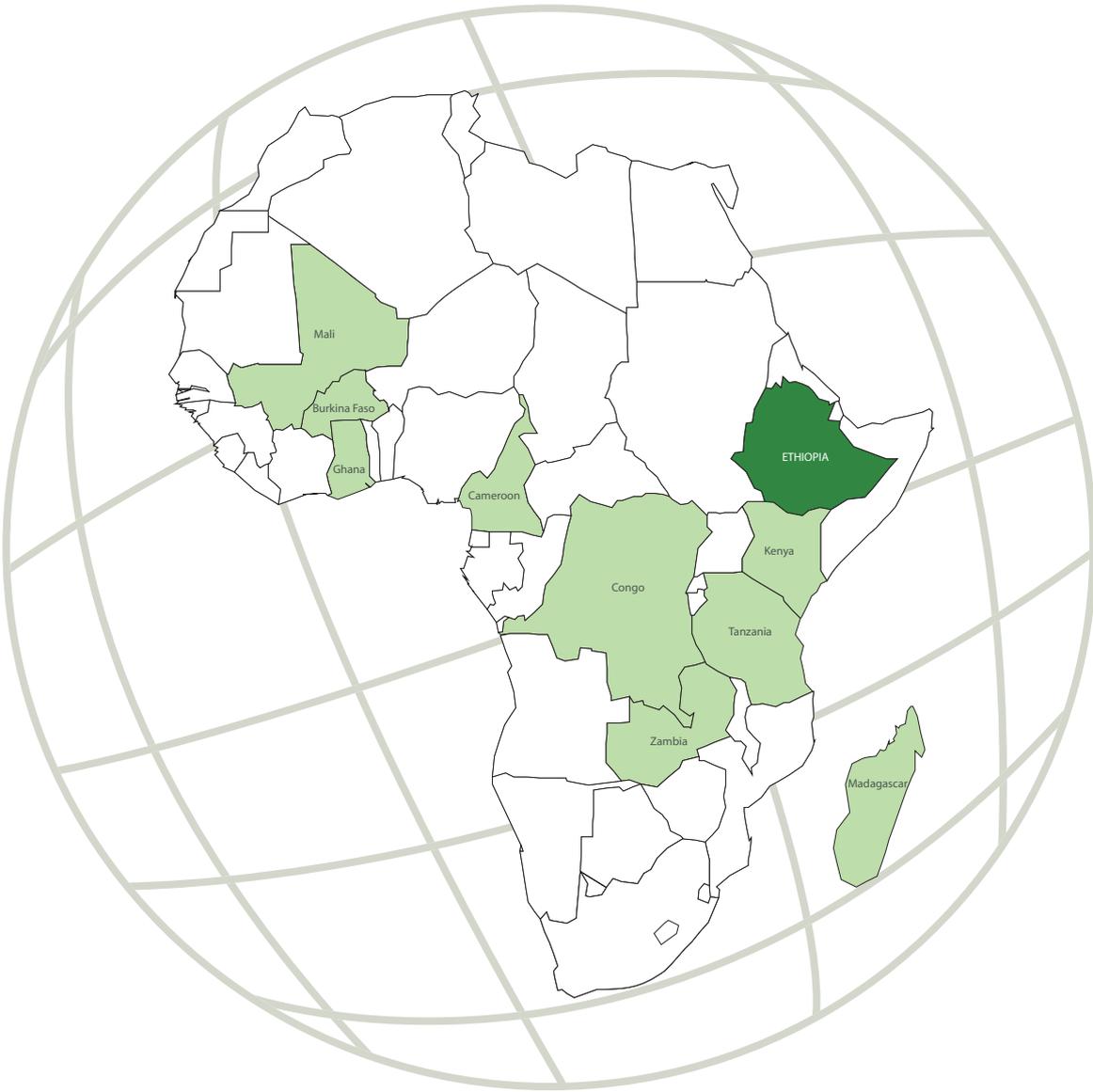


GENDER MAINSTREAMING IN FORESTRY IN AFRICA

ETHIOPIA



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Mersha Gebrehiwot

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FOREWORD

This project report is one of a series of 10 reports produced by the FAO Forestry Department for the project “Gender Mainstreaming in Forestry in Africa.” The purpose of the project is to assess the gender balance and responsibilities in the management and use of forest resources and to provide a framework for the creation of women in forestry networks in Africa. The project received generous funding from the FAO Netherlands Partnership Programme (FNPP).

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SUMMARY

The main purpose of this report is to give a general overview of the Ethiopian gender and forestry experiences. The main focus of the report is to analyze and produce information on the existing national and intergovernmental policies and legislations, on the institutional framework related to gender and forestry, the existing gender structures and on local initiatives and responsibilities of women in rural forest communities and households.

The report presents a brief history of gender and forestry in Ethiopia, (based on literature reviews, government papers, expatriate reports, collection of relevant data) through face to face interviews, observation fax, telephone and email communications and use of existing secondary data sources from archives of different organizations, observation and experience to generate the required information.

The main topics in the report are: The evolution of gender and property right policies and laws in Ethiopia during the three regimes (Imperial, Derg and FDRE), gender and forestry development and women's role considering gender balance in different forestry and natural resources institutions and in rural community and household developments.

The analysis showed that gender and forest property have changed from one to another during the three different regimes. Relatively, the present (FDRE) government policy creates the worst and incompatible forest resource development in the country. But the most favourable environment for gender balance is that much have been done about women's issues and institutional set-ups to promote gender balance in natural resources and forestry training and employment in the country. However, its effective and efficient implementation is limited for gender balance and mainstreaming in all development programs including forestry. There is no focus at establishing a system where by each development sector programme would use gender as a measuring indicator to quantify and qualify projects and achievements. In general, although the present "Ethiopian National Policy of Women 1993" is designed to achieve gender equity and equality, it is inadequate to empower women in development programmes and practices.

Moreover, both the before and the after 1974 gender and property rights policies and laws in Ethiopia show that women have limited access to resource, education, employment, information and decision making due to variety of traditions, norms and practices of ownership. Although the 1993 Women's Policy affirmed women's basic right to land resources and employment, the customary and religious practices and laws still limit women's access to different resources, education and employment.

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TABLE OF CONTENTS

FOREWORD	iii
SUMMARY	iv
ACKNOWLEDGEMENTS	vii
ACRONYMS	viii
1. INTRODUCTION	1
2. HISTORICAL BACKGROUND OF WOMEN AND PROPERTY RIGHTS IN ETHIOPIA	4
GENDER AND PROPERTY RIGHTS POLICIES AND LAWS 1889-1974	4
FORESTRY POLICY AND LAW 1889-1974	5
GENDER AND PROPERTY RIGHTS POLICIES AND LAWS 1974 - 1991	6
FORESTRY POLICY AND LAW POLICIES 1974- 1991	7
GENDER AND PROPERTY RIGHTS POLICIES AND LAWS 1991-TODAY	7
FORESTRY POLICY AND LAW 1991-TODAY	10
3. INSTITUTIONAL FRAMEWORK RELATED TO GENDER AND FORESTRY	12
GENDER AND FORESTRY TRAINING INSTITUTION	12
GENDER AND FORESTRY GOVERNMENT ORGANIZATIONS	14
GENDER AND FORESTRY NON-GOVERNMENTAL ORGANIZATIONS	18
4. GENDER STRUCTURES AND RESPONSIBILITIES IN FORESTRY	20
NATIONAL AND REGIONAL GENDER STRUCTURE	20
LOCAL INITIATIVES AND RESPONSIBILITIES OF WOMEN IN RURAL FOREST COMMUNITIES AND HOUSEHOLDS	22
5. WOMEN DATABASE IN FORESTRY	29
IDENTIFICATION OF ISSUES RELATED TO THE ESTABLISHMENT OF NETWORKS FOR WOMEN IN FORESTRY	29
6. CONCLUSIONS	32
REFERENCES	34
ANNEXES	35

List of Tables

Table 1: Land ownership percentage, disaggregated by gender in some regions of Ethiopia.....	10
Table 2: Statistical summary of WGCF graduates at programs of different levels from 1978 – 2006	13
Table 3: Summary of Technical and Vocational Agricultural Training (TVAT) graduates from 2004-2006.....	14
Table 4: Summary statistics of permanent employees of WGCF	15
Table 5: Summary statistics of employees of MSFE by section / division.....	15
Table 6: Summary statistics of professional employees of federal natural resource bureau Addis Ababa (AA).....	16
Table 7: Summary statistics of employees of FFDME	16
Table 8: Summary statistics of employees in EIAR	17
Table 9: Summary statistics of members of WAJIB blocks of Dannabaa, Bariisaa and Buuraa-Addeellee Villages.....	19
Table 10: Summary of gender-disaggregated data of rural Development Agents (DA) working in the 18000 different regional centres in Ethiopia.	23
Table 11: Summary of gender-disaggregated data of employees working in six different regions	23
Table 12: Database of women in Forestry and Natural Resources	30

List of Plates

Plate 1: Women carrying fuel wood for household consumption	24
Plate 2: Women carrying fuel wood for sale at <i>Shashemene</i> town	24
Plate 3: Women selling fuel wood in <i>Shashemene</i> market.....	25
Plate 4: Women actively participating in pot filling in WGCF nursery	27

ACRONYMS

ARDD	Agriculture and Rural Development Department of Natural Resources
Birrr	Ethiopian local currency
DA	Development Agents
EIAR	Ethiopian Institute of Agricultural Research
EPA	Environmental Protection and Use Authority
ETP	Education and Training Policy
FaWDA	Forestry and Wildlife Development Authority
FDRE	Federal Democratic Republic of Ethiopia
FFDME	Finfine Forest Development Marketing Enterprise
Kebeles	The smallest unit of urban rural community/ (PA)
MARD	Ministry of Agriculture and Rural Development
MOA	Ministry of Agriculture
NRM	Natural Resources Management
ORLNRAA	Rural Land and Natural Resources Administration Authority
PA	Peasant Association
SFIE	Shasemene Forest Industry Enterprise
SNNPRS	Southern Nations Nationalities and Peoples' Regional State
TVAT	Technical and Vocational Agricultural Training
WAJIB	Forest Dwellers Association/FDA
WGCF	Wondo Genet College of Forestry

Definition of Terms

As defined by (Melaku, 2003)

Rist: “was a type of land tenure dominates in northern Ethiopia before 1995 land reform. It was founded on the principle of kinship holdings traced back to a founding father. All descendants (of the rist settler), by definition could claim ownership rights over the land in the south, however, the term rist came to signify free-holding with all rights due to private owners from late 19th century”.

Gult: “was a grant of revenue from the land where the Emperor relinquished his own rights of taxation in favour of royal family members, the nobility, or priesthood and religious establishments. The right holders had no ownership right over the land”.

1. INTRODUCTION

Ethiopia is one of the countries in the Horn of Africa with a lot of cultural diversity and it has a population of 70 million with annual growth rate of 1.89 %, CIA (2005). Women constitute half of the country's population, and as a result of the increasing poverty among the rural and urban population, approximately 27 million people are believed living in poverty and the majority of those living in absolute poverty are women. The Ethiopian National Action plan confirmed that women disproportionately bear the burden of poverty in Ethiopia which is mainly a result of the gender-based division of labour and lack of access and control over resources prescribed not only by tradition and culture, but also reiterated in the law. Ethiopia is predominantly agricultural, with over 85-90% of the population depending on subsistence farming. It is estimated that Women represent 35 % out of the total 85% of the inhabitants living in rural areas, and are actively participating in farming activities and contributing for about 50% income production.

Forest in Ethiopia is the basis for sustainable agricultural productivity, income and food security, however, deforestation or forest depletion has remained a typical feature of forestry over time in the country. Many private and state-owned forests and national parks have been turned into near open-access resources at different times.

Forest resources are a rescue in Ethiopia when there is shock to the agriculture or farming system. Due to drought, disease outbreak or market failure which is a very common phenomena in the country, for example, use of *Ensete*, fruit and coffee in the south and south west part of the country, fuel wood production and commercialization in most part of the country and use of other non-forest products like gum in some regions are very important. Because of their traditional role, women have become key resource managers of these forest and non-forest products.

Rural Ethiopia, where about 85% of the population live (CSA, 1999), is characterized by extremely small farm sizes, generally less than half hectares in populated highland or outright landlessness. In most cases these fragmented farms have soils of low fertility, organic matter and nutrient deficiency and shallowness seriously affecting the land productivity and sustainability. Households that depend on such farms are exposed to food insecurity and could not produce enough even for domestic consumption. The only alternative they have is to use forest and non-forest products as additional source of food or to generate cash from sale of forest and non-forest products to buy food. The poorest segment is part of the rural society significantly affected by deforestation and forest degradation.

High population growth, lack of forest and land-use policies, low agricultural productivity, poverty, prohibitive state intervention and inadequate ownership rights and political instability are the major factors that contributes to deforestation/ forest problems in Ethiopia. Various forestry development projects and programmes failed due to lack of adequate forest policy. Forest policy related issues and land tenure insecurity are the major problems that affect the progress towards sustainable forest management in the country.

Although rural women actively participate in agricultural and other natural resources management activities including forest, they have no access and control over productive resources such as land, capital, and major household assets, family labour and family income. Likewise women do not own valuable assets such as livestock and farm tools (World Bank, 1998).

Moreover, Ethiopian culture and society is heavily biased towards benefiting men, with women experiencing even greater inequalities, in access to resources, than most of other African countries. Despite their un equal share with men in socio-economic life, Ethiopia women have little role in decision-making, and a minimal share of resources and benefits. In addition, little attention has been given to involve women in rural development efforts and

enabling them to benefit directly from agricultural extension and other developmental services.

Although the Ethiopian National Policy of Women 1993, referred to as “Women’s Policy” is strongly emphasizing and working towards the necessary achievements of gender equity and equality, it is not sufficient enough to empower women in the development programmes including forest development programme. Much has been done about National Policy of Women formulation and institutional set-ups most important of which are its effective and efficient implementation. From the experiences of different institutions for the last ten-years, it is being realized that implementation of the “Women’s Policy” is extremely challenging in Ethiopia. As discussed in 1998, government’s report on implementing the “Women’s Policy” institutional and regulatory framework constrained the actual implementation of the policy that faces immense challenges.

Objectives

This report is produced to contribute to the recognition and documentation of the role and benefit of women in Ethiopian forest development. And is based on the objectives of generating useful information on gender and forestry related issues as follows:

1. National and intergovernmental policies and legislations
2. Institutional framework related to gender mainstreaming in forestry
3. Existing gender structures
4. Gender and local initiatives and responsibilities in rural forest communities and households
5. Opportunities of women networking in forestry

Methodology

To generate appropriate information to meet the desired objectives, government organizations, non-government organizations, training institutions, rural and local communities and households working in and benefiting from forestry and related areas were considered. Regarding the different organizations considered in this report by no means represented the exhaustive lists of institutions working in forestry and related areas. However I believe that it gives a general picture of the existing gender balances in the different forestry and related sectors.

Various methodologies were implemented in collecting information. Apart from the literature study, there were face-to-face interviews, telephone, email and fax communications. Data/information from archives, case studies, policy documents and government papers also informed this study. Personal experiences were also applied.

The report contains five chapters. In chapter one, the introduction, gives brief descriptions of Ethiopian women’s role and their contribution to production and development of forestry. This chapter also indicates the main focus, objectives of the report and the methodology used for data/ information collection.

The focus of chapter two is on the laws and policy issues related to gender and property rights, including forest policies and laws under the three different regimes (Haileselesse, Military/Derge and Federal Democratic Republic of Ethiopia, (FDRE). It describes the position and role of men and women under the different land use rights including access to and control over resources.

Chapter three is about institutional framework related to gender and forestry. It analyzes the gender inequality in forestry and natural resource training, forestry employment in government, and non-governmental organizations and women’s representation in the higher

decision-making body. In addition, the database of women in forestry, gender disaggregated data from different forestry and gender institutions are considered in this chapter.

Chapter four gives general view of the existing gender structures and role at the national and regional levels, analyzes the role and responsibility of women in rural forest communities and households and review women's representation in rural forest development and seasonal forest employment. Chapter five is about the visible options and opportunities of establishing gender and forestry networking for women forestry professionals.

2. HISTORICAL BACKGROUND OF WOMEN AND PROPERTY RIGHTS IN ETHIOPIA

Gender and property rights policies and laws 1889-1974

Before Menelik's conquest, land and its resources were commonly owned and every member of the community had equal access to it. This was made possible among other things due to limited population size. During the rule of King Menelik (1889-1913) and Haile Seillassie (1931-74), the major traditional land tenure system in the northern part of the country was known as "*rist*". In this system land was considered as hereditary, or as a birthright, for both men and women. It gave status to those who had ancestors and were free and legitimate to members of the community. The *rist* land can be claimed through a large number of any combinations of male and female ancestors. As described in, African Development Bank, 2002, a male individual has the right to claim land that belonged to any ancestors of his eight great-grandparents, in addition to this he can also claim the *rist* land of the eight great-grandparents of his wife. This paper also noted that theoretically, any individual can claim land by using the multitude of *rist* rights he/she has. The system prohibits any user of land to sell his or her share outside the family or mortgage or bequeath his or her share as a gift, as the land belonged not to the individual but to the decent group. The *rist* system of land holding can be found throughout the highland plateau North Shewa, Gojjam, part of Wello and part of Tigray. There can be significant variation from region to region depending on exactly how the *rist* system operates (Dessalgne, 1994). In addition to the *rist* system that was dominant, other forms of land tenure system, for example, private ownership of land (freehold) also existed in the northern part of the country.

Although the granting of land by emperors has strengthened the landlord-tenant relationship in many parts of the southern part of the country, this does not mean that all farmers were ultimately changed into tenants. This traditional land tenure system was being eroded by the development of modern state commercialization and markets, in the non-*rist* areas developed towards private ownership. In the traditional *rist* areas land selling practices were established. This is an indicator that the traditional *rist* system was gradually being eroded. The growth of commercial interest into subsistence production and the rapid population growth of the country must have increased the implicit demand and price of land.

The land tenure systems in northern and southern part of Ethiopia before the land reform in 1975 were not uniform. In the southern part state and private ownership was emerged. As noted in African Development Bank, 2002, before the incorporation of the south into the Ethiopian Kingdom, various state forms and tenure structures existed. Harar in the eastern part of present-day Ethiopia, had existed as an important economic and Islamic centre for many centuries with its unique urban culture that is rare for Ethiopia. The southern territories were conquered by and incorporated into the Ethiopian empire by Emperor Menelik. With the conquest of Emperor Menelik of Shewa, the *gult* system was extended to the south. A large amount of 'state' land was distributed with more formal titling, leading to a significant movement of people from northern to southern parts of the country. This newly emerged tenure system have negatively affected the majority of the local people in the southern part of the country.

In the "*gult*" system of ownership, traditionally the Ethiopian kings assumed the right to grant produce from the lands to loyal followers, but not the land itself. The emperor gave *gult* rights either to northern nobility or to southern landlords who have shown their loyalty. "*Gult*" is an ownership right acquired from the monarch or from provincial rulers who were empowered to make land grant. "*Gult*" owners collected tribute from the peasantry and, until 1966. In 1966 when the ("*gult*") rights were abolished in principle, exacted labour service as payment in kind from the peasants, in areas conquered and re-conquered by the feudal lords, such as Oromia, the majority of the farming populations were tenants, whose customary rights were

not recognized by the imperial regime. They worked as sharecropping tenants of the landlords, who had acquired land grants as a result of the conquest. Tenants had little land security and would owe as much as three day's labour in a week, plus other gifts and services to their landlords (Hadera, 2002).

The newly coming landlords effectively controlled the southern part and political authorities and the majority of the local people were discriminated against and denied the property right to land. The incorporation and the introduction of political imposed tenure system, resulted in the emergence of dominant-subordinate relationship of actors between the privileged northern land owning political elites, assisted by the co-opted local chiefs, "balabats", and the marginalized people of the southern territories (Hussein, 2001). The description of the land tenure system above indicates that the land tenure system in the country before the 1995 land reform was heterogeneous. And both the "rist" and "gult" land tenure systems discriminated against women's property rights and did not give any concern to women's rights of access and control over land and resource (Hanna cited in Hadera, 2002). Under the land tenure system of the monarchical rule, the majority of women were landless.

Forestry Policy and Law 1889-1974

Regarding forest resources during the Italian occupation (1936-1941), there were some constructive achievements regarding forest resources development and management. It was during the Italian occupation that modern forestry activities began in Ethiopia. As noted in Melaku 2003, the Italians initiated and partly executed a major structural change unprecedented in the country's forestry, in 1937. The administration constituted what they called a *Milizia Forestale* (Forest Militia) with branches in many parts of the country.

Milizia Forestale (1937/38) indicates that the overriding forestry policy of the administration was to conserve, develop and utilize the extensive forest resource of the Empire (where the greatest part of the forest was granted to chiefs and dignitaries). The document emphasized the need to promulgate strict disciplinary regulation that would enable rational utilization of the resource. With this ambition they considered developing a series of strategies in order to meet their mission. However, as the Italians found that it is politically sensitive to disturb the complex nature of the land tenure system, they acknowledged and considered the land policy and customary land right's of the people as their official land policy. Therefore both the "rist" and "gult" tenure systems were exercised during their time.

The nature of forest property rights under the Italian occupation was not clearly stated. The report of the *Milizia Forestale* pointed out that the Ethiopian constitution praxis all forests were considered Crown lands. From the report it was evident that the Italians directly controlled and exploited the natural forests without much concern about ownership. They also issued various forestry legislations. The same document *Milizia Forestale* shows that forest map with forest was estimated (the first of its kind), including future plan and prospective of forestry development for different regions was produced. Five years after the Italian occupation in May 1941, the imperial government returned to power and from 1942-1967 different directives, orders, regulations and laws related to land grants were issued.

In 1965 the Ethiopian parliament passed three forestry laws namely, State Forest Proclamation No. 225, Private Forest Conservation Proclamation No 226 and Protective Forest Proclamation No. 227. Proclamation No. 225 (1965) indicated the need to conserve, protect, develop and utilize forests under State ownership. Private Forest Conservation Proclamation No. 226 (1965) declared all forests, not owned by the State, as "Private forest". And Protective Forest Proclamation No. 227 (1965) indicated that the main rationale behind the legislation was the conservation of the soil, preservation of fertility and beauty of the country. It was declared that Protective Forest included any land, regardless of ownership, which the Ministry of Agriculture might find to be indispensable for the conservation of the soil, water, and control of floods and spread of desertification.

In the northern half of the country, the absence of forests as well as the “*rist*” system might have made the existence of individual free-hold over forests very unlikely, while in the south, the Oromo “*geda*” system land was not considered private property and was not subject to exchange, and individual privileges were confined to use right only.

Gender and property rights policies and laws 1974 - 1991

The evolution in the heterogeneous land tenure system was abruptly brought to an end shortly after the revolution of 1974. The land reform proclamation of 1975 abolished the various forms of tenure in the country. The military government “Derge” from 1974- 1991 introduced a land reform proclamation, known as “*Land to Tiller*”, which was promised to end the old feudal land system of the imperial regime. The land reform of the 1975 was based on the 1974 uprising. The main objectives of the new land policy on March 1975 were:

1. To liberate the rural masses of Ethiopia who suffered under serfdom for a long time and enable them to enjoy the fruits of their labour
2. To release the productive forces from backward production relation and increase agricultural production
3. Assist the industrial development by increasing the peasants’ participation in the market.

As noted in Melaku (2003), until the 1974 popular uprising, Ethiopia was burdened with a highly inequitable land tenure system and political absolutism of the monarchy. Millions of people suffered either as tenants through or experiencing eviction from land by landlords. The 1975 land reform proclamation of February 1975, formally known as the ‘public ownership of rural lands proclamation’ or ‘Proclamation Number 31 of 1975, nationalized all rural land prohibiting private ownership and declared all land as state land. Farmers were to have only use right to land. It was the job of the newly established Peasant Association (PA) to allocate land to their members. Since the 1975 land reform, the PA’s have been the only institution entitled to allocate land to farming households according to the provision elaborated in the land reform proclamation. The land distribution implemented by peasant associations had probably succeeded in levelling down differences in land holdings as compared to the condition before the reform. The proclamation noted that without differentiation of the sexes any person who is willing to personally cultivate land shall be allotted rural land sufficient for his maintenance and that of his family. Hadera, (2002) noted that the proclamation essentially allocated land only to those who were able to till it and totally denied the rights of children, the elderly, and those women unable to plough land due to cultural constraints with the common view that women must not till.

The proclamation gave equal property and land ownership rights to both women and men. However as the land distribution was on the basis of family heads of households, and as the majority of households are traditionally headed by male, the 1975 land reform significantly affects women’s access to land and control over land through ownership. By using the household as the unit of allocation, the proclamation assumed the households were uniform and thus failed to take intra-household distribution relations into account. Besides being gender biased and discriminatory towards women, it also noted that women in polygamous marriages were negatively affected. In Muslim and the southern part of the country where polygamy is a common practice and where one man is heading more than one household as he is tended to register just one wife, means the other wives’ households have no access or ownership to land.

Dessaegn (1994) noted that the 1995 land reform, while not emphatic in its affirmation of women’s right to land, did not formally discriminate against them in this regard. In essence, it neither significantly improved their lot, nor did it make it any worse. Critiques have indicated that the 1975 public ownership of rural land Proclamation lacks clarity when it comes to the

rights of women to land use. It has been emphasized that the proclamation did not put the rights of women to land use in proper perspective, that is, it does not give women direct possessor right to land use. Therefore, women's benefit from the land has been limited and indirect. In the limited cases where women own land, they can easily lose their rights due to divorce or migration. In the mixed economy policy of the Derge in March 1990 Land Reform, the ownership right of the peasants became significantly strengthened, since they could give their lands to tenants and they could transfer it to their children. However they could not sell or mortgage their land, since the state still claimed ownership.

Forestry policy and law policies 1974- 1991

The 1975 land proclamation nationalized forests. Natural forests became state forests. Even eucalyptus wood lots became either the property of the state or the community or more specifically of the peasant association (PA). But these community trees were never really accepted by the people as being their own as most of the forest trees were common pool resources. Therefore, people were ready anytime to take illegal advantage before somebody else did so. However, the nationalization of all lands including forests, the 1975 land reform brought some significant contribution to the forestry sectors. The forest organizations were enlarged with various responsibilities. Protection of forests and establishment of plantation were initiated with some vigour. Forestry training was reinstated and research organizations were established. The government as well as donor agencies started to provide financial and technical assistance to the sector. Melaku (2003) noted that the military regime was often praised for its forestry commitment in terms of allocating more finance, trained human resources and creation of a relatively sizeable organization compared to the imperial and the current governments of the country.

Melaku (2003) underscores the fact that although the major policy shift in land tenure in 1975 meant that all rural land was nationalized without compensation and made "collective property" of the people with the abrogation of all feudal obligations. Private ownership of rural land was prohibited, and the size of land for a household was limited to 10 hectares minimum. Hiring of labour for agricultural work was forbidden except for physically incapable persons. Land transfer through sale, mortgage, lease, inheritance was made illegal and large private commercial farms were to be reorganized as state farms or allocated to tillers. Under the Derg regime (1970-1990) the forests were declared the property of the state. As a result, ownership rights and management responsibilities were shifted from the community to the government. With this shift in ownership, the government introduced a closed management system that was enforced by forest guards. This was ineffective and inefficient, leading to an intensive and increased destruction and deforestation of the natural forest.

Gender and property rights policies and laws 1991-today

The Federal Democratic Republic of Ethiopia (FDRE) declared that all land including natural resources is the common property of the nations, nationalities and peoples of Ethiopia and shall not be subject to sale or to other means of exchange and individuals shall have only usufruct right. Article (40) of the Constitution notes that:

"the right to ownership of rural and urban land, as well as of all natural resources, is exclusively vested in the state and the peoples of Ethiopia."

Although the FDRE government has maintained the mixed economy policy of the Derge (March 1990) however, it formulated articles that can address women's rights. In general, there are much better visible articles that address women issues compared with the last two regimes (the imperial and Derge) in Ethiopia, even though its implementation on the ground was insignificant.

Since 1993 some new policies and programmes have been formulated and adopted with increased gender consideration and equity. Thus as regards property and land rights, the

constitution states that women shall acquire, administer control, use and transfer of property. With respect to use, transfer, administration and control of land, women have as equal access as men to benefit from natural resources including forest resources. Employment, promotion and transfer of pension are explicitly put in the constitution. The FDRE has confirmed its commitment to the development of women with the announcement of the National Policy on Women in 1993 (referred to as “Women's Policy”), and the promulgation of the new Constitution in 1995. Regarding women’s right to land, the Constitution has stipulated in article (35) that:

women have equal rights with men with respect to access, use, administration, transfer of land and enjoy equal treatment in the inheritance of property.

Regarding women’s rights to land, the 1995 Constitution article (35) envisaged that:

- Women shall, in the enjoyment of rights and protections provided for by this Constitution, have equal right with men
- Women have equal rights with men in marriage as prescribed by this Constitution.
- The historical legacy of inequality and discrimination suffered by women in Ethiopia taken into account, women, in order to remedy this legacy, are entitled to affirmative measures. The purpose of such measures shall be to provide special attention to women so as to enable them to compete and participate on the basis of equality with men in political and economic life as well as in public and private institutions.
- The state shall enforce the right of women to eliminate the influences of harmful customs. Laws, customs and practices that oppress or cause bodily or mental harm to women are prohibited.
- Women have the right to maternity leave with full pay. The duration of maternity leave shall be determined by law taking into account the nature of the work, the health of the mother and the well-being of the child and family. Maternity leave may, in accordance with the provisions of law, include prenatal leave with full pay
- Women have the right to full consideration in the formulation of national development policies, the designing and execution of projects, and particularly in the case of projects affecting the interest of women
- Women have the right to acquire, administer, control, use and transfer property. In particular, they have equal rights with men with respect to use, transfer, administration and control of land. They shall also enjoy equal treatment in the inheritance of the property.
- Women shall have a right to equality in employment, promotion, pay and the transfer of pension entitlements
- To prevent harm arising from pregnancy and childbirth and in order to safeguard their health, women have the right of access to family planning education, information and capacity

The detail of the document in Article 35, shows that there is much better visible statements articulated that could address women land right issues compared to the first two Constitutions in the country. However, as Ethiopia is a country with a rich variety of traditions norms and practices of ownership, although the legislation has affirmed women’s basic right to land, resources and employment, the customary and religious practices and laws limit women access to various resources and employment than man for legal and cultural reasons that may vary from tradition to tradition and from place to place. For example, in the Oromia and Southern Nations, Nationalities and Peoples’ Regional State (SNNPRS), customary law prohibits women from inheriting land. Gender based power relations with household prevent women from exercising control over land in large part of the country with exception of Tigray and Amhara Regions where land redistribution was exercised. However, even in Tigray and Amhara as women do not plough the land due to customary gender roles although they have access to land in terms of ownership, they are forced to rent their land to others and share only 30% of the products.

Helen (1992) suggested that “in terms of land right, women in Menz (a former *rist* area in Tigray) may be better off after land reform in (1992:2-26). While the evidence was not conclusive, there are indications that the people of female-headed households are growing and occasionally reflected in PA registers. Whether this is due to higher male mortality, of divorce or better record keeping by the rural institution is not clear. In the past, 10 to 15 percent with female membership in PA’s was considered high. Nowadays, the comparable figure may be as high as 20 to 25 percent; virtually all the women involved widows or divorcees (MOA, 1992).” It is quite probable that the long civil war, and settlement have contributed for the high rate of female-headed household in Tigray region.

Unlike the women of Tigray and Amhara with the exceptions of female headed households women in Oromiya, Gambella, Afar and (SNNPRS), they have no right to own land married women have only access to land through their husband. This is because the household was considered as a unit for land distribution and only heads of households were registered as members of the peasant association. Since the land reform in post 1974 considered the household as a unit, women were and still are excluded from membership in the Peasant Associations. In Oromia a daughter cannot inherit her parent’s property because her wealth is at her husband’s home. In Gambella, women do not inherit property unless there are no sons, or the daughters are too old to remarry, or have a son who is a minor. In Amhara (Christians) women can inherit only if there are no brothers or parents, while the Muslims (wives), who can also be inherited by their brothers-in-law, have rights over one eighth of livestock and the by-products (Participatory Rural Appraisal, 1997 cited in implementing the Ethiopian National Policy for Women, 1998)

IIR-Ethiopia (2000) describes the issue of the household where “men are always referred to as farmers and head of the household, but rural women, because of their subordinate position, are known as housewives and dependents. The husband, who is also the head of the household, officially represents the household in any transaction with other institutions in legal and administrative matters. For example, land registered in the name of the husband, and because of this practice, the man is the only person legally entitled to land ownership. Dessalegn (1994), under the title ‘a brief note on rural women’ states that, “female-headed households are the most disadvantaged group in the rural areas. Their conditions have deteriorated considerably in the last decade or so for reasons that are too complicated to discuss here”. The Ethiopian Constitution (Article 35) confirmed that men and women have equal rights to acquire, administer, control, use and transfer property, and more specifically they gave equal rights with men with respect to the use, transfer, administration and control of land. The Ethiopian action plan describes that:

“The national constitution has been developed to protect the fundamental rights of women, their interest of access and control over resources, and equality among women and men in marriage. It recognizes the history of inequality and discrimination suffered by women in Ethiopia. Ethiopian women are entitled to remedial and affirmative measures to enable them to compete and participate on the basis of equality with men in political, economic and social life.”

Although the number of women in decision-making is still low, the visibility of women in the public has been enhanced by women representation in parliament and high public places and significantly contributes to encouraging women to raise their voice. But how this constitutional clause is interpreted and exercised in different localities is a different issue. However, most of the national and regional level development programmes are not able to integrate gender concerns in their plans and programmes. Women’s participation, contribution, benefit and their efforts are not well recognized, documented and technologically supported. Mainstreaming of gender is not well focused in development programmes and used as a measuring indicator to quantify project and achievements. Therefore, although gender issues are the main agenda in the country, as the experience of the different regions show, things are not quite as rosy as the policies, Constitution and laws would imply. And the fact that women are often not well informed of their rights under

the law, they are still marginalized, and do not have the same rights as men, and they face discrimination in property ownership, in the workplace and in the family. Thus customary laws, religion, and social taboos are still a challenge to implement women's equal rights in property, education and employment.

Although the National Policy of Women is necessary to achieve gender equity and equality, it is not sufficient enough to empower women in the development programmes since inadequate efforts have been made for its implementation. Much has been done about the National Policy of Women formulation but what remains is the institutional set-up, most important of which is its effective and efficient implementation. It is being realized that implementation of the Women's Policy is extremely challenging in Ethiopia. The Ethiopian National Action Plan emphasizes that despite the fact of the political commitment, legal support and institutional arrangements, the bureaucratic resistance to accept the gender experts as equal partners and gender equitable integration of women as subject of public policy, has made it more difficult to perform effectively because of the traditional set-up of the society and thinking.

Generally, the up-to date implementation of the National Policy of Women (1993) indicates that though it was a major step to achieve gender equity and equality, it is so far from the practice of gender mainstreaming in the different institutions. Therefore, policy-makers must go beyond legal and formal rights to understand the complex way that women get access to decision-making, resource management and development, education, employment and the likes.

Forestry policy and law 1991-today

Soon after the fall of the military regime in 1991, the policy shift that was made by the transitional government of Ethiopia encourages the private sector and significantly contributes to the free uncontrolled exploitation of forests. (Melaku, 2003) described when the State's coercive structure was relaxed in 1990/91, the peasant communities took their "revenge" on the adjacent State property, including forests. This turned the forest into a near open-access resource, into non-property. He highlighted the extent of forest resource abuse resulting from unprecedented power vacuum in 1991 which may never be known.

The Ethiopian Constitution of the FDRE clearly stated that land and natural resources including forests are the property of the Ethiopian people and the state. However, it is not clear how and who will manage these resources. All natural resources are not available for private ownership by law. This serves as an incentive for farmers to convert forest land to farm land through various measures because once land is not covered with forest then it is possible to obtain use right. Forest policy and related issues and land tenure insecurity are the major problems that affect the progress towards sustainable forest management. Ethiopia has never had forest policy or land use policy. Various forestry development projects and programmes failed due to lack of adequate forest policy.

Table 1: Land ownership percentage, disaggregated by gender in some regions of Ethiopia.

No.	Region	Men (%)	Women (%)
1	Afar	92	8
2	Amhara	83	17
3	Gambella	78	22
4	Oromia	83	17
5	Southern Nation and Nationality	82	10

Source: Workshop report of African Women's Development and Communications Network (FEMNET), 2001 Addis Ababa

The unclear forestry policy legislation and low attention on the country's forest resources of the present government, is considerably contributing to the intensive deforestation and land-

use change taking place in the country. Although it has been pointed out often, forestry policies like all policies, still need direction and a framework for countless decisions that need to be taken within the sector. There is still a serious problem with respect to forest policy regulation and institutional aspects so the policy needs to be formulated, and regulation and enforcement strengthened. The other major problem is the frequent restructuring of forestry institutions. Presently forestry and natural resource is sheltered in the Ministry of Agriculture as a section. As it is described in Forestry Society of Ethiopia (2002), the tradition of public forest service in Ethiopia is one that is characterized by frequent restructuring, about some 45 times since 1935. The possible outcome of this is fat turnover, low moral of employee, discontinuation of programmes and projects, confusion of responsibilities and mandates, misplacement of documents and files, and progressive weakening of operations.

Although forestry is contributing to the national economy and the global environment the Ethiopian government gives very little attention to this resource. Therefore, the existing structure, budget outlay, staffing and facilities are inadequate, to say the least, for the minimum of operations required to manage the existing forest resources of the country.

A year before the new Constitution of 1995 was promulgated, forestry legislation (Forestry, Conservation, Development and Utilization Proclamation N0. 94, 1994) with the intension of halting the rapid depletion of the forest resource which had set in since 1991, was declared. However, due to land tenure insecurity and inadequate sense of ownership people nowadays have no concern about resource conservation and the public give too little attention to the proclamation. The 1994 forestry proclamation established three types of property regimes, State, Regional and Private. What is termed “State Forest” was defined as forest designated by the Council of Ministers upon presentation by the Ministry of Agriculture to:

“protect the genetic resources with a programme that covers more than one region” (administrative region). “Regional Forest” was “a forest designated as Regional Forest by the official gazette of the Region which is not either State or Private forest and found within a specific region or developed by the said region”.

Forest developed by individuals or an association is classified as “Private Forest”. However the inadequate sense of ownership was a discouraging factor for the real issue of creating individual woodlot, therefore the establishment of individual woodlot remains unresolved. The government doesn’t sufficiently recognize forestry as one of the major intervention in rural development and hence policies and strategies formulated in this line could not appropriately incorporate aspects of forestry.

3. INSTITUTIONAL FRAMEWORK RELATED TO GENDER AND FORESTRY

Gender and forestry training institution

The government is responsible for the design of education policies, rules and curricula. Educational institutions including higher learning institutions are, often, dominated by men bureaucrats who design and develop policies and rules that sometimes reflect gender-neutral approaches and at other times policies influenced by or dominated by men's perspectives.

Article 35 of the Ethiopian constitution states that women are entitled to affirmative action aiming to light up the historical legacy of inequality and discrimination suffered by women in the country. For example, the cultural norms and social taboos reinforce the idea of educating the boy-child and discriminating against the girl-child. Many years have passed since the Federal Government of Ethiopia announced the National Policy on Women whose aim was to institutionalize the economical, social and political rights of women. The implementation of the policy has met with many constraints. Regional governments and non-governmental organizations have been unable to eternalize the women's policy into implementation packages that can incorporate educational programmes and other development projects and institutions.

The high attrition rate of female students after joining higher learning institutions were so frustrating. This reality was a challenge and a discouraging fact for women to join universities. Considering the major challenges of the Ethiopian Education system (low enrolment, high gender and regional disparity), the Ethiopian government has adopted a new Education and Training Policy (ETP) along with its sector strategy in 2002. The increased commitment of the government to address the gender imbalance contributed to a relatively better enrolment of female students at lower and higher learning institutions but its impact to minimize the attrition rate at higher learning institutions is still low.

Wondo Genet Forestry Training Institution

The first foresters in the country were those who graduated from Ambo Agricultural College who were taking forestry as a course. The first in its kind forestry-training institute was Wondo Genet College of Forestry (WGCF). WGCF was established as a forestry institution in 1977 under Forestry and Wildlife Development Authority (FaWDA) with a forestry diploma training/ programme. WGCF at the University of Hawassa is so far, the only higher learning institution under Ministry of Education providing forestry education and training for diploma, undergraduate and graduate studies. Although forestry training in the country was started about thirty years before at WGCF with a diploma programme, forestry in Ethiopia is still in its infant stage, because of the frequent restructuring of forest institutions.

As indicated in Table 2, the total numbers of diploma graduates from both regular and summer programmes were 1547 out of which 90 (5.5%) were female. There are about five batches in the diploma program with no female graduates, while the relative maximum numbers of female graduates were 12 (11.2%) in 2003/2004. The record also shows the relative attrition rate of 50% for females compared to 33% for male students see (Appendix, 1). From 1977- 2004 academic year only 5.8, 7.7 percent were female graduates in the regular/ full time & weekend/ extension programme respectively. The statistics of diploma training of WGCF shows consistent trend of few women enrolment and a high attrition rate. Similarly, in the undergraduate degree programme of WGCF only 30 (3%) were female graduates out of 543 students (from both regular/ full time & weekend/ extension students) from year 1995-2006.

A comprehensive undergraduate programme in "BSc. Forest Management" was organized and implemented by the Swedish University of Agriculture and WGCF and graduated three batches over the period 1986 – 1990, three out of the 48 graduates of the three batches in this programme were female foresters. In the MSc programme that started in 1995, WGCF

graduated 75 students out of which only 2 (2.6%) were female. Additionally 10 female foresters were educated to the MSc. level abroad.

Recently, from 2002 onward the number of female students at BSc level is increasing (see appendix, 1). Thanks to the new Ethiopian Educational Training Policy (ETP) special attention has been given to female students, joining WGCF so as to enable them to compute and participate on the basis of equality with men. They are being supported by affirmative action, assertiveness training, tutorial class, and special counselling service. Those from poor families are also getting financial support to make their university stay better. The gender office of WGCF coordinates these efforts according to the mandate given by Education and Training Policy (ETP). However, compared to the high intake of female students in higher learning institutions in general and WGCF in particular, the attrition rate is still high, as there is too little effort that has been made to build-up and improve their potential at elementary and high schools.

Table 2: Statistical summary of WGCF graduates at programs of different levels from 1978 – 2006

Program	Enrolled		Graduated		Female graduates (%)
	Male	Female	Male	Female	
Regular Diploma 1977/78 to 2005	1809	164	1390	80	5.4
Diploma summer & weekend	162	12	157	10	6
Total			1547	90	5.5
Regular BSc. 1995/96 to 2004/05	1168	195	513	30	5.5
BSc. Summer and weekend 1995/96	103	7	96	3	3
Total			609	33	5.1
Regular MSc.	73	2	73	2	2.7
Total MSc.	73	2	73	2	2.7

Source: WGCF registrar office report 2006

Technical and Vocational Agricultural Training Institutions

Technical and Vocational Agricultural Training Institutions (TVAT) were established under the Ministry of Agriculture and Rural Development (MARD) in 2002 to meet the demand of farmers training centres, established in 18,000 farmers centres in the different regions of Ethiopia. Currently there are a total of twenty-five TVET colleges, four at federal and twenty-one at regional administrative regions. The training is at diploma (10+3) level where students are trained in the field of Agriculture and Natural Resources Management (Forest and Soil and Water Conservation are the major components) in the NRM field. Table 3 shows the graduate trainee in the NRM department from 2002 up to date from the ten regions and the two special administrative regions in the country.

The average percentage of female graduates in the above-mentioned regions and the special region as indicated in Table 3 is 13.3 %, while the highest percentage of graduates is 17% in Oromia region and the lowest is 0% in Addis Ababa special administrative region. Tigray, Gambella Southern Nations Nationalities and Peoples' Regional State (SNNPRS), Amhara and Somale regions show below average of the percentage of graduates. This strategy of involving relatively more women trained as natural resource agents is expected to reduce the cultural constraints against interaction between men extension agents and female farmers and enable women in the groups to share information and to make use of women's indigenous knowledge in the rural development programmes.

Table 3: Summary of Technical and Vocational Agricultural Training (TVAT) graduates from 2004-2006

Region	Female	Male	Total	Female graduates (%)
Oromia	695	3377	4072	17
Southern Nations and Nationalities	202	1681	1883	10.7
Amhara	319	2467	2786	11.5
Tigray	58	725	783	7.4
Afar	15	130	145	10.3
Somale	28	201	229	12.2
Benshangul Gumuth	17	99	116	14.7
Gambella	3	39	42	7.1
Dire Dawa	9	46	55	16.4
Hareri	4	25	29	13.8
Addis Ababa	0	5	5	
Total	1350	8795	10145	13.3

Source: TVAT coordinating office report 2006 Addis Ababa

Gender and forestry government organizations

The last thirty years experience showed that once they graduated from forestry institution men and women graduates have equal opportunities in finding initial employment in the sector for the same salary/ payment except the less representation of women graduates. Moreover under the new women's policy of the present government, affirmative action is considered for women applicants. However, the organizational, culture and value set-up, which is predominantly male has less recognition for female foresters and women foresters have little or no chance to be appointed for higher positions and responsibilities though having the same qualification and experience with male forest officer or manager. Moreover, female recognition for promotion and opportunities for further education and training is insignificant. Therefore, female foresters working in the sector find themselves in an organization and structure dominated by men, in terms of both number and positions. Lower women educational level (resulted from low opportunities for women's further studies) and their lack of information may also limit their mobility with predominantly male managers and administrators.

As educational level is a powerful determining factor in access to employment, promotion, information and leadership, different programmes on capacity building and professional skill training could be undertaken to promote gender balance in forestry activities and practices including leadership and promotions.

Gender and forestry in WGCF

There were only two female members on the WGCF diploma programme who have been employed as technical assistants from 1981-1987, but both of them left the college for different reasons. There was no female teaching staff member until 1990. The writer happened to be the first lucky female to be employed as lecturer for the diploma training programme in 1990. Two additional female joined the teaching staff in 1996 from Alemaya University of Agriculture (Faculty of Forestry), thus increasing the number of female teaching staff to three. Recently, from 2004 onward, being privileged by the affirmative action, the number of female graduate assistants joining WGCF has grown to eight.

Currently, the number of females in both the teaching and supportive staff is improving. Female applicants for employment are also supported and encouraged by the affirmative action. Therefore, in the present statistical data as shown in Table 4, women account for 25% of the total number of employees of the college in general. Regarding the academic staff members (including teaching staff

member on study leave) 12.5% are women professionals. However, no women representation is assumed in the college's higher positions (dean, vice dean, faculty or department heads) including the management committee of the college and no women professional representation at PhD. Level.

Table 4: Summary statistics of permanent employees of WGCF

Educational status	Number of Employee			Female employee (%)
	Female	Male	Total	
Reading and writing	4	28	32	12.5
Grade 1-4	2	9	11	18.2
Grade 5-8	16	63	79	20.3
Grade 9-12	11	48	59	18.6
Certificate 12+1/12+2	8	0	8	100
Diploma	10	28	38	26.3
BA/ BSc.	4 (pf)	26 (pf)	30(pf)	13.3
MSc.	4 (pf)	23 (pf)	27 (pf)	14.8
PhD.	0 (pf)	10 (pf)	10 (pf)	0
Total	59	235	294	20

Source: From the Archive's of WGCF (2006) WGCF. pf (professional academic staff members)
[Additionally there are more teaching staff members on study leave 19 for PhD (1 female, and 18 male), 5 for MSc (2 female and 3 male).]

Gender and Forestry in Shashemene Forest Industry Enterprise (SFIE)

The Shashemene Forest Industry Enterprise (SFIE) is one of the biggest forest enterprises in the country. The MSFE is organized as enterprise based on the economic policy of the government "to promote economic growth through a market based economy with an increased participation of the private sector". To take part in community development of the rural area within and around the enterprise boundary is one of the objectives of the enterprise.

Table 5: Summary statistics of employees of MSFE by section / division

Department/ division	Number of Employee			Female employee (%)
	Female	Male	Total	
Managers Office	0(pf)	3(pf)	4(pf)	0
Forest Dev & Mgt. Dep.	2(pf)	2 (pf)	4(pf)	50
Marketing & Sales	6	3	9	66
Administration Service	1	1	2	50
Planning & Programming	1	2	3	33.3
Silvicultural Division	1 (pf)	2 (pf)	3(pf)	33.3
Forest utilization division	0(pf)	2 (pf)	2(pf)	0
Forest Processing division	0(pf)	3(pf)	3(pf)	0
Personnel section	1	3	4	25
Forest district division	33	300	333	9
General service section	7	26	33	21
Property administration service	3	3	6	50
Mobile Sawmill section	21	204	225	9.3
Maintenance section	0	8	8	0
Total	76	541	617	12.3

Source: From the Personnel office of MSFE December (2006) MSFE (pf) Professional foresters BSc and above

Approximately twelve percent of the total employees of MSFE are women (Table 5). Moreover, large numbers of the rural community, living around the enterprise, are benefiting from the forest resources for household energy consumption and for improving their livelihood from timber and fuelwood product sell. Largely women depend on fuelwood products for subsidizing the household income and some are fully dependent on it for sale to improve the household income.

Gender and forestry in the Federal Natural Resources Bureau

Forestry and natural resources is a sector that has been exposed for frequent restructuring and instability. Recently forestry and natural resources are located under the Ministry of Agriculture in the section known as “Federal Natural Resource Bureau”. Presently the Bureau in Addis Ababa (AA) has only 22 employees working in natural resources bureau out of which 13.6% are female (see Table 6).

Table 6: Summary statistics of professional employees of federal natural resource bureau Addis Ababa (AA)

Section	Professionals (MSc) employee			Female employee (%)
	Female	Male	Total	
Forestry	0	9	9	0
Land use	2	5	7	28.5
Soil Conservation	1	5	6	16.6
Total	3	19	22	13.6

Source: From the Personnel office of federal natural resource bureau (2006)

Gender and forestry in Finfine Forest Development Marketing Enterprise (FFDME)

Finfine Forest Development Marketing Enterprise (FFDME) is one of the forest enterprises producing and supplying forest products for construction, sawmill and fuelwood. The project is the source of fuel energy for Addis Ababa, covering about 50 % of fuel energy of the people living in the city. It is also the major source of income for the poor people living around the city where the majority of fuelwood gatherers are female and children. It is also a means of employment for professional foresters and for the rural community living around the project area. There are 173 permanent workers in the project working in the different departments out of which female covers 35.5 % of the total employee (see Table 7). In addition there are 373 temporally employees working in planting and seedling production activities out of which 242 (65%) are women.

Table 7: Summary statistics of employees of FFDME

Section	Professional employees (MSc)			Female employees (%)
	Female	Male	Total	
Forest development and management (heads)	1	3	4	25
Forest technical coordinators	1	4	5	20
Forest experts & technicians	2	5	7	28.6
Nursery foremen	2	3	5	40
Supporting & marketing	54	98	152	35.5
Total	60	113	173	34.7

Source: From the Personnel Office of (FFDME) (2006)

Gender and forestry in the Ethiopian Institute of Agricultural Research (EIAR)

Ethiopian Institute of Agricultural Research (EIAR) is a research institute of agriculture. And forestry is one of the major components of this research institution, and is one of the directorates working on forestry and related fields. There are a total of 115 employees under the forestry directorate as shown in Table 8. Out of the fifty-nine employees who are directly involved in forestry and related areas research, 11.4% are women. Regarding the dominating number of female at the certificate level are those who are working as technicians and assistant technicians and mainly responsible for the research seed laboratory where most of them are trained at diploma or technician level from WGCF. Overall, 23.5% of the employees in EIAR are female who are trained in forestry and natural resource areas. In general, as the education qualification level is increasing, the gap between the number of female and male is also significantly increasing (Table 8).

Table 8: Summary statistics of employees in EIAR

Educational status	Number of Employees			Female employees (%)
	Female	Male	Total	
Grade 9-12	4	22	26	15.4
Certificate 12+1/12+2	11	4	15	73.3
Diploma	4 (PF)	4 (PF)	8 (PF)	50
BA/ BSc.	4 (PF)	20(PF)	24 (PF)	16.6
MSc.	4 (PF)	31 (PF)	35 (PF)	11.4
PhD.	0 (PF)	7 (PF)	7 (PF)	0
Total	27	88	115	23.5

Source: From the EIAR database (pf) professional foresters BSc and above (2006)

Although forest is one of the major resources for meeting the social, economical and ecological demand of the country and the universe, currently in Ethiopia governmental policies have caused this sector to lose its focus. It has been exposed to frequent restructuring and instability with dramatic effect on the employees of the sector. Recently, institutional merging between natural resources, forestry and agriculture and the shifts from one sector to another are harming the forestry and natural resources sector because of competitions and bias of resource allocation, human resources development and programme priorities. This result has affected the attractiveness of the forestry and natural resources fields of studies and employment for the last ten years. The overall experiences discussed above in the different forestry sectors and institutions, confirmed that from the few women involved in the sector (as there are relatively few women who study forestry) nearly none are positioned in higher professional and management levels.

There is little consistent data available on the representation of women across the country working in forestry and/or other sectors. During data/information collection for this report, it was found that most of the forestry and natural resources institution at national, regional and local levels have significant limitation of information in general and gender-disaggregated data in particular. This problem specific to forestry has resulted mainly from the inability of the forestry sector that contributed for the confusion of responsibilities and misplacement of documents.

Therefore to contribute to sustainable development of the forestry sector, formulation and implementation of forest policy (as has been proposed by different expertise and professionals) the re-establishing of Ministry of Natural Resources, as had been experienced by the neighbouring countries in Kenya and Tanzania, can be a better solution for the development of the forestry sector and better employment. Hence establishing and organizing gender-disaggregated database is a major requirement to analyse gender gap and monitor the gender balance in different forestry and forestry related institutions so that the situation of

women can be assessed. There is need for strategic gender analysis to identify problems related to gender balance and to strategize for different opportunities in the institutions for women.

Networking is required to be one part of the campaign in promoting women's role in forestry. To establish and organize special national, regional and international forum for women foresters for exposure and to be informed on their rights, can generate a forum whereby solidarity links and communication networks could be set up around a new awareness of common professional and gender interests.

The forestry institution can take some deliberate action to encourage women (as has been practised for under-represented regional members) into decision-making positions such as managers', head of forest departments and the like through improving their administrative skill through leadership and diversity training thus leading them to work with diverse interests. Facilitating and funding for capacity building of women forestry professionals and establishing women foresters association and forum of discussion for sharing information and experiences through different means of communication, may significantly contribute to gender mainstreaming in forestry.

Gender and Forestry Non-Governmental Organizations

In line with the need of the forest dependant community and of secure sustainable management of the existing forest resources, some international organizations stress the benefit of involving local people in forest management. And participatory forest management was taken into account as a means to encourage sustainable forest management. FARM Africa, SOS sahel and GTZ initiated the integration of participatory forest management (governments and communities managing forest in partnership) into governmental practices across Ethiopia using Bonga, Chilimo and Borana state forest to be co-managed by FARM Africa, and SOS sahel. Adaba Dodola state forest project is managed by GTZ Ethiopia. The aim of participatory forest management in those state forest areas is sustainable utilization and conservation of the forest reserve using the approach of building sustainable rural livelihoods for forest users by creating new forest utilization management system.

From the fore mentioned joint forestry projects, the experience of Adaba Dodola state forest project, managed by GTZ Ethiopia, is considered in this report. Adaba Dodola state forest is part of Bale Mountains in Oromia Region. The surrounding communities of the forest were worried about the damaged and degraded forest as they are very much depending on the forest as their important source of livelihood.

To make sure that forest is conserved for the benefit of present and future generations, the surrounding forest dwellers in the forest block, village and district agreed to implement a new forest conservation approach called ("Waldaa Jiraattota Bosonaa"/"WAJIB" meaning "Forest Dwellers Association"/FDA) in the local language. After a series of consultation that involved GTZ, professionals, the community and other stakeholders agreement was signed between the Forest Dweller Association and Oromia Rural Land and Natural Resources Administration Authority (ORLNRAA) that represents the government.

The WAJIB/FDA developed a model by-law for the association taking into account the intra-household distribution relations, as polygamy was a common practice and as one man is heading more than one household/ homestead. The WAJIB/ FDA by-law secures the membership of the other wives (households) that have no access or ownership to land.

Homestead in the model by-law, defined as "a unit formed and permanently inhabited by married couple or single adult spouse, widow (er) or divorcee together with own children or first degree relatives, if two or more married couples live together, the number of homesteads corresponds to their number". Therefore, in this definition the common practice of polygamy

marriage is considered. It means that if a man married more than one, he will register as a member in the association for one homestead with his first wife and the other wives have the right to be a member of the WAJIB/FDA. Therefore, the WAJIB by-law secures the right of ownership of women in polygamous marriages that were negatively affected when the household was used as a unit for allocation of land in the proclamation and land distribution.

Hence, the environment created by the WAJIB by-law motivated women to register as a member in the association, and as it is indicated in Table 9, 22.3% of the members of the association benefiting from the joint forest management, in the three villages, are women. The relatively high representation of women in the WAJIB pointed out that the by-law is positively discriminating against the women in the forest community.

Table 9: Summary statistics of members of WAJIB blocks of Dannabaa, Bariisaa and Buuraa-Addeellee Villages

Name of the Village	Female	Male	Total	Female members (%)
Bariisaa	27	131	158	17.1
Dannabaa	65	238	303	21.5
Buuraa-Addeellee	136	427	563	24.2
Grand Total	228	796	1024	22.3

Source: Dodola GTZ project office archives (2005)

4. GENDER STRUCTURES AND RESPONSIBILITIES IN FORESTRY

National and regional gender structure

In theory, Ethiopian women have never been excluded from property/ land right before and after the 1974 Ethiopian Constitution. Both before and after the 1974 Ethiopian Constitution guarantees women and men equal rights to own property (land and other resources) on paper. But in practice, their rights have been far from equal. Although they have equal right to own property in some parts of the country, women have been deprived of the right to inherit, the property they have including land, housing and livestock. In many traditions, women have little or no opportunity of deciding on buying and selling land. Their other family members, husbands, brothers have made decisions to buy or sell property belonging to women, often without consulting them first.

The property right of women in the statutory law at the time of divorce and marriage is the same as men, theoretically. But in reality it is strongly influenced by customary and religious law. Women in this region are not given land since there is a belief that once they are married, they belong to their husband's places and families. And, women do not get a fair share of land at divorce so they have to go back to their relatives or run away to other places to look for means of survival (Yeagermew, 1997).

Desalegn (1994) stated that when they divorce, women (out going wives) are limited to a share of movable assets, mainly livestock and grain, and the husband continues to be the owner of the land (that the PA originally allocated to all members of the household). He also noted that if a divorced women tries to take her land with her, she will have two alternatives; either to live with the parents in law in which case she cannot mobilize the necessary labour, especially male labour in order to get her share of land ploughed, or she cannot remarry because most male members of the community are relatives of her ex- husband. Neither can she go back to her family of origin because she cannot take land with her to other communities.

The Constitution of the FDRE government took some major steps to integrate women into the development programme of the country as the Women's National Policy in 1993 provided a framework within which Government's commitment to empower women can be channelled. Regarding women's right to land the National Policy of Women and the promulgation of the new Constitution in 1995 put it that: "*women have equal rights with men with respect to access, use, administration, transfer of land and enjoy equal treatment in the inheritance of property.*"

As it is stated in the Ethiopia National Action Plan, the institutionalization of women's economic, political and social rights within government structure (central, regional and government) became a necessary step to be considered. The ultimate goal here was to achieve a level where government policies on economic, political and social spheres and all development intervention plans became gender-sensitive and gender inclusive.

In 1992, a Women's Affairs Office was established within the Prime Minister's Office and was mandated to coordinate and facilitate conditions to promote gender equality in development sectors. The institutional structure includes a Women's Affairs Office under the Prime Minister's Office at federal level and Women's Affairs Bureau that actively engages in addressing gender issues at the regional level and in women's associations that have an organizational structure reaching down to the kebeles/ peasant association (PA) level. The Women's Affairs Office was charged with responsibilities to oversee and coordinate activities leading to the effective implementation of the Women's Policy.

The Women's Affairs Officer with a portfolio of a Minister is the national gender focal point. She is accountable to the Prime Minister and is responsible for coordination and monitoring of Women's Affairs activities at national level and creating favourable condition for the implementation of policies and commitments at different levels and sectors. A declaration on the Ethiopian National Action Plan describes that, "Under the national Women Affairs Office the Women's Affairs departments were established within thirteen ministries and in line with the government decentralization process in ten regional governments and two special administrative regions (each with a responsibility for Regional/ Special Administrative region Administrative Council). The duties and responsibilities included provision of assistance for women's affairs offices in their respective regions at various levels. Moreover, they help to create favourable condition for the implementation of women's policy and follow up, and monitor various activities undertaken at ministerial and regional levels. They identify areas of concern based on the needs and priorities of each region and plan to achieve the goals envisaged".

At the sector level, women's departments in different ministries were established to bring out women's issues based on the duties and responsibilities of their respective ministries. The departments have accountability to the respective ministries. They are also expected to report to the Women's Affairs Office of the Prime Minister about their annual plans and other important gender issues that need due attention. The other major women's organization is the Ethiopian Women's Association that has an organizational structure reaching the grassroots level "*Kebele*" and Peasant association level.

When the federal government of Ethiopia announced the national policy of women (in 1993), and committed itself to implementing the Beijing Platform for Action, delivered at the Fourth World Conference and when the Women Affairs Office was established, the aim was to institutionalize the economical, social, and political rights of women by devising means of alleviating the problem of rural women.

Though there are different conducive and supportive condition for mainstreaming and empowering women in the development program's of the ministries and involving more women in the expansion of the Women's Affairs Department up to the grassroots level, and Women's association from national up to the smallest administrative units "*Kebele*" and the Peasant Association (PA), the progress is insignificant and, most of the governmental and non-governmental organizations at federal, regional and local levels have been unable to internalize and incorporate gender issue in their development project plans as a means of gender mainstreaming. In general the integrated efforts of gender mainstreaming in government, non-government and women organizations are limited.

Although FDRE government has made several efforts to improve the involvement of women in decision making and planning, as most of the development programmes at national and regional levels are not able to effectively integrate gender concerns in their plans and programmes to see that women participate and contribute so that their effort is recognized and technologically supported. Thus, the mainstreaming of gender in all development programmes is not focused at establishing a system where by each sector programme would use gender as a measuring indicator to quantify and qualify projects and achievements. Nevertheless there is a recent evidence of increasing commitment to address the gender imbalance at some governmental and non-governmental organizations at higher level, but much depends on how equal opportunities, policies and practice are implemented at local level, by line manages.

In general, although national policy is essential to achieve gender equity and equality it is inadequate for empowering women in the development programmes and practices. In addition to the policy, governmental and non-governmental organizations, external influences (such as donors and international authorities) and internal influences (such as from the National Action Plan) should increase their demand for a more gender balance and gender focused

development projects and practices. Gender should be recognized as a feasible factor in the success of participatory and integrated forest development projects and a multi/inter disciplinary studies and or investigations on what constraints or enhances women's involvement in forest development projects including socio-economic, ecological and political factors. Therefore monitoring, evaluation and revising of the existing gender institutions, conceptualization of gender balance interventions in a way that women take a role in planning and in decision-making, and securing political commitment are the limiting factors for the implementation of the National Policy of Women.

Local initiatives and responsibilities of women in rural forest communities and households

Although women are still dominated and subordinated, their number is significantly improving at different leadership levels including the rural women community council. The representation of women in the higher decision-making bodies of the rural communities such as in the regional, zonal, district (“woreda”) and community council/ “Kebele council” and in the rural development council, at different levels has been enhanced. Women in rural development projects and the appointment of a number of women to “Kebele council” is acknowledged and supported by parliamentarians, women ministers, federal and regional women bureau heads, women department heads, governmental and non-governmental development projects. This visibility has contributed to creating awareness in the population on gender issues and more particularly on aspirations of young girls. Women involved in development projects and their representation in the decision-making bodies also play a role in the public arena and become role models to other women in different sectors though the progress is relatively slow.

Women in decision-making positions in government and legislative bodies aim at redefining priorities, placing items on the agenda that reflect and address gender specific concerns and experiences and provide new perspective on gender mainstreaming. Most of the written opportunities of gender mainstreaming are not effectively implemented as the issue is always abused at different level in the male dominating society.

Although gender-mainstreaming strategy that has been designed in the policy framework is to address women's issues on the national, regional and local levels, governmental and non-governmental development programmes are not able to efficiently integrate gender concerns in their plans and programmes to ensure that women participate, contribute and benefit from their effort, get recognized and technologically supported. Gender issue is not properly used as a criteria and indicator for monitoring and evaluating the implementation of different urban and rural development projects. Therefore, mainstreaming of gender in all development programmes is inadequately focused to establish a system where by each sector program would use gender as a measuring indicator to qualify their projects and achievements. Also in the formal and informal organizations in which women are involved, such as, community based organization, local government and non-government organizations, associations and service cooperatives, the role of women within these institutions, as beneficiaries, participants and members of the community and moreover the extent of their participation in decision-making are not well emphasized and recognized.

Role and responsibilities of women in rural forest development

A rural development programme launched by the MOA in 2002, produces a total of 10,145 diploma graduates in the Natural Resources Management field (Forest and Soil and Water Conservation) from TVAT. The 10,145 trainees from the ten regions and the two special administrative regions in the country were assigned to the established, 18,000 farmers centre in the different parts of the country. Each employee is working as a development agent (DA) in natural resources in the rural development programme within the same region that she/ he had been enrolled. As shown in Table 10, the Oromia Region has the highest percentage of women

Development Agents (DA) that have been employed in rural developmental programmes responsible for natural resources management, followed by Dire Dawa and Benshangul Gumuth. The increasing number of female DA's in rural development programmes could be considered as one step forward to increase female role models in rural resource management and development programs, so that female community members will be motivated and encouraged to participate in project planning, development and decision-making.

Table 10: Summary of gender-disaggregated data of rural Development Agents (DA) working in the 18000 different regional centres in Ethiopia.

Region	Female	Male	Total	Female employees (%)
Oromia	695	3377	4072	17.1
Southern Nations, Nationalities and Peoples' Regional State (SNNPRS)	202	1681	1883	10.7
Amhara	319	2467	2786	11.5
Tigray	58	725	783	7.4
Afar	15	130	145	10.3
Somale	28	201	229	12.2
Benshangul Gumuth	17	99	116	14.6
Gambella	3	39	42	7.1
Dire Dawa	9	46	55	16.4
Hareri	4	25	29	13.8
Addis Ababa	0	5	5	0
Total	1350	8795	10145	13.3

Source: TVAT coordinating office report 2006 Addis Ababa

Table 11: Summary of gender-disaggregated data of employees working in six different regions

Region	Female	Male	Total
Oromia	795	4475	5270
Southern Nations, Nationalities and Peoples' Regional State (SNNPRS)	100	1250	1350
Amhara	302	2680	2982
Tigray	185	781	966
Afar	28	178	206
Benshangul Gumuth	23	126	149
Gambella	8	49	57
Total	1441	9539	10980

Sources: Regional natural resource departments (2005). (This data includes the professional and supportive staff in each region working in natural resource departments. DA's are excluded)

Role and responsibility of women in improving household livelihood

Rural women are the main group of society affected more by deforestation and forest degradation. Because deforestation reduces access to forest products that are required on daily basis, it adds to the drudgery of women who are forced to cover long distances and spend more time in fetching fuel wood and other forest products.

Women disproportionately bear the burden of poverty in Ethiopia, which is mainly a result of the gender based division of labour and lack of access and control over resources prescribed not only by tradition and culture, but also reiterated in the law. Women are responsible for all the

household chores in addition to the support they provide in agriculture and livestock production, they are shouldering the full responsibility of cooking, fuelwood collection (for both household consumption and income generation), collecting water and child care (Figs. 1 and 2).

Plate 1: Women carrying fuel wood for household consumption



Plate 2: Women carrying fuel wood for sale at Shashemene town



Forest provides market for fuel wood, carriers and roadside fuel wood and/or charcoal sellers are the fortune makers from forest products. Rural households depend for all or part of their livelihood on forest and tree products. Most rural women in Ethiopia are turning to a number of income generating activities to sustain or supplement their family income, one of the major area of income generation is fuelwood collection. At local level in Ethiopia, fuel wood gathering is probably the most forestry-related employment generating activities and a means of source of income for many rural households to subsidize the household income and to improve their livelihoods. Rural as well as urban households depend heavily on woody biomass for their energy supply.

Fuelwood business is probably the most forestry engagement in Ethiopia and women are the most involved in such business, 41% of the energy in the country is derived from purchased firewood. Freely collected fuel wood remains the main energy source. Overall, 68% of the households in the country use collected fuel wood as a source of energy. As noted in Forestry Society of Ethiopia (2002), urban people use purchased fuel wood, 41% of their energy use is obtained from purchased firewood. Rural households, however, obtained 76% of their energy sources from collected firewood. A fuel wood market survey by Wondo Genet College of Forestry undergraduate students and Green Awassa project showed that more than 97% of fuel wood supply of Wosha, Shashemene and Awassa markets for sale is by women living in the surrounding rural forest area.

A case study by Fikerte Haile (1991) describes the burden of women fuelwood carriers around Addis Ababa *“The groups of women who gain their livelihood by collecting and supplying fuelwood for sale to the capital city of Ethiopia (Addis Ababa) are estimated to be more than 70,000 (Fig. 3). They belong to the poorest and most underprivileged groups in society. Two-thirds of the 70,000 women depend entirely on fuelwood carrying for their livelihood. The remainder get some additional income from farming, food processing or handicrafts. The heavy load and long distances covered have a most debilitating impact on the women. Most complain about chest and back pain and deformed spinal columns. The incidence of miscarriage among female fuel wood carriers is 16 percent on average and 44 percent in the age group of 35-44 years. Their nutritional status is very poor; the average body weight is only 46 kg and decreases with age and number of years on the job. However, this serious burden sacrifice of women to meet the livelihood of the household and the community is not recognized by society”.*

Another case study by Asfaw (1997) in Shashemene town south Ethiopia indicates that the annual fuel wood consumption of the people in Shashemene is 39574-m³ solid volumes of fuel wood and 67219 m³ wood equivalent charcoal. This results into a total annual fuel wood consumption of 106793 m³ in Shashemene. The study also confirmed that in the study area the supply of fuelwood is from the rural communities living in and around Abaro and Wondo Genet natural forest areas.

The rural community in the study area is assumed to earn about 1.6 million Ethiopian Birr (Ethiopian local currency) per year. In view of price, fuel wood in Shashemene in 1996 was fifteen Birr/m³ (the local currency)/ 0.56 US dollar from 106,793m³ of fuel wood market supply.

Plate 3: Women selling fuel wood in *Shashemene* market



The above case studies clearly confirmed that although it is not documented and recognized, the rural women contribute a high annual income to improve the livelihood of the household in particular and the community in general from fuelwood and other minor forest products. For example, some of the minor forest products such as gum and incense (also mainly collected by female and children) contribute about half of the officially trade volume of the major share for rural household economy. They also play a significant role in improving the livelihood of the households and the communities in the northern and southern woodlands of Ethiopia. As described in the Forestry Society of Ethiopia (2002) in Amhara, Oromia and Somali Regions, the cleaning and grading process of gum are carried out by women, the 1999 harvest amounted to 7,000 metric ton and nearly 3 million Birr / 357,142 US dollar were paid to harvesters and cleaners. However, the role of forest products in the rural community and the gender role of the products are poorly documented (Markos 1998).

However, this appreciable resource (fuelwood) is significantly affected by deforestation and forest degradation caused by rapid population growth, tenure insecurity and misuse of forest resources. The most forceful illustrations of deforestations are social, economic and environmental cost of fuel wood scarcity with women being the most affected social group in the rural society. Although fuel wood is one of the most important sources of income for improving the livelihood of rural households and the community in general, nowadays it is becoming a scarce resource even to meet the household consumption because of the intensive land use changes and deforestation taking place in the different parts of the country.

Since fuelwood scarcity is one of the major issues to be addressed in the rural community, Participatory Action Research should be considered as an opportunity and/or entry point for looking into some possible applicable alternatives to improve the livelihood of the poor rural community. This could be done through livelihood diversification by participation of major stakeholders, the farmers and other relevant governmental and non-governmental

stakeholders. Such a participatory action research should focus on integrating women in problem identification, planning and decision-making and, moreover, in mainstreaming and addressing gender issues in designing and implementing of the project. The other major focus of this project is also expected to address the environmental cost of fuelwood scarcity that has received global attention.

There is limited tree planting practices in rural areas, which is mainly undertaken on marginal farms and in and around home gardens because of the widespread of acute poverty, insecure tenure and the high need and priority of short term gain over long term benefits are some of the facts contributing to relatively less tree planting practices in the country. Home gardens are one of the main niches where trees are planted for supplementing household nutrition and income. Women have decisive role in agroforestry, (a farming system that incorporates tree, crop and livestock production). They also participate in watershed management in activities to reduce soil and water erosion, such as maintaining forest cover, participating in soil and water conservation activities and in protecting and conserving watershed.

Rural women are often the principal caretakers and guardians of the home garden forest in many regions. They grow trees together with other crops in their home gardens. Home gardens are the dominant and sustainable agricultural systems in the densely populated highlands of southern Ethiopia. Tesfaye (2005) describes the ensete-coffee home garden agroforestry systems that are largely practised in the Southern Nations, Nationalities and Peoples' Regional State (SNNPRS) of Ethiopia. Intensive management of trees in home gardens contributes to the welfare of the farm households, and plays a role in the regional economy. Home gardens cover extensive areas and are characterized by two dominant crops in the area, *coffee arabica* and *Ensete ventricosum*. *Ensete ventricosum* is a perennial herbaceous monocot and a staple food for an estimated 10 million people in South Ethiopia (Tesfaye, 2005). *Enset* (*Ensete ventricosum*) is a long-lived banana-like perennial plant used for food, fodder and fibre throughout the southern highlands of Ethiopia.

In (SNNPRS), *ensete* and or *coffee* are grown in an intimate association with different types of fruit trees, cereal crops and vegetables in the home gardens. In the gender division of labour women are more responsible for the home garden management, they are responsible for weeding, fertilizing with cattle manure and processing of the *ensete* (the most tedious and laborious work) for household consumption and sale.

Another most popular forest product to improve the household livelihood in the southern part of the country is fruit trees growing in the home gardens (around the home garden boundary) and avocado (*Persia Americana*) in the vegetable garden. This fruit tree was introduced in Wondo Genet (1940-1960) in connection with the establishment of a meat factory at Melge Wondo that was owned by an Italian investor. These fruit trees contribute to improving the household nutrition status and to subsidizing the household income. Presently, it has become the most popular fruit with an attractive market value. Large numbers of rural women and young girls, living around Wondo Genet, depend on selling from their own farms or trading Avocado.

A study that was carried out in three villages/Peasant Association's (PA's) in Wondo Genet confirmed that 84 % of the population in the three PA's grow avocado trees, where the majority of the households in the PA grow an average of 3-4 trees per household, each household produces 5-12 quintals of avocado fruits from the given average number of products per year. This is equivalent to a maximum of 1837 Birr (Ethiopian local currency) income per year per household (Senior Research Project, 2005). However, because of lack of information, home garden productions are often underestimated in the national or regional forestry statistics.

Therefore, different experiences in Ethiopia show clearly that forest and non-forest products are one of the main coping mechanisms that poor households have, and their importance should not be overlooked or underestimated.

Generally for the poor households, forest and non-forest activities comprise an important part for their survival strategy, forming part of their “safety net” strategy. Therefore the importance of the forest and non-forest products in the food security net of poor rural vulnerable women to support households’ economy is extremely important, and should be further studied to determine its magnitude in terms of its economic and social values, in order to draw some guidelines to address this aspect of food security in Ethiopia. Moreover, a realistic intervention of stakeholders interest will have to take into account the different roles played by men and women in sustainable forest utilizations and management. This is one of the major venue through which rural women generate income independent from their male counterparts. This not only improves household and or community welfare but also contributes to the emancipation of women from social operations which sometimes results from lack of economic dependency.

The gender roles of men and women at household and community levels required to be qualitatively and quantitatively, should be identified and determined so as to give recognition to the roles that women play in sustainable forest management. Moreover as lack of collection and dissemination of gender-disaggregated data is a limiting factor affecting gender balance in different development projects, gender-disaggregated database at national regional and local level is required to be established and maintained.

Women involved in seasonal forestry employment

Forests are major sources of paid employment for rural women in Ethiopia. What they extract from the forest is processed and marketed to bring supplementary cash for the household. Forest trees provide a wide range of economic opportunities for tens of thousands of people in Ethiopia (Forestry Society of Ethiopia 2002). Thousands of farming communities from Kambata and Gurage depend on forest harvesting employment as an important additional source of income following the seasonal agricultural cycle, whilst wood industries and forest enterprises pay these people reasonable amount of salaries and wages. Seasonal working activities, such as, planting, weeding and tending operations among others provide employments for large number of community members in the rural areas including rural women.

Plate 4: Women actively participating in pot filling in WGCF forest nursery



Labour-intensive forest enterprises as Tiro-Botor Bacho state forest project, Munesa Shasemene Forest Enterprise, and Finfine Forest Development, Marketing Enterprise (FFDME) and WGCF employ thousands of people following the seasonal agricultural cycle.

Although there are few reliable figures, it is estimated that most of the employees for seedling production and tree nursery activities such as pot filling, transplanting, weeding, watering, and planting are women while sawmilling, logging, loading and unloading activities are for men. For example, WGCF gives an average annual temporary employment to about 120 women living in the surrounding farming communities. Moreover the experiences of Amhara SNNPRS, and Oromia Regions show that the average annual temporary employment of women is 496, 298, and 602 respectively.

Comparatively, considering women's employment, statistics show that many women are employed in the informal sector and in the non-skilled areas whereas those employed in the professional areas are very few.

5. DATABASE OF WOMEN IN FORESTRY

As it has been discussed in the above different chapters, forestry is one of the neglected sectors of development in Ethiopia. As this sector has been restructured and reorganized several times in its history, there is always confusion and misplacement of documents, no one and or section/department is accountable/ responsible for any required information in the sector where the excuse is always the restructuring. The informational level in terms of quantitative and or qualitative statistical data/ information is a limiting factor in the different forestry institution. Except in very few forestry institutions, gender disaggregated data shows the level of participation, contribution and benefits of women in the sector is non-existing. Even in those few sectors that have information it is less comprehensive and detailed with respect to gender-disaggregated data.

There is little consistent data available on the representation of women across the country working in forestry and or other sectors. During data/ information collection for this report it was found that most of the forestry and natural resources institutions at national, regional and local levels have significant limitation of information in general and gender-disaggregated data in particular. This problem, specific to forestry, has mainly resulted from the instability of the forestry sector that contributed for confusion of responsibilities and misplacement of documents.

Hence establishing and organizing gender-disaggregated database is a major requirement to analyse gender gap and monitor the gender balance in different forestry and related institutions. It is, therefore, not easy to show the situation of women and know their numbers of participation or whether they have been advantaged or disadvantaged at different levels of responsibilities and to do a gender comparison, so that emphasis could be given to human resource development to increase the number of women benefiting. Availability of the relevant data will also help to identify problems related to gender balances for different opportunities in the institutions.

Therefore, there is a high need of establishing women database in forestry at national, regional and local levels in order to address gender issues in forestry: research, education and employment. Although it is not an exhaustive list of women contributing in the forestry and natural resources sector in Ethiopia, the above list in Table 12 can be used as an entry point to develop a gender disaggregated data and to establish a network

Identification of issues related to the establishment of networks for women in forestry

There is no such strong Foresters Association up to date. However, presently there is a high initiative taking place by foresters at national level pushing towards re-organizing and re-structuring of the existing Forestry Association. The association is one of the opportunities for networking professional women foresters. It is possible to bring out women issues in forestry profession (where women are the disadvantaged group) and to design alternatives and opportunities to encourage women in the forestry sectors. There are also other opportunities of networking women working in forestry and related areas such as:

- Using the newly established Forestry Alumni as an entry point for networking female foresters in the country.
- To establish network of national contacts with former female students of WGCF that has grown to a community of 128 female individuals spread over the country.
- To establish, collaborate and network with local female sister organizations in the country. For example Ethiopian Women Lawyers Association (EWLA), Ethiopian Women Education Association (EWEA) and
- To collaborate with other external female sister organizations, like the Forum for African Women Educationalists (FAWE).

Table 12: Database of women in Forestry and Natural Resources

	Email	Organization	Region
Aster Gebrekiristos		WGCF	Hawassa University
Addisalem Taye		WGCF	Hawassa University
Mersha Gebrehiwot	Mersha_geb@yahoo.com	WGCF	Hawassa University
Hiwot Workagnehu	Hiwot6_21@yahoo.com	WGCF	Hawassa University
Tigist Yemane	Tigist_yemane@yahoo.com	WGCF	Hawassa University
Betelehem		WGCF (NF)	Hawassa University
Bezashwork Melaku	Bezashwork@yahoo.com	WGCF (NF)	Hawassa University
Fanaye		WGCF (NF)	Hawassa University
Neim Alli	mamifaba@yahoo.com	WGCF	Hawassa University
Almaz Tekleberihan		NE	
Hana		NE	
Fikirte Zeleke		FFDME	Oromia
Shitu Shume		FFDME	Oromia
Ywoyeneshet Asnake	yewynesheasnake@yahoo.com	Land Administration	Amhara region
Ribka Tekilu	ribkateklu@yahoo.com	EPA	Amhara region
Yelegne Assefa		ARDD	Amhara region
Assefu Warre		"	Amhara region
Meseret Buacheriw		"	Amhara region
Yiro Yimer		"	Amhara region
Yalemzewed Assefa		"	Amhara region
Serkalem		"	Amhara region
Tizezew shimekatc		"	Amhara region
Zehara Mohamed		"	Amhara region
Hiymanot Aklilu	Himy8_7@yahoo.com	"	SNNPRS
Helina Tagesse	helinah@freemail.com	"	SNNPRS
Weyenehareg Teklu		"	SNNPRS
Amelework Gebreigziabher		"	SNNPRS
Biruktayet Assefa	bickyjoe@yahoo.com	EIAR	Addis Ababa
Atkilt Bekele	atkilt@yahoo.com	"	Addis Ababa
Senayet Derege		UNDP	Addis Ababa
Abenet Mengistu		SFIE	Oromia region
Amane Melkeysa		"	Oromia region
Sentayehu		ARDD	Oromia region
Meseret Kasahun	messykasa@yahoo.com	"	Oromia region
Jallene		"	Oromia region
Kebene		"	Oromia region
Alem Ambaye		"	Oromia region
Gitu Waqjira		"	Oromia region
Yeshiembet Gishu	Gishu_12@yahoo.com	YVAT	Oromia region
Medihen Desta		"	Addis Ababa
Nitsiti Getachew		"	Addis Ababa
Tigist Shiferaw	shiferawtigist@yahoo.com	Airlance	Addis Ababa
Yehualshet Tesfaye	Yehualina2@yahoo.com	NE	
Meskerem		ARDD	Addis Ababa
Yenealem Mehari	mehariyenealem@yahoo.com	"	Tigray region
Meseret		"	Tigray region
Sara Tewoldebirhan	saratbge@yahoo.com	Mekele University	Tigray region
Degitu Endale	degtendal@yahoo.com	"	Tigray region
Meley Mekonene	meleyha@yahoo.com	"	Tigray region
Hiwot Desalgne	Hiwidy96@yahoo.com	"	Tigray region
Tirahas Mebratu	Tremeb1@yahoo.com	ARDD	Tigray region
Awet Fesseha	canawet@fastermail.com	"	Tigray region
Zenebu Mahaderu		"	Tigray region
Askale Weldu		"	Tigray region
Firut Assefa		"	Tigray region
Simeret H Micheal		"	Tigray region
Keria Ebrahim		"	Tigray region
Helen Asmamaw	helen_asma@yahoo.com	"	Tigray region
Beyenech G/ Tsadik		"	Tigray region
Frehiwot Tesfaye	rishafreh@yahoo.com	"	Tigray region
Selame		(TVAT)	Wolyta
Yiftusira Yitayew		ARDD	Amhara Debremarikos
Neima Hagoss	neimahagoss@yahoo.com	"	Afar region

(NE: Are not currently employed; NF: Non-foresters teaching basic courses)

Organizing seminars and workshops on women and forestry could also be used to bring together women in forestry and to identify problems related with their carrier and to share experiences. Moreover to reach the rural women, in many parts of Ethiopia, women should band together to support each other in times of crisis. There is a women association that meets once a month or more often if needed to discuss subject of common interest. They support each other if there is a crisis such as death in any family. The association will contribute money from its mutual fund to help cover the funeral expenses. Therefore, this could also be used as an entry point to reach the rural women who are involved in forestry activities to meet their livelihood.

6. CONCLUSIONS

Although all the Ethiopian proclamations did not prohibit women from property right, it did not put the rights of women to land use in proper perspective: i.e., it does not give women direct possessor right to land use. In the very few cases where women own land, they can easily lose their rights due to divorce or migration. Regarding the before and after 1974, gender and gender-based power relations with household, prevent women from exercising control over land resources in large part of the country. Although major social and economic changes were taking place in 1975 (the 1975 land reform/ nationalization of all lands), and the proclamation give equal property and land ownership right for both women and men (since the unit for land distribution was the household heads) women were excluded from membership in the Peasant Associations (PA) and from land holding right's. Married women have only access to land through their husband, while women in polygamous marriages were not considered.

National Policy of Women 1993, was another major step taken by the present government that recognizes the history of inequality and discrimination suffered by women in Ethiopia. It was designed to achieve gender equity and equality. Article 35 "Ethiopian National Policy of Women 1993" confirmed that men and women have equal rights to acquire, administer, control, use and transfer property, and more specifically they gave equal rights with men with respect to the use, transfer, administer and control of land resources. Although the policy has confirmed women's basic right to land, resources, education, and employment, traditional set-up of society and thinking, the customary and religious rules, the bureaucratic resistance to accept the gender experts as equal partners and the inadequate integration of women as subject of public policy, strongly influences women equality and equity with men in political, economic and social life.

Although gender issues are being increasingly recognised as an important factor in project success, the government and policy makers still need to put more efforts to involve women in planning decision making and policy making at national regional and local levels to effectively integrate gender concern in governmental and non-governmental development plans and programmes. Forest is one of the national development project sectors, important for its socio-economic and ecological values for Ethiopia. Although forestry is contributing to the national economy and the global environment the government has very little consideration to this resource.

Men and women have different interaction with the use and benefit of forest resources as they have different assets and access to forest resources opportunities. However, Ethiopian women have traditionally played a significant role in benefiting from forest resources for household consumption and to generate income to secure their livelihood. Forest resources remain the major resources for the rural community that contributes for food security and for diversification of their livelihood that have a great likelihood of the independent income generation capacity of women.

In general in Ethiopia women have a major role in using, managing and protecting forest resources; also they are kept out of the planning and decision making process in forestry development projects. Therefore if effective forest utilization and management is to be sustained women as much as men must be involved in planning, decision and policy making in forestry sectors. But the sustainability of Ethiopian forest resource is under high-risk of loss and degradation. The main reason for unsustainable forest management in the country is land tenure insecurity, unclear forest policy, and the very little attention given to the national forest resources of the country that results in intensive forest degradation and land use changes. Moreover, the frequent restructuring and sheltering of the forestry sector under the Ministry of Agriculture as a department and section creates instability of the forestry management in

Ethiopia with high turnover, insecure employment, loss of moral and confidence of employees, discontinuation of forestry development projects and project funds.

As forest policy, land tenure insecurity and the structure and organization of the forestry sector are the major problems of the national forest development, there is a high need for formulation and implementation of forest policy as well as the re-establishing of the Ministry of Natural Resources and Forestry as has been experienced by the neighbouring countries of Kenya and Tanzania. The latter examples could be considered as the best opportunity for sustaining this valuable and appreciable resource.

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ANNEXES

Annex 1: Wondo Genet College of forestry (WGCF) graduates at different level of programs from 1978 – 2006

Program	Academic yr	Enrolled		Graduated	
		Male	Female	Male	Female
Regular Diploma	1977/78	21	1	-	-
	1978/79	26	3	21	0
	1979/80	22	4	21	3
	1980/81	58	13	20	4
	1981/82	67	6	51	8
	1982/83	68	2	60	6
	1983/84	68	4	65	1
	1984/85	72	3	58	4
	1985/86	62	2	67	2
	1986/87	76	2	59	-
	1987/88	71	3	63	2
	1988/89	79	5	53	-
	1989/90	87	8	50	3
	1990/91	83	10	51	2
	1991/92	87	1	41	4
	1992/93	71	7	51	-
	1993/94	75	10	36	2
	1994/95	83	3	40	1
	1995/96	69	1	65	1
	1996/97	46	3	60	2
	1997/98	61	2	36	1
	1998/1999	66	6	49	2
	1999/2000	72	4	50	4
	2000/2001	89	13	68	2
	2001/2002	114	25	63	4
	2002/2003	116	23	91	10
	2003/2004	-	-	107	12
	2004/2005				

Diploma Summer Diploma weekend					
Regular BSc.	1995/96	41	1	-	-
	1996/97	42	3	-	-
	1997/98	56	2	-	-
	1998/1999	85	1	37	1
	1999/2000	45	8	38	2
	2000/2001	49	10	42	1
	2001/2002	93	9	56	1
	2002/2003	-	-	47	5
	2003/2004	316	41	38	6
	2004/2005	217	82	63	7
	2005/2006	224	38	192	7

BSc. Summer and weekend					
Regular MSc.	1996	15	-	-	-
	1997	-	-	14	-
	1998	14	1		
	2001	11	1	14	1
	2002	-	-	11	1
	2003	6	-		
	2004	13	-	6	-
	2005	-	-	13	-

Annex 2: Technical and Vocational Agricultural Training (TVAT) graduates form 2004-2006

Year	Region	Female	Male	Total
1996	<i>Oromia</i>	135	548	683
1997		435	1473	1908
1998		125	1356	1481
Sub total		695	3377	4072
1996	<i>Amhara</i>	121	554	675
1997		133	1120	1253
1998		65	793	858
Sub total		319	2467	2786
1996	<i>Southern Nations and Nationalities</i>	69	610	679
1997		75	400	475
1998		58	671	729
Sub total		202	1681	1883
1996	<i>Tigray</i>	1	91	92
1997		25	373	398
1998		32	261	293
Sub total		58	725	783
1996	<i>Afar</i>	1	8	9
1997		3	70	73
1998		11	52	63
Sub total		15	130	145
1996	<i>Somale</i>	8	39	47
1997		5	96	101
1998		15	66	81
Sub total		28	201	229
1996	<i>Benshangul Gumuth</i>	11	20	31
1997		3	47	50
1998		3	32	35
Sub total		17	99	116
1996	<i>Gambella</i>	2	25	27
1997		0	4	4
1998		1	10	11
Sub total		3	39	42
1996	<i>Dire Dawa</i>	2	4	6
1997		4	29	33
1998		3	13	16
Sub total		9	46	55
1996	<i>Hareri</i>	0	4	4
1997		2	10	12
1998		2	11	13
Sub total		4	25	29
1996	<i>Addis Ababa</i>	0	4	4
1997		0	0	0
1998		0	1	1
Sub total		0	5	5

Annex 3: Members of WAJIB blocks of Dannabaa, Bariisaa and Buuraa-Addeellee Villages

Name of the Village	Block name	Female	Male	Total	
Barissa	Sokoraa	8	22	30	
	Bulchaanaa	0	16	16	
	Sululaa	7	20	27	
	Ali	5	25	30	
	Mudhii	2	25	27	
	Geedee	5	23	28	
Dannabaa	Anoonuu-lobee lobe	5	19	24	
	Faraqqaasaa	6	24	30	
	Lobe lobe Guutuu	4	26	30	
	Aartuu Flixee	8	22	30	
	Bulchaanaa huboo	10	20	30	
	Edo eddo wittee	10	20	30	
	Shuushii Shifaa	5	21	26	
	Birbirsaa Guxxaa	2	28	30	
	Edo edoo sibiiloo	6	24	30	
	Cangittii	3	15	18	
	Taruuraa	6	19	25	
Buuraa-Addeellee	Jaladoo	5	15	20	
	Kaaroo	12	6	18	
	Hoobanchoo	10	20	30	
	Mirree	4	25	29	
	Baakkichaa	6	20	26	
	Daachosaa	13	16	29	
	Soorbuaa	8	22	30	
	Duuqqaa Caaraa	9	20	29	
	Jiddoolaa	3	25	28	
	Soorxoxaa	7	23	30	
	Goda Gaaraa	7	18	25	
	Kemboo	4	23	27	
	Angaffoo	4	14	18	
	Dallumee	5	13	18	
	Dhebissa hallayoo	0	20	20	
	Dhebissa xosoge	6	19	25	
	Maraaroo urgoo	7	18	25	
	Xosoge	7	23	30	
	Qoree gooroo	7	23	30	
	Xuuqqaa shiffa	4	26	30	
	Qorantaa	2	14	16	
	Wanxashaa	6	24	30	
	Grand Total		14683	1660	16273