehiwot et al 2018)

<b>Formal legal documents</b>	<b>Provisioning examples</b>
National Action Plan for Gender Equality (NAP- (NAP-GE) 2006-2010.	Promote women’s participation in developing economic policies and enhancing rural women’s equal access to and control over productive resources and services.
National policy of women (‘Women’s Policy’) (1993)	Provides a framework within which the Ethiopian government will advance its commitment to gender equality, employing the gender mainstreaming approach.
Proclamation of the Constitution of the Federal Democratic Republic of Ethiopia No. 1/1995.	Women have the right to acquire, administer, control, use and transfer property.
The Revised Constitution of Sothern Nations Nationalities and Peoples Regional State (SNNPRS) Proclamation NO. (35, 2001)	All persons have the right to equal and effective protection from the law without discrimination on grounds or race, nation, nationality, color, sex, language, religion, political opinion, social origin, wealth, birth or other status
Rural Land Administration and Land Use Proclamation of the Federal Democratic Republic of Ethiopia. Proclamation No.	Women who want to engage in agriculture shall have the right to acquire and use rural land.

456/2005	
Rural Land Administration and Utilization Proclamation. The Southern Nations', Nationalities' and People's Regional State (SNNPRS) No. 110/2007	A husband and wife have equal use rights to their shared land holdings. They do not lose their land holdings because of marriage that they possessed individually before. Female house hold heads shall have full user rights to their land holdings. Women whose husbands are engaged in government services or in any other activities, shall have the right to use his/their rural lands.
The revised Amhara National Regional State Rural Land Administration and Use Proclamation No. 133/2006.	In accordance to the Federal land administration, free assignment of equal land holding rights for women and men. The provisions of this proclamation set out in the masculine gender shall also equally apply to the feminine gender.
Oromia Rural Land Use and Administration Proclamation of 70/2003,103/2005	In accordance to the Federal land administration free assignment of equal land holding rights for women and men
Tigray Rural Land Use and Administration Proclamation No. 136/2000	In accordance to the Federal land administration free assignment of equal land holding rights for women and men
The Revised Family Code Proclamation No. 213/2000 of Ethiopia.	Article 1-3 state the various forms of marriage: marriage concluded before an officer of civil status; marriage concluded in accordance with their religion or the religion of one of them; marriage concluded by the custom of the community of the to which they belong or one of them belongs
Proclamation to ratify the revised Constitution, of the SNNPRS land and family rights (2001)	Property which the spouses possess on the day of their marriage, or which they acquire after marriage by succession or donation shall remain their personal property
Policy and Legal Framework Protecting the Rights of Women and Girls in Ethiopia & Reducing their Vulnerability to HIV/AIDS	Enhancing political participation of women, confronting harmful traditional practices, reducing women's workload and strengthening the legal environment.
National Cultural Policy of Ethiopia (2005)	Women's participation in cultural sectors and their right to equal share of benefits shall be promoted
Environmental policy of Ethiopia. Ethiopian Environment and Forest Research Institute Council of minister's regulation 327/2014.	To ensure a complete empowerment of women, especially to enable their full participation in reproduction and environmental decision making, resource ownership and management, and to promote on-farm-of-farm income generation which aim at the alleviation of poverty.
Agriculture, Growth and Poverty Reduction in Ethiopia: Policy Processes Around the New PRSP (PASDEP) Policy Brief 005/2006	Women's role is important in agricultural growth and poverty reduction

Table 4. Women's position and agency in traditional self-subsistence agroforestry homegardens compared with commodity production of khat: de jure and de facto institutions at the local level

<b>Institutions</b>	<b>Traditional self-subsistence agroforestry homegardens</b>	<b>Commodity production of khat</b>
Land use rights		



<i>De jure</i>	Have equal user right to land	Have equal user right to land
<i>De facto</i>	Patrilineal transfer of user right. Women have access to land through their father or husband	Patrilineal transfer of right. Woman have no access to land through their father or husband
<hr/>		
Inheritance		
<i>De jure</i>	Have equal right to inheritance	Have equal right to inheritance
<i>De facto</i>	Patrilineal. Only women whose husband has died and no male heir is available will inherit, given that they are not forced to marry their brother in law	Patrilineal. Only women whose husband has died and no male heir is available will inherit, given that they are not forced to marry their brother in law
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Marriage		
<i>De jure</i>	A woman has to give her consent to whom to marry, the type of marriage, and where to settle	A woman has to give her consent to whom to marry, the type of marriage, and where to settle
<i>De facto</i>	When arranged marriage, the parents decide on her behalf whom to marry and where to settle i.e. husbands place (patrilocal).  If marriage by love, she decides together with her future husband on where to settle, usually his place (patrilocal)	When arranged marriage, the parents decide on her behalf whom to marry and where to settle i.e. husbands place (patrilocal).  If marriage by love, she decides together with her future husband on where to settle, usually his place (patrilocal)
<hr/>		
Decision making process		
<i>De jure</i>	Having equal rights to decide on the use of their common property and to bring complains to the relevant authorities.	Having equal rights to decide on the use of their common property and to bring complains to the relevant authorities.
<i>De facto</i>	Patriarchal, but women can decide about distribution of household income and food produced.	Patriarchal marginalization of women from decisions on distribution of household income and food produced.
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Division of labour		
<i>De jure</i>	No discrimination from involving in any labour	No discrimination from involving in any labour
<i>De facto</i>	Clear discrimination by gender on certain tasks by, e.g. women never do ploughing, men never do the processing of dairy products or enset.	Absolute discrimination of women in the production or processing of khat.
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Trading and marketing of agricultural products		
	Having equal rights to trading and	Having equal rights to trading and
<hr/>		

<i>De jure</i>	marketing	marketing
<i>De facto</i>	Women do all small-scale trading and marketing of enset, fruits and dairy products.	Totally marginalized from marketing and trading of khat.

While the transformation from homegarden agroforestry to commodity production of cash-crop (khat) can be considered as a smaller scale flows of investments with impact on the agricultural development, the case reported by Hajjar et al (in press) refers to ongoing large-scale land transactions (LSLTs) that are taking place, supported by the ADLI policy and the Growth and Transformation Plan.

In this comparative study of four LSLTs in western Ethiopia Hajjar et al (in press) shows that the consequences are significant in terms of land use change, size and relocation of smallholder parcels, loss of forests and communally-held grazing lands. Furthermore, these changes impacts on household labor allocation, the gendered division of labor, and household wellbeing (e.g. protein intake), and the effects on women are both more adverse and more severe. To compensate for lost land and livestock and men’s increased wage labor migration women have to spend more time gathering firewood and water from increasingly distant locations, and experienced increased intensity of household responsibilities. In addition to increased workload, not being able to produce enough food to feed their family, has caused women in these cases great stress. The prospects for young women in these villages are particularly grim, as they are less likely to inherit any of the limited land their parents might have to give, less likely to secure a permanent position or even a well-paying laboring position, or be able to migrate easily for employment. As a consequence the women exposed to these changes have experiences negative psychological, corporal, and material effects which corresponds with other examples of negative effects of LSLTs on pastoralists (Regassa, Hizekiel, and Korf 2018). Thus, it has to be recognized that land classified as ‘marginal’ or ‘underutilized’ and may appears idle to outsiders is often used in different ways, at different times, for a variety of purposes, such as communal grazing and transhumance, shifting cultivation, hunting-gathering, and any decisions on land use change has to be based on a thorough understanding of the how land is used by local residents of both genders.

### 3.2 Gender and Research

From a review of international literature Chung (2016) concludes that most studies on gender and tenure change shave focused on agricultural investments across various types of commodities, while gender analyses of land and resource concessions by other drivers of LSLTs, e.g. commercial forestry, tourism, and land and water resources acquisition for environmental agendas still are scant. Further, lack of gender disaggregated statistics and when existing, the clarity regarding measurement and interpretation of the records leads according to Doss et al 2015) “to an inability to clearly articulate a policy responses to the potential inequalities faced by women and men.” Yet, gendered differences in labor allocation, knowledge, ownership, and utilization of natural resources are well documented in Ethiopia (see e.g. Hajar et al 2019), showing a typical pattern of subordination of women. While men tend to work and decide on livestock production and sale, women may control small numbers of smaller animals including the income generated from petty trade. As reported by several studies (e.g. Ridgewelland Flintan 2007; CARE 2016, Gebrehiwot et al

2018) cultural and religious norms regarding what women have to do (e.g. excessive share of domestic responsibilities) or cannot do without challenging the gender norm system, restrain women's physical mobility and thereby also their participation in income generating activities. Also, research comparing female/male-headed households finds distinctive land management choices and agricultural productivity gap for women-headed households, stemming from gendered differences in access to tools and technologies, services, and other inputs (Tiruneh et al. 2001; Pender and Gebremedhin 2006).

The above findings in combination with a general observation that the further downstream in the value-chain the more profit can be gained (ref), underlines that women's access to market (e.g. Gebrehiwot et al 2018) is crucial when gender mainstreaming activities and programs aiming for sustainable forest production and value chain development without deteriorating women's situation and space of action.

At the College of Development Studies Addis Ababa University, gender studies at Master level has been carried for several years. Out of the 224 Master thesis registered at least 43 are addressing issues of relevance for this project. A brief categorization by topic shows that 24 falls into the category of "Gender and women's empowerment through education, professional training, and micro finances", 14 addresses "Women's access/control to land incl decisionmaking and participation", three deals with "Gender and division of labour" and two can be categorized as "Masculinity studies" (see Appendix 1 for a complete list). In addition to the findings presented in those studies, it implies that there are quite a number of individuals (i.e. the authors) with both theoretical, methodological and empirical skills in applying a gender perspective/gender sensitive methods related to topics of relevance for this project.

### **3. 3 Gender and Education**

Gender inequality is deep-rooted in social, economic, cultural and political structures and thus closely linked to every development challenge, ranging from the elimination of poverty to the promotion of peace and democracy. In other words, without a deliberate and sustained effort to overcome gender inequality, ensuring inclusive and sustainable development will be far from reaching. In its multiple essences, education remains to be one of the key instruments to promote gender equality and to enhance equitable growth. Therefore, promoting gender equality in the Ethiopian education and training sector has been well recognized since the launching of the education and training policy (FDRE, 2014). In the last two decades, there has emerged a wealth of knowledge and experience on the nature of gender-based discrimination as well as the steps needed to achieve gender equality. It has also been understood that the achievement of equal rights between women and men and improved women's status benefits men as well. For example, educating girls translates into better conditions for the whole household, in terms of better health, nutrition and education for the family. An educated woman is more likely to delay marriage, practice family planning leading to a smaller family size, more available food for the family, and resources to educate the children. Investing in girls' education therefore has high social and economic returns and is instrumental in achieving sustainable development and economic growth (FDRE, 2014; Semela, 2017).

The most impinging hurdle against female students more likely lies in the early educational foundation stage in the family institution appropriate intervention strategy need to be devised and executed. Although the education policy is supporting female education at higher

institution demonstrate increasingly growing percentage of female students participation in higher learning institutions, they have still lopsided representation in relation to their male counterparts as they lack early educational foundation. Thus the limited early educational foundation increases the discrepancy among female students in the undergraduate and graduate programs. A study made by Lemessa, (2016) showed that the gender disparity in graduation of AAU in 2016 were 16 and 10 in the undergraduate and Masters degree respectively and none in PhD degree. This study further emphasize that the decreasing graduates at higher level indicates that female students lower academic performance has detrimental implication on their opportunity to pursue postgraduate studies as this level of studies admits relatively few students on strong competitive basis.

Hawassa University was considered as a case study to understand the gender disparity under the different faculties and colleges at undergraduate level. The result of the analysis of the gender gap in the university revealed that female the enrollment in the different faculties and colleges between 2006 to 2017 is still below 50% (Appendix 2), were the least and the highest girls enrollment is respectively in technology faculty (5% in 2007 to 26%) in 2017 and the highest is at Wondo Genet College of Forestry and Natural resources 7% in 2007 to 47% in 2017) (table 5). Thus although the policy framework addresses the issue of gender equity in higher education the gender discrepancy is still not addressed.

The undergraduate student's academic dismissal statistics between (2006-2017) indicated that the number of female students that are affected by academic dismissal are much higher than male. The analysis of the attrition rate of the seven faculties and colleges of Hawassa University (Appendix 3) showed high number of female students than male. This fact confirmed that although gender disparity in education in Ethiopia has been supported by policy and the government started to give much attention to encourage female students disparity in higher learning institutions is still continuing in favor of male.

Table 5: Girls enrollment in colleges and faculties from 2006 to 2017

Year	Natural & computation Science	Technology	Health Science	Agriculture	WGCF & NR	Business & Economics	Social Science & Humanity
2006	18	13	22	21	14	24	23
2007	27	5	29	16	7	20	25
2008	28	17	20	20	20	22	31
2009	20	16	17	19	10	30	22
2010	21	17	23	15	5	25	22
2011	19	15	18	15	8	23	20
2012	25	19	17	19	14	22	21
2013	27	19	21	21	29	23	28
2014	35	21	24	26	30	27	38
2015	32	20	27	28	31	25	30
2016	32	23	32	28	31	25	35
2017	33	26	34	43	47	28	37

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### 3.4 Gender and Training

The training of extension personnel also reflects the supply orientation of the extension service. Much of the pre-service training focused heavily on technical issues, nearly to the exclusion of aspects such as community organization and interaction and gender concerns of services, topics that would contribute to the ability of front-line service providers to manage community members' concerns and feedback and to use this feedback to better tailor services to farmers' needs. However, the study suggests that extension workers received in-service training on these topics, among others from NGOs. Strategies to increase women's access to agricultural extension suffer from the general problems faced by the extension system and from the "perception bias" regarding the role of women in agriculture.

Table X. A basic framework for gender sensitivity training and analysis of potential activities.

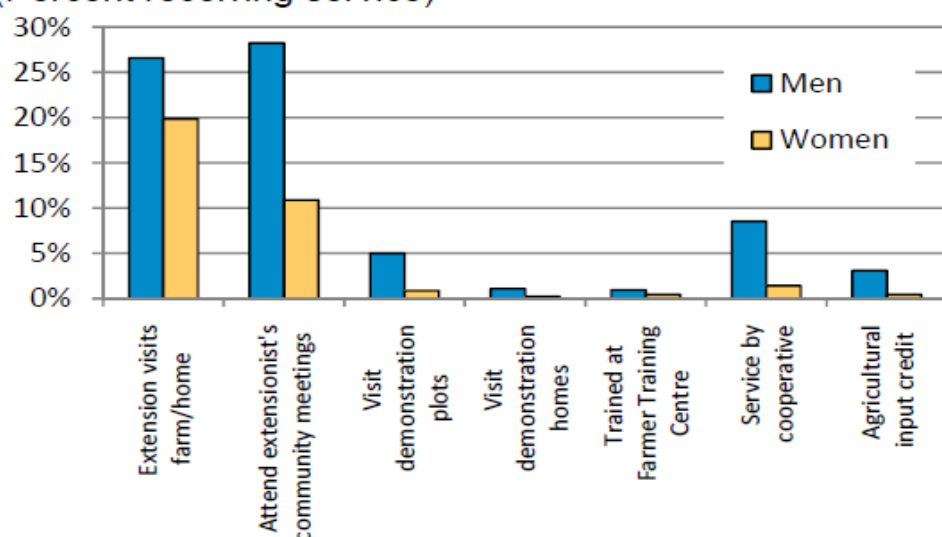
	<b>How can women contribute? Who and with which capacity?</b>	<b>How can women benefit?</b>	<b>How can men contribute? Who and with which capacity?</b>	<b>How can men benefit?</b>	<b>How gender equality matter for the solution (possibilities and risks)?</b>
What is the overall objectives and goals of the action?					
What are the major/critical problems and constrains to achive the goals?					
What are the potential solutions?					
What are the objectives of the training?					
What are the objective of the NN pilote?					
What the opportunities for women with action NN , e.g. nurseries?					
What can we learn from afforestation and LU transformations in Amhara region?					
What are the opportunities for women's acces to local markets?					

### 3.5 Gender and Extension

Previous studies of agricultural extension in Ethiopia emphasize the top-down approach to service provision. Agents have received relatively hard quotas for enrolling farmers in technology packages and have been evaluated on this basis. Extension also works through “model” or “progressive” farmers, who tend to be better off and male. Communication is mostly one way, with extension agents transferring knowledge to farmers. Most agents have been men, except in the field of home economics, and they have provided services mainly to heads of household, regardless of gender (Buchy and Basaznew 2005; EAA/EEPRI 2006). Historically, extension policy was made in Addis Ababa, and merely implemented in the field. Changing the delivery mode can have positive benefits: deployment of extension teams to kebeles can facilitate communities’ ability to plan and manage development activities for themselves on a sustainable basis (Cohen, Rocchigiani, and Garrett 2008). In addition, extension services generally have positive impacts on nutrition and poverty reduction (Dercon, Gilligan, Hoddinott, and Woldehanna 2007). Few agents have university degrees, although an increasing number have postsecondary technical training. Extension personnel with more-advanced training tend to work in administrative positions (Lemma 2007).

The importance of extension to address issues related with, poverty, hunger and women’s empowerment is emphasized by Alkire et al., (2013). Gender is crucial to understand the context in which rural development is being implemented. In Ethiopia extension services is considered as the major strategy to address agricultural invocations and technologies for the rural farming community to address sustainable rural development. However many rural development programs and experiences showed that gender inequality is a major challenge to address the need of the rural women who has limited right and access to land and resources. For example a household survey in eight woredas in seven Ethiopian regions in 2009, and additional qualitative fieldwork in four of the eight woredas, Mogues et al (2009) reports on overall differences in access to agricultural extension between men and woman (Fig 2) Furthermore most of the development agents (DAs)working on rural extension services are men (table 5). The dominance of men in the development agents may limit the equal participation of women to involve in adoption of new technology. Women’s participation is only effective if efforts are made across a number of domains ranging from individual empowerment (increasing voice or agency), to the networks or relations that enable women to interact effectively with development actors such as government agencies, research institutions and civil society among others Anandajayasekeram et al., (2008) emphasize that extension serves that do not have an explicit focus on women and gender often fail to recognize the contribution and participation of women in agricultural and the structural condition which include their domestic role that can limit the type of training and extension available for women.

**Figure 2: Use of extension and other agricultural services, by gender**  
(Percent receiving service)



Source: EEPRI-IFPRI Survey, 2009.

Table 5. Development agents in South Nation Nationalities and Peoples Regional State

Name of the place	No of male	No. of female	Share of female %
Sidama zone	1964	350	15%
Knбата Tenbaro Zone	451	188	29%
Aleta Cuko Woreda (Sidama)	113	9	7%
Anlemo Woreda (Hadya)	47	31	40%

Source: zonal and district agricultural offices

Control over resources can often remain unequal, leaving women and children most vulnerable to the effect of development programs that do not integrate gender into their design. Although development projects including agricultural extension being able to achieve specific and measurable outcomes, women's access to extension services still remains curtailed relative to that of men.

Proportionally much fewer women than men appear in community meetings organized by extension agents, and substantially fewer women than men visit demonstration homes and plots. Extensionists' visit to households' homes and farms are reported by men and women nearly equally, and in fact proportionally more frequently by women. However, this does not reveal whether the woman actually came into contact with the extensionist during these visits, or whether the extension officer focused his or her advice on the man in the household. The latter is in fact strongly suggested by the qualitative fieldwork, which also found that extension agents targeted the men even when the advice concerned activities primarily undertaken by the women (such as poultry keeping).

Nevertheless, gender-differentiated quality and quantity of extension provision persists. It may originate from many sources, but one reoccurring theme in the study was the cultural



perception that “women don’t farm,” even where the range of agricultural activities in which women engage is well known. The perception of men as “farmers” and women as “farm wives” also proposes that professional advice given to the man will be faithfully passed on by him to his wife, without due consideration of the somewhat different realms in agriculture that women and men engage in. Moreover, when the wife is not present during the contact with the extension agents, she loses the opportunity to follow up problems and opportunities that has been addressed for the rural development.

The strong standardization of extension and input packages discussed above also affected women in particular ways; the “women’s development packages” considered mostly agricultural activities that farm wives traditionally undertake and ignored the larger set of activities usually taken on by female heads of households (commonly widows and divorced women). The assessment of male and female prioritization of different types of public services highlighted in a more general form that the nature of gender differences (and similarities) in such prioritization varied depending on whether one compares all men with all women, or male with female household heads. This suggests better attention to the gender issues concerning heads versus those concerning all farmers, not only for service providers as mentioned above, but also for gender research on public services more generally.

### **3.6 Gender and Incentives for producers**

Forest governance systems and development programs usually involves one or more incentives for existing or potential producers of timber or other wood products and other ecosystem services. As with any arrangement intended to bring about changes there are opportunities for transforming the gender system, for better or worse. The UN-REDD Programme has therefor developed a Guidance Note on Gender Sensitive REDD+.

In the SNNPRS REDD+ Program the gender mainstreaming plan and approach is set to involve 50% of the female group in their livelihood improvement activities to support capacity building . The activities has been cofounded by Norway, Sweden, UNDP and Ethiopian government since 2015 and this project was piloted in 9 woredas. In their pilot activities they use the PFM approach as a tool, using households as a unit (enterprise). One of the activities is livelihood improvement. Improvement taking place in SNNRS and Amhara Regional State is by six Woredas is included in table 6. In total 83% of the beneficiaries involved have been women, but at the same time there is a distinct gendered division depending on the activity.

Only female are involved the stove cooperatives and these cooperatives are provided by revolving funds, mold as a raw material, and training in stove production. Therefore female are the major group society who are actively participate in stove production processing and marketing. In contrast only male are actively participating in the cooperatives who are trained in grafting are mainly involving in the production planting material in nurseries from grafting of fruit trees based on revolving funds and the entire production of the grafting from the establishment of nursery up to marketing. Planting is carried in community, state and private lands. Men are involving in site preparation (mainly clearing and hole digging) while female are dominantly participating in planting. Male mainly involve in pre planting activities (construction of SWC, site clearing, compost preparation and planting pit, Female involves more in planting and weeding

Regarding Employee at Regional level there are 7 experts (2 foresters, 2 climate smart agriculture, 1 MRV, and 1 likelihood experts), and at Woreda level 29 experts whereof only one female.

Table 6a. Amhara National Regional State REDD+ Program Activities by number of beneficiaries and gender

Activities	Number of beneficiaries				
	All	Whereof women		Whereof men	
Improved stove	2478	2478	100%	0	0%
Solar lantern	432	0	0%	432	100%
Biogas	29	7	24%	12	41%
Improved beehive	78	20	26%	58	74%
Total	3017	2505	83%	502	17%

Table 6b South Nation Nationalities and Peoples Regional State REDD+

Activities	Number of beneficiaries		Total
	Male	Female	
Fruit development /Grafted Avocado fruit provision/ Agroforestry	469	71	32
Improved coffee seeds (2 kg/person)	10	20	0
Support 1 SMEs on Grafted Avocado seedling production	16	16	30
Honey production Bee hives and its accessory	15	0	15
300 poultry provided for 30 Female beneficiaries with mesh wire	0	30	32
Goat and sheep provision for raring	0	15	0
Apiculture	24	0	24
Total	519	152	

The experience of the greening program in Addis Ababa is based on job creation and and facilitating credit for small scale enterprises. In this greening activities many poor jobless youths are benefiting from employment and the allocated credit facilities from the revolving fund. According to the information and list of 71 cooperatives that are involving in the project in different woredas and city administration of Addis Ababa showed that 187 and 247

women and men are benefiting from the revolving fund (table 7). Thus out of the total beneficiaries working in the cooperatives 43% are women.

Table 7. Cooperatives involving in urban greening in Addis Ababa

No. of cooperatives	No of women	No. of men	Greening area (ha)	Allocated fund with 15% vat
71	183	247	340	41478749

### 3.7 Gender and Value chain development

One key finding of the 2013 National Labor Force Survey (2013) male employment has always been significantly higher (82.7 percent in 2013) than female employment (69.8 percent in 2013) and the level of education is closely linked to occupation. Women with secondary or higher education qualifications are more likely to be in sales or services, and in professional, technical, and managerial occupations. Yet, the majority of both women and men are to be found in the agricultural sector. (UN Women; Preliminary Gender Profile of Ethiopia, 2014)

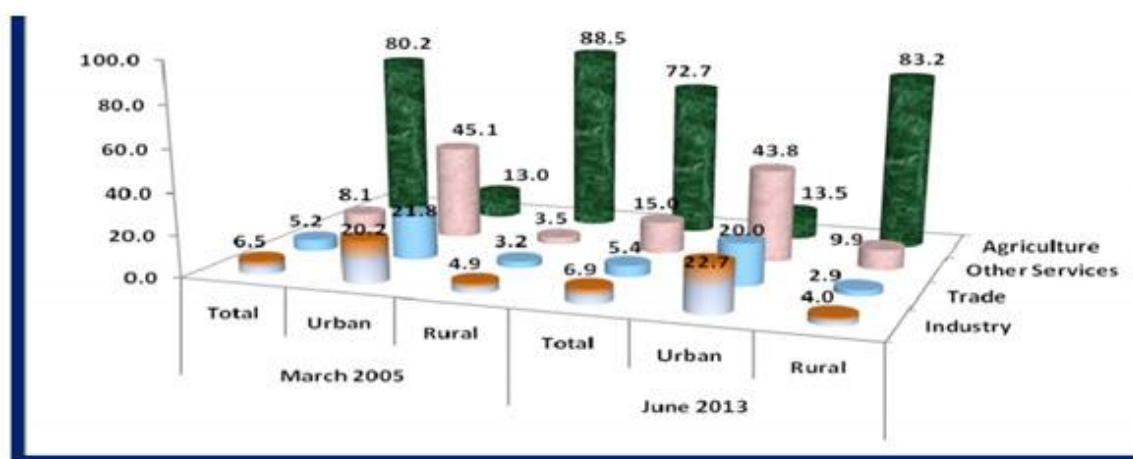


Figure X. Percentage share of national employed population by major industrial divisions (comparison of 2005 and 2013 labor survey data (Source: CSA (2014), Key findings on the 2013 National Labor Force Survey, March 2014)

As a result government actions promoting women's entrepreneurship development by providing trainings to women involved in micro and small businesses, and creating access to credit and markets, many micro and small-scale businesses owned and operated by women were able to grow into medium-scale enterprises in 2010/11. However, the number of women entrepreneurs is still low; 16 % among owners of all types of trades registered under the Ministry, and only 3% in Agriculture, Forest Development and Fisheries. ((UN Women; Preliminary Gender Profile of Ethiopia, 2014).

To exemplify the gender balance within the forest and forest production value chain, workforce data for Arsi-Negele Forest Enterprise in Oromia Region and Amhara Region Forest Enterprise has been compiled.

The Arsi Negele Forest Enterprise is organized in six departments; Forest Development & Utilization, Human resource management, Finance, Industrial process, Plan and promotion

and Wildlife, and six district offices (Munessa, Shashemene Gambo, Dodolla, A/Gugu and C/Geleme). In total there are 718 employees whereof 56 women (8%) women, but at the Arsi-Negele Branch office women account for 15%. In forest utilization & development only 3% of the workforce are women and in industrial process 5%. The largest number of proportion of women is to be found in human resource management (36%), finances (19%) and plan and promotion (18)%. However, also in the latter case women are more involved in the administrative activities than in the industrial business activities.

The industry which is involving in the processing and marketing of wood products is based in Arsi-Negele, Gambo, Shashemene and Munessa. The dominant force work in this value chain is mainly male (table 8). The enterprise is one of the important sector that create job opportunities for the surrounding communities. As has been explained by the planning and marketing section of the enterprise, about 177 (29%) female and 439 (71%) male are registered and involved in the self-organized small scale enterprises. This self-organized groups are getting priorities of buying sawn logs with a minimum prize to make profit through value adding.

Table 8. Proportion of women with permanent employment by district at Arsi-Negele Forest enterprise in Oromia Regional State, May 2019

District	Permanent employment		
	No. of Men	No. of women	Share of Women
Waajjjira Damee	142	23	14%
Munessa	155	6	4%
Shashamene	121	18	13%
Gambo	111	5	4%
Dodolaa	30	4	12%
Abagulu	69	5	7%
Galema	41	3	7%
Total	669	64	9%

Table 9. Gender balance by organizational level at Arsi-Negele Forest enterprise in Oromia Regional State, May 2019

Level	Total No considered	No Employed	Wherof men	Wherof women	Proportion of women
Managers	152	152	146	6	4%
Directorate under the EFCCC					
Environment	1028	571	464	107	19%
Forestry	1371	695	594	101	15%
Biodiversity	908	479	346	132	28%
Seed center	17	11	7	4	36%
Total	3324	1756	1412	344	20%
Regional	147	119	69	50	42%

Zonal	391	279	204	75	27%
Woreda	3688	2008	1510	498	25%
Special Woreda	123	60	49	11	18%
Reform City	79	55	41	14	25%
Hawassa City	91	69	51	18	26%
Total	4519	2590	1924	666	26%

In the 13 nursery sites 77 (62%) female and 47 (38%) male are involving in production of seedlings for the different planting sites, while an average of 599 (23%) women and 2013 men are participating in the harvesting.

In the Amhara Region Forest Enterprise over 70% of the workforce involving in nursery production of seedlings and planting activities are women while the majority involving in planting site preparation (clearing and hole digging) are men.

Table 10. Work force of Amhara region forest enterprise

	Permanent employee		Contract employee		Sub-Total		Total
	Male	Female	Male	Female	Male	Female	Total
Head office	53	20	1	0	54	20	74
Seed center	8	2	0	1	8	3	11
Gonder	21	3	73	0	94	3	97
Debre Tabor	39	6	187	0	226	6	232
Woldya	10	4	36	0	46	4	50
Combolcha	54	12	195	0	249	12	261
DebreBerhan	43	11	206	0	249	11	260
Debre Markos	43	6	71	0	114	6	120
Fnote Selam	13	3	49	0	62	3	65
Enjibra	42	5	69	1	111	6	117
	<b>326</b>	<b>72</b>	<b>887</b>	<b>2</b>	<b>1213</b>	<b>74</b>	<b>1287</b>

#### 4. CONCLUSIONS AND RECOMENDATIONS

To assess, monitor and evaluate the different implications for people of different genders of any planned policy action, including legislation and programmes is considered as an essential aspect of gender mainstreaming within any active governance system.

Lack of gender disaggregated statistics and clarity regarding measurement and interpretation of the records constrains the possibilities to articulate policy responses to the potential inequalities faced by women and men.

Although women are given equality in national legislation the effectiveness of formal institutions in rural development is dominantly constrained by customary institutions. Cultural and religious norms regarding what women have to do or cannot do without challenging the gender norm system, restrain women's physical mobility and thereby also their participation in income generating activities.

Decades of gender and development studies shows that to bring gender equality forward it's not enough to understand gender as something that "we are"( biological sex), we also need to comprehend gender as something "we do", all the time and in interaction and relation with others. Therefore gender has to be considered in the following governance aspects; institutions and processes; land use rights, inheritance, marriage, decision making process, division of labour, trading and marketing.

Gender can be found everywhere, in institutions and products as well as actions, events and language, therefore the inclusion of meanings is both challenging and at the same time an opportunity as "data" can be accessed everywhere and from all stakeholders involved.

Women's access to market is crucial when gender mainstreaming activities and programs aiming for sustainable forest production and value chain development without deteriorating women's situation and space of action.

Years of gender studies at the College of Development Studies Addis Ababa University has provided quite a number of individuals (i.e. the authors) with both theoretical, methodological and empirical skills in applying a gender perspective/gender sensitive methods related to topics of relevance for this project.

Rural women in Ethiopia are excluded from extension programs as being helpers rather than farmers in their own farming community. Therefore women have limited decision-making power and limited visibility to extension and rural development program development. Women in rural Ethiopia has limited support from extension services, this lack of adequate extension support could be attributed to the socially constructed gender bias of predominantly male extension agents or the limited control over land and resources.

Women involve in the value chain development of forestry sectors. However the value chain in forestry production, management and use is mostly dominated by men. The overall general survey of the value chain and development indicate that most of the management position of forest departments consider male while most women are involving as subordinates. The majority of women are involving in plant material production and planting activities including urban greening and forest enterprises.

Rural development agents working who are providing extension services for the farming community should be exposed to intensive gender sensitization and training on improving rural development that include female farmers who need to be supported by comprehensive practical training

Extension agents should develop a mechanism of female contact farmers in order to address rural development projects and to increase outreach to women farmers

The higher the educational ladder the wider is the gender disparity in favor of male. The limited opportunity they have in high school and dominantly the least grade point in joining higher education limit their choice of departments and specializations. Although the policy framework Ethiopia addressed gender equity and equality to girl's education at higher learning institutions, the government policy is not institutionalized to address to support their need in placement that strongly affecting their success. Therefore the disparity against female students in higher learning institution is high.

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## APPENDIX 1

List of Master thesis College of Development Studies Addis Ababa University, addressing gender issues with relevance for the implementation of the project

1= Womens access/control to land incl decisionmaking and participation 2) Gender and division of labour. 3) Gender and womens empowerment through education, professional training, and micro finances etc. 4. Masculinity studies

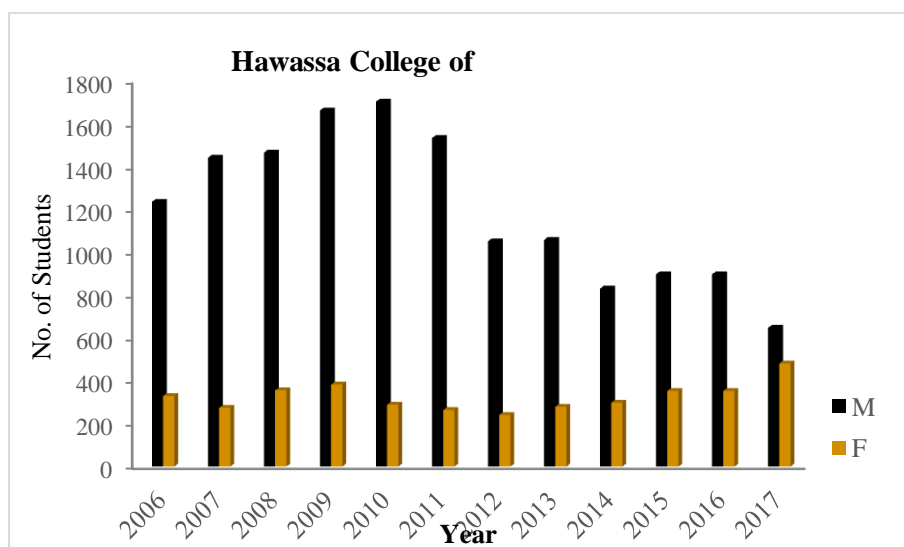
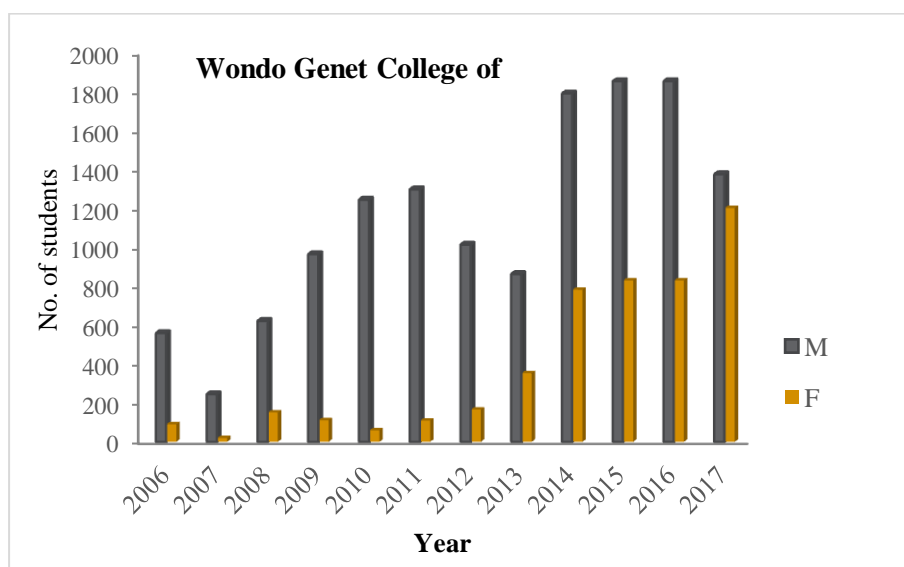
AUTHOR	Gender F or M	TITLE	YEAR	TOPIC
Almaz W/tensay		Women's Access To and Control Over Land In The Current Land Administration System In Two Rural Kebeles In ADA'S Woreda Of Oromia Region.	2006/2007	1
Anteneh Bassazeneu		Gender and Agricultural Production In Ethiopia: The Case Of Gozamen Woreda, Amhara Region.	2007/2008	1
Teshome Beyene		Rural Women and Environmental Degradation: The Case Of Aseko- Buta Ber Kebele In Arsi Zone.	2007/2008	1
Berhanu Eskezia		Women's Landholding Rights In The Amhara Regional State: The Gap Between Access and Effective Control In The Female-Headed Households, The Case Of Dembecha Woreda.	2007/2008	1
Demese Yigzaw		Gender and Access To Productive Resources: The Case Of Mao People In Benshangul Gumuz National Regional State Of Ethiopia.	2008/2009	1
Mestfakir Alebachew		The Impact of Climate Change on Livelihoods of Rural Households from Gender Perspective: the case of Boricha Worda, Southern Nation Nationality and Regional States.	2012/13	1
Salsawit Assefa		The Gender specific vulnerabilitites and adaptive strategies to climate change among farming Households: The Case of Dejen Woreda in east Gojjam Zone, Northwestern Ethiopia	2014/2015	1
Gomeje Amessie Sfraayshu		Rural Women Participation in Watershed Management: A Case of Shay Watershed/ Area, Kebele 09 Menz Gera- Midir Wereda of Amhara National Regional State, Ethiopia	2015/2016	1
Libanos Demeke		Women Participation in Cooperatives and their Decision- Making at Hosehold Level: The Case of Women in Energy Saving Cooking Stove Coopratives in Wonchi Woreda	2015/2016	1
Addis Bezabih		Rural Women's Access Land and Their Food Security Situation: The Case Of Hulet Ejue Ense Woreda, Amhara Region.	2010/2011	1
Enemayehu Lulseged		Economic and Social Status Of Rural Female-Headed Households: The Case Of Gurage Zone, Muhur Na Aklil Woreda.	2010/2011	1

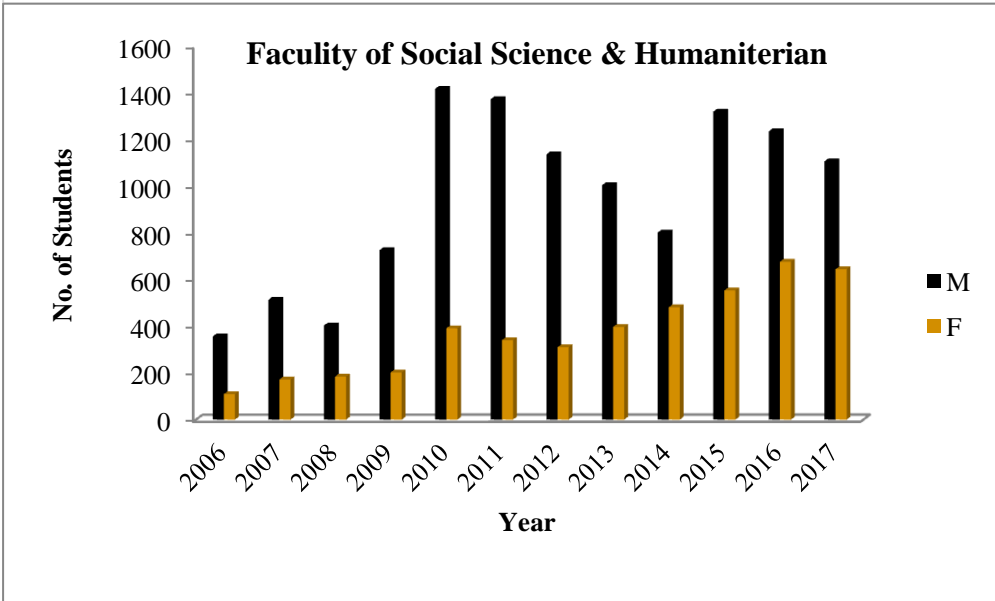
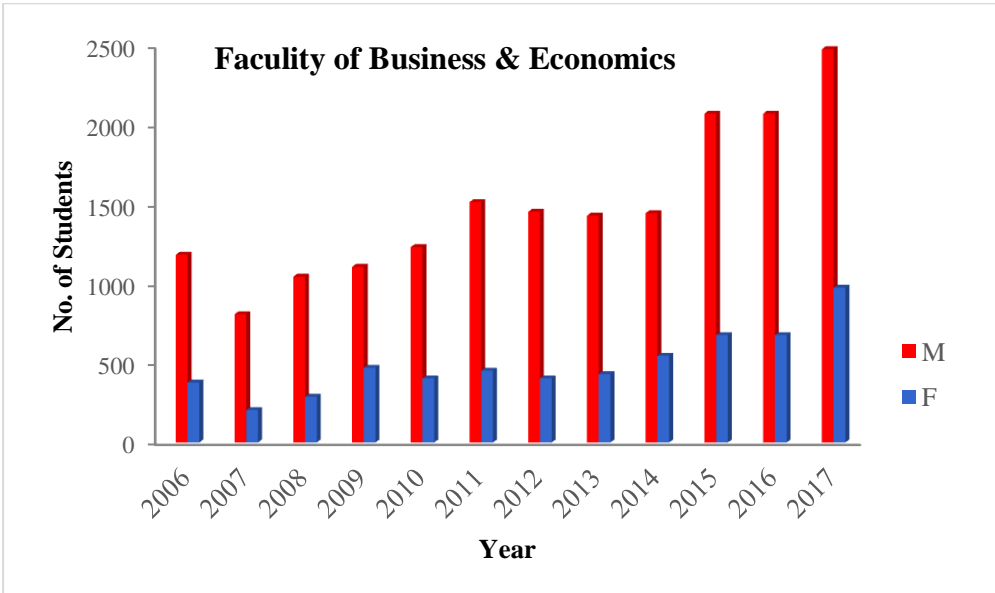
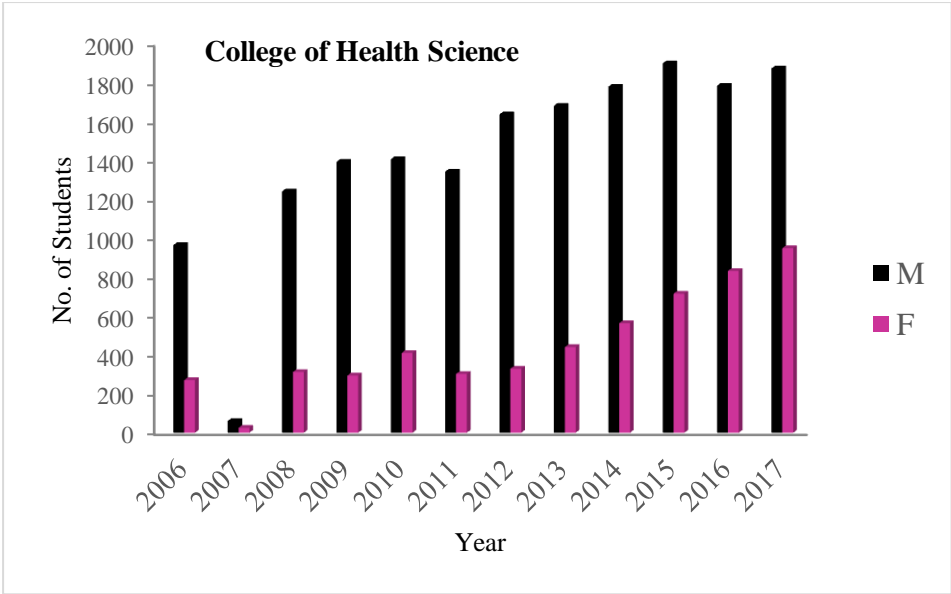
Wubit Adebabay		Challenges in Accessing Farm Resources: The Case of Women in Female Headed Households in Mender Meter Kebele, West Gojjam Zone, Amhara Regional State, Ethiopia.	2012/2013	1
Lemlem Adugna		Women's Matrimonial Property Rights during Petition for Partition of Common Property: The Case of Federal First Instance Court, Lideta Bench, Addis Ababa.	2014/2015	1
Amira Ajeily		Access to Control over Farmland among married women in selected kebeles in Adigudom woreda, Tigray Region	2016/2017	1
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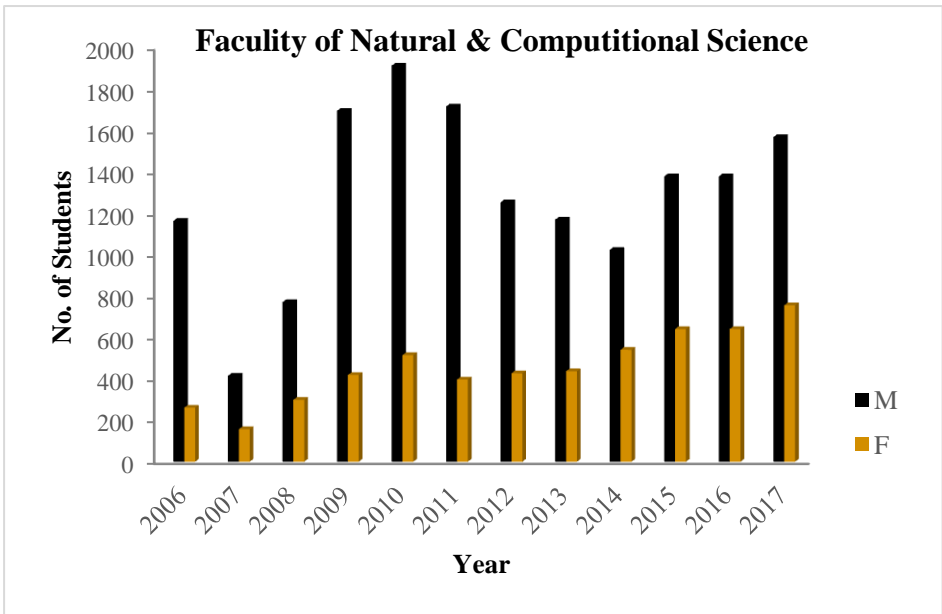
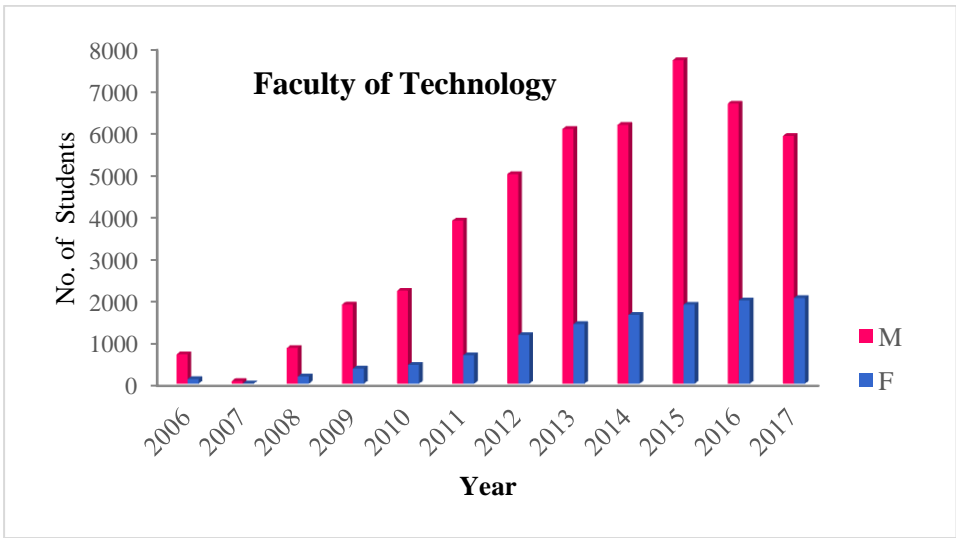
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Jejaw Ambie		The Myth Of Ideal Masculinity: Traits, Blood Revenge Practices and Their Impact On Women In Sebentera Kebele, Dabat Woreda, North Gondor Adminstrative Zone.	2010/2011	4
Arsema Solomon		Understanding masculinity: the case of wheat producing male youth farmers in debre Elias Woreda iin the Amhara National Regional State of Ethiopia	2016/2017	4

Appendix 2: Female and male students enrollement of Hawassa University in the different colleges and faculties (2006 to 2017)







Source: Hawassa University Registrar Office

Appendix 3: Female and male attrition rate of Hawassa University under the different colleges and faculties (2006 to 2017)

