

Oromia National Regional State Forested
Landscape Program: Consultancy for Gender
Analysis, and Preparation of An Action Plan to
Mainstream Gender in the Oromia Forested
Landscape Program (P156475)

ZERO DRAFT REPORT

Submitted To:
Oromia Environment, Forest and Climate Change
Authority
Finance, Procurement and Property Administration
Directorate

Consultant

Admassu Tesso Huluka (PhD)
Ass. Professor of Development studies
Telephone: +2151-911-182142/+251-911-980665
Email: admassutesso@gmail.com
Skype: admassu.tesso2
Ethiopia, Addis Ababa

ADDIS ABAB,
ETHIOPIA
FEB.2020

Contents

LIST OF ABBREVIATIONS	iv
1 INTRODUCTION	1
2 RATIONALE AND THE PURPOSE OF ASSESSMENT	1
3 OBJECTIVES OF THE ASSIGNMENT	3
4 SCOPE OF THE WORK	3
5 SPECIFIC TASKS	4
6 RESEARCH APPROACH AND METHODOLOGY	5
6.1 Quantitative methods.....	5
6.2 Qualitative Methods	7
7 CONCEPTUAL FRAMEWORK OF THE STUDY.....	8
8 THE CHALLENGES AND MITIGATION MEASURES	12
9 DISCUSSIONS AND ANALYSIS	14
9.1 International conventions and Gender Policies.....	14
9.2 Integration of Gender Policy into Programs, Projects and Activities	15
9.2.1 Policy and programme frameworks	16
9.2.2 Existing gender capacity /Technical capacity	17
9.2.3 Budget issues.....	18
9.2.4 Gender-conscious workplace	18
9.2.5 Human Resource Level	19
9.2.6 Accountability mechanism.....	20
9.3 Capacity To Mainstream Gender Issues	20
9.4 Access To and Control Over Resources	22
9.5 Gender Analysis: Gaps and Constraints	31
9.5. 1 Socio-Demographic factors.....	31
9.5. 2 Economic factors.....	40
9.5. 3 Institutional factors	42
9.5. 4 Legal and political factors.....	45
10 CONCLUSION AND RECOMMENDATIONS.....	46
10.1 Conclusions.....	46
10.2 Recommendations	47
Annex 1:Documents reviewed:	49
Annex 2: Quantitative Household Data Collection Sheet.....	50
Annex 3. Interview guide	57
Annex 4. Self assessment check list	58
Annex 4.1. Gender-Sensitive Approaches: Sex Activity Profile	60
Annex 4.2. Access and Control of Resources Profile	61
Annex 4.3 : Influencing Factors to Access and Control of Resources	62
Bibliography	63

List of Tables

Table 1. Survey zones and districts	4
Table 2. Survey respondents by sex and locations.....	7
Table 3. Organizational capacity analysis for gender mainstreaming	21
Table 4. Gender-Sensitive Approaches: Sex Activity Profile	23
Table 5. Access and Control of Resources Profile	26
Table 6. Influencing Factors to Access and Control of Resources	28
Table 7. Gender difference in Socio-demographic factors	31
Table 8. Gender difference in literacy	32
Table 9. Comparisons of men and women work load per 24 hours.....	32
Table 10. Gender difference in decision making over household assets	33
Table 11. Gender difference in household care.....	34
Table 12. Gender difference in access to decision-making and representation.....	35
Table 13. Gender difference in community forest management.....	36
Table 14. Gender difference in Climate Change awareness	37
Table 15. Gender difference in frequency of travel to forest.....	38
Table 16. Gender difference in climate change adaptation strategy	39
Table 17. Gender difference in adaptation strategy use.....	39
Table 18. Gender difference in Economic factors	40
Table 19. Gender difference in saving habits	40
Table 20. Gender difference in food security.....	41
Table 21. Gender difference in periods of food gaps	41
Table 22. Gender difference in OFLP awareness	42
Table 23. Gender difference in land use certificate	43
Table 24. Gender difference in tenure security.....	44
Table 25. Gender difference in awareness about forest laws	45
Table 26. Gender difference in trust in existing forest law	46

LIST OF ABBREVIATIONS

CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
FAO	Food and Agricultural Organization
NWFP	Non-wood forest products
OEFCCA	Oromia Environment, Forest and Climate Change Authority
OFLP	Oromia Forested Landscape Program
OFWE	Oromia Forest and Wildlife Enterprise
ORCU	Oromia REDD+ Coordination Unit
REDD+	Reducing Emissions from Deforestation and Forest Degradation
TFPs	Timber Forest Products
ToR	Terms of Reference
UNDRIP	United Nations Declaration on the Rights of Indigenous People

ZERO DRAFT REPORT

1 INTRODUCTION

Gender mainstreaming has been the primary methodology for integrating a gender approach into any development effort. Gender mainstreaming is intended to bring the diverse roles and needs of women and men to bear on the development agenda. It is widely recognized that integrating gender perspectives into policies and programs is important to the achievement of all the 2030 Agenda for Sustainable Development, not merely goal5 which states "achieve gender equality and empower all women and girls". Recent evidence shows that there is tremendous potential gains in agricultural productivity, poverty reduction and reduction in hunger from addressing gender inequalities in access to productive resources (FAO, 2011; World Bank, 2012). Oromia Forested Landscape Program (OFLP) in collaborations with other partners have recognized the role of gender mainstreaming as essential tool to advance the goals of social inclusion for addressing the strategic and practical needs of men and women. Accordingly, OFLP needs the services of independent consultant to conduct gender assessment in its intervention areas using World Bank Group's (2012) gender strategy.

2 RATIONALE AND THE PURPOSE OF ASSESSMENT

In most parts of rural Ethiopia, communities and households, men and women perform different roles, have different responsibilities and different— often unequal—statuses. Customarily, women have less ownership and control over assets, reduced decision-making capacity and fewer educational and economic opportunities than men. Due to this, women and men have different experiences, knowledge, talents and needs. As the result, development initiatives can affect male and female beneficiaries in vastly different ways. Thus, failure to assess and redress the existing social customs, norms and institutions that hinder equal participation of men and women in any development project may result in worsening the already existing gender inequity. However, promoting any project which enhance gender inequality is against human right declaration. This is because gender equality is a human right set forth in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as well as addressed

in the United Nations Declaration on the Rights of Indigenous People (UNDRIP). Accordingly, the Oromia Forested Landscape Programs promotes gender equality as part of its commitments to international agreements and recognizes the effectiveness and sustainable impacts of mainstreaming gender into the project interventions.

Mainstreaming gender into a project can increase efficiency, effectiveness, and sustainability of a program. Evidences show that gender roles, responsibilities and inequalities can affect the ability to achieve broad-based economic growth, community forest management, strong communities and food security in developing countries like Ethiopia. For example, according to the Food and Agriculture Organization (FAO, 2011), if women had equal access to, and control over, productive resources, agricultural production yields would increase by 20-30 percent, which could, in turn, increase the total agricultural output in developing countries by 2.5 - 4 percent and reduce the number of hungry individuals in the world by 12 - 17.2 percent.

Thus, without a deliberate consideration of gender dynamics, women often encounter obstacles to participating in, and benefiting from, development projects. Understanding gender issues is therefore essential for effective implementation of any project. Gender assessment/analysis is a process of collecting and analyzing sex-disaggregated information in order to understand gender differences. Accordingly, the rationale of this gender assessment is to explore gender differences so projects can identify and meet the different needs of men and women. It also facilitates the strategic use of the distinct knowledge and skills women and men possess. To be more specific, this gender analysis/analysis is required in order to:

1. (Re)-design and implement OFLP in a way that will close gender inequality gaps so that both women and men benefit from development and are equitably empowered.
2. Understand how gender roles, responsibilities and inequalities affect the project's effectiveness and the sustainability of its results.

As per the consultancy service ToR, the consultant is committed to provide the following services: (i) Gender analysis -with the aim to identify gaps in outcomes between women and men in a forest and forest relevant sector or project context. (ii) Preparation of training plans -with the aim to design interventions to address the gaps between women and men; (iii) Develop a gender action plan- with the aim to mitigate the constraints and design support mechanisms to measure

changes in outcomes between women and men; and (iv) develop OFLP gender mainstreaming guideline. The consultant will produce separate document for OFLP gender mainstreaming guideline while recognizing the interdependence of the services categories. Knowledge from gender analysis will be considered as the base for preparations of the training plans; development of gender action plans and for the preparations of OFLP gender mainstreaming guideline.

3 OBJECTIVES OF THE ASSIGNMENT

The specific objectives of the consultancy services as per the ToR includes the following:

1. Identify gender-based constraints to equitable participation and access of men and women to the project and forest and forest related services in Oromia;
2. Assess the existing key gender-related national policies and programs to identify opportunities for collaboration and mutual strengthening of a gender approach in OFLP;
3. Identify gaps and strategies for ensuring both men and women benefit from the program's activities, especially how to ensure improved economic inclusion for women;
4. Provide operational recommendations for ensuring that gender dimensions are captured in all the OFLP components;
5. Assess any opportunities and potential negative effects of the OFLP program might have on gender relations;
6. Assess how OFLP programmatic activities address gender barriers and inequalities and contribute to promoting positive outcome for women and men, girls and boys;
7. Assess the level of Woreda/community capacity and commitment to gender -sensitive /responsive planning and implementation.

4 SCOPE OF THE WORK

In terms of geographic scope, the work covers sampled OFLP intervention areas. Accordingly, data has been collected from sample hotspot zones and none hotspot zones as identified by ORCU. Accordingly, the following table summarize lists of the selected zones and woredas(districts) as we have identified in collaboration with OFLP coordinator.

Table 1. Survey zones and districts

Surveyed districts	Survey zones					Total
	East Woll	Illu Abab	Wet Shoa	West Arsi	West Guji	
Diga	40	0	0	0	0	40
Wayu Tuka	41	0	0	0	0	41
Alle	0	35	0	0	0	35
Hurumu	0	41	0	0	0	41
Toke Kutaye	0	0	41	0	0	41
Dandi	0	0	34	0	0	34
Dodola	0	0	0	36	0	36
Adaba	0	0	0	34	0	34
Adola Rede	0	0	0	0	36	36
Bore	0	0	0	0	34	34
Total	81	76	75	70	70	372

East Wollega and West Shoa zones were among non-hotspot areas while Illu Ababora, West Arsi and West Guji zones are among the identified hotspot zone. Two districts are take from each zone. accordingly, Diga and Wayu Tuka districts are from East Wollega zone; Alle and Hurumu districts were from Illu Ababora zone; Toke Kutaye and Dandi districts are from West Shoa zone; Dodola and Adaba districts are from West Arsi zone while Adola Rede and Bore are from West Guji zone.

5 SPECIFIC TASKS

As per the ToR, our specific tasks include:

- 1) Develop a research work plan in close consultation with Oromia REDD+ Coordination Unit (ORCU), Oromia Environment, Forest and Climate Change (OEFCCA) Women Affairs Office;
- 2) Conduct a Desk Review of any policy/legal frameworks, project documents and any other documents relevant to assignment;
- 3) identifying stakeholders and key issues, and undertaking a gap analysis of where additional data and/or consultations are required, review existing and background material and findings from previous monitoring visits undertaken by ORCU, OFWE and OEFCCA;
- 4) With guidance from ORCU, Oromia Forest and Wildlife Enterprise (OFWE) and OEFCCA, meet with representatives from relevant stakeholders;

- 5) Conduct field research in selected OFLP intervention sites in Oromia national regional state.

6 RESEARCH APPROACH AND METHODOLOGY

The individual consultant has worked in close consultation and discussion with Oromia REDD+ Coordination Unit (ORCU) and Oromia Environment, Forest and Climate Change (OEFCCA) in order to: (i) organize focus group discussions with women associations or networks. (ii) carry out interviews and document case studies of women and young that contribute to the conservation and sustainable management of forests and other natural resources, particularly as agro-foresters, farmers, forest professionals, etc. As implicitly stated in the scope section of the report, the assessment has combined both quantitative and qualitative methods.

6.1 Quantitative methods

The quantitative component has involved household survey. The sample was determined using multistage cluster sampling design. Multistage sampling refers to sampling plans where the sampling is carried out in stages using smaller and smaller sampling units at each stage. In this case, a sample of primary units is selected and then a sample of secondary units is selected within each primary unit. Accordingly, zones are our primary sampling unit. Currently, there are about 20 Oromia zones, of which the consultant has sampled 5 zones. Our zones are classifications of zones as hotspot (7 zones) and non-hotspot zones (13 zones) by OFLP program implementation manual. Accordingly, the consultant has selected five zones of which 3 from hotspot zones and the rest 2 zones from the non-hotspot zones as explained in the previous section.

Districts (Woredas) in each zone was considered as the secondary sampling unit. Following similar logic as for selection of the zones, districts are grouped into two as hotspot districts and non-hotspot districts. Accordingly, 52 districts are already classified as hotspot districts for forest management investment in deforestation by OFLP. The rest districts are non-hotspot for forest management investment in deforestation. Accordingly, the consultant has sample two districts from each hot spot zones and non- hotspot zones thereby making total of 10 districts. Of these,

six (6) districts are from hotspot zones while the remaining four (4) districts are from non-hotspot zones (please see the selected zones and districts presented by Table 1 above).

Kebeles within each district were considered as third sampling unit. The selection of the Kebeles was based on discussion with OFLP implementing entity. Accordingly, two (2) Kebeles were selected from each district. This makes total of 20 Kebeles from all districts. Villages within each Kebele were considered as the fourth sampling unit. Accordingly, two villages were selected from each Kebele. This will make total of 40 villages. The final sampling unit is households. At this stage, a number of community and household representatives were selected. From each village, the following individuals were selected:

- At least two (2) female respondents,
- At least two (2) married women
- At least two (2) male households,
- At least two (2) religious fathers,
- One community leader (Abba Gada)
- One young girl whose age is above 18 and yet not married

Thus, number of samples from each village will be 10 [$2+2+2+2+1+1= 10$]. Finally the total number of individuals to be sampled would be 400 calculated as [10 individuals* 40 villages=400]. Quantitative data collection tool was prepared and annexed to this report (please see annex 2). However, because some selected respondents (mostly women) were not willing to be interviewed for various reasons at the moment, our actual sample size was dropped to just 372 instead of 400. The following table shows the actual respondents classified by gender and district of the study.

Table 2. Survey respondents by sex and locations

Surveyed districts	sex of the respondents		Total
	Women	Men	
Diga	9	31	40
Wayu Tuka	20	21	41
Alle	20	15	35
Hurumu	21	20	41
Toke Kutaye	21	20	41
Dandi	13	21	34
Dodola	13	23	36
Adaba	20	14	34
Adola Rede	11	25	36
Bore	18	16	34
Total	166	206	372

Source: calculated from survey data (December 2019)

As can be seen from the table, women respondents constitute 166 (44.7%) percent of the total sample despite more efforts made to include many women respondents. In terms of location, very fewer women were willing to be interviewed in Diga district of East Wollega zone. In contrast, more women were willing to be interviewed in Hurumu and Toke Kutaye districts. This discrepancy in willingness across the location itself may imply gender mainstreaming and awareness raising difference activities done by the respective districts.

6.2 Qualitative Methods

Parallel with the quantitative survey, the individual consultant has conducted qualitative research. The aim of this qualitative research was to capture knowledge, attitude, practices as well as the nature of social sanctions and their enforceability in the community with regard to promote gender equality. To this end, the consultant has used a combinations of methods:

Interview with sectoral office heads: As gender issues are multispectral and multifaceted, the individual consultant has conducted interviews in the form of consultative meeting with a number of sectoral heads (Please see annex 3 for the details of the interview guides).

Self assessment check list: In order to assess the level of Woreda capacity and commitment to gender -sensitive planning and implementation, self assessment check list was prepared and annexed (annex 4).

Focus group discussion(FGD): The consultant has conducted two FGD at most Kebele consisting of 8-12 individuals. The consultant has organized separate FGD for men and male. The participants of FGD were determined in consultations with OFLP team members (Please see data collection instrument for FGD annexed as annex 5).

Participant observation: Field observation is useful to obtain timely information by observing the general environment which has helped to generate insights and findings that can serve as a base of further analysis of the collected data, to give detailed interpretation of the information and to draw recommendation. On top of that this method is essential to complement collected data and will be used to understand the context in which information is collected. Field visits were done on selected sites, in consultations with the client and all relevant stakeholders. For example, we have visited tree some plantation sites while the community were at work.

Desk review: The consultant has conducted a thorough desk review of programme documents including mappings of all OFLP supported communities, project documents, agreements, field visit reports, etc. The desk review has given us the true picture of what REDD+ and OFLP do and enabled us to derive relevant indicators on each programs and sub-programs to be included in the M&E.

7 CONCEPTUAL FRAMEWORK OF THE STUDY

The consultant has prepared structured questionnaire and annexed to this report. The questionnaires is based on the following conceptual framework, which focuses on three domains:

- Identifications of gaps in outcomes between men and women in the project context;
- Design intervention mechanisms to address the identified gaps; and
- Design monitoring and evaluation mechanisms to measure the changes as the result of the proposed interventions.

The following figure depicts the proposed conceptual framework.

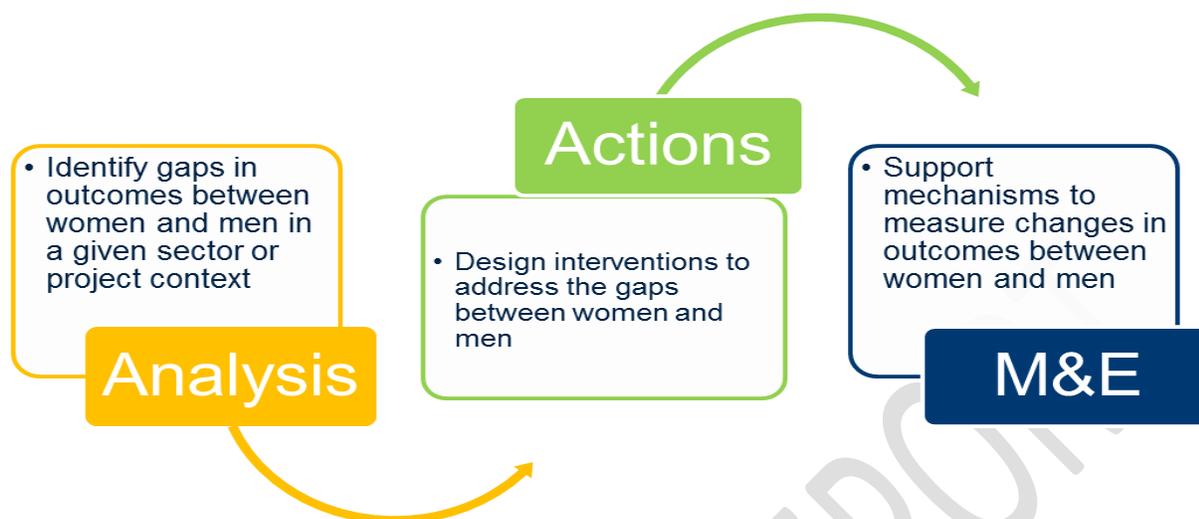


Figure 1. Gender analysis conceptual framework

Source: World Bank Group Gender Strategy Guidance

This gender analysis, gender mainstreaming and preparation of action plan has helped to provide indicators for monitoring and evaluation phase of the OFLP project. Accordingly, the assessment was strongly related to the first two components of OFLP as stated below:

Enabling investment:- this project component aims to finance investment in participatory forest management (including livelihoods support and selected nature-based community enterprise development) and reforestation in deforestation hotspots in sites to be selected, as well as extension services, and land-use planning state-wide at state and local levels.

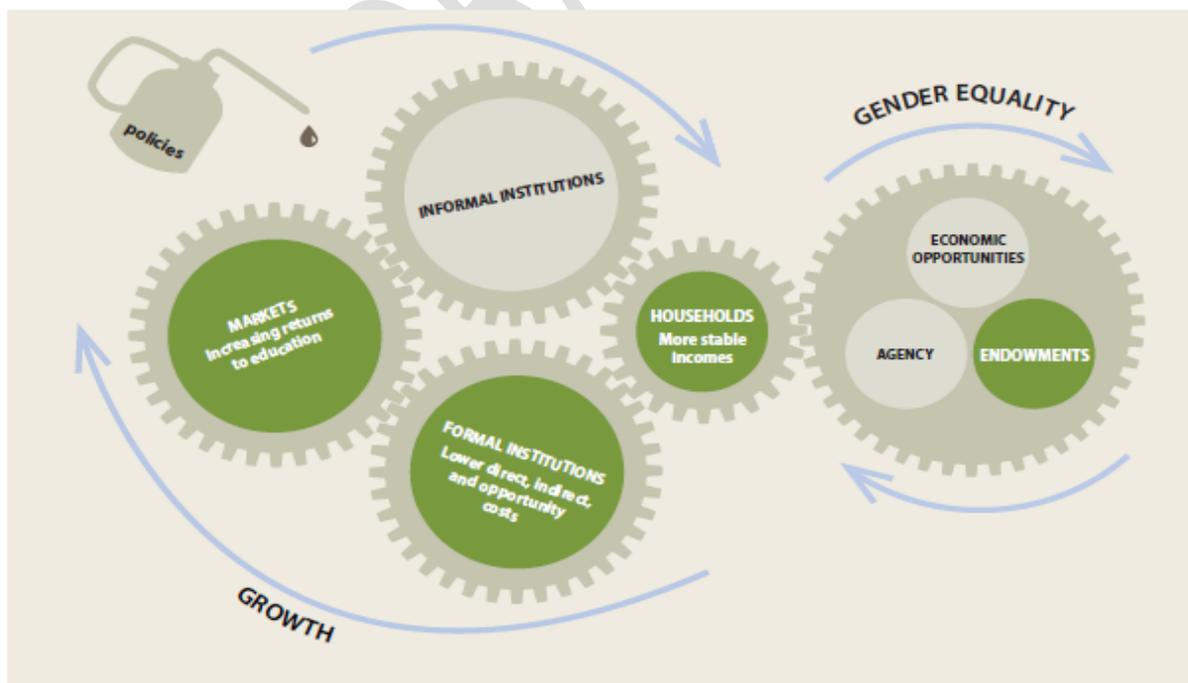
Enabling Environment :- This project component will finance complementary activities to improve the effectiveness and impact of institutions, incentives (i.e., policies, marketing), information and safeguards management at state and local levels. This component will enhance the enabling environment to help scale up and leverage action on-the-ground to reduce deforestation and forest degradation. Accordingly, this gender assessment work will collect baseline data which will be used to monitor and evaluate changes in outcome between men and women and progress and achievements of both enabling investment and enabling environment finances.

To identify the gaps in outcome between women and men in the project contexts, we have utilized conceptual framework proposed by World Bank (2012). This framework focuses on three domains of gender equality:

1. Endowments, particularly health, education, and social protection;
2. Economic opportunity, defined as participation in economic activities and access to productive assets; and

Voice and agency, understood as freedom from violence, and the ability to participate in decision-making and influence political processes and governance mechanisms

The three pillars are strongly interconnected. Health and education contribute to women's ability to take advantage of economic opportunities and to their capacity to exercise voice and agency. For example, in the forested landscape context, access to forest products helps women to save their time, their health and education contribute to their ability to participate in economic opportunities and access key productive assets and to exercise their voice and agency in the reconstruction process. Gender-based violence is a constraint to women's voice and agency; it can prevent women and girls from accessing overcoming constraints, and hamper their ability to access economic resources.



Source: Adapted from World Bank, (2012) World Development Report on Gender Equality and development

Accordingly, this gender analysis framework will have four parts and is designed especially for the project level. It is carried out in two main steps:

- information will be collected for the Activity Profile and the Access and Control Profile,
- this information will be used in the analysis of factors and trends influencing activities and access and control, and in the project cycle analysis.

The four parts of analysis are:

1. Activity Profile

The basic research questions include:

- What do the men do as reproductive work?
- What do the women do as reproductive work?
- What do the men do as productive activities?
- What do the women do as productive activities?
- What do the men do in the community?
- What do the women do in the community?
- Is there an unequal distribution of tasks between men and women? If so, why?

In activity profile, we have considered all categories of activities: productive, reproductive, community-related service. We will identify how much time is spent on each activity, how often this work is done (e.g., daily or seasonally), which periods are characterized by a high demand for labour, and what extra demands the program inputs will make on women, men, and children.

2. Access and Control Profile

The basic research questions include:

- What resources do men use to carry out their tasks?
- What resources do women use to carry out their tasks?
- Do the men and women access the resources differently?

- Are there any differences among the men in resource access? Are there any differences among the women in resource access?
- What resources do the men control?
- What resources do the women control?
- Are there any differences between the men and women in controlling resources?
- Are there any differences among the men in resource control? Are there any differences among the women in resource control?
- What benefits do the men get from family resources?
- What benefits do the women get from family resources?
- Who has control of the benefits? How? Why?

This information collected will enable the project implementer to consider whether the proposed project could undermine access to productive resources, or if it could change the balance of power between men and women regarding control over resources.

3. Analysis of Factors and Trends - The Socio-Economic Context

The basic research questions includes:

- Why do the men and women have the resources they have?
- Is this due to the legal context?
- Is this due to the cultural norms?
- Is this due to other reasons? What are they?

8 THE CHALLENGES AND MITIGATION MEASURES

Given the very broad assignment objectives covering wide range of issues and geographic locations, there were some factors which challenging the achievement of the assessment. Below are some possible challenges and mitigation measures used to address the challenges.

Firstly, given the fact that the gender issues are cross-sectoral and multifaceted, a number of government and non-government sectoral office heads were expected to be interviewed and consulted. However, getting the willingness and readiness of such high ranked sectoral officers for this interview was not easy and straightforward in most cases. As expected, it is not

uncommon to miss the officers in their office even when they give you an appointment. As the result, there were times when we wasted a number of days just to interview a single office holder. In some cases, they were not totally willing to be interviewed. There were cases where the designated gender focal person were not available at their office the entire week days! For example, despite visiting the office of Oromia health Bureau five days in different weeks, eventually we fail to find anyone who could represent the gender office and give us interview. Furthermore, some sectoral bureaus were not willing to give any information without an official request letter from the Oromia Environment, Forest and Climate Change. For example, gender department of Oromia bureau of agriculture was not willing to give any information asking us to provide a request letter for information. Although I have raised this concern before signing the contract, I was informed that Oromia Environment, Forest and Climate Change can issue a request letters to all relevant sectoral offices so that interview will be conducted as scheduled. Unfortunately, we couldn't find anyone who could issue a request letter representing the Oromia Environment, Forest and Climate Change.

Secondly, given the current very sporadic security issues in Ethiopia, it was hardly possible to freely and safely move in such remote rural areas for data collection. This was really a challenge in some areas like West Guji, West Shoa, and West Arsi zones. Of course, we were also forced to change our priori selected study zones such as Bedele zone and West Wollega zones. Still, as some Kebeles of the selected districts were too risky to freely travel and discuss with the community, we were forced to select relatively safer Kebeles in some cases. For example, in west Arsi zone, we were forced to change study Kebeles. Similarly, we were not allowed to gather community for FGD in Nega file kebele in Toke Kutaye district of west Shoa zone. As a mitigation measure, we have considered working with social figures (reputed persons) at each zone, district, and Kebele so that were informed of when and what to do.

9 DISCUSSIONS AND ANALYSIS

This section is organized classified into a number of sections. The first section presents review of international conventions on gender, implications of the national constitution, gender policy and other national and regional policies and gender mainstreaming implementation guidelines. The second section presents integration of gender (women) policy into programs, projects and activities. In this section, assessment of Policy and programme frameworks, existing gender capacity /technical capacity, budget issues and gender-conscious workplace is presented. Section three presents institutional capacity analysis of regional, zone and district bureaus in implementing gender mainstreaming policies and guidelines. This is followed by section four presenting assessment of gender difference in access to and control over resources. In this section, assessment of gender sensitive activity profile, assess and control over resources, as well as influencing factors are presented. Section five presents empirical evidences on gender differences in terms of social, demographic, economic, institutional, legal and political aspects. The final section presents conclusion and recommendations.

9.1 International conventions and Gender Policies

Gender mainstreaming has been a global agenda for many decades (UN, 2015). It is widely recognized that integrating gender perspectives into policies and programs is important to the achievement of all the 2030 Agenda for Sustainable Development. Specifically, goal 5 of agenda 2030 for sustainable development states "achieve gender equality and empower all women and girls". Recent evidence also shows that there is tremendous potential gains in agricultural productivity, poverty reduction and reduction in hunger from addressing gender inequalities in access to productive resources (FAO, 2011; World Bank, 2012).

Consistent with the international declarations, the Ethiopian government has recognized the importance of gender mainstreaming. The Ethiopian constitution 1995 article 34 sub article 1 clearly states that "men and women have equal rights while entering into, during marriage and at the time of divorce". Furthermore, article 35 of the constitution is entirely devoted to rights of women. Specifically, sub-article 3 stipulates that women are entitled to affirmative measures to redress the historical legacy of gender inequality. The purpose of the affirmative measure is to

provide special attention to women so as to enable them compete and participate on the basis of equality with men in political, social and economic life as well as in public and private institutions.

Furthermore, the Ethiopian government's commitment to gender equality is evidenced through the establishment of the Ministry of Women's Affairs (1993) with departments in all ministries and Bureaus in all regions, responsible to initiate, coordinate and monitor gender responsive development. Accordingly, Ethiopia has promulgated national Ethiopian women policy (1993) and a number of sectoral policies all emphasizing the need for gender mainstreaming. Among these, the national population policy (1993), education and training policy (1994), the health policy (1993), HIV/Aids (1998), and the revised Ethiopian family code (2000) are policies all provide good examples of gender mainstreaming. In addition to the national and sectoral policies, there are a number of manuals and action plans developed and widely circulated in all government bureaus. Among these, the gender mainstreaming field manual for water supply & sanitation projects (2005), national action plan for gender equality (NAP-GE-2006) and the gender mainstreaming implementation guideline for the water and energy sectors (2012) are some of such documents emphasizing the need to strengthen democracy and good governance through the participation of women in decision making at all levels.

Overall, Ethiopia has well recognized gender equality via its constitution and the national and sectoral policies uses gender-sensitive language. In addition to the policies, most official documents takes into account the different experiences of women and men and clearly differentiate biological sex from gender. However, the document hardly includes gender equality objectives and indicators to monitor and measure outcomes and impacts on gender equality in relation to the technical areas of development projects. In essence, the document's references of women and gender equality lack substantive, merely mechanistic. As the result, gender issues are rarely integrated in national, regional and sectoral projects.

9.2 Integration of Gender Policy into Programs, Projects and Activities

In the preceding section, we have presented our assessment of the existing key gender-related international policy framework, national policies and programs to identify opportunities for

collaboration and mutual strengthening of a gender approach in OFLP. In this section, we present our assessment of how far the national policies and strategies are integrated into sectoral plans and programs.

Policy and top management support for gender mainstreaming is best reflected in each bureau's programs, projects and activities. Theoretically, the flagship programs of each sectoral bureau is supposed to be strategic entry points for implementing gender equality initiatives. Thus, it is imperative to examine the policy and programme framework, existing gender capacity (technical capacity), budget issues, gender consciousness workplace, deployment of human resources for gender mainstreaming, and accountability mechanisms of each sectoral offices in Oromia region.

9.2.1 Policy and programme frameworks

During our discussions with the sectoral office heads as well as the respective gender focal persons, we have learnt that there is neither gender policy nor gender mainstreaming strategy at any of those office. All sectoral head offices and the gender focal persons are referring to the only available national Ethiopian women policy issued in 1993. Some of those interviewed gender focal persons don't even have either the soft copy or the hard copy of the women policy. This means the national women policy document is not widely disseminated and available to the staff of most sectoral offices. As the result, when asked to explain the objectives and the policy target of the women policy they are referring to, the gender focal persons hardly comprehend the contents of the policy. Thus, it can be safely concluded that very few gender focal persons and management know and are familiar with the only women policy they are referring to.

As explained earlier, there is no gender policy at any sectoral office interviewed. Thus, it would surprising to find gender issue to be incorporated in the key planning documents, such as logframes, programme strategies as well as annual management plans of those sectoral office. Only three out of fifteen interviewed sectoral offices have reported practicing of gender disaggregated data in planning and reporting.

9.2.2 Existing gender capacity /Technical capacity

In most sectoral offices interviewed, gender responsibility is shouldered by designated department named "women, children, youth and HIV/AIDS". While in most offices, only one individual is assigned, there are few sectoral offices designating two and more individuals with varying degree of responsibility to the position. However, there are still some sectoral offices where the gender role is delegated to someone who is having another role at the same time. Thus, the gender issue is usually considered as "additional task" to the individual and hence rarely given a priority.

Further worsening the gender issue, employees with unrelated educational background and less skilful are usually assigned to the gender department. To quote a statement of one of our interviewee:

".....an individual is assigned to the gender department as punishment and or as deprivation of recognition. I mean, someone with poor performance records and or new employees who don't have strong tie with the top management are more likely to be assigned to the gender department. Once you are assigned to such department, other employees tend to mock you, laugh at you, and you are more likely to feel sense of low self respect."

The educational background of most employees assigned to gender department includes: Afaan Oromo, English, and Business management. Out of fifteen sectoral offices interviewed, it was found that only two sectoral offices seem to have assigned right persons at the right positions by designating individuals having MA degree in Gender and Development field as heads of gender department.

Further analysis of the interviewed sectoral offices also reveals that the responsibility for gender issue is hardly shared among the staff. In most cases, it is only the responsibility of an assigned person (the gender focal person whether hired for the position or the delegated one). Where there are more than one employees assigned to the department, they are more likely to share information and responsibility but this is a very rare case. In fact, employees in such departments are usually enjoying abundant leisure time compared to other departments. They tend to be a bite

occupied occasionally if there are events to be celebrated. To quote a statement of one of our interviewee "...those people are paid 12 months of salary for the job they are doing to organize March 8 each year. They come to their office just to sign the attendance sheet twice a day. Then, they go home."

We have also found that there is less positive conditions for the gender department staff to take part in relevant trainings. To quote a statement of one of a gender department team leader:

"...whenever governmental and or non-governmental organizations organize gender related training and invite the sectoral offices to send their gender focal persons, those employees who have strong social link to the top management are more likely to be sent to such training regardless of their positions and their roles in the sector. This is because those who participate in such training are paid lucrative per diems and daily allowances both by sending sectoral offices and the organizing entity" The concern is on how to benefit each other instead of institutional building."

9.2.3 Budget issues

While having discussions with the gender focal persons of each sectoral offices, majority of them stated that they lack budget for their tasks. Each sectoral office is supposed to allocate just two percent (2%) of their working capital budget for gender issues. Then, the gender focal persons (department) of the respective sectoral office is supposed to ask for the release of such budget by preparing action plan for its utilization. Thus, funds will be allocated specifically for gender-related work only based on action plans. As the result, gender equality objectives are rarely reflected in both regular budget allocations and extra-budgetary allocations.

9.2.4 Gender-conscious workplace

As explained earlier, there sexist expressions, comments or rude jokes that could affect employees assigned as gender focal persons. As the result, the more skilful, hard worker and the experienced employees are less likely to be involved as gender focal persons. In addition, there seems no planned rewarding system for employees engaging in gender equality issues. Gender issues are hardly considered as criteria in performance monitoring and evaluation. Eventually,

none of the interviewed sectoral offices has reported good organizational culture for gender mainstreaming.

At individual levels, however, relations among the staff of different sexes are cordial and respectful. We have found that the staffs feel regardless of their sex, have respect for each others. There is no reported case of sexist expressions, comments or rude jokes that could affect other staff because of their sex, race, place or origin or age. There is no any reported signs of gender-differential behaviour in the institutions internal activities.

9.2.5 Human Resource Level

None of the fifteen interviewed sectoral offices has considered sex parity as an for assignment of employees to key positions. As the result, there has been wide gaps in the sex balance of staff at all levels of institution interviewed. We have found women making up of the maximum of five percent (20%) of management member out of the fifteen sectoral offices interviewed. In most cases, only two (2) women have been reported to be in the directorate position among 10-15 directorates per sectoral offices interviewed. Such low participation of women in managerial positions is ascribed to mainly two reasons: firstly, women are less likely to apply for such positions because they are already busy with reproductive household activities at their spare time. Secondly, there are only few women who can best fit to most managerial positions given their relatively lower number compared to their male counterparts at each sectoral offices.

In terms of new staffs, however, the recruitment and selection procedures are transparent and gender sensitive for all types of jobs at all sectoral office interviewed. There is always a three (3) points bonus for women during recruitment. In essence, women applicants will be given just three (3) marks more compared to their male counterparts. Even then after, in case a male and a woman applicants score equal mark, the woman applicant will be automatically selected. The same policy is also applied during employee promotion to a given position. We have also found that the payments for equal position and responsibilities between the men and women are same in all the interviewed sectoral offices.

9.2.6 Accountability mechanism

Theoretically, the role of the gender focal persons (department) is to ensure that gender aspects are taken into account at all programmatic and project stages. In essence, it is a good strategic organizational choice to have a gender “watchdog” who will ensure that gender aspects are actually practically integrated. In addition to ensuring that gender aspects are fully integrated, gender focal persons are also supposed to ensure that the monitoring and evaluation tools are properly designed to capture such integration. The gender issues need to be addressed in the performance indicators, as well in monitoring and evaluation systems. Thus, such concentration of tasks within one person was pointed out as a relevant weakness in most sectoral offices interviewed.

9.3 Capacity To Mainstream Gender Issues

As explained above, none of the sectoral offices interviewed has specific gender policy. However, there is national gender mainstreaming guideline and national action plan for gender equality documents which are translated into the regional government official language (Afaan Oromo) and shared almost by all sectoral offices. With regards to effective use of these documents, there are still significant difference among the interviewed regional offices. While there are some gains with some sectoral offices in their gender mainstreaming efforts, most of the other sectors hardly moved beyond the assigning employee(s) as gender focal person and frequently lack practical tools to incorporate gender issues into their operational and strategic activities. Effective gender mainstreaming requires organizational capacity development in terms of technical, organizational, accountability and above all, political will to do so.

Accordingly, this section of the report is devoted to the self assessment of organizational capacity of the interviewed sectoral office. The self assessment, aims to identify strengths and developmental areas of gender mainstreaming efforts of the sectoral offices. accordingly, the questions seeks to assess the technical capacity, organizational culture, institutional accountability and political will of each institution in promoting gender issues within its policies and programmes (please see annex 4 for the details of the questionnaire and how the responses

were converted into scale) . Accordingly, The following table portrays the summary report for each interviewed institution on the basis of the four capacity domains, the over all, capacity as well as their ranks. Note that the institutions were ranked on the basis of their overall institutional score for gender mainstreaming.

Table 3. Organizational capacity analysis for gender mainstreaming

Bureaus	Technical Capacity	Organizational Culture	Discharging Accountability	Political Will	Overall capacity	Rank
B1	4.2	4.2	3.8	3.4	3.10	2
B2	4.7	4.8	4.3	4.0	3.54	1
B3	4.7	4.0	3.3	2.2	2.82	3
B4	2.0	2.6	1.3	2.0	1.57	10
B5	3.5	1.8	3.5	2.4	2.24	5
B6	3.0	3.8	1.8	1.8	2.07	7
B7	2.2	1.8	2.0	1.2	1.43	14
B8	1.7	2.4	1.3	2.0	1.46	13
B9	1.5	2.6	1.5	2.0	1.52	11
B10	3.3	3.2	3.3	3.3	2.61	4
B11	2.2	1.6	2.0	2.2	1.59	9
B12	2.0	2.2	1.3	2.0	1.49	12
B13	2.0	1.6	2.3	2.8	1.73	8
B14	2.3	1.6	1.0	1.2	1.23	15
B15	3.0	2.6	3.0	2.3	2.19	6
Overall mean	2.7	2.7	2.2	2.2	1.95	

Although we have coded the interviewed sectoral office for the sake of anonymity, we believe it is not unethical to mention those leading sectoral offices on the basis of self reported institutional capacity for gender mainstreaming. Accordingly, the first three leading institutions are: Oromia Enterprise and Industry Development Bureau, Oromia Women & Children Affairs, and Oromia Rural Land Administration And Use Bureau.

While gender mainstreaming issue is led by gender team leader in most interviewed bureaus, the experience of Oromia Enterprise and Industry Development Bureau reveals that gender mainstreaming role is coordinated by a directorate level. There are also a number of success factors which other sectoral bureaus could learn from this office. Among these, gender balancing of higher management level, strong political will for gender mainstreaming, shared vision of gender mainstreaming among the employees of the bureau and use of gender disaggregated data for planning and performance evaluation.

As can be clearly seen from the table 3 above, those institutions with the higher score for self assessed political will are most likely to report the higher score on other capacity domains such as technical capacity, organizational capacity, and discharging responsibility and hence become more effective in term of gender mainstreaming. Contrary to this, those bureaus with lower score on political will are more likely to report less score on the rest capacity assessment self reported domains and hence less effective in gender mainstreaming. This clearly shows that lack of political will is the most detrimental factor for gender mainstreaming in Oromia regional national state.

9.4 Access To and Control Over Resources

There are a number of gender analysis tools/frameworks which can be used to generate data & information during gender analysis. Among those, Harvard Analytical Framework sometimes call Gender Roles Framework, is the most frequently used approach. Accordingly, for this gender analysis, we have used the Harvard Analytical Framework. The framework answers questions such as: who does what, who has what, who needs what and what should be done to close the gaps between what women and men need.

As per the principles of the Harvard Analytical Framework, we have conducted separate focus group discussions for men and women at each community level. Those meetings have allowed everybody to contribute to the discussion and help men and women map out the facts and understand who is doing what, when and how. Although we have collected this information in separate groups of men and women as the women usually do not feel comfortable speaking in mixed groups, we have again brought male and female groups together to share findings. As per the Harvard Analytical Framework the data is gathered through three interrelated tools: an activity profile, an access and control profile, and a list of influencing factors (please see annex 4.1 and 4.2 for the details).

Accordingly, we have analyzed the data as follows. Firstly, we have analyzed activity profile data by identifying which activities are done by which sex. at second step, we have analyzed the data from access and control profile by first identifying all the relevant resources available for

that activity. The objective of this step is to look at who has access to a particular resource and who makes decisions over that resource (control). At third step, we have analyzed what factors lie behind the pattern of activities and access and control situations using data from influencing factors tool. Finally, we will develop gender mainstreaming action plan as mechanism to make changes and be more inclusive of women and other underserved populations.

9.4.1 Activity Profile

Activity profile examines the gender-based division of labour by categorizing different activities as reproductive activities, productive activities, community activities and shows who does what. The following Table 4 shows the aggregated summary of activity profile of visited areas.

Table 4. Gender-Sensitive Approaches: Sex Activity Profile

Activities	Who does what?			
	Women	Girls	Boys	Men
Reproductive Activities				
Who is Cleaning?	2	1	1	0
Who is Fetching firewood?	2	2	1	0
Who is Fetching water?	2	2	1	1
Who is Preparing food?	2	1	0	0
Who is Take care of children?	2	1	1	0
Washing clothes?	2	2	1	1
Who is milking?	2	1	0	0
Productive activities				
Inputs:				
Who goes to get seeds?	2	0	1	1
Who goes to get fertilizer?	1	0	1	2
Production:				
Land prep: clearing land	1	0	1	2
Land prep: ploughing	0	0	1	2
Land prep: compost	2	0	1	2
Planting/seeding	2	1	1	2
Weeding	2	1	1	2
Cultivation	2	1	1	2
Applying fertilizer	1	1	1	2
Irrigation labour	2	1	1	2
Harvesting	2	1	1	2
Processing:				
Sorting	2	0	1	2
Storage	2	1	1	2
Marketing:				
Who takes product to market?	2	0	0	2
Who negotiates prices?	2	0	0	2
Support Services:				
Who talks to extension officers?	1	0	0	2
Who talks to health extension officers?	2	0	0	1
Participation in cooperative meetings	1	0	0	2

Community activities:					
Wedding	2	1	1	2	
Helping others in time of need	2	0	1	2	
Meetings	1	0	0	2	
Labour on communal projects	2	0	0	2	
social and political activities	1	0	0	2	
Key: 0=Never; 1= Sometimes; 2= Always					

Source: FGD (December, 2019)

9.4.1.1 Reproductive role

Reproductive activities are those activities carried out to reproduce and care for the household. Activities such as child bearing, cooking, washing, cleaning, nursing, and taking care of the sick in a household are reproductive roles. As we can observe from the above Table 4, this work is mostly done by women.

Such women's and men's different tasks and responsibilities in reproductive role result in different needs, priorities, and concerns. Although there is moderate differences in terms of crops grown, seasonality, social values and norms across different zones of Oromia, women's and men's roles and responsibilities remains similar across most zones and cultures. They often follow similar gender divisions of labour. On an average, women spend longer hours working per day compared to their male counterparts.

Because women are often responsible for providing their households with the basic necessities of life—food, fuel, and water—they rely heavily on natural resources. Men seldom have responsibility for collecting and using natural resources for household use. Although earlier development efforts assumed that women's fuel wood collection and use led to deforestation, it is now increasingly recognized that the major problems related to biomass collection include women's and children's exposure to indoor air pollution and heavy workloads for women and girls ((Buchy & Rai, 2008)). Evidences also shows that environmental degradation increases women's time for labor-intensive household tasks, such as having to walk longer distances for the collection of fuel wood and water (OSCE, 2009). Decreases in agricultural production and household food security create additional health problems related to their increasing workload.

9.4.1.2 Productive role

Productive roles include all tasks which contribute to the income and economic welfare of the household and community. These include the production of goods and services for income or subsistence. As can be seen from the Table 4 above, both women and men perform a range of productive roles.

In addition to the reproductive activities where the role of the men is insignificant, women are also involved in productive activities with men. They often grow a wider diversity of crops. During our focus group discussion held with men and women, we have learnt that men and women perform complementary roles in most cases. For example, while men are clearing land, women are either planting crops or weeding. When it comes to livestock management, men often care for cattle and larger animals, and women care for smaller animals such as poultry and small ruminants. In many instances women also have responsibility for collecting fodder for animals, often depending on common property resources that are threatened in many cases because of deforestation and land distributions for emerging generation.

9.4.1.3 Community role

Community roles are those activities undertaken at the community level to meet the communities' basic needs. They can be seen as community managing role which include: provision and maintenance of scarce resources of collective consumption such as water, wedding, community projects such as health care and education (McCright & Xiao, 2014). As can be seen from the above Table 4, these activities are usually undertaken primarily by women. In addition, community roles also include social and political activities at the community and local levels. This also includes social events such as ceremonies and celebrations where communities participate in groups. Note that most of these activities are dominated by men.

9.4.2 The Access and Control Profile

Gender is a determinative factor in both access to and control over resources (Xiao & McCright, 2015). The allocation of resources between women and men is better understood by differentiating access to resources and control over them (Buchy & Rai, 2008). Access refers to the opportunity to make use of a resource while control is the power to decide how a resource is used and who has access to it. Access and control profile is a tool that helps in determining power relations and interests. It is used for analyzing the resources available and what benefits given to the people involved. In general, it is about who has access and who has the final decision making power (XIAO, 2012).

Table 5. Access and Control of Resources Profile

Resources	Control				Access			
	Women	Girls	Boys	Men	Women	Girls	Boys	Men
Land	1	0	0	2	1	1	1	2
Fertilizer	1	0	0	2	1	1	1	2
Seed	1	0	0	2	1	1	1	2
Oxen	0	0	0	2	1	1	1	2
Sheep/goat	1	0	0	2	1	1	1	2
Chicken	2	1	1	1	2	1	1	2
Dairy cows	1	0	0	2	1	1	1	2
Agricultural equipment	1	0	0	2	1	1	1	2
Training	1	0	0	2	1	1	1	2
Credit	1	0	0	2	1	1	1	2
Water	2	1	1	2	2	2	2	2
Fuel wood	2	1	1	2	2	2	2	2
agricultural products sales	1	0	0	2	1	1	1	2
Ownership of Cash	1	0	0	2	1	1	1	2

Key: 0= Nonexistent; 1= Low; 2= High

Source: FGD (December, 2019)

As can be seen from the Table 5 above, men have full control of productive assets such as land, oxen, dairy cows, credit facilities, and sales of agricultural products while women have full control small animals such as chicken and less productive assets such as water and fuel wood. Although rural land use certificate of the households bears both the name and pictures of wife and husband in most cases, it is uncommon practices to see women deciding on how to allocate the land for different use. Men rarely consult with their wives when it comes to what types of crops to grow on which plots of land and whether to rent out or not. Similarly, men have full

control over oxen, agricultural equipments, sales of agricultural products, and how best to allocate any credit facility whether obtained in his name or his wife.

Similarly, women have limited access to those important household assets. Their potential to make use of those assets is not different from their children. Because in most cases all household members eat from the same plate, to the extent the assets are used for the household consumption, they have similar access with the exception of the husband who decides on whether the assets are meant for what purpose in the first place.

We have also learnt that women have limited control over such natural resources such as eucalyptus tree, mango tree, papaya, coffee, and other natural resources with significant economic values. In contrast, women have better access and control over such resources as forest garden grown ginger, medicinal plants, garlic, onion, water, fire wood and other spicy plants. The primary concerns about gender differences in these practice areas are related to the fact that adverse environmental conditions and lack of energy services tend to have a more negative effect on women than on men, especially in areas where people are directly dependent on natural resources for their livelihoods (Wondimagegnhu, Admassu, & Nischalke, 2019). This situation perpetuates disproportionate conditions of poverty for women, and also contributes to growing problems involving land degradation, over-exploitation of natural resources and scarcity of energy services (OSCE, 2009).

However, men and women have equal right to all household assets when it comes to divorce. In most cases, women and men share all household assets equally at the time of divorce. Apparently, because most women are aware of their rights at divorce, they tend to be more intolerant of any misconduct of their husbands than earlier times. To quote a statement from one of our male focus group discussant:

...I think we (male) need to have men affairs office to advocate our rights this time. Because we don't have any gender policy, women tend to misuse the women policy and women affairs office. They feel they can break marriage anytime whenever they need to do so provided that there are assets to be shared. They rarely care even for their children. As the result, divorce rate in our village is increasing beyond new marriage cases. Some women deliberately initiate

divorces cases following minor issues which could be ignored had it not for been for asset sharing. Divorce cases are rampant for women between age group of 20-30 years. Women at these age brackets are more likely to be literate and aware of laws favouring them. Women in these age brackets are also more likely to fall in love with other male and form marriage up on divorce from the former husband. As the result there are a number of women who tend to make business out of multiple marriage and divorce. We know women who have formed marriage three times with different male and finally got divorced thereby sharing assets.

9.4.3 Influencing Factors

As we explained above, women bears disproportionately higher work burden and have less access to and control over household assets as compared to male. This is largely due to women’s traditional roles and responsibilities, and conditions of gender inequality that limit women’s control over and access to environmental resources as compared to men. In this section, we present What are the past and present influencing factors perpetuating gender inequality that limit women’s control over and access to resources. We also explore existing opportunities and constraints to remove the gender inequality and limiting factors for equal control over and access to resources for men and women. The following table summarizes our findings.

Table 6. Influencing Factors to Access and Control of Resources

Issues	Sex	
	Women	Men
Opportunities:		
Community norms and social hierarchy	Husbands give priority to their wife with respect to: <ul style="list-style-type: none"> • Taking seat at public events, • Crossing rivers 	Wives give priority to their husband with respect to: <ul style="list-style-type: none"> • Giving food. • speaking in public
Demographic conditions	Up on their first marriage, women are given: <ul style="list-style-type: none"> • New respect name by the husband's family • Dowry of high valued assets Upon giving birth to the first child: <ul style="list-style-type: none"> • She will be given prizes of different values, • Her name will be changed for the second time (indication of respect), 	Up on their first marriage, male are given dowry of high valued assets by the women family. He will be called by his second name (indication of respect) after getting the first child.
Institutional structures	Social institutions such as the Gada system, Sinke, arbitration by the elders by the time of conflict, police stations and justice departments have well recognized the gender equality and in most of cases fairly treat the women.	Because men are more likely to be involved as member of elders arbitrating conflicts, police departments as well justice departments their there is more chance that their case can be given attentions.
Economic factors	Economically empowered women are less	The economically better off men

	likely to be subjected to mistreatment by their husbands and more likely to be participated in social and political affairs.	respondents are less likely to mistreat their wives for fear of sharing assets in the case of divorce.
Legal and political	It is now widely recognized that women have equal share to all household assets during marriage and at the time of divorce.	Recognizing that the current legal and political system support women, men are less likely to mistreat women.
Constraints		
Community norms and social hierarchy	<p>In most cases, female means being compassionate, cooperative, and empathetic, and entails connecting with other people and expressing concern about their well-being. This means girls realize they are expected to enact an ethic of care as a nurturing caregiver when they grow up and become mothers.</p> <p>Despite the legal provision that enshrined women's inheritance rights unconditionally, a woman can inherit property upon her husband's death if the couple have common children (son) from their marriage.</p>	In most cases, male means being competitive, independent, and unemotional, and entails objectively exerting mastery and control over other people and things. boys realize they are expected to economically provide for their family when they grow up and become fathers.
Demographic conditions	<ul style="list-style-type: none"> • Because females are socialized to be caregiver to the family, they internalize a "motherhood mentality." As the result, they tend to be submissive and less demanding. • In case the women is infertile, she is more likely to be degraded by the husband family and finally will be divorced in the most cases. • Some women intentionally convince their husband to marry another women and later on take the same issue to a court seeking divorce so as to pave their way to marry someone with whom they fall in love. 	<ul style="list-style-type: none"> • Because males are socialized to be the bread winner of the family, they internalize a "marketplace mentality" As the result, they want to control everything. • Male are more likely to marry another women if his wife would not give birth to a baby. • Male are more likely to have a concubine even while living with his wife. • Polygamy is still exercised to some extent.
Institutional structures	Women are less likely to be involved as leader of social instructions such as religious fathers; as arbitrators to settle conflicts between women and men and as chief of police/justice departments.	Social institutions and government institutions are more likely to be dominated by men and hence their cases are more likely to get attentions than their women counterparts.
Economic factors	Women are more likely to initiate divorce cases when they think there are more resources to be shared at the time of divorce. Focus group discussants unanimously agree that divorce cases are very rare in poor families compared to the better of families.	Husbands are more likely to flee to the nearby towns when they fail to feed their family members because of poverty. Thus, household poverty exacerbates the situation of poor women who ultimately bear the responsibility to care for their children as their husbands left them alone.
Legal and political	There is a tendency of over relying on the legal and political system by some women and unethically acting against their husbands. Some women think as if they will be favored before any law regardless of the underlying causes of conflicts.	Recognizing that legal and political system doesn't allow polygamy and mistreat of women, some men marry another women secretly. After sometimes, usually after she delivers a baby, men talk the issue to their

		community leaders and religious fathers so as to soothe their first wives and not to take the issue any further.
--	--	--

Sources: Compiled from our FGD (December, 2019)

These findings are consistent with a growing body of literature showing that women and men have different activity roles and responsibilities (XIAO, 2012; McCright & Xiao, 2014; Xiao & McCright, 2015). These studies were carried out based on a number of theories. The first widely investigated theory is gender socialization. The theory argues that men and women are socialized respectively into masculine and feminine identities and hence differ on key beliefs and values that directly influence access to and control over environmental resources. According to the theory boys learn that masculinity means being competitive, independent, and unemotional, and entails objectively exerting mastery and control over other people and things (Xiao & McCright, 2015). As the result, boys realize they are expected to economically provide for their family when they grow up and become fathers. On the contrary, girls learn that femininity in means being compassionate, cooperative, and empathetic, and entails connecting with other people and expressing concern about their well-being. This means girls realize they are expected to enact an ethic of care as a nurturing caregiver when they grow up and become mothers. In short, a masculine identity emphasizes detachment, control, and mastery, while a feminine identity stresses attachment, empathy, and care (XIAO, 2012). Our findings also confirm this theory.

The second theory widely investigated is gender role. The theory focuses on the influences of the social roles that men and women differentially perform as adults (XIAO, 2012; Xiao & McCright, 2015). This gender role theory is basically emanate from the gender socialization theory described above. Because women and men are socialized differently, they reflect different experiences, competencies, interests, and dispositions that come from performing (and being socialized to perform) these different roles. Eventually, men and women basically differ on productive activities; reproductive activities and community work activities. Evidences show that conventional gender socialization leads males to internalize a “marketplace mentality” and females to internalize a “motherhood mentality.” In other words, women are mainly preoccupied by unpaid reproductive activities while productive paid and activities and community works are mainly the domain of the male (Meyers & Jones, 2012). This may imply

male are socialized to favors economic growth and exploitation of natural resources for personal benefit while the women are socialized to favors protection of nature and other species (XIAO, 2012). The other line of argument which is basically related to gender role , states that "women's limited biographical availability (e.g., parenting or carrying out housework while also working outside of the home) reduces their opportunities to engage in public behaviors— regardless of their greater environmental concern compared with men" (Xiao & McCright, 2015). This line of argument is also supported by our findings.

9.5 Gender Analysis: Gaps and Constraints

In the previous sub-sections, we have identified the gender-based constraints to equitable participation and access of men and women to programs and services across Oromia. In the sections, we present gender based difference in terms of economic, social, institutional, political and environmental aspects. While the previous assessments were based on key informant interview and focus group discussions (qualitative data), in this section we present quantitative data analysis of our survey. We will present the implications of the quantitative data and will assess any opportunities and potential negative effects that the OFLP program might have on gender relations. Such quantitative analysis will enable us to identify gaps and strategies for ensuring that both men and women will benefit from the OFLP activities.

9.5.1 Socio-Demographic factors

Consistent with our focus group discussion results explained in the previous sub-sections, our survey results confirms that there are gender difference in terms of socio-demographic factors. the following table show this facts.

Table 7. Gender difference in Socio-demographic factors

Variables	Mean values		T-test	
	Men	Women	t	p> t
Age	43.316	36.373	6.010	0.000
Years of Schooling	6.945	6.677	0.790	0.429
Family size	6.854	5.590	4.290	0.000

As depicts in the table, women respondents are relatively younger in terms of age compared to men headed households, have fewer active resources and have fewer years of schooling and

have smaller networks. Furthermore, there is a clear difference between male headed and women respondents in terms of literacy rate. The following table shows this fact.

Table 8. Gender difference in literacy

sex of the respondents	Can read and write?		Total
	No	Yes	
Women	63	103	166
Men	24	182	206
Total	87	285	372

Pearson chi2 (1) = 35.4903 Pr = 0.000

Source: Calculated from survey data (December, 2019)

While 63 individuals (about 38%) of the total women respondents are illiterate, this figure is 24 individuals (just about 12%) of the total for men respondents and the difference is statistically significant. This is consistent with evidences in the literature (World-Bank, 2012; Wondimagegnu, Admassu, & Nischalke, 2019).

Women and girls are disproportionately burdened by lack of access to water due to their traditional roles in household management and food production and preparation. They are the ones typically responsible for water collection for family use. In areas where there is no pumped water, and supplies are scarce due to seasonal dry periods or drought conditions, women can spend many hours per week trying to get enough water (Xiao & McCright, 2015). Women's responsibilities with regard to water, combined with differences between men and women with regard to control over land use, often give rise to differing priorities for the use of water. Our evidence also shows that women respondents work relatively longer hours compared to their male headed counterparts. The following table shows the comparison of daily working hours between men and women.

Table 9. Comparisons of men and women work load per 24 hours

Basis of comparisons	Obs	Mean work	Std. Dev.	Min	Max
Men work load	372	8.95	1.10	4	10
Women work load	372	12.21	1.42	4	16

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, women work relatively longer hour per day (12.21 hours) compared to male counterparts who work on an average about 9 hours per day. While the daily

working hours for male is about 10 hours, women work up to 16 hours per day. This is consistent with most literature (Buchy & Rai, 2008; Meyers & Jones, 2012; Xiao & McCright, 2015). Thus, care should always be taken to ensure that gender stereotypical roles are not reinforced, that women's work burden is not increased and that the benefits of and responsibility for water management is enjoyed equally by men and women.

There is also gender based difference in terms of decision making on household asset allocations. Although majority of the survey respondents agree that husband and wife jointly make decision on household assets, there is still significant difference how the male and female respondents respond to this question. As can be seen from the table below, most men respondents (149 individuals) feel that decision on the household assets are made jointly while only 107 of the women respondents agree on this. The following table shows the details.

Table 10. Gender difference in decision making over household assets

Who is the decision maker on the household assets	sex of the respondents		Total
	Women	Men	
Husband only	9	14	23
wife only	18	2	20
husband and wife	107	149	256
entire household	32	41	73
Total	166	206	372
Pearson chi2 (3) = 17.7918 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

Although almost all male participants in our FGD agree on the need to participate in assisting their wives in terms of household care, only few (36%) of them actually feel they help their partners in this regard. Similarly, only 62 (about 37%) of the female respondents agree that the male do participate in household care (please see Table below). This finding is consistent with our FGD results explained in the previous sub-sections.

Table 11. Gender difference in household care

sex of the respondents	Do husbands participate in the housecare		Total
	No	yes	
Female	104 27.96	62 16.67	166 44.62
Male	131 35.22	75 20.16	206 55.38
Total	235 63.17	137 36.83	372 100.00
Pearson chi2 (1) =			0.0350 Pr = 0.852

Source: Calculated from survey data (December, 2019)

Equal participation in community-based decision making remains a complex and difficult goal to achieve, especially in the contexts of highly unequal gender relations like Ethiopia. At the local level, more natural resource projects and interventions emphasize community-level participation. Thus, careful and thoughtful planning in relation to gender must be exercised in the design of participatory projects. Community-level participation often leaves women's voices and concerns unacknowledged. Even when women attend meetings or events, they may not feel free to voice their opinions, or their opinions and needs may not be taken seriously (World-Bank, 2012; Buchy & Rai, 2008; Xiao & McCright, 2015; Wondimagegnhu, Admassu, & Nischalke, 2019). Community participation often favours local elites, usually men, but sometimes elite women's concerns directly conflict with and override poor women's access to resources such as fuel and water. Despite attempts to mainstream gender at the national and international levels, few women participate. Gender is rarely a central issue in policy initiatives. Men tend to dominate in the newly emerging decision-making and policy arenas of climate change and diversity. Women's limited participation in decision-making processes at international and local levels restricts their capacity to engage in political decisions that can impact their specific needs and vulnerabilities (World-Bank, 2012).

Our evidence also shows the existence of gender based difference in access to decision making of their community. Because women are partly overloaded by the domestic works as explained above and partly because there has been long standing cultural bias against women, women are less likely to participate in community decision making. The following table shows more facts.

Table 12. Gender difference in access to decision-making and representation

sex of the respondents	Do women participate in the decision making community		Total
	No	yes	
Women	72	94	166
Men	22	184	206
Total	94	278	372
Pearson chi2 (1) = 52.0330 Pr = 0.000			

Source: Calculated from survey data (December, 2019)

As vividly shown by the table above, while 72 women respondents (43.4%) do not feel that women are participating in the community decision making affairs, only about 22 of the male headed household (just about 11%) agree that women are not given equal opportunity with male to participate in community decision making. Existing social and institutional structures that cause women to predominate in the more vulnerable and insecure social and economic spheres often limit their potential to influence the direction of environmental development. This lack of participation not only deprives women of their voice in decision-making processes, it deprives society of the particular perspectives, insights and (World-Bank, 2012).

Asked whether female are contributing to their maximum potential to community forest management, most of them agree that they are not. About 77% of the female respondent do agree that they are not contributing the maximum potential they have. The following table shows the details.

Table 13. Gender difference in community forest management

sex of the respondents	Not contributing your maximum potential in the forest management?		Total
	No	yes	
Female	38 22.89	128 77.11	166 100.00
Total	38 22.89	128 77.11	166 100.00

Source: Calculated from survey data (December, 2019)

Asked why they are not contributing their maximum potentials, most respondents (64%) feel that they don't have time because of their work load while 77% of them replied that they lack information on when and how to participate. Evidence from different locations shows that women often face more obstacles than men in accessing agricultural services and information as well as in participating in organizations. Men relatives often mediate women's access to information, markets, and credit. Fewer women than men participate in farmers' organizations and commercial networks. Furthermore, agricultural extension services and technology development frequently target men, wrongly assuming men will convey information to women (Wondimagegnhu, Admassu, & Nischalke, 2019). Because few women own land in their own names, they rely heavily on common property resources. As women and men use and manage natural resources in different ways, their full and equal participation in community-based decision-making processes remains critical for safeguarding local natural resources.

These findings have interesting implications for OFLP project program activities. Firstly, program implementation without redressing such cultural bias against women may end up further exacerbating the male dominance of the women in terms of access to and control over resources that may ensue program implementations. Secondly, the program may not as effective as planned given the fact that women are less likely to equally participate with their male counterparts in the program implementation.

Scientific evidence shows that female are more likely knowledgeable about the severity of climate change and adaptation measure ((Buchy & Rai, 2008; World-Bank, 2012; World-Bank,

2012; Xiao & McCright, 2015). However, our evidence does not support these theories. The following table shows the details.

Table 14. Gender difference in Climate Change awareness

sex of the respondents	Do you think that climate change is a real problem for farmers?		Total
	No	yes	
Female	7 63.64	159 44.04	166 44.62
Male	4 36.36	202 55.96	206 55.38
Total	11 100.00	361 100.00	372 100.00
Pearson chi2 (1) =			1.6582 Pr = 0.198

Source: Calculated from survey data (December, 2019)

The result shows that 159 (about 96%) of the female respondents agree that climate change is a real challenge while 202 (about 98%) of the male respondents do share the same idea. However, the difference is not statistically different from zero. This finding implies that climate change is becoming hard fact and no more attitudinal issue. However, there is no doubt that women are more likely to be vulnerable to climate change than male because they are more likely dependent on natural resources. Degradation of natural resources disproportionately harms poor rural women and men and sometimes is the principal cause of poverty. In turn, poverty can lead to the overexploitation of natural resources. Rural poor people rely the most directly on natural resources and are the most vulnerable to changes in ecosystems. Significant differences between the roles and rights of women and men in many societies lead to increased vulnerability of women with the deterioration of natural resources. In some instances deterioration of natural resources results in the renegotiation of gender roles. To design ways to mitigate the negative impacts on rural women and men, one must understand the context of their vulnerability. Vulnerability depends on the types of resources women and men rely on and their entitlement to mobilize these resources. The following table shows gender based difference in the frequency of travel to forest for various reasons.

Table 15. Gender difference in frequency of travel to forest

How often do you go to the forest?	sex of the respondents		Total
	Female	Male	
More than once per day	13	9	22
once a day	63	12	75
four times per week	80	46	126
Once a week	7	66	73
Irregularly	3	70	73
Never	0	3	3
Total	166	206	372

Pearson chi2 (5) = 154.2422 Pr = 0.000

Source: Calculated from survey data (December, 2019)

The result shows that although male also make frequent travel to forest, women are more likely to travel to forest for various reasons than male. This finding has far reaching implications.

When natural resources become insufficient to support the livelihoods of the population because of climate change, the men are more likely to out-migrate. Men's out-migration leaves women to assume men's traditional roles and responsibilities, increasing their work burden, but leaving them without equal or direct access to financial, social, and technological resources (McCright & Xiao, 2014). In some instances of severe drought, even women migrate to secure extra income for their families. The intra-household reallocation of labor can lead to a decline in agricultural production and in turn result in food insecurity and an overall decrease in financial assets (World-Bank, 2012).

Studies show that gender differences exist in adaptation strategies (XIAO, 2012). There are a range of adaptation strategies used across Oromia Zone. These include: changing in planting date; changing crop variety; changing crop type and investment in irrigation.

Literature shows that adaptation is viewed may also vary between men and women, and there may be divergent views on whether a strategy is adding to coping or adding to vulnerability (World-Bank, 2012). The suggestion is that women may not see men's strategies as 'coping', while men may feel threatened by women's strategies and while recognizing that they help the

household, yearn for the traditional roles and relations of the past. The following table shows the gender difference in whether the respondents know any climate change adaptation strategy.

Table 16. Gender difference in climate change adaptation strategy

sex of the respondents	know any climate change adaptation/mitigation strategie?		Total
	No	yes	
Female	4 40.00	155 44.16	159 44.04
Male	6 60.00	196 55.84	202 55.96
Total	10 100.00	351 100.00	361 100.00

Pearson chi2 (1) = 0.0683 Pr = 0.794

Source: Calculated from survey data (December, 2019)

The result shows that there is no statistically significant gender difference in recognizing climate change adaptation strategy. To understand whether there any gender difference in selecting one or the combinations of the commonly practiced adaptation strategy, please see the following table.

Table 17. Gender difference in adaptation strategy use

climate mitigation strategies widely used	sex of the respondents		Total
	Women	Men	
C. type only	18	23	41
C.type & C.Variety	17	20	37
C.type,C.variety & dat	42	52	94
C.type, C.variety, dat	78	101	179
Total	155	196	351

Pearson chi2 (3) = 0.0841 Pr = 0.994

Source: Calculated from survey data (December, 2019)

The result shows that both women and men uses combinations of adaptation strategies without significant difference. These strategies include: changing crop type only; changing crop type and crop variety simultaneously; changing crop type, crop variety and planting date; and changing crop type, crop variety, planting date and investing in irrigation.

9.5.2 Economic factors

Gender difference is more wider in terms of economic related factors. According to our survey result reported below, men respondents earn mean yearly income of Birr 37,382 and make expense of Birr 22,945. These figures are Birr 26,277 and Birr 19,211 respectively for women respondents and the difference is statistically significant. Women respondents are also identified with relatively smaller land size as compared to their male headed counter parts.

Table 18. Gender difference in Economic factors

Variables	Mean values		T-test	
	Men	Women	t	p> t
Income/year (Birr)	37,382	26,277	3.240	0.001
Expense/year (Birr)	22,945	19,211	2.160	0.032
Land Size (Hectare)	2.835	2.149	2.740	0.007

Source: Calculated from survey data (December, 2019)

However, there seems no statistically significant difference between male headed and women respondents in terms of saving from their earning. The following table shows the details.

Table 19. Gender difference in saving habits

sex of the respondent	the respondent has a saving account		Total
	No	Yes	
Women	64	102	166
Men	65	141	206
Total	129	243	372

Pearson chi2 (1) = 1.9889 Pr = 0.158

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, 102 individuals (fairly about 61%) of the women respondents have saving account while this figure is 141 individuals (just 68%) of the total for the men respondents. However, the difference is statistically insignificant. Given the fact that men respondents earn more income than those female headed household, they are supposed to exhibit more tendency for saving. However, their saving habit is not that much different from the women respondents. This implies that women are more likely to save if they have control over household resources. This finding is consistent with most findings in the literature (Buchy & Rai, 2008).

Women respondents have a larger food gap (defined as the number of months they cannot fulfill their food needs), more likely to have food shortages and can provide fewer meals to children when compared with men respondents. The following table shows this fact.

Table 20. Gender difference in food security

sex of the respondents	crop production sufficient for your Household consumption?		Total
	No	yes	
Women	95 55.23	71 35.50	166 44.62
Men	77 44.77	129 64.50	206 55.38
Total	172 100.00	200 100.00	372 100.00
Pearson chi2 (1) = 14.5711			Pr = 0.000

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, 172 (46.23%) of the total households interviewed are food insecure of which women respondents constitute 95 (55.2%) while the remaining 77 (44.77%) are men respondents. The difference is also statistically significant and consistent with most literature (Harris-Fry, et al., 2015; World-Bank, 2012).

Table 21. Gender difference in periods of food gaps

food sufficient months	sex of the respondents		Total
	Women	Men	
<3 months	8 4.82	5 2.43	13 3.49
3-6 months	24 14.46	22 10.68	46 12.37
6-9 months	67 40.36	78 37.86	145 38.98
9-12 months	67 40.36	101 49.03	168 45.16
Total	166 100.00	206 100.00	372 100.00
Pearson chi2 (3) = 4.2427			Pr = 0.236

Source: Calculated from survey data (December, 2019)

While most women respondents are food secure only for fewer months of the year, relatively men respondents are food secure for longer period of time. As can be seen from the table above, about 5%, 14% and 40% of the women respondents are food secure for three months, six months and nine months respectively. The figures are about 2%, 11% and 38% for men respondents. Fairly 40% of the women respondents are food secure for more than nine months while about 49% of the men respondents are food secure for more than 9 months. This finding is also consistent with most literature (Coates, Swindale, & Bilinsky, 2007; Buchy & Rai, 2008).

9.5.3 Institutional factors

Recent evidences show that women have more environmental concern than their men counterparts. This gender difference in environmental concern is explained by (XIAO, 2012; Xiao & McCright, 2015) (1) the safety concerns and (2) gendered risk perception hypotheses, and (3) the institutional trust hypothesis predicting environmental attitudes and beliefs as well as (4) the biographical availability hypothesis predicting environmental behaviour. In this section, we examined existence of gender difference in institutional trust and its implications for OFLP program implementations.

Table 22. Gender difference in OFLP awareness

sex of the respondents	Have you ever heard about OFLP		Total
	No	Yes	
Female	117 51.77	49 33.56	166 44.62
Male	109 48.23	97 66.44	206 55.38
Total	226 100.00	146 100.00	372 100.00
Pearson chi2 (1) = 11.9005			Pr = 0.001

Source: Calculated from survey data (December, 2019)

The result shows clear gender difference in term of awareness about what OFLP is and its program activities. While 117 (about 58%) of those who have never heard about OFLP are female respondents, only 109 (about 48%) of men respondents replied that they don't know what OFLP is. This gender difference in institutional awareness could be partly because women are

usually pre-occupied with domestic works and partly because women respondents are less literate compared to their men counterparts.

In most locations women typically have fewer ownership rights than men (Abay & Melese, 2019). Evidence women frequently have de facto or land-use rights as compared to men's ownership rights (World-Bank, 2012). Women often have use rights that are mediated by their relationships with men. The following table shows gender difference in access to rural land use certificate in Oromia.

Table 23. Gender difference in land use certificate

sex of the respondent	have land use certificate		Total
	No	yes	
Women	39	104	143
Men	35	155	190
Total	74	259	333
Pearson chi2 (1) = 3.6987 Pr = 0.054			

Source: Calculated from survey data (December, 2019)

The result clearly shows that women respondents are less likely to have land use certificate as compared to their men counterparts. While merely 73 % of the women respondents (who have land use right) have land use certificate, the figure is 82 % for men respondents. Women's ownership and control of land is limited by the common practice of registering land in the name of the 'head of the household', as well as biased land reforms, and men's greater control over economic assets in general.

In fact, there are cases where the rural land use certificate bears both the name and pictures of wife and husband. Furthermore, female FGD participants stressed that women's access to and control over land has remarkably improved in recent years due to rural land certification. The group further indicated that, per the new legislation, upon divorce, property will be equally divided between husband and wife without much difficulty. Thus, despite some irregularities in some families who do not have sons, a woman inherits property upon death of her husband. Despite the legal provision that enshrined women's inheritance rights unconditionally, the women's group stated that it is easier for a woman to inherit property upon her husband's death

if the couple has common children—preferably sons—from their marriage. This finding is consistent with other literature (World-Bank, 2012).

Lack of land use certificate has far reaching implications. When women are widowed or divorced, they may lose these rights. Furthermore, how men and women can use resources reflects gendered access. For example, women may collect branches and limbs from trees, whereas men may have rights to harvest trees, but for both men and women, insecure land tenure reduces incentives to make the improvements in farming practices necessary to cope with environmental degradation (Xiao & McCright, 2015). To understand gender difference in tenure security, we have further asked those respondents who have replied to have land use certificate. The following table shows their response.

Table 24. Gender difference in tenure security.

sex of the respondent	feel more tenure secured		Total
	No	yes	
Women	43	61	104
Men	21	135	156
Total	64	196	260
Pearson chi2 (1) =			26.1472 Pr = 0.000

Source: Calculated from survey data (December, 2019)

As can be seen from the table above, there is a clear gender difference in feeling of tenure security among women and men respondents who have land use certificate. While only 61 (about 59%) of women respondents who have land use certificate feel tenure secured, the figure is 87% for their men counterparts and this difference is statistically significant and consistent with other literature (Wondimagegnhu, Admassu, & Nischalke, 2019; Bradshaw & Linneker, 2014). Without secure land rights, women and men farmers have little or no motivations to make investments in improved natural resource management and conservation practices. Poor rural women lacking secure land tenure often depend on common property resources for fuel wood, fodder, and food and, therefore, for the well-being of their households. The depletion of common property resources poses a severe threat to the livelihoods and food security of poor

rural women and men. Women household heads remain at a particular disadvantage in terms of access to land, water, and other natural resources.

Of course, certification of rural land use appears to have more unintended consequences. During our FGD with both men and women groups, we have learnt that Land certification appears to have reduced the amount and quality of common property resources. In some cases, this has promoted serious resource degradation and soil erosion on the remaining common lands as those farmers who have plots of land adjacent to common land tend to redirect the direction of flooding from their plot to the common land. Furthermore, as the process of land certification has focused on allocating certificates to individually held agricultural land, certificates were not provided for household plots, and common property resources were inconsistently included in mapping exercises. As a result, certification has not increased the security of tenure of common property resources. Instead it has increased pressure on those lands. In some places, in anticipation of the certification process, farmers have cleared communal forest areas in order to register them as private agricultural land. Moreover, the certification process does not adequately address tenure in pastoral areas where land is communally owned.

9.5.4 Legal and political factors

Evidences also show that there is gender difference in terms of trust in legal and political system (Sundströma & McCright, 2014). To examine this claim, we have asked our respondents a number of questions regarding their confidence in the legal and political system. The following table presents gender difference in knowledge about existing forest laws.

Table 25. Gender difference in awareness about forest laws

know any existing govt forestry laws	sex of the respondents		Total
	Women	Men	
No	17 4.57	30 8.06	47 12.63
yes	149 40.05	176 47.31	325 87.37
Total	166 44.62	206 55.38	372 100.00
Pearson chi2 (1) =			1.5557 Pr = 0.212

Source: Calculated from survey data (December, 2019)

The result shows that there is no that much statistically significant gender difference in awareness about the existing forest laws. However, what matters is not awareness about the law. Instead, public confidence in the law and commitment to implement is more important. Accordingly, we have asked our respondents to express their opinion on how important the forest law has been in protection natural resources bases. The following table shows the result.

Table 26. Gender difference in trust in existing forest law

sex of the respondents	protecting forest degradation in your location		Total
	No	yes	
Women	129 48.50	20 33.90	149 45.85
Men	137 51.50	39 66.10	176 54.15
Total	266 100.00	59 100.00	325 100.00
Pearson chi2 (1) =			4.1448 Pr = 0.042

Source: Calculated from survey data (December, 2019)

As expected, majority of the women respondents who knew the existence of forest law 129 (about 87%) do not believe that the law has helped in protecting forest from being damaged. In contrast, only 137 (about 78 %) of the men respondents who knew the existence of the law do not believe that the law has helped in protecting the environment. This difference is statistically significant and consistent with other literature (Buchy & Rai, 2008; Xiao & McCright, 2015). This could be because women are less likely to be represented in the political and legal system to feel ownership of the existing laws and hence narrow window of opportunity to struggle for their proper implementations.

10 CONCLUSION AND RECOMMENDATIONS

10.1 Conclusions

As explained above, there is vivid gender difference in terms of socio-demographic, economical, institutional and legal and political aspects. Both qualitative and quantitative data analysis reveal

women are at disadvantage position in terms of work load, access to and control over household assets, participation in household and community decision making, ownership of assets, participation in local institutions and political system. Thus, despite a number of legal documents including gender mainstreaming implementation manuals across regional, zonal and district bureaus, there is still a long stride to make gender mainstreaming effective in the Oromia zones.

As women in rural areas are more linked with natural resource use and conservation than men, any policy or program targeting environmental resource management need to give special emphasis to women needs and priorities. Their traditional gender roles bring them in daily contact with natural resources such as land, water, forest and wildlife. They have to use these resources because they are often poor and their livelihood mostly depends on these resources. When these resources are exploited and damaged, women suffer most. If natural resources are wisely used and sustained women benefit most. Thus, women are supposed to be at the center of OFLP program activities. For this, gender action plan and training plan need to be developed based on the main findings of this report.

10.2 Recommendations

The problems and opportunities that characterize gender disparities in the division of labour, access to and control over resources and benefit have implications for both policy and programme interventions in sustainable development. Women's limited rights to resources, their heavy workload, poverty and inadequate access to basic services negatively affect sustainable development. The following are some of policy implications of our main findings.

Firstly, there is a need to evaluate policies and programmes in terms of environmental impact and women's equal access to and use of natural resources. More over, there is a need to integrate rural women's traditional knowledge and practices of sustainable resource use and management in the development of environmental management and extension programmes. Secondly, there is a need to integrate women perspectives and knowledge, on an equal basis with men, in decision-making regarding sustainable resource management and the development of policies and programmes for sustainable development, including policies designed to address and prevent environmental degradation. Thirdly, there is a need to promote knowledge of and sponsoring of

training on the role of women in food gathering and production, soil conservation, irrigation, watershed management, sanitation, resource management, integrated pest management, land-use planning, forest conservation and community forestry, natural disaster prevention, and new and renewable sources of energy, focusing particularly on indigenous women's knowledge and experience. Fourth, there is a need to develop a strategy for change to eliminate all obstacles to women's full and equal participation in sustainable development and equal access to and control over resources. Fifth, there is a need to promote the education of girls and women of all ages in science, technology, economics and other disciplines relating to the natural environment so that they can make informed choices and offer informed input in determining local economic, scientific and environmental priorities for the management and appropriate use of natural resources and ecosystems. To this end, there is a need to promote adult education program to enhance their literacy level. Sixth, there is a need to develop programmes to involve female professionals and scientists, as well as technical, administrative and clerical workers, in environmental management, develop training programmes for girls and women in these fields, expand opportunities for the hiring and promotion of women in these fields and implement special measures to advance women's expertise and participation in these activities. Apparently, women are more likely involved in health extension services while the domain of agricultural and natural resources extensionist seem to be reserved to the men. Finally, there is a need to support the development of women's equal access to housing infrastructure, safe water, and sustainable and affordable energy technologies, such as solar, biomass and other renewable sources, through participatory needs assessments, energy planning and policy formulation at the local and national levels are essential. Furthermore, there is a need to ensure that clean water is available and accessible to all and that environmental protection and conservation plans are designed and implemented to restore polluted water systems and rebuild damaged watersheds. As explained above, women spend most of their time in search for and collecting of fire wood. Thus, there is a need to identify and promote environmentally sound technologies (energy saving stoves) that have been designed, developed and improved in consultation with women and that are appropriate to both women and men.

Annex 1:Documents reviewed:

International Legal Frameworks

- United Nations Convention to Combat Desertification (UNCCD)
- United Nations Framework Conventions on Climate Change (UNFCCC)
- FAO (Food and Agriculture Organization of the United Nations). 2011. The state of food and agriculture: Women in agriculture—Closing the gender gap for development. FAO, Rome, Italy.
- WDR (World Development Report). 2012. Gender equality and development. World Bank, Washington, DC, USA.
- World Bank. 2001. Engendering development. World Bank, Washington, DC, USA.
- GFDRR Gender Action Plan 2016-2021
- Strategy and plan of action to mainstream gender in ILRI-March 2017
- Gender Mainstreaming Conceptual Framework, Methodology And Presentation Of Good practices Strasbourg, May, 1998
- World Bank Group (2016-2023 Gender strategy): Gender Equality, Poverty Reduction and inclusive growth-102114

The following policy, legal frameworks and other relevant documents will be reviewed:

- Constitution of The Federal Democratic Republic of Ethiopia (Proclamation No. 1/1995)
- Environmental Policy of Ethiopia (EPE, 1997)
- Forest development, conservation and utilization policy and strategy (April, 2007)
- Forest development, conservation and utilization (Proclamation No 542/2007)
- National Energy Policy of Ethiopia (2006)
- National gender Policy of Ethiopia (2014)
- Gender mainstreaming guideline of Ethiopia
- Gender mainstreaming guideline of Oromia
- Development, conservation and utilization of wildlife (Proclamation No 541/2007)
- Environmental Impact Assessment (Proclamation No. 299/2002)
- Legislation on Expropriation of Landholdings for Public Purposes and Payment of Compensation (Proclamation No 455/2005)
- National Social Protection Policy, 2014
- The Rural Land Administration and Land Use Proclamation No. 456/2005
- Regulations on land Expropriated and payment of Compensation (Reg. No. 135/2007)
- The Rural Development Policy and Strategy (2001)
- Sustainable Land Management and Productive Safety Net Program
- Ethiopian Water Resources Management Policy (1999)
- Access to Genetic Resources and Community Knowledge, and Community Rights(Proclamation No. 482 /2006)

Relevant natural resources related document reviewed

- OFLP Program Implementation Manual (PIM)-2016-2016
- Ethiopia's Climate Resilient Green Economy (CRGE, 2011)

2= single
 3=divorced/separated
 4=widowed
 5=other (specify)

2= Muslim
 3= catholic
 4= Protestant
 5= Waqefata
 6= others (specify)

S.N	Household member information:	Quantity (number)	
		male	female
1	Household family size in number		
2	Household members aged between 15-64 years		
3	Those who aged between 15-64 years and full time participating in agriculture		
4	Household members aged below 15 years		
5	Household members aged above 64 years		

Household economic issues			
1	Do you have saving in cash	Yes No	1 0
2	If your answer to question N0 1 above is yes, where do you save?	at home at MFI at a bank Equb Other (specify).....	1 2 3 4 5
3	Estimate your household annual income from different sources in 2011 E.C in Birr	Crop production..... Sale of livestock Sale of livestock products..... Beekeeping..... Sale of vegetable and fruits..... Sale of forest products..... Off farm activities..... Remittance..... Others _____	
4	Estimate your household annual expenditure for different purposes in 2011 E.C. in Birr	Food..... Clothing..... Fuel..... Salt, sugar, oil etc..... Soap and other sanitation propose..... Health treatment..... Education Farm inputs..... Stoves Lighting..... Mobile charging Cooking Others _____	
5	What type of training and/or capacity building would you need in order to address gender issues more effectively in your economic issues? please circle to one or more numbers of your choice.	Saving culture Non-farm activities Agricultural activities Not needed at all Other (specify).....	1 2 3 4 5
Gender issues			

1	Do you observe any form of sex discrimination in this area?	Yes No	0 1
2	Who is the decision maker on the household assets (land, livestock) in your household?	Husband only Wife only Both husbanded and wife All house hold members	1 2 3 4
3	Estimate the average working hours for men and women per day:	Men..... women.....	
4	Do men/husbands participate in the house (child care, food cooking, fire wood collection etc..)?	Yes No	1 0
5	Do women participate in the decision making community affairs and development activity ?	Yes No	1 0
6	Is there women association in your area?	Yes No	1 0
7	What are the most pressing needs of women in this area? please circle to one or more numbers of your choice.	Grinding mills Safe water supply Maternal and child healthcare Cooking stove and biogas Credit and saving schemes Other (please specify)	1 2 3 4 5 6
8	Is there any cooperative/community association or team established for forest management?	Yes No	1 0
9	If your answer to question NO 8 above is yes, how many men and women are involved in the cooperative?	Men..... Women.....	
10	If your answer to question NO 8 above is yes, are you a member of any community forest management team?	Yes No	1 0
11	Are there any differences between the tasks and responsibilities assigned to men and women in the community forest team?	Yes No	1 0
12	Do you feel that you are not contributing your maximum potential in the forest management (only for women)?	Yes No	1 0
13	If your answer to question is yes, what are the hindering factors that influence your roles in Community Forestry Program? Please mark (v) on the circle below where applicable.	Lack of time due to household tasks Lack of knowledge/ information Male dominant society Lack of control over the benefits Others, (Specify).....	1 2 3 4 5
Energy issues			
1	Has OFLP project ever organized participatory community planning and consultation meetings on energy sources and safety issues at your location?	Yes No	1 0
2	If your answer to question NO 1 is yes, did you attend the participatory planning and consultation meetings?	Yes No	1 0
3	Does your households have an electricity connection to home?	Yes No	1 0
4	Which energy source do you more frequently use	Fire wood	1

	for cooking? please circle to one or more numbers of your choice.	Electricity Energy saving stove Biogas Other (please specify)	2 3 4 5
7	How long does it takes to go the forest and collect firewood?	Time in hours	
	Climate changes		
1	Do you think that climate change is a real problem for farmers?	Yes No	1 0
2	If your answer to question N01 above is Yes, did you notice indication of climate change since the last five years?	Yes No	1 0
3	What are the manifestations of climate change? Please circle to one or more numbers of your choice.	drought Over flooding Increased air temperature Untimely rain Reduced crop production respiratory health problems other (specify).....	1 2 3 4 5 6
4	Do you know any climate change adaptation/mitigation strategie?	Yes No	1 0
5	If your answer to question N0 4 is yes, which of the following climate change adaptation strategy do you practice more? Please circle to one you use more.	change in planting date increase crop variety changing crop type investment in irrigation Others (specify).....	1 2 3 4 5
6	Do you think that deforestation contribute to climate change?	Yes No	1 0
7	Do you think that re-afforestation program will help to minimize the effect of clime change?	Yes No	1 0
	Natural resources		
1	Why is the forest important to rural communities at your location? Please circle to one or more numbers of your choice.	We need the forest for hunting and gathering We use the forest for subsistence farming We use the forest for commercial farming We use the forest for leisure activities We use the forest for fuel wood collection We use the forest for cultural activities Other reasons...	1 2 3 4 5 6 7
2	How often do you go to the forest?	More than once per day Daily four times per week Once a week Irregularly Never	1 2 3 4 5 6
3	Which of these non-wood forest products (NWFP) do you have access to? List in order of importance ?	forest fruit collection for food collection of medicinal plants fodder Collecting of fuel wood thatch and construction materials others (specify).....	1 2 3 4 5 6

4	If you have access to non-wood forest products (NWFP) listed in question above, for what purpose do you use them?	for domestic consumption for sales both for domestic consumption and sales	1 2 3
5	If you or any person from your household is participating in sales of NWFP, how much of your household income is generated through such sale monthly?	Please state in Birr.....	
6	Out of the members of your household, who is most involved in the collection of NWFP? (Tick one)	Male Women children none	1 2 3 4
7	Do you or any person from your household participate in a sale of Timber Forest Products (TFPs)?	Yes No	1 0
8	If your answer to question NO 7 is yes, how much of your household income is generated through the sale of TFPs monthly?	Please state in Birr.....	
9	Out of the members of your household, who is most involved in the collection of TFPs? (Tick one).	Male Women children none	1 2 3 4
Policies in Forest Management			
1	Do you know any existing forestry laws promulgated by the Ethiopian government?	Yes No	1 0
2	If your answer to question NO 1 is yes, do you think that the law has helped in protecting forest degradation in your location?	Yes No	1 0
3	If your answer to question NO 1 is No, what do you think the reason could be? Please circle to one or more numbers of your choice.	rural people are not aware of the law rural people are ignorant of the law because no one is there to implement the law because of corruption any other reasons? (specify).....	1 2 3 4 5
4	Do you know any existing forestry laws established by the community/Aba Gada?	Yes No	1 0
5	If your answer to question NO 4 is yes, do you think that the law has helped in protecting forest degradation in your location?	Yes No	1 0
6	Do you think that the community based forest laws are more effective than the government laws?	Yes No	1 0
7	If your answer to question NO 6 above is yes, what could be the reason? Please circle to one or more numbers of your choice.	there is social sanctions against breach the law. community laws are more easily understood. there is less room for corrupted practices any other reasons (specify).....	1 2 3 4
8	In your opinion, which forest is more likely subjected to deforestation or illegal uses?	Private forest Community forest Open access/government forests	1 2 3
9	If your answer to question NO 8 is 3, what could be the reasons? Please circle to one or more numbers of your choice.	inequality in sharing forest benefits absence of claim to ownership of such forests ineffective enforcement of forest laws illegal exploitation of forest resources	1 2 3 4

		others (specify).....	5
Participation on community activities			
1	Have you taken part in any of the following community development programs? Please circle to one or more numbers of your choice.	Afforestation/tree planting Soil and water conservation Social services Road construction Others (specify).....	1 2 3 4 5 6
2	Have you heard of any proposed community forest plantation/afforestation at your location?	Yes No	1 0
3	Do you accept the proposed the afforestation plan?	Yes No	1 0
4	If your answer to question NO 3 above is yes, what do you expected from it? Please circle to one or more numbers of your choice.	Increased production of crops reduced risk of drought and flooding cash receipt in the form of carbon trading More employment opportunity Increased availability NWFP Other (specify).....	1 2 3 4 5 6
Agriculture and Food Supply			
1	Do you have your own land?	Yes No	1 0
2	If your answer to question NO 1 above is yes, how much in ha?	Grazing:..... Cultivated:..... Backyard:..... Coffee land:..... Forestland:..... Total :.....	
3	If your answer to question N01 above is yes, do you have land use certificate for your plots of land?	Yes No	1 0
4	If your answer to question N0 3 above is yes, whose photo is attached on the land use certificate?	Husband Wife Both wife and husband	1 2 3
5	If your answer to question N03 above is yes, do you feel more tenure secured than before?	Yes No	1 2
6	How is the trend of your crop production for the last 5years?	Increasing Decreasing No change	1 2 3
7	Was your last year's (2011 E.C)crop production sufficient for your Household consumption?	Yes No	1 0
8	If your answer to question N07 above is No, what do you think the reasons could be? Please circle to one or more numbers of your choice.	Shortage of farmland Shortage of inputs (seed fertilizers, etc) Because of climate change Shortage of capital to buy farm technologies Others (specify).....	1 2 3 4 5
9	If your answer to question N0 7 above is No, how did you manage to fill the gap ?	Household members sale labor Sale of livestock Get remittance Aid from govt. and or NGO Borrowing	1 2 3 4 5

		Sale of forest products	6
		Other)specify)	7
10	For how many months of the year your household rely only on the yearly produced crops without external support or buying from market?	<3 months	1
		3-6 months	2
		6-9 months	3
		9-12 months	4
Livestock production			
1	Do you have own livestock?	Yes	1
		No	0
2	If your answer to question NO 1 above is yes, specify their type and number?	Camel:.....	
		Cows:.....	
		Oxen:.....	
		horse:.....	
		Heifer:.....	
		Donkey:.....	
		mule:.....	
		Goats:.....	
		sheep:.....	
		Poultry:.....	
		Traditional Bee hives:.....	
		Modern beehives:.....	
		Others (specify) :.....	
3	What are the main problems of livestock keeping?	Shortage of fodder and grazing land	1
		Shortage of capital to buy animals	2
		Live stock diseases	3
		Other (specify).....	4
4	Do you have enough oxen for ploughing?	Yes	1
		No	0
5	What is the source of feed for livestock?	Grazing	1
		Crop residue	2
		Grazing and crop residue	3
		Others(specify)	4
6	Do you provide your livestock any supplement feed materials during fodder shortage?	Yes	1
		No	0
7	Do you conserve feed for your livestock?	Yes	1
		No	0
8	For the sake of environmental concern, you may be advised to reduce the number livestock, but keep only productive ones under improved management and better feeding. Do you agree to destock (reduce number of your livestock)	Yes	1
		No	0

Do you have any question or further points to explain?

.....

.....

.....

.....

Thank you very much for your time and genuine reply.

Annex 3. Interview guide

1. Policy and programme frameworks

- 1) Is there a gender policy or strategy of the organization?
- 2) Does the staff and management know and are familiar with the gender policy? Are those documents widely disseminated and available/obtainable?
- 3) Has gender been incorporated in the key planning documents, such as logframes, programme strategies, annual management plans?
- 4) Are disaggregated data used in all areas of work, including selection of staff and organizational matters as well as planning and reporting?

2. Existing gender capacity /Technical capacity

- 1) Is responsibility for gender shared among the staff or is only responsibility of an assigned person (gender focal point for example)? How much training and experiences does she/he have? Are specialists hired to help her/him in specific tasks? Does she/he work alone or in a team?
- 2) What is the level of knowledge on gender by the staff (e.g. in technical terms – no. of trainings they have attended, including their degree, sensitivity, resistance to gender)?
- 3) Are there any past or planned gender trainings? Do existing trainings include sections on gender? Is there any institutional learning activity on gender? How many people attended/attends them, disaggregated by sex?
- 4) Are there positive conditions for the staff to take part in the training (e.g. management grants time and space for attending the training)?
- 5) Are there available manuals, publications on gender? Are they publicly available? Are there working tools available or developed by the institution for the use of the staff?

3. Budget issues

- 1) Are there any funds allocated specifically for gender-related work? Any for projects on women's rights or women's empowerment?
- 2) Are gender equality objectives reflected in both regular budget allocations and extra-budgetary allocations? Are efforts made that ensure all projects and programmes implemented by the institutions include a gender mainstreaming strategy?

4. Gender-conscious workplace (organizational culture)

- 1) Are the staff members rewarded for or discouraged from engaging in gender equality issues?
- 2) Is the institution seriously involved in promoting empowerment of women and men and changing cultural norms in society? Who exerts most influence in the work unit when it comes to whether or not gender issues are taken seriously or neglected?
- 3) Are human resource policies on paternity, benefits, etc. applied? What mechanisms are used, whether the whole staff benefits or only those who have certain kind of contract?
- 4) Are there any sexual harassment and discrimination policies in place? Is there a responsible person for these policies? Are they and other personnel familiar with these policies?
- 5) What is the level of transparency in the organization? How are decisions taken, who is included, what is the sex balance? Who makes decisions on budgets?
- 6) Are financial/budget matters discussed openly in the organization? Are principles of transparency and accountability (overall and budgetary) followed/encouraged within organization? Is this depicted in works/actions or both?
- 7) What is the level of staff sensitivity and commitment to gender? Are relations among the staff of different sexes cordial and respectful? Does staff feel, regardless of their sex, they receive equal treatment? Are relations among fellow workers established on the basis of sex, age, political ideology, religion or other characteristics?
- 8) Are there sexist expressions, comments or rude jokes that could affect other staff because of their sex, race, place or origin or age?

- 9) Are there any signs of use of physical space and gender-differential behaviour in the institutions internal activities, both formal or informal (e.g. selection of moderators at official ceremonies, chairs of meetings;

5. Human resource level

- 1) What is the sex balance of staff at all levels of institution? How is the sex balance of staff promoted and maintained; if at all: by positive action, additional facilities, targets, trainings?
- 2) How are women and men distributed among staff positions? Is sex parity an objective? What is the sex distribution in decision-making versus support functions? Has this been increased in the last years?
- 3) Are recruitment and selection procedures transparent and gender sensitive for all types of jobs, including technical cooperation?
- 4) Are the gender criteria incorporated into the processes of recruiting new staff or consultants? Do terms of references for not specifically gender related work include gender knowledge and experience, especially for staff being hired for projects and programmes? Are candidates questioned about their marital or family status, or intimate personal matters?
- 5) What is the staff salary distribution in the institution (sex-disaggregated according to the level)? How long have the staff members (men/women) been in the same grade?
- 6) How much the office allocates for each gender financially? Are the payments for equal position and responsibilities between the men and women the same?
- 7) What are the promotional policies? How more women or men have been promoted in the recent years? Are there any signs in gender discrimination in this field?
- 8) How does the organization, unit or department demonstrate its commitment to gender equality in its hiring practices?
- 9) Do selection criteria for consultants include knowledge or experience in addressing gender inequality in programmes and policies?
- 10) Are there any gender briefing kits available for new employed staff or short term consultants?

Accountability mechanism

- 1) Does staff or organization have ideas about the relative success and outcomes of their work on gender equality?
- 2) Is gender addressed in the performance indicators? In monitoring and evaluation systems?
- 3) Are there effective financial and administrative mechanisms in place allowing for the tracking of planned and spent resources and planned and completed activities on gender mainstreaming?

Annex 4. Self assessment check list

This questionnaire seeks to assess the technical capacity, organizational culture, institutional accountability and political will of your institution in promoting gender issues within its policies and programmes. Accordingly, please put a tick mark [√] in the box which you consider best represents your response to each question.

Technical Capacity		1 Very small degree	2 Small degree	3 Moderate degree	4 Good degree	5 Great degree	Calculation
1	There is a person and/or division responsible for gender in my						

	organization.								
2	Staff have been trained to have the necessary knowledge and skills to carry out their work with gender awareness.								
3	Program/project planning, implementation, valuation and advisory teams in my institution consists of members who are gender sensitive.							Sum and divide by 6	
4	Program/project planning, implementation, valuation and advisory teams in my institution include at least one person with specific expertise and skills in gender issues.								
5	Gender analysis is built into our program planning and implementation procedures.								
6	Gender analysis is built into our program evaluation procedures.								
Organizational Culture									
1	Gender issues are taken seriously and discussed openly by men and women in my organization.								Sum and divide by 5
2	My institution has a reputation for integrity and competences in gender issues among leaders in the field of gender and development.								
3	The working environment in my institution has improved for women over the past five years.								
4	Staff in my institution are committed to the advancement of gender equality.								
5	My institution has made significant progress in mainstreaming gender into our operations and programmes.								
Accountability									
1	Data collected for programmes and projects are disaggregated by sex.							Sum and divide by 4	
2	The gender impact of projects and programmes is monitored and evaluated								
3	My institution's programmes and projects ensure equal participation of, and benefit to, men, women, boys and girls.								
4	Gender awareness is included in job descriptions and/or job performance criteria.								
Political Will									
1	The integration of gender equality in programmes/projects is mandated.								
2	There is a written policy that affirms								

	commitment to gender equality.						Sum and divide by 5
3	Senior management actively supports and takes support for our policy on gender equality.						
4	There has been increase in the representation of women in senior management positions in the past few years.						
5	My organization has budgeted adequate financial resources to support our gender integration work.						
Total domain sum							SCORE:
Divide by 4							
Overall Capacity							

Annex 4.1. Gender-Sensitive Approaches: Sex Activity Profile

Activities	Who does what?				Why
	Women	Girls	Boys	Men	
Reproductive Activities					
Cleaning					
Fetching firewood					
Fetching water					
Preparing food					
Take care of children					
Washing clothes					

milking					
Preparing food					
Productive activities					
Land preparation					
Land clearance					
Ploughing					
Seed selection					
Sowing / planting					
Weeding					
Daily maintenance					
Harvesting					
Threshing					
Storage					
Fertilizing					
Community activities:					
Wedding					
Helping others in time of need					
Meetings					
Labor on communal projects					

Note:-

Interviews will be conducted separately for men and women. Then, symbol (X) will be used to represent who does that particular activity. An extra symbol (i.e. XX) will be used to reflect the relative contribution of a person performing that activity i.e. who is spending more time on that particular task. In case both men and women share the task equally each of them get similar (i.e. each of them get X or XX), whereas if only one of them is entirely responsible for that particular activity the symbol will be noted only for that person.

Annex 4.2. Access and Control of Resources Profile

Resources	Control				Access			
	Women	Girls	Boys	Men	Women	Girls	Boys	Men
Land								
Fertilizer								
Seed								
Oxen								
Sheep/goat								

Chicken								
Dairy cows								
Agricultural equipment								
Training								
Credit								
Water								
Fuel wood								
Others								
Benefits from								
Sale of agricultural products								
Ownership of								
Cash/assets								

Interviews will be conducted separately for men and women groups. I will use a symbol X to indicate who has the access/control over the resource. An extra symbol (i.e. XX) will be used to reflect the relative access/control of a person over that particular resource. In case both men and women have equal access or equal control, each of them get similar numbers (i.e. each of them get X), whereas if only one of them is entirely in control of that particular resource, the symbol will be noted only for that person. By doing so, we will be able to consider what factors over time influence and change gender relations, division of labor, access and control over resources.

Annex 4.3 : Influencing Factors to Access and Control of Resources

The issues	Sex			
	Women	Girls	Boys	Men
Opportunities				
Community norms and social hierarchy				
Demographic conditions				
Institutional structures				
Economic factors				

Legal and political				
Constraints				
Community norms and social hierarchy				
Demographic conditions				
Institutional structures				
Economic factors				
Legal and political				

Note: Women, girls, boys and men should be assisted to fill the profile separately. After the compilation of the profile by the women, girls, boys and men they should come together to discuss the results and the implications of the results on the OFLP project

Bibliography

- Abay, B. M., & Melese, W. A. (2019). Opportunities and challenges of adopting home garden agroforestry practices in Ethiopia: A review. *Cogent Food and Agriculture* , 1-8.
- Abduselam, A. M. (2017). Food Security Situation in Ethiopia: A Review Study. *International Journal of Health Economics and Policy* , 2 (3), 86-96.
- Admassu, T. H., & Workneh, N. (2016). The Impact of FFS on Net crop incme. *Journal Of Economics and public finance* , 1-21.
- Babatunde, R., Omotosho, O., & Sholotan, S. (2007). Factors influencing food security status of rural farming households in North Central Nigeria. *Agric J.* , 2 (3), 351–357.
- Bank, W. (1986). *Poverty and Hunger: Issues and Options for Food Security in Developing Countries*. Washington DC: World Bank.
- Berhanu, A. (2003). *Food Security Module Ethiopia*. Presented at Roles of Agriculture Project International Conference 20-22 October, 2003, Food and Agriculture Organization of the United Nations, Agricultural and Development Economics Division (ESA), Rome, Italy.
- Bradshaw, S., & Linneker, B. (2014). *Gender and Environmental Change in the Developing World*. London: IIED,.
- Buchy, M., & Rai, B. (2008). Do Women-Only Approaches to Natural Resource Management Help Women? The Case of Community Forestry in Nepal. In B. P. Resurreccion, & R. Elmhirst (Eds.), *Gender and Natural Resource Management: Livelihoods, Mobility and Interventions* (pp. 114-133). Ottawa: International Development Reseaerch.
- Coates, J., Swindale, A., & Bilinsky, P. (2007). *Household Food Insecurity Access Scale (HFIAS) for Measurement of Food Access:Indicator Guide*. Food and Nutrition Technical Assistance Project (FANTA). Washington, DC 20009-5721: Academy for Educational Development.
- Daniel, A. M., & Gerber, N. (2017). Aspirations and food security in rural Ethiopia. *Food Sec.* , 1 (9), 371-385.
- EMDHS. (2019). *Ethiopia Mini Demographic and Health Survey 2019: Key Indicators*. EPHI and ICF, Rockville, Maryland, USA. Addis Ababa: Ethiopian Public Health Institute.
- EPRDF. (2011). *Ethiopia's Climate Resilient Green Resilient Green Economy Strategy: The path to sustainable development*. Addis Ababa: EPRDF Environmental Protection Authority.
- FDRE, T. F. (2015). *The Second Growth and Transformation Plan (GTP II) (2015/16-2019/20)*. Addis Ababa: National Planning Commission.

- Ethiopian Ministry of Water Resources. (2001). Gender Mainstreaming Guidelines and Checklists for the Water Sector.
- Hamdani, M. R., & Iemi, A. (2018). Learning how to be a transformational leader through a skill building, role-play exercise. *The International Journal of Management* , 26-36.
- Harris-Fry, H., Azad, K., Kuddus, A., Shaha, S., Nahar, B., Hossen, M., et al. (2015). Socio-economic determinants of household food security and women's dietary diversity in rural Bangladesh: a cross-sectional study. *Journal of Health, population and Nutrition* , 1-12.
- Ibrahim, H. Y., Adeola, S. S., & Ibrahim, H. I. (2016). DETERMINANTS OF FOOD INSECURITY AMONG FARMING HOUSEHOLDS IN KATSINA STATE, NORTH WESTERN NIGERIA: AN ORDINAL LOGIT REGRESSION APPROACH. *Journal of Agricultural Sciences* , 61 (3), 291-301.
- IFPRI. (2017). *Global Food Policy Report*. Washington, DC: International Food Policy Research Institute.
- Jemal, A., & Kim, K.-r. (2014). Determinants of Household Food Security in Rural Ethiopia: An Empirical Analysis. *Journal of Rural Development* , 37 (2), 129-157.
- Mbwana, H. A., Kinabo, J., Lambert, C., & Biesalski, H. K. (2016). Determinants of household dietary practices in rural Tanzania: Implications for nutrition interventions. *Cogent Food & Agriculture* , 1-13.
- McCright, A. M., & Xiao, C. (2014). Gender and Environmental Concern: Insights from Recent Work and for Future Research. *Society & Natural Resources* : , 27 (10), 1109-1113.
- Meade, B., & Thome, K. (2017). *International Food Security Assessment, 2017-2027*. Department of Agriculture, Economic Research Service, Washington, D.C.
- Meyers, L., & Jones, L. (2012, August). Gender Analysis, Assessment and Audit: Manual & Toolkit. ACIDI/VOCA.
- Mulat, D., Guta, F., & Ferede, T. (2006). *AGRICULTURAL DEVELOPMENT AND FOOD SECURITY IN SUB-SAHARAN AFRICA (SSA)*. WORKING PAPER No. 02, FAO Subregional Office for East and Southern Africa, Policy Assistance Unit , Rome.
- Muro, P. D., & Mazziotta, M. (2011). *MASTER IN HUMAN DEVELOPMENT AND FOOD SECURITY (2010/2011): Towards a Food Insecurity Multidimensional Index (FIMI)*. Rome: HDFS.
- Nkegbe, P. K., Abu, B. M., & Issahaku, H. (2017). Food security in the Savannah Accelerated Development Authority Zone of Ghana: an ordered probit with household hunger scale approach. *Agriculture & Food Security* , 6 (35), 1-11.
- OSCE. (2009). *Gender and environment: A guide to the integration of gender aspects*. OSCE.
- Powell, B., Kerr, R. B., Young, S. L., & Johns, T. (2017). The determinants of dietary diversity and nutrition: ethnonutrition knowledge of local people in the East Usambara Mountains, Tanzania. *Journal of Ethnobiology and Ethnomedicine* , 1-12.
- Save the Children, U. (2012, December). NUTRITION-SENSITIVE AGRICULTURE. *TRAINER MANUAL FOR AGRICULTURE DEVELOPMENT AGENTS (DAs)* . Ethiopia.
- Singh, K. (2007). *QUANTITATIVE SOCIAL RESEARCH METHODS*. Los angles: sage publications.
- Sisay, D. L., Mulugeta, D. W., & Molla, A. Y. (2019). Climate change adaptation strategies in response to food insecurity: The paradox of improved potato varieties adoption in eastern Ethiopia. *Cogent Food and Agriculture* , 1-15.
- Sundströma, A., & McCright, A. M. (2014). Gender differences in environmental concern among Swedish citizens and politicians. *Environmental Politics* , 23 (6), 1082–1095.
- UN. (2015). *Transforming Our World: The 2030 Agenda For Sustainable Development A/RES/70/1*. New York: United Nations.
- WFP, W. F. (2009). *Emergency Food Security Assessment Handbook*. Rome, Italy: United Nations World Food Programme.

- Wondimagegnhu, B. A., Admassu, T. H., & Nischalke, S. M. (2019). Determinants of farm livelihoods of smallholder farmers in Yayu biosphere reserve, SW Ethiopia: a gender disaggregated analysis. *Cogent Economics & Finance* , 1-19.
- World-Bank. (2012). *Linking Gender, Environment, and Poverty for Sustainable Development: A Synthesis Report on Ethiopia and Ghana*. Washington DC: World Bank.
- XIAO, C. (2012). Explaining Gender Differences in Concern about Environmental Problems in the United States. *Society and Natural Resources* , 25, 1067–1084.
- Xiao, C., & McCright, A. M. (2015). Gender Differences in Environmental Concern: Revisiting the Institutional Trust Hypothesis in the USA. *Environment and Behavior* , 47 (1), 17-37.

ZERO DRAFT REPORT