The Ethiopian Institute of Agricultural Research (EIAR) Gender Audit

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Structure

• Sample/methodology
• Section 1: Organizational culture & attitude
• Section 2: Gender responsive research
• Conclusion
• Response to audit
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
- KII's – 18 (9F/9M)
- Bibliometric analysis
- Documentation analysis - 57
- 4 directorates (Crop, NRM, Livestock and Mechanization) and 2 units (HR and Communications)
Section 1: Organizational culture & attitudes (online survey, KII s, FGDs)
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?

![Bar chart showing the extent to which gender was taken into account during strategic planning meetings.](chart.png)
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 which was in place for 12 years but that there were no incentives if you had a more diverse team.
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
Flexible work practices are not in place:
- Long hours, field work and flexibility expected; and
- Maternity issues were raised where women quit when they have babies.
- Maternity leave too short
- Childcare very expensive
HR rules and policies 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

KII, 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

Women are more comfortable incorporating gender across all research stages than men (except results statements and indicators).
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 KII.
- 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.
Have you received training on gender?

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

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
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.

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<thead>
<tr>
<th>Score</th>
<th>Number of documents</th>
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<tbody>
<tr>
<td>0</td>
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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

<table>
<thead>
<tr>
<th>YEAR</th>
<th>Articles</th>
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<td>2014</td>
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## Quality review

### 1. Gender Integration

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<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>100%</td>
<td>Gender and/or women are the primary focus of the entire research process, from design to analysis.</td>
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<tr>
<td>50%</td>
<td>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.</td>
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<tr>
<td>33%</td>
<td>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.</td>
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<tr>
<td>20%</td>
<td>Sex-disaggregated data are collected but not analyzed by gender but may discuss sex differences.</td>
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<tr>
<td>0%</td>
<td>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.</td>
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### 2. Was there a substantive conclusion for gender practice or policy?

<table>
<thead>
<tr>
<th>Substantive Conclusion</th>
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<tbody>
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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
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 gender mainstreaming, for GE and to get to gender responsive research
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 your interest!