

The Ethiopian Institute of Agricultural Research

Overview of Institutional Gender Audit Report

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Introduction

- Gender is increasing in importance in Ethiopia's agriculture sector and in national policies where there is a desire to improve food security for all citizens.

The national development plan, the Growth and Transformation Plan I and II, have made significant gender commitments.

- “Women, Children and Youth” as a Cross Cutting Sector (GTPII:56)



Cont'd...

In GTP II issue of gender is discussed on areas of Improving:

- Access and quality of agricultural extension services
- Access to technology to reduce women's workload and improve agricultural processing times; secure benefits and
- Land access for female headed households
- Increase access to credit services (poor women's)
- strengthen women's organizations
- Enhance leadership commitment at all levels to empower women;
- Enhance women's participation in leadership at all levels and curb backward attitudinal problems across various bodies



Cont'd..

- The plan also stipulates that to “strengthen women’s empowerment and enhance”
- Their economic benefits, integrated and well-organized awareness creation and capacity development
- Interventions need to be pursued in GTP II” (GTPII:74).The gender audit aligns well with this latter.

Despite all these facts and commitments observing the realized results of GTP-II plan requires the institutional, organizational and actors commitment to achieve the stated outcome.

It is further, supported with the structural and managerial commitment of any development and research organizations. EIAR undertakes, this audit to observe the institutional management and researchers commitment towards realizing GTP-II plan in EIAR through, assessing the level of knowledge, and other aspects its workers to wards gender in agriculture.

- To that gap oriented continuous capacity building interventions can be undertaken to contribute to GTP-II pillars.



Cont'd...

- The Ethiopian Institute of Agricultural Research (EIAR) was established in 1966 to nationally coordinate:
 - all agricultural research and advise the Ethiopian Government on agricultural research policy formulation.
 - There are 17 agriculture research center across the country and Addis Ababa as the headquarters of EIAR.
 - EIAR's approach to gender mainstreaming is emerging and the country has little data on women's role in agriculture.



What is gender audit and why/how ??

- A gender audit is a form of organizational assessment or evaluation for gender mainstreaming.
- A gender audit can help set a **direction** for **change** and help an organization to identify some of the hidden gender dynamics that may work against equality either internally (e.g. operations) or within an organization's programs and partnerships.
- It examines accountability and leadership to ensure that any gender sensitive guidelines or policies are followed and identifies critical gaps and challenges

Cont'd...

- The results of a gender audit can be used to measure progress if the audit is repeated.
- Gender audit manuals (ILO 2012; Interaction 2010) were consulted but none had been designed for a research institute. Therefore, the methodology and sample used for this study is experimental.



Sample/methodology

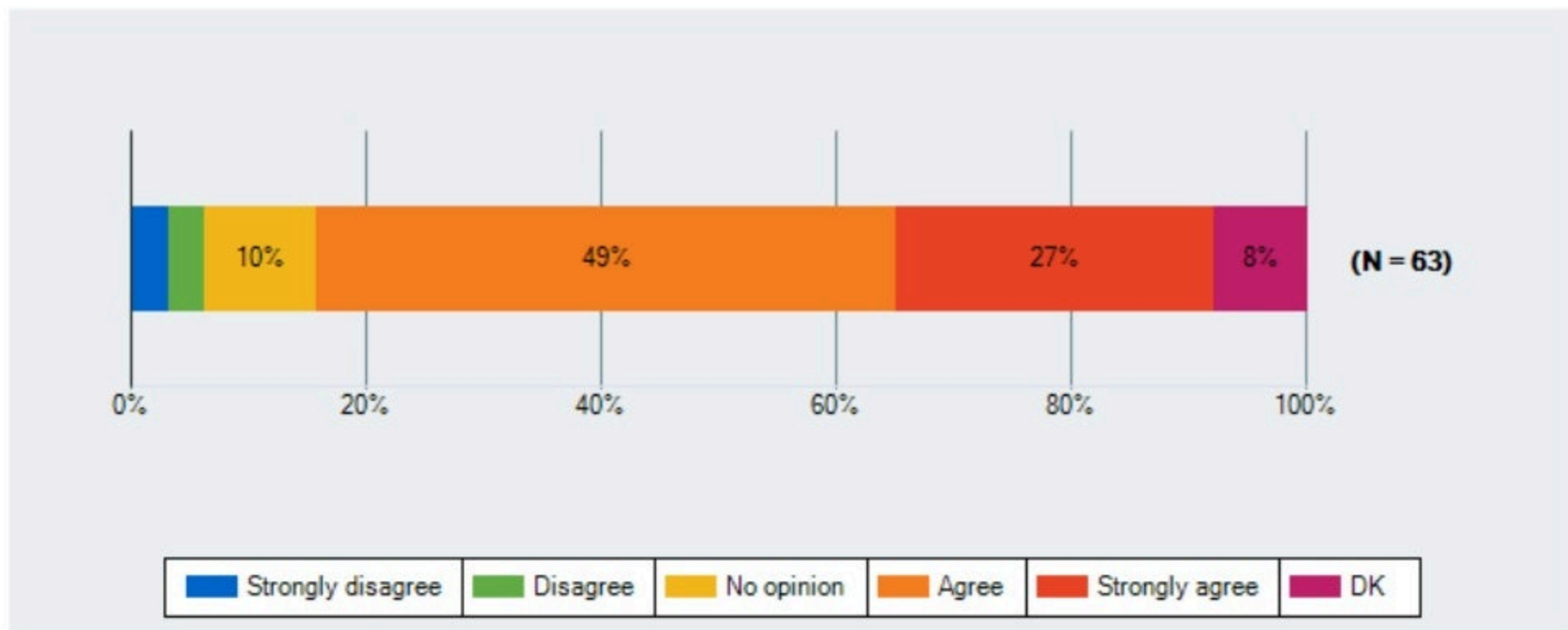
- Adapted from ILO & inter-action audit manuals
- Online survey - not as diverse as we would like
- n=70 (8F/62M) 11% F; 81% under 40.
- FGDs – 3 (4F/6M). Trouble getting senior people
- KIIs – 18 (9F/9M)
- Bibliometric analysis
- Documentation analysis - 57
- 4 directorates (Crop, NRM, Livestock and Mechanization) and 2 units (HR and Communications)

Result

- **Section 1: Organizational culture & attitudes (KIIs, FGDs, online survey)**



My Center/Institute could do more than it is currently doing to institutionalize gender equality.



A large majority agree or strongly agree



Leadership

- Half the KII respondents had never heard their manager ask for gender disaggregated data.
- “It looks like people don't care about gender. When you mention gender most of the time, there is only talk and talk.” FGD

To what extent have you witnessed gender being taken into account during strategic planning meetings?

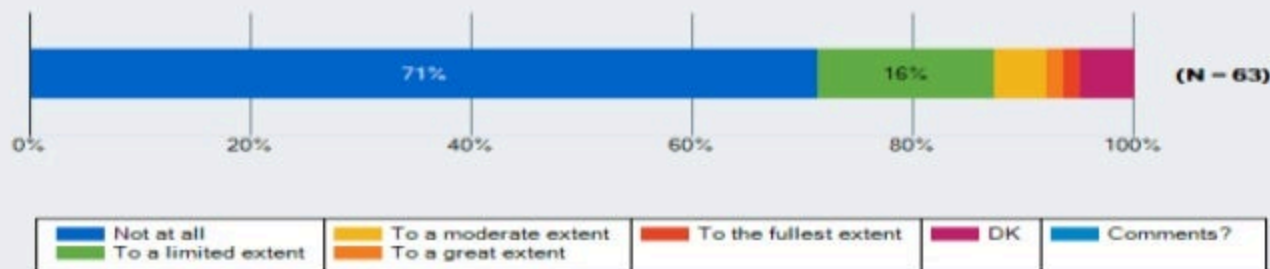


Accountability

- 15 out of 18 KII respondents have not personally done anything to incorporate gender into their workplace.
- All KII respondents agree that there are no incentives in place to encourage staff to mainstream gender.
 - Some mentioned affirmative action but that there were no incentives if you had a more diverse team.



Have you experienced gender based discrimination in the workplace?

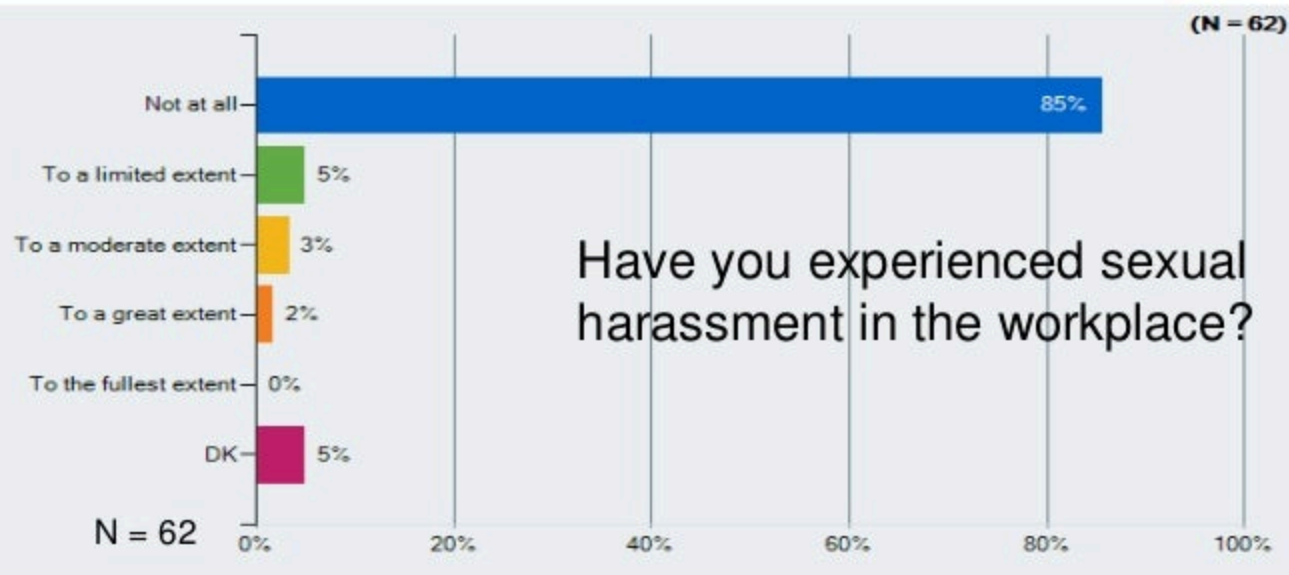


Has sexual harassment ever been discussed in the workplace?



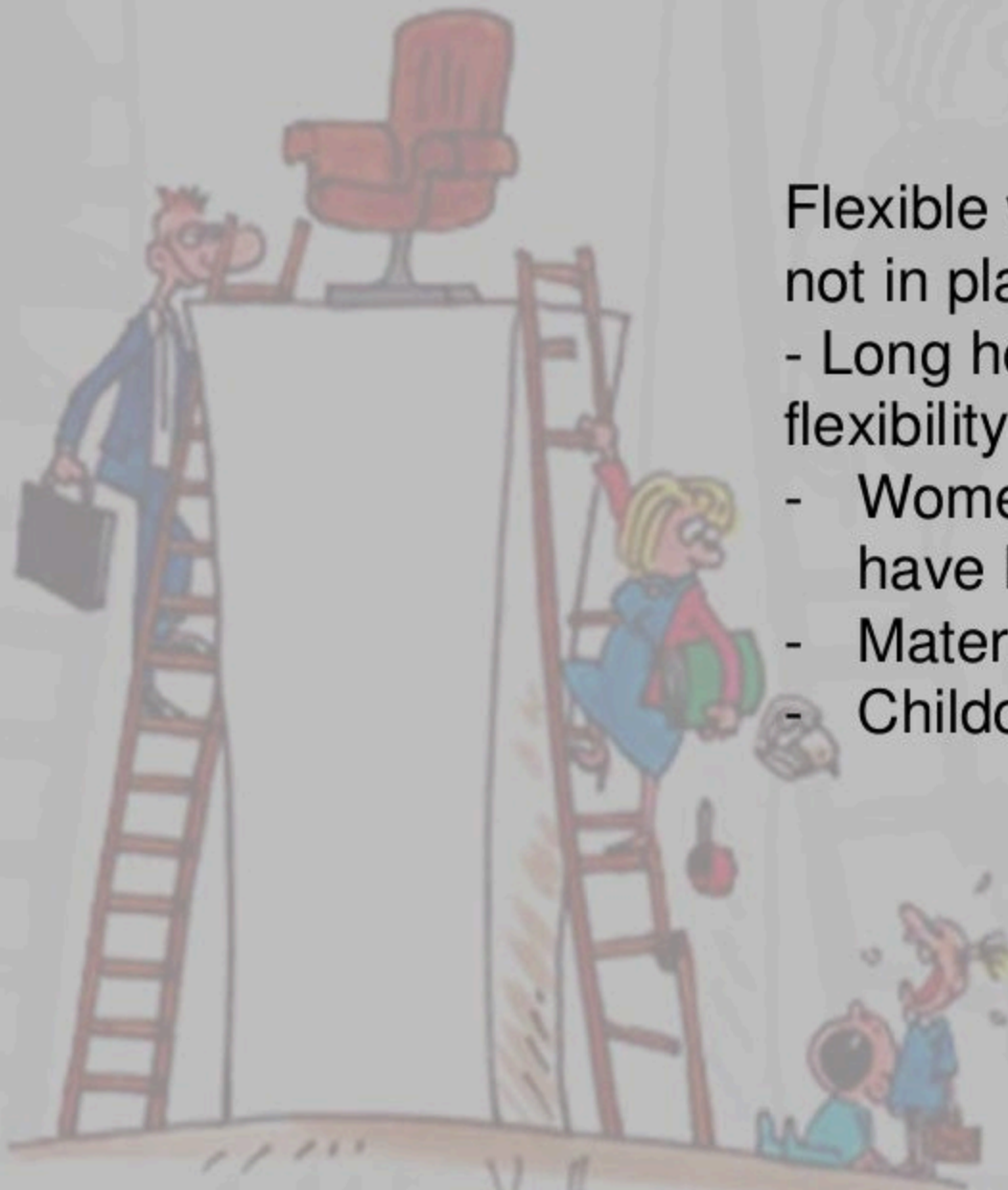
Sexual harassment

“When you see violence, harassment issues and when you see the legal measures taken for those actions it is not good enough.” - FGD



Have you experienced sexual harassment in the workplace?





Flexible work practices are not in place:

- Long hours, field work and flexibility expected;
- Women quit when they have babies.
- Maternity leave too short
- Childcare very expensive

HR rules and polices need proper implementation & review

- Leave approval and grievance claims require review
 - Not anonymous
 - Too much discretionary power to the supervisor
- ‘Lots of turnover of gender staff [focal people].’ but what about women researchers?
 - More sex disaggregated data & exit interviews needed
- Affirmative action is having a very slow impact:
 - 4.5% improvement after 12 years of effort.
 - m=76%; w=24%



Section 2: Gender responsive research practice

KIIs, FGDs, online survey; bibliometric analysis; documentation analysis

Gender responsive research in EIAR =

- Counting female participation rates,
- Inviting women to attend/ seeking out women's opinion
- single sex FGDs
- Mainly quantitative (online survey only 7 have used FGDs; and 5 PRA)
- asking division of labor or decision making questions in surveys,
- trying to empower women.

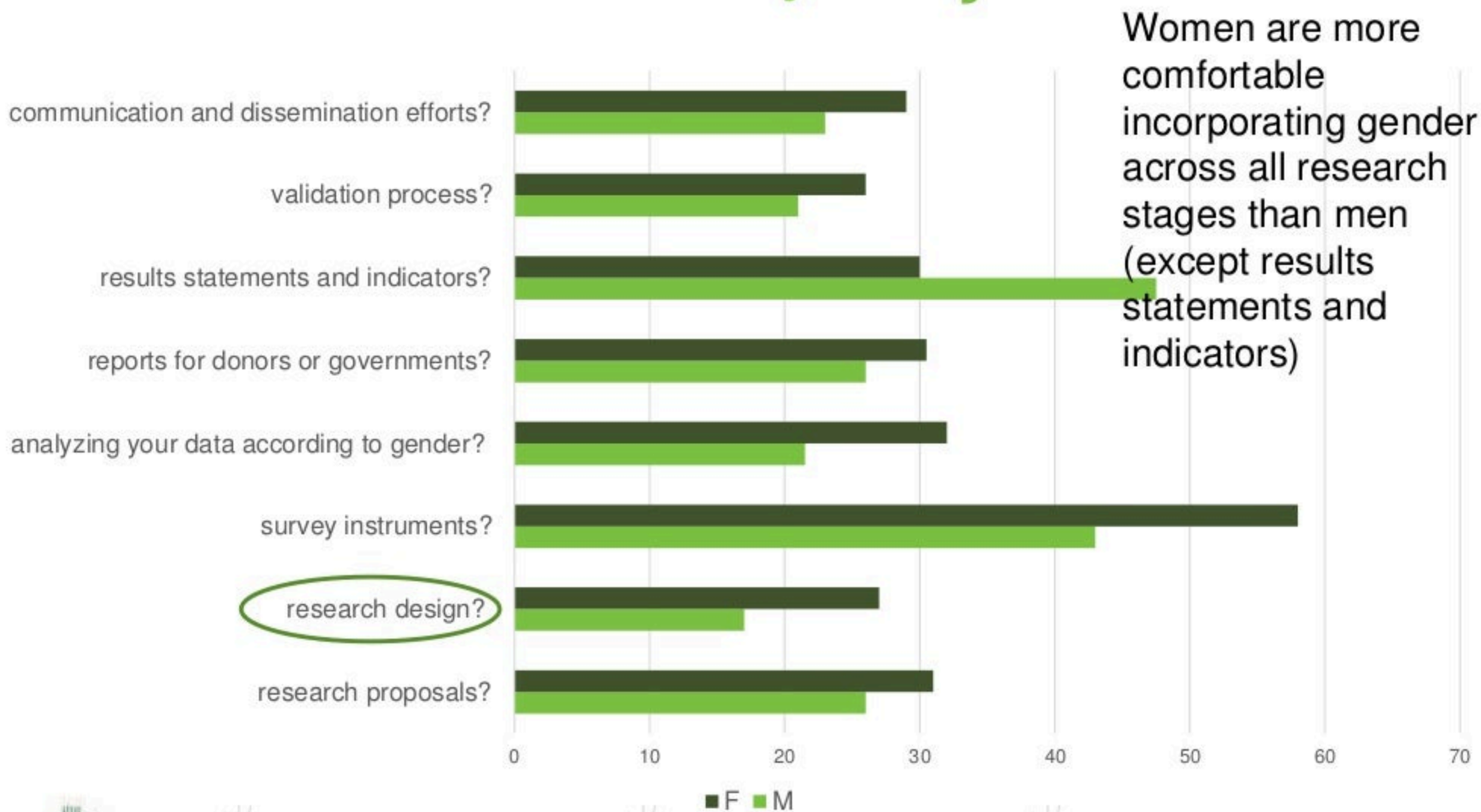


Gender analysis

- 63% (online) never conducted a gender assessment or analyzed the gender roles and responsibilities in a targeted community.
- 12 out of 14 (KII) respondents never conduct a gender assessment before designing research.
 - Yet this omission is seen as a problem - “we have to think of gender prior to implementation, we have to think of proposals that incorporate women.” KII



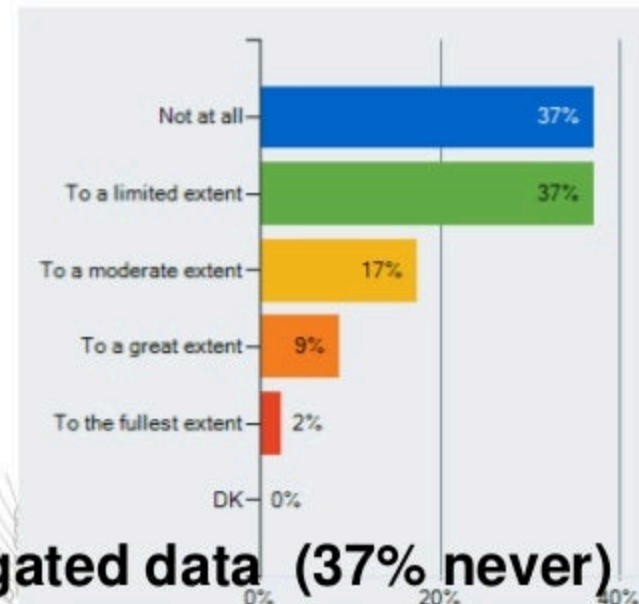
Comfort with incorporating gender across the research cycle by sex



Improvement needed

- Setting female participation targets (16% never; 10% seldom; 25% occasionally; 44% frequently);
- Seeking out a gender balance in enumerators (17% always; 34% never; 20% seldom; 22% occasionally);
- Half have a specific gender indicator in M&E framework

- but mainly no. of women



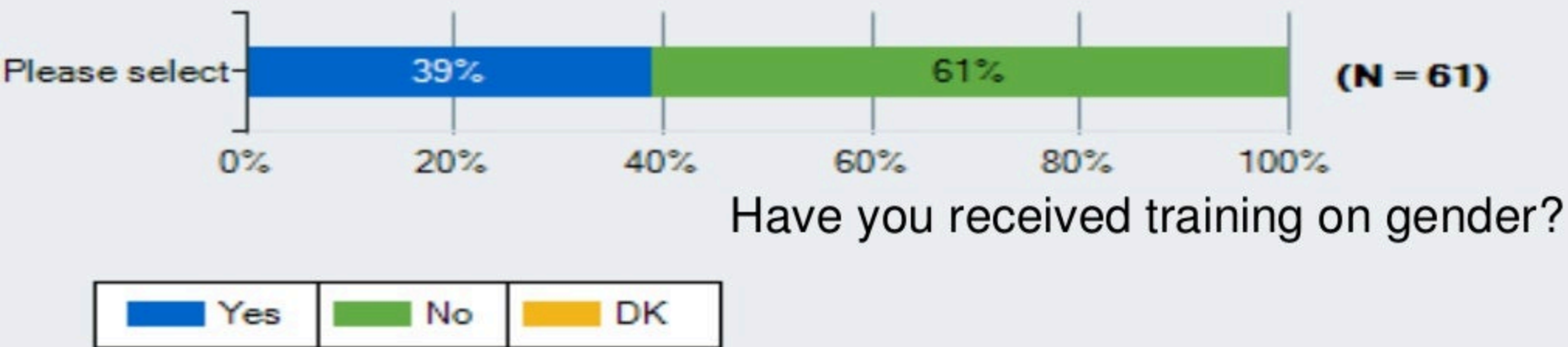
Collecting sex disaggregated data (37% never)

Consequently

- 69% have never shared gender results with policy makers. Confirmed through KIIs.
- Only 20% have asked funders (donor, government of Ethiopia, CGIAR Centers etc) to provide some (or more) funds for gender related activities.
- Only two out of fourteen KII respondents had some budget earmarked for gender within their programs.
- Most online respondents don't have a gender budget.



Capacity



Have you applied the knowledge?

11 of the 24 said No:

- 5 No one discusses it/plans for it
- 2 No opportunity
- 2 Budget
- 1 Not practical
- 1 Too junior

Inadequate training - not practical and gender focal people do not know enough to give training.



In your opinion, what would be the most effective ways to address capacity gaps in gender?



Institutionalize gender! Ensure it is mainstreamed across the organization and embedded in the research cycle's systems and processes is a preference.



Documentation analysis ranking

- Found good + bad examples in the 57 docs
- Brochures, newsletters, magazines - in almost all cases used gender neutral or biased language, & male images.

| Score | Number of documents |
|-------|---------------------|
| 0 | 37 |
| 0-1 | 2 |
| 1 | 8 |
| 2 | 4 |
| 3 | 5 |
| 4 | 1 |

Bibliometric Analysis

- Using Scopus citation index, searched "Ethiopian Institute of Agricultural Research" in *Affiliation* field.
- Then searched 'gender' and 'women' in the **title, keywords, abstract and references'**
- Results limited to 2011 to 2015, = 17
- *Book chapters not included*
- Best year 2014

| YEAR | Articles |
|------|----------|
| 2014 | 6 |
| 2015 | 5 |
| 2013 | 3 |
| 2012 | 2 |
| 2013 | 1 |



Quality review

1. Gender Integration

Gender integration of research

| | |
|-----|---|
| 0 | 5 |
| 20% | 9 |
| 25% | 1 |
| 50% | 1 |

| | |
|------|--|
| 100% | Gender and/or women are the primary focus of the entire research process, from design to analysis. |
| 50% | Gender and/or women are not the primary focus of the research project, but all data are collected on both men and women AND gender analysis is the key component of the majority of the research findings. |
| 33% | One of several research questions/sections is focused on gender and/or women and explicitly analyzes sex-disaggregated data and what it means from a gender perspective. |
| 20% | Sex-disaggregated data are collected but not analyzed by gender but may discuss sex differences. |
| 0% | None of the research questions/sections are focused on gender and/or women AND no sex-disaggregated data is collected AND none of the deliverables include gender analysis. |

2. Was there a substantive conclusion for gender practice or policy?

Substantive Conclusion

| | |
|---|---|
| 0 | 9 |
| 1 | 5 |
| 2 | 2 |

- 0 = no mention of gender in the conclusion;
- 1 = irrelevant/tokenistic conclusion;
- 2 = has some sex but not gender conclusions;
- 3 = has some basic gender conclusions;
- 4 = highly relevant gender aware conclusion

Conclusion



Main findings

- Gender not adequately mainstreamed across the organization and the research cycle
- Improvements in quality & quantity of gender publications needed
- More gender sensitive communication materials and gender research dissemination required
- Need for more methodological diversity
- Leadership and accountability for GE lagging behind commitment (implementation gap)
- HR policies matter for the organizational appetite & culture for GE



How was the audit received?

- Some people questioned the small sample size and were resistant
- Others were positive and interested:
 - “we’ve never looked at our organization like this before”
- The audit has helped to indicate the direction
- Gave us a 360 degree view of our organization
- We realize more work is needed but the gender directorate does not have a budget/funds.
- More than training is needed.



• **THANK YOU FOR**

