



**ST.MARY'S UNIVERSITY
SCHOOL OF GRADUATE STUDIES
(SMU-SGS)**

**ROLES AND BENEFITS OF WOMEN FARMERS IN THE COFFEE BUSINESS: THE
CASE OF YIRGACHEFFE COFFEE FARMERS COOPERATIVE UNION (YCFCU).**

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**JUNE 2016
ADDIS ABABA, ETHIOPIA**

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PROPOSAL

ON

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BY

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ID-NO-SGS/0484/2007A

**A THESIS SUBMITTED TO THE ST.MARY'S UNIVERSITY
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REQUIREMENTS FOR THE AWARD OF A MASTERS DEGREE IN GENERAL BUSINESS
ADMINISTRATION.**

JUNE, 2016

ADDIS ABABA, ETHIOPIA

DECLARATION

The undersigned, declare that this thesis is my original work, prepared under the guidance of abdurezak Mohammad (Phd), all sources of materials used for the thesis have been duly acknowledged, I further confirm that the thesis has not been submitted either in part or in full to any other higher learning institution for the purpose of earning any degree.

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List of Abbreviations

CEEC	Central and Eastern Europe Conference
EAP	Economically Active Population
FAO	Food and Agriculture Organization
EPRDF	Ethiopian People’s Revolutionary Democratic Front
FGD	Focus Group Discussion
FLO	Fair-trade Labelling Organization
FTC	Farmers Training Center
HIV/AIDS	Human Immune Virus/Acquired Immune Deficiency Syndrome
IICA	Inter American Institute for Cooperation on Agriculture
ITC	International Trade Center
NGO	Non Governmental Organization
PA	Peasants Association
SCAA	Speciality Coffee Associations of America
SNNPR	South Nations Nationalities and People Regional State
YCFCU	Yirgacheffe Coffee Farmers Cooperative Union
U.S	United States

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Abstract

The purpose of this research is identifying roles of women have been playing to in coffee business of YCFUCU and consider benefits women have in the YCFUCU. The approach used is qualitative research in order to understand the problems. Primary and secondary data are used in the study. Primary data has been collected through Focus Group Discussions (FGDs), in-depth interviews with the informants and key informants of the study. Secondary data came from document reviews employed to collect data. Findings of the study show there are various challenges in the YCFUCU that hinder women's benefit in coffee business of YCFUCU. The study found that lack of land ownership has played a dominant role with multidimensional manifestations impeding the benefits of women in coffee business of YCFUCU. Cultural socialization favored men's to have dominant positions in the coffee business and in society in general. The following areas are identified as a result of patriarchal ideologies: men's perspective, women's perspective, poor policy implementation. Despite these challenges the study revealed some opportunities to be maximized for women to be benefited which were: the land ownership, policies of international trade organizations. (Fair-trade), Engagement of YCFUCU's in women empowerment program. Finally, this research recommends each working activities of coffee business of YCFUCU to engage in empowering women coffee farmers. My recommendations particularly request government bodies' and the YCFUCU to play significant roles in empowering women and maximizing their benefit. Working with both women and men, brings transformation to coffee production and growth.

Key words: Roles, Benefit, Women farmers, Coffee Business

CHAPTER ONE

INTRODUCTION

Background

Many businesses are unaware of the crucial role women play in supplying the ingredients they depend on for their products. This contribution is often unrecognized, unpaid - invisible. Women are active at all stages of coffee production, in many cases providing the majority of the labor. When it comes to transporting to market and completing the sale women face a glass ceiling. These tasks are almost universally done by men, who subsequently retain much of the control over household income. (Doss and Sofa Team 2007).

In different commodities women are largely responsible for shelling and grading nuts, fermenting and drying coffee and fermenting cocoa – parts of the production process that influence quality, taste, and even food safety. This critical work is done on top of household labor, which is seen as ‘women’s work’. Women also face additional barriers to men regarding land ownership, which affects access to credit and can disqualify them from joining producer organizations. As a result, women are underrepresented in the membership of such organizations and at all levels of their governance. This perfect storm of restricted labor, ownership rights can leave women with little control over income in the home and within producer organization.

Coffee is a male-dominated cash crop. Men do most of the heavy manual labor such as land clearance, tillage by hand and oxen, weeding ,pruning and soil conservation; women do the manuring particularly in the fields close to home. The roles that rural women play and their position in meeting the challenges of agricultural production and development are quite dominant and prominent (Ogunlela and Mukhtar, 2009). Their roles vary considerably between and within regions and are changing rapidly in many parts of the world, where economic and social forces are transforming the agricultural sector.

This proposal presents a practical situation to recognize coffee farmer women’s roles and economic returns on their coffee business of Yirgacheffe coffee farmer’s cooperative union. The discussion starts from women farmers role in coffee business globally and particularly in coffee

production. The research acknowledges the progress made, especially in passing especial resolution to enhance the role and benefits of women in the coffee business.

The researcher seeks to do this by using different sources of information; primarily data gathered through in-depth interviews, focus group discussion. The secondary sources were books, magazines, and website and policy decisions of the union. These provided an opportunity to analyze roles and benefits of women's in coffee business of Yirgacheffe coffee farmers cooperative union.

Yirgacheffe coffee farmers' cooperative union (YCFCU) is one of coffee producing processing and exporting coffee farmers' union working in Ethiopia established On June 2, 2002,. The main purpose of the union is producing processing and exporting coffee to the world in return to change the member farmers' livelihood. YCFCU has about 37,000 and more member farmers; these farmers are constituted in to 27 primary cooperatives distributed in South Nation Nationalities and People's Republic of Ethiopia in Gedeo zone. Gedeo is a zone in the South Nation Nationality and People Regional State (SNNPR) of Ethiopia. This Zone is named after the Gedeo people, whose homelands lie in this zone. The zone is well known by producing high quality coffee (*yirgacheffe-coffee*) to international market. The union has expected to collect process and supply the coffee to the international market. (Tadesse Kippie Kanshie 2002)

1.2 Statement of the problem

As a union exports the coffee directly to the world market, it is clear that there is a contribution of many to ensure all the supply chain the coffee passed through. A supply chain consisting of producers, the input suppliers, processors and buyers that bring a product from its conception to its end use. As the chain starts from coffee producers, they are basic players in the chain. The YCFCU coffee producers' men and women are among the value chain and they have their own contribution to the business. However; according to (Doss and Sofa Team 2007), a success in coffee business is traditionally considered as only men's role. Consequentially, women in coffee business have been unprivileged, their participation and contribution is unrecognized, unpaid and invisible.

According to YCFCU, different initiatives have been taken to empower women farmers in and the community at large. Its policy indicates that women's participation should be 25% up to 50%

in the Cooperative, (Minutes of General Assembly, 1994). For that reason adequately identifying the roles women face is very essential to benefit them and growth of the coffee business.

There is vital necessity to understand women's roles, stereotypes and obstacles that women encounter in the coffee business. As women have unique skills and capabilities that can benefit the coffee production business in particular and nations in general. Role of men and women in business can be analyzed at the household and organization level. It is clear that there is a strong link between the role and control of income. Although the importance of such a research is carried out internationally. And there is a little research done relating to women farmers' roles in the coffee business value chain. For that reason adequately identifying and explore the roles women farmers have in coffee cooperative as a producer and their benefits is very essential for the empowerment of women and growth of the coffee business at each level. This study is to explore the role and benefits women farmers in YCFCU.

Research Questions

This study tried to deal with the following research questions;

- What are the roles of women farmers in coffee business YCFCU?
- What are the benefits women farmers have in coffee business YCFCU?
- What sorts of mechanisms are put in place to enhance the benefit of the women? Is it convenient? How the working condition of YCFCU will be improved to promote the benefits of the women?

Objective of the study

General Objective;

The overall objective of the study is to explore the roles and benefit of women farmers in coffee business of the cooperatives under YCFCU.

Specific Objectives;

- To understand and investigate the role that women farmers have in coffee business of YCFCU.
- To identify the benefit of women in the coffee business of YCFCU.

Significance of the study

This research will have significance for the following reasons: primarily, it addresses and unveils women's problems that hinder them to come to economically benefited and helps to empower and give recognition that have been given less consideration and benefits. Secondly, the study also contributes to literature in the areas of women's role and benefits in the union as well as society at large. Finally, based on the findings and recommendations of this research, it could be able to give the due emphasis to the issue and take appropriate measures.

Scope of the study

Geographically the research is limited to Gedeo Zone focus on roles and benefits of women farmers in coffee business in Yirgacheffe Coffee Farmers Cooperative Union. Moreover, due to the large number of coffee farmers in the study area, the study focused only on member cooperatives of YCFCU. The key question of dwellers to be addressed included the roles, benefit and the existing situation of women farmers in the coffee business of YCFCU. The main focuses of the study is to explore the roles and benefit of women farmers in coffee business of the cooperatives under YCFCU through awareness creation.

Limitation of the study

This study has a limitation in two matters. Primarily, a very limited number of reference materials on the issues of Gender and Coffee in the case of Ethiopia as well as on the areas of roles and benefit of women coffee farmers has paused a problem.

Secondly, due to time constraints, the research mainly focused on roles and benefits of women coffee farmers at the farm and in farmers association level; it has not address roles and benefits women in all value chain of the coffee.

CHAPTER TWO

REVIEW OF RELATED LIRATURE

The literature review part looks into what other researchers have done on the roles and benefits of women in coffee production in different areas of the world. The section organized under three major sections-namely the definition of roles and benefit in coffee production, theories that will help to analyze the role and benefit of women in coffee production; empirical evidences of past studies in different areas of the world and conceptual framework-which identifies the variables and relationships to be used for the assessment will be discussed.

2.1 Definition of Role and Benefits in coffee production

A role is prescribed or expected behavior associated with a particular position or status in a group or organization. On the other hand the word benefit is something that is advantageous or good; an advantage. According to (Carke Rj, Macrae R,ed (1987), Coffee production is the industrial process converting the raw fruit of the coffee plant in to the finished coffee. The cheery has the fruit or pulp removed leaving the seed or bean which is then dried. While all green coffee is processed, the method that is used varies and can have a significant effect on the flavor of roasted and brewed coffee. Coffee is a major source of income, especially for the developing countries where coffee is grown. By adding value, by processing coffee locally coffee farmers and countries can increase the revenue from coffee. Picking is one of the processes in coffee production. A coffee plant usually starts to produce flowers three to four years after it is planted. And it is from these flowers that the fruit of the plant commonly known as coffee cherries appear, with the first useful harvest possible around five years after planting. The cherries ripen around eight months after the emergence of the flower, by changing color from green to red, it is at this time that they should be harvested. In most coffee growing countries there is one major harvest a year and the coffee crop is picked by hand, a labor intensive and difficult process. As such, coffee picking is one of the most important stages in coffee production. The other stages include processing (dry process, wet process, semi dry process) ,milling , hulling ,polishing , cleaning and sorting, grading , aging , storage , roasting ,etc.

According to global exchange report, a coffee is produced both on large plantations and by small farmers. Typically Fair Trade farmers cultivate less than 3 hectares of coffee and harvest 1,000 – 3,000 pounds of unroasted coffee a year. Small farmers are perhaps more appropriately defined by those farmers who rely principally on their own families' labor. Many coffee farmers receive prices for their harvest that can be less than the costs of production, forcing them in to a cycle of poverty and debt. They are often forced to sell middlemen who pay them half the market half the market price, generally between \$ 0.30- \$0.50per pounds. Family farmers usually bring in a cash income of \$ 1,000 a year for their coffee.

On the other hand coffee is a major cash and food crops for many small holder farmers in East Africa high lands. Farmers sell their coffee to traders or collectors, who will then process the beans for export, selling them on to private businesses that are licensed by the government to export coffee. To access the best markets, coffee beans must harvest to a certain standard.

2.2 Roles of Rural women in general

Rural women often manage complex households and pursue multiple livelihood strategies. Their activities typically include producing agricultural crops, tending animals, processing and preparing food, working for wages in agricultural or other rural enterprises, collecting fuel and water, engaging in trade and marketing, caring for family members and maintaining their homes (SOFA Team and Cheryl Doss,2011; Arshad et al., 2010). Rural women play key roles in agriculture sector production by working with full passion in production of crops right from the soil preparation till post-harvest activities (Ahmed and Hussain, 2004).Coffee is grown mainly for the market and men control the income. Women sell very small amounts (a few kilograms) on a regular basis to raise money for household needs.

Particularly, rural women are more involved in seed production activities besides their major responsibility of household care. They have significant roles in some most farm operations of seed management, although their economic return has been questioned (Ahmed and Hussain, 2004) and their position in controlling income is still not appreciated and considered. Therefore, awareness should be created for the community to benefit rural women to promote their role in agricultural production. Moreover, serious attention and integrated support should be given for rural women to improve their role in the production.

2.2.1 Women and their benefits in coffee business

Women are engaged in 60 to 80 percent of the productive work in coffee farming. A study conducted by the International Trade Center in 2008 (ITC 2008) revealed that in some African countries, nearly 90 percent of women within the coffee sector conduct the field and harvest work. However, despite their strong involvement, women often do not receive adequate pay, are denied leadership roles and often lack access to basic knowledge and resources to lead healthy lives. The U.S.'s main coffee imports come from Brazil, Colombia, Mexico, Guatemala and Vietnam. The U.S. also purchases their beans from Indonesia, Costa Rica, Peru, El Salvador, Ecuador, Venezuela, Honduras, Uganda, Thailand, Nicaragua, India and Papua New Guinea. Women play a major role in the production of this beverage. However, there are many organizations working to empower women in the global coffee community. Only 20 percent of women in the coffee sector possess land for product growth, according to the study *Talia Langman (2012)*. For example, The International Women's Coffee Alliance supports a network of global chapters in Africa and Central and South America that train and educate women in ways to advocate for gender equality in the workplace. The NGO Grounds for Health provides health care services to women in coffee-growing communities in Mexico, Central America and Tanzania. The organization specifically focuses on cervical cancer prevention and treatment by training community health workers and educating women in coffee communities. In 2013, the Nestlé Company created a program to train over 1,000 female coffee growers in Kenya in improved agriculture practices and business skills. Nestlé is currently working with nine coffee cooperatives and aspired to have women hold at least one-third of the leadership positions within these associations by 2015.

Although there have been strides in advancing women's position in the global coffee sector, there still remains work to be done to fully include them in this industry; it is imperative that women are continually given the opportunities for economic improvement. Reports from the United Nations and World Bank repeatedly demonstrated that the promotion of women's economic empowerment can help development efforts and eradicate poverty. In a sector that holds such great importance to American culture and routine, the role and rights of women should not be overlooked. Similarly, when we come to house hold task load, they are generally less able than men to participate in economic opportunities because they face a work burden that

men do not. In most societies, women are responsible for most of the household and child-rearing activities as well rearing of small livestock, although norms differ by culture and over time. This additional work burden is unpaid and limits women's capacity to engage in income-earning activities, which often require a minimum fixed time before being profitable. Furthermore, the nature of tasks, such as caring for children and elderly household members, requires women to stay near the home, thus limiting options to work for a wage. Time scarcity forces many women to start-up cottage industries, such as handicrafts, which are often characterized by low returns and limited potential for expansion (Lanjouw and Lanjouw, 2001).

On the other hand gender differences become clearer when looking at women's workloads. It is estimated that women provide 85 to 90 percent of the time spent on household food processing and preparation across a wide range of countries (Fontana and Natalia, 2008; Jain, 1996; Acharya and Bennett, 1982; Wrangham, 2009). Women are also usually responsible for child care and household chores. Depending on the household structure and size, these tasks may be extremely time intensive. Time-allocation studies have shown that women work significantly more than men if care giving is included in the calculations. (Ilahi, 2000; Kes and Swaminathan, 2006; Budlender, 2008). Sharma et al (2007) find that girls do significantly more work in household chores and on the farm as compared to boys in Himachal Pradesh, India.

Ghanaian women carry a much heavier burden for household chores despite working outside the home almost as much as men (Brown, 1994). In Uganda, Ellis et al (2006) report that women, when asked about the causes of labour constraints, cited the time they spent looking after their families, working in their husbands' gardens and producing food for their households as reasons for their inability to expand production in the market. Men, on the other hand, simply noted that they had no money to hire labour. Fontana and Natali (2008) find a marked gender bias in most unpaid work in Tanzania. Women, and in particular women from low-income groups and living in areas with limited facilities, spend long hours on water and fuel collection, food preparation and other domestic and child care activities to compensate for poor infrastructure. Malmberg-Calvo's (1994) study of household surveys from Ghana, Tanzania and Zambia, shows that women (and daughters) are responsible for about 65 percent of all transport activities in rural households, including travel for firewood, water and transport to the grinding mill.

Due to the gender-specific assignment of tasks, any changes affecting the family or the environment often have different implications for men and women. HIV/AIDS, for example, has caused a significant increase in the time needed to care for sick family members or the orphaned children of relatives (Addati and Cassirer, 2008). Deforestation leads women to collect firewood from increasingly further distances from the homestead (Kumar and Hotchkiss 1988, Nankhuni 2004). Fontana and Natali (2008) calculate that time-savings from unpaid-work reducing infrastructure for water collection and food preparation as equivalent to 466 thousand and 4,590 thousand full-time jobs, respectively.

2.2.2 Women's roles in coffee business in different areas of the world

Women as Food Producers

Women produce more than 50 percent of the food grown worldwide, according to FAO estimates (FAO, 1995). While there is still insufficient gender disaggregated data to give exact figures on women's contributions to agricultural production everywhere in the world, disaggregation of data is increasing. This data, together with field studies, participatory rural appraisal and gender analyses, make it possible to draw a number of conclusions about the extent and nature of women's multiple roles in agricultural production and food security. If anything, women's contributions to farming, forestry and fishing may be underestimated, as many surveys and censuses count only paid labor. Women are active in both the cash and subsistence agricultural sectors and much of their work in producing food for the household and community consumption, as important as it is for food security, is not counted in statistics.

The roles that women play in agriculture vary from region to region and country to country. Men and women often have complementary roles, sharing or dividing tasks in crop production, livestock raising, and fishing and in care and use of the forests. In other cases, women and men have distinctly different tasks and responsibilities for certain crops and livestock, fish and forests. Where large-scale cash cropping has been introduced, the tendency remains for men to become involved in this sector, especially when it is highly mechanized, with women becoming increasingly responsible for household food production and small-scale cash cropping with low levels of technology. Women also supply a significant proportion of the agricultural labour on plantations.

In Asia, women account for approximately 50 percent of food production overall in the region, with considerable variation from country to country. For example, women compose 47 percent of the agricultural labour force in the Philippines, 35 percent in Malaysia, 54 percent in Indonesia and over 60 percent in Thailand. In Southeast Asia, women play a major role in rice production, particularly in sowing, transplanting, harvesting and processing (Karl, 1996).

Men and women in Asia often play complementary roles with a division of labour similar to those found in Africa. In Nepal, fodder collection for buffalo is exclusively a women's job. Women also ready them for ploughing, tend to cattle and other livestock transplant seedlings, participate in harvesting and threshing and play a major role in horticulture. In Pakistan, women carry out 60 to 80 percent of the cleaning, feeding and milking of cattle. In both South and Southeast Asia, women supply a significant amount of the labor on plantations, producing tea, rubber, and fruit.

In the Pacific, women's participation in agriculture varies considerably. In Papua New Guinea where the population is overwhelmingly rural (87 %), women comprise 71 percent of the agricultural labor force. Women are engaged in food production, mainly in subsistence crops but also work on coffee plantations. In Fiji, women account for 38 percent of agricultural labor. Data from other countries of the Pacific give a low percentage of women in the agricultural labor force, but studies show that data gathering methods have not captured women's labor in household food production and unpaid labor on family farms. Throughout the Pacific, women play prominent roles in food marketing and in fisheries.

In Europe, agriculture accounts for a relatively small percentage of employment for both men and women. In the European Union, the percentage of the economically active population (EAP) in agriculture ranged from 2.3 percent in the United Kingdom to 21.9 percent in Greece in 1992. Of these percentages, women accounted for a low of 10.4 percent in Ireland and a high of 44.5 percent in Greece in 1990. Likewise, agriculture also employs a lower percentage of the EAP than do industry and the service sectors. The percentage of women in the agricultural labor force ranged from 4 percent in Slovenia to 57 percent in Albania. In line with general trends in agriculture in both Western Europe and the CEEC, a growing number of women are leaving farming and those who are staying are tending to become more professional.

In Latin America and the Caribbean, the rural population has been decreasing over the past few decades as has the proportion of workers employed in agriculture. Whereas 55 percent of the population was engaged in agriculture in 1950, only 25 percent worked in agriculture in 1990. Women's contributions to agricultural production in the region are underestimated in official data collection and censuses in the region, as women are mainly engaged in subsistence farming, particularly horticulture, poultry and raising small livestock for domestic consumption.

In the Near East, as in other regions, women's contributions to agricultural production have been underestimated, due to the fact that their labour is mainly unpaid work in subsistence food production. Recent studies have shown that women's contributions are significant when unpaid and seasonal labour is taken into account: in Turkey women account for 55.3 percent of unpaid agricultural labour; in Morocco, 53.2 percent; in Egypt, 50.7 percent; in Lebanon 40.7 percent; in Sudan, 34.7 percent; in Iraq, 30.7 percent, and in Mauritania, 28 percent.

Women are responsible for the more time-consuming and labor-intensive tasks of crop and livestock production: sowing, application of fertilizer, weeding, harvesting, transporting, threshing, winnowing, cleaning, sorting, grading and bagging. These tasks are carried out manually or with simple tools.

In sub-Saharan Africa, women contribute 60 to 80 percent of the labor in both food productions for household consumption and for sale. A survey of national sectorial reports for Benin, Burkina Faso, the Congo, Mauritania, Morocco, Namibia, Sudan, Tanzania, and Zimbabwe found that women's contributions to household food production range from 30 percent in Sudan to 80 percent in the Congo, while the proportion of women in the economically active labour force in agriculture ranges from 48 percent in Burkina Faso to 73 percent in the Congo (FAO, 1994).

While there are significant variations by country, overall women in Africa play a major part in sowing, weeding, application of fertilizers and pesticides, harvesting, threshing, food processing, transportation and marketing. Men are mainly responsible for clearing and preparation of the fields and ploughing and participate to a greater or lesser degree in the other agricultural tasks along with women. Likewise, women in some countries, such as Tanzania, participate fairly equally with men in site clearance and land preparation. In many countries, men are responsible

for the large livestock and women for the smaller animals, such as poultry, sheep and goats. Women are also often responsible for feeding and milking all livestock. In fishing, men are generally responsible for off-shore fishing while women are responsible for on-shore tasks such as net making and repair, fish processing and fishing in rivers. In forestry, women are often responsible for seedlings and almost always for gathering food, fodder and fuel wood. In some countries, as in Sudan, men and women have responsibility for different types of trees.

2.2.3 Women's Other Contributions to Food Security

In addition to their crucial roles in food production, women contribute to food security in other significant ways, as described below.

As those who preserve biodiversity: The preservation of biodiversity and plant genetic resources is now widely recognized as essential to food security. Because women are responsible for supplying their families with food and care, they often have special knowledge of the value and diverse use of plants for nutrition, health and income. Consequently, they are frequently the preservers of traditional knowledge of indigenous plants. Moreover, women often experiment with and adapt indigenous species and thus become experts in plant genetic resources (Karl, 1996; Gunning and Hill, 1996).

As those who process and prepare food: While women produce more than 50 percent of the food worldwide, they also perform the overwhelming majority of the work in food processing in developing countries. Food processing contributes to food security through reducing food losses, contributing to diversity of diet and supplying important vitamins and minerals. In addition to the time-consuming tasks of grinding and pounding the staple grains, smoking fish and meats, women process and preserve the fruit and vegetable produce from their home gardens and from the forests. Moreover, women are almost universally responsible for preparing food for their households and thus for the nutritional well-being of its members.

As those who care for the basic needs of the households: women perform virtually all the tasks required for household food security and ensuring good nutrition and healthy lives. These tasks include gathering fuel and fetching water, cleaning, cooking, child rearing, and caring for the sick.

As wage earners: women are often responsible for providing food for their families, if not by production than by earning the income to purchase it. Both rural and urban women in waged labour dedicate a substantial portion of their income to the purchase of food for their families. Moreover, it is increasingly recognized that rural men and women often have different responsibilities for providing for the basic needs of their households, with women responsible for supplying food. Development planners have discovered that the increase of household income through the employment of men in cash crop production does not necessarily increase household income available for the purchase of food (Karl, 1996). On the other hand, when women have direct control over income, they tend to spend it on the well-being of the family, particularly on improving the nutritional security of the more vulnerable member

A phenomenon found in many regions and countries today is the trend towards the so-called "feminization of agriculture", or the growing dominance of women in agricultural production and the concomitant decrease of men in the sector. This trend makes it more imperative than ever to take action to enhance women's ability to carry out their tasks in agricultural production and their other contributions to food security. This development goes hand in hand with the increasing number of female-headed households around the world. A major cause of both these developments is male-out migration from rural areas to towns and cities in their countries or abroad and/or the abandonment of farming by men for more lucrative occupations.

In Asia and the Pacific, the phenomena of the feminization of agriculture is harder to trace, due to insufficient data. Asia has a relatively low percentage of female-headed households: only 9 percent overall in the mid-1980s and 14 percent when India and China are excluded. In the Pacific, the development of the plantation and timber economy is leading to an increasing burden on women in food production for household consumption. Few plantations hire women and some are not obliged to provide housing for families, leaving women increasingly alone to care for the family farms and community fields.

In Europe various trends are at work. Farming is declining and with it an overall decrease in the number of both men and women active in agricultural employment. On the other hand, male migration and/or employment in off-farm activities is leaving more and more women in charge of the farms. There is also a trend, particularly in Western Europe, of women farmers becoming

increasingly educated and professional. This is leading to the demand for greater support services for women farmers, and to a greater consciousness of the need for environmentally-sound and sustainable agricultural development.

In Latin America and the Caribbean, the percentage of female-headed households in rural areas is increasing significantly, due to male migration, armed conflicts, abandonment and single motherhood. While official statistics from governments put the percentage of female-headed households at 17 percent in the region as a whole, a study carried out by the Inter-American Institute for Cooperation on Agriculture (IICA) in 1994 indicated that this percentage was much higher in many countries: Costa Rica, 34 percent; El Salvador, 48 percent; Guatemala, 43 percent; Honduras, 29 percent; Nicaragua, 31 percent; Colombia, 29.1 percent; Ecuador, 37.1 percent; Peru, 43.3 percent; and Venezuela, 55 percent.

In the Near East, the feminization of agriculture appears to be less pronounced than in other regions. Overall the percentage of female-headed households is small, although their number is increasing as a result of temporary and permanent migration of men from rural to urban areas. In Egypt, Morocco, Cyprus, Tunisia, Lebanon, Syria and Iran, female-headed households account for 16 percent or less of the total. Only in Sudan and Pakistan does the percentage of female-headed households exceed 20 percent. Consequently, in the Near East women's contributions to agriculture are frequently overlooked because most of their work is unpaid labour on family farms, headed by men.

In Africa, where women have traditionally performed the majority of work in food production, agriculture is becoming increasingly a predominantly female sector. Economic policies favoring the development of industry, and the neglect of the agricultural sector, particularly domestic food production, have led to an exodus of rural people to the urban or mining areas, to seek income-earning opportunities in mines; large export-oriented commercial farms, fishing enterprises and other businesses.

Overall, male outmigration has been greater than that of women. In Malawi, the female rural population decreased by 5.4 percent between 1970 and 1990, while the male rural population decreased by 21.8 percent. In Zaire, the decrease over the same period was 4.5 percent for

women and 14.9 percent for men. There are exceptions, however, as in Senegal and Uganda where the decrease in the female rural population was slightly higher than that of the male rural population. On the whole, however, women have been left to carry out agricultural work on their own, changing the traditional pattern of farm labour and division of tasks between men and women. In Africa women now constitute the majority of smallholder farmers, provide most of the labour and manage farms on a daily basis (Saito, 1994).

2.2.4 Women's roles in coffee business in Ethiopia

According to Tsegaye et al. (2012) rural women in Ethiopia represent a tremendous productive resource in the agricultural sector which is the main sector of the economy. The role of women in the dominant agricultural sector of the country is very crucial in production, processing and marketing. They are major contributors to the agricultural workforce, either as family members or in their own right as women heading households. According to Senait (2000) women in Ethiopia play multiple and overlapping roles, which have increasingly put pressure on their health, food security, productivity and potential contribution to improved human welfare and economic development. The major portion of women's labor force invested in production system including weeding, harvesting, household management, animal husbandry, marketing and postharvest handling.

In most parts of the country, rural women are intimately involved in most aspects of agricultural production activities including seed production which is an intensive farming practice. However, various constraints in relation to economic, cultural norms and practices limit women's participation in seed production activities. Bishop- Sambrook (2004) reported that rural women mostly involved in weeding activities in medium and high altitude area of the central Oromia region of the country. In some Southern parts of the country rural women even do not allow engaging in ploughing, sowing and hoeing activities due to cultural norms, and they restricted on cultivation of vegetable crops (Mogues et al., 2009).

The contribution of women to agricultural and food production is clearly significant. However, it is impossible to verify empirically the share produced by women because agriculture is usually a venture among household members and involves a range of resources and inputs that cannot be readily assigned by gender. Women's participation in rural labour markets show much heterogeneity at the regional level, but women are over represented in unpaid, seasonal and part-

time work, and the available evidence suggests that women are often paid less than men, for the same work.

Different world experiences have shown that women's roles are diverse and that they vary across regions and countries. These roles cannot be understood properly, and interventions targeting cannot be designed effectively, without also understanding their differential access to land, capital, assets, human capital, and other productive resources

At present, for international traders like YCFCU, there are a number of binding International and Regional Conventions, as well as Resolutions and Declarations that provide for the equal benefit of women in small producers as one of the most important civil right of women. A new Fair-trade foundation report (2015) highlights how gender equality can benefit not only women, but also the organizations and the businesses they work with, as well as the wider community. FAO (2011)

The YCFCU ratified all those international trade standards to ensure the role and benefit of women in coffee production. The cooperatives policies and constitutions, in principle, give women the right to equally participate with men in all aspects of cooperative activities. However the cultural influence of society challenges the commitment of the coffee farmers cooperatives to enhance the role and benefit of women in coffee production.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

In this chapter the research design, Study area of the research, Sampling of research participants and Data collection methods is discussed.

3.1 Research Design

A qualitative research methodology is utilized for this research to collect substantive and relevant data and to achieve the research objectives. The researcher used a qualitative approach since the methods give a room for the informants of the research to express their thoughts and beliefs on the subject under discussion. Terre & Durrheim (1999) underscores that, reality is interpreted or constructed in qualitative research design. Accordingly, the real life experience of the informants can be constructed. Qualitative methods enable the researcher to employ various instruments that encourage the informants to give information from their own perspective.

Data gathering in qualitative research is used “to provide evidence for the experience it is investigating. The evidence is in the form of accounts people have given of the experience” (Polkinghorne, 2005, p.138). Data sources in this study are primary and secondary. An interview and Focus group discussion guide was prepared to collect data from the primary sources and data collected using the secondary sources was triangulated.

3.2 Study Area

The study was conducted in Yirgacheffe Coffee Farmers’ Cooperative Union which is working in Ethiopia. The Head office is situated in Southern Nation Nationalities and People of Ethiopia (SNNPR) and working coffee production processing and exporting activities consisting of 27 member primary cooperatives which are found in six districts of the zone. The study deals with all cooperatives under the yirgacheffe coffee farmers cooperative union.

3.3 Research Participants

The Union has 27 member primary cooperatives the researcher intended to select research participants from each districts of Gedeo zone in order to collect reliable data from diverse perspectives and understandings. The research participants selected from members of farmers of

the selected cooperatives. Research participants are heterogeneous; ordained men and women, the Gedeo zone government officials, the union and cooperatives leaders.

To get sample of research participants, the researcher used stratified random sampling because the nature of the population is heterogeneous and of different categories. Stratified random sampling handles heterogeneity of population, ensuring the representativeness of the sample dividing and grouping into various categories by using different criterion such as;- their cooperative, women member farmers, men member farmers, the union leaders, cooperative leaders, Gedeo zone government officials working in women affair and coffee business sector.

Table 2.1 The Research Participants

Sr.no	Participants	FGD	In depth interview
1	2 FG (7men +7 women) farmers	14	
2	YCFCU and cooperative leaders (key informants)		10
3	Gedeo zone Government officials		10

The total research participants are 34 men and women. 14 of them are organized in two focus group discussions with 7 members at each women’s and men’s group, 10 key informant from YCFCU management and primary cooperative leaders, and 10 people from government office participated in in-depth interview.

The researcher used two assemblies conducted in a year. The general assembly of the YCFCU conducted at the union level in Gedeo zone at Dilla town and the cooperatives leaders Forum and farmers training. The participants of these gatherings were from the primary cooperative and most of them are representatives of the cooperatives and member farmers of the primary cooperatives. These two major gatherings were a great opportunity to get heterogeneous research participants.

The General Assembly is a meeting which is conducted at least once in a year. The general assembly is the supreme body that makes final decisions. The farmers training include men and women farmers and its aim is to increase coffee production and productivity among the farmers. In the current year, more than 200 famers participated. The participants were from each primary cooperative of YCFCU. It provides an ample opportunity for the farmers to discuss about coffee marketing and economic issues in the YCFCU.

Men's and women's FGDs were selected from the list of training participants. The criteria were geographical location (the district and their cooperative), The researcher expected to get seven people at each group but only six individuals shown up for men FGDs . (Annex Table 2.2 and 2.3)

In-depth Interview Participants

In depth interview participants were selected from Gedeo zone women and children affair office, Gedeo zone cooperative development office, Gedeo zone districts government office. (Table 2.4)

3.4 Data Collection Methods

The researcher used different sources of information: primary data gathered through in-depth interviews, and Focus Group Discussion (FGDs). The secondary sources were books, magazines, website, policy decisions, and constitution of the YCFCU. These provided an opportunity to explore roles and benefits of women's in coffee business of YCFCU.

The fieldwork for this study lasted about 2 months, from early March 2016 – May 2016. The fieldwork consists of in-depth interview, focus group discussion and collecting relevant written information from YCFCU head office. Both FGDs conducted in line with farmers training early April.

3.4.1 Primary Sources

Primary data was collected from representatives' of YCFCU; government officials and member farmers. Primary data collection had been done through in-depth interview, key informant interview and women and men FGDs.

3.4.1.1 In depth Interview

Reinharz (1992) explains that interviewing offers researcher's access to people's ideas, thoughts, and memories in their own words rather than in the words of the researcher. Interview guides were prepared separately for key informants, and in-depth interview participants. In depth interview participants were from the Government office,

Interviewing was the major method of data collection. The researcher conducted individual interview with 5 women and 5 men. The in-depth interview was conducted in

Amharic, because Amharic is the operational language of communication in the study setting. During the process of interview, the researcher was also asking for clarification whenever she felt difficulty to understand their points. Before beginning the interviews the purpose of the research was clearly explained and the researcher continually assured participants' information was only used for the purpose of the research. The researcher also promised to keep their identity confidential which encouraged them to be free to reveal roles and benefits women farmers get in the coffee production of YCFCU. Interview was chosen to understand the member farmer's women and men's perspectives of their coffee production experience regarding women's role and benefits in the Yirgacheffe coffee affairs.

3.4.1.2 Key Informant Interview Participants

Key informant interview participants are research participants who have essential information about the issue and give further information about. The researcher conducted key informant interviews with 10 individuals from the YCFCU head office and member cooperatives.

3.4.1.3 Focus Group Discussion (FGDs)

FGD members help to capture group consensus and opinions after group discussions. Then the YCFCU member farmers were in two FGD groups, one women's focus group with six members and one men's focus group with six members' were organized to get insights arising from the interactions among participants. Open-ended questions were used to facilitate the discussion on the roles and benefits of women farmers in coffee production of YCFCU.

3.4.2. Secondary Sources

3.4.2.1 Documents Review

Minutes of general assembly and executive board and management committee, magazines, Archival, Government women's affair office reports, papers presented, YCFCU constitution and policy were reviewed.

CHAPTER FOUR

DATA ANALYSIS AND DISCUSSIONS

This chapter includes two sub sections: the first section discusses the roles of women farmers in coffee business of YCFCU, whereas in the second section, the challenges of benefits which women farmers have in the coffee business of YCFCU are discussed. According to my informants' farm management, seedlings, picking cherries and selling coffee are mentioned as the major roles in coffee business. Establishment of farmers' cooperative union and Fair-trade Labeling Organization are mentioned as a means of women farmers 'opportunity to be benefited. Lack of land ownership, Cultural manifestation, Men's perspective and Women's perspective, poor implementation of policy are discussed as the challenge women face to be benefited as their role in coffee business of YCFCU.

4.2 The roles of women farmers in coffee business

Farm management and seedling

According to my informant's from YCFCU's management: coffee bean is actually a seed and when dried, roasted and ground it is used to brew coffee. If the seed is not processed, it can be planted and grew in to a coffee tree. Coffee seeds are generally planted in large beds in shaded nurseries. After sprouting, the seedlings removed from the seed bed to be planted in individual pots in carefully formulated soils. The seedlings will be watered frequently and shaded from bright sun light until they are heartily enough to be permanently planted. Planting often takes place during the wet season so that the soil remains moist while the roots become firmly established.

According the FGD of the study, coffee farm management and seedlings requires close attention and frequent farm visits. Therefore, majority of the farm management and seedlings is done by women, since they have an experience of looking after the farm like a children and house hold tasks.

Picking cherries

According to the strategic plan of YCFCU (2003 e.c) depending on the varieties of coffee it will take approximately 3 to 4 years for newly planted coffee trees bear fruit called the coffee cherry, turns a bright deep red when it is ripe and ready to be harvested. In most countries the crop is picked by hand in labor which is intensive and difficult process, The Yirgacheffe District cooperative office informant said that In Yirgacheffe coffee area coffee is harvested once in a year most of the time in selectively picked way, which the ripe cherries are harvested and they are picked individually by hand. Pickers rotate among the trees every eight to ten days, choosing only the cherries which are at peak of ripeness. This kind of harvest is labor intensive and a means for high quality coffee.

According to the interviewer from YCFCU management, a good picker averages approximately from 50 kg to 100 kg coffee cherries per day, which will produce 10 to 20 kg of coffee beans. Both men and women FGD of the study agreed that women are a good picker of cherries. Since the cooperative which they belong has a plan to buy only red cherries and the purchaser has to check before weighing the coffee. The women FGD of the study explained that at the temporary coffee buying station women do not want to be disappointed by bringing the strip picked coffee. On the other hand for women, coffee picking is not the first duty, they have building picking experiences from house hold tasks. So that women are a good picker and has great impact on coffee quality improvement.

Processing the cherries

According to the explanation of YCFCU's cooperative support service head at cooperative level, once the coffee has been purchased, processing must begin as quickly as possible to prevent fruit spoilage. Depending on having the necessary resources, coffee is processed by a dry method or wet method. And the 90% of Yirgacheffe union coffee is prepared by wet method.

According to the YCFCU manager explanation Wet method processing coffee removes the pulp from the coffee cherry after harvesting so the bean is dried with only the parchment skin left on. First, the freshly harvested cherries are passed through a pulping machine to separate the skin and pulp from the bean. Then the beans are separated by weight as they pass through water

channels, the lighter beans float to the top while the heavier ripe beans sink to the bottom. They are passing through a series rotating drums which separate them by size.

After separation the beans are transported to large water filled fermentation tanks. Depending on a combination of factors such as the conditions of beans, the climate and the altitude they will remain in these tanks anywhere from 12 to 48 hours to remove the silk layer of mucilage that is still attached to the parchment.

When fermentation is complete, the beans feel rough to the touch. The beans feel rough to the touch. The beans are rinsed by going through additional water channels, and are ready for drying.

If the beans have been processed by the wet method the pulped and fermented beans must now be dried on drying bed.

According to the Agricultural and Natural Resources office said, “This process needs intensive labor power, mainly women.” The casual workers attendance of the cooperatives indicates 85% of workers on drying beds are women. All my research participants agreed that women have better contribution on keeping coffee quality at each stage. In addition to caring and quality controlling capacity, Women have endurance of staying for long time on picking and sorting the beans.

4.2. Economic Benefits of women in coffee business of YCFCU

As is mentioned in the above section, there are major roles women have been playing on coffee business of YCFCU. However there are also some opportunities which have been revealed in this study, as to be maximized in order to benefit women.

As indicated in the literature review small holder farmers produce the majority of the world’s coffee. Within that women’s work remains invisible despite them doing approximately 60-80 percent of the productive work. Despite their vital role in coffee production, women often do not receive equal economic benefits; land, tools and market access are controlled by men and decisions at their coffee cooperative, community and household level in men’s hands. (Dr. Jamie Bechtel, 2014)

According to women FGD's, some women are not paid at all for the coffee they produce and women and men are not equally paid for the same work in coffee farmers cooperative. Even if the women who are considered as paid reinvest all their earnings in their family compared to men: in health and education in particular. But the men FGD have argued that women have their own financial gain which is freely allocated separately. The men FGD's explained that in the culture of Gedeo, when the coffee harvesting started a husband hire coffee pickers. At the end of the day, if a wife cooks and brings the lunch daily, he lets her to collect cherries until her lunch box filled. In addition to this if she is tough enough he will let her to collect from some portion of trees. She can sell and use that coffee for all the family daily needs. The cultural misinterpretation regarding the independent benefit of the women leads the men as well as the whole society to accept women's dependency as a normal process.

On the other hand the manager of YCFCU's said, 'the establishment of cooperative as a union has a contribution for women's right and open the opportunity to be benefited. Since YCFCU is coffee exporter union which is directly work for the wellbeing of the member farmers as well as the whole societies. The coffee farmers are certified for their coffee and fair system of the trade, to be competent in the world market. Fair-trade is one of the system to encourage women and reveal their role to be benefited accordingly, Fairtrade has its own standards for all buyers and sellers in the world market. The standard includes Social Responsibility, Economic, Environment protection and Gender issues which examining the role and benefit of the women are included. YCFCU is one of the fair trade certified organization for its achievement yearly progress on each standards.' Therefore, membership and certification are hope for women to be benefited.

Benefits of women in coffee business and cultural manifestation

The list of YCFCU's members indicates that more than 18% of YCFCU members are women and 53% of the total farmers of the zone are women. They are involved in farm management seedling, care giving, nurturing, cherries picking and bringing coffee to market. If so, why is it so hard for some people to accept women role and level of benefit in the coffee business.

As in other African cultures, the cultures of the peoples of Ethiopia are highly male dominated. Different ethnic traditions across the country consider roles in which women are

playing are restricted to the home and child bearing and rearing. Other aspects of life like, production, marketing, processing roles of every kind are left to men (Kasomo, 2010). This has greatly affected the status of women in the YCFCU as well.

According to informants of the study, cultural ideology of Gedeo society restricts women farmers' role to be unrecognized in the coffee business of the YCFCU. For this reason people devalue and undermine women farmers' roles and understanding of themselves regarding their role. Women consider themselves as incapable human beings due to the cultural influences which they grew with it. Most of Ethiopian cultures undermine women's status and their role in the society. The same is true the YCFCU of women's roles and status in the coffee production. (Megersa 2014) describes the situation of men and women role and society thus:

Due to cultural views, men and women have seemed like two different world citizens. Women are poor, illiterate and marginalized group in society. In contrast, men are rich, literate and decision makers. However God has created men and women equally for the same purpose. He created human being to administer and to rule over all creation. Leadership and administration was given for both women and men.

My informant's from women and children affairs office of the Gedeo zone said, “ *in a cultural social order women bodies and nurturing capabilities are held responsible for limiting women to the domestic sphere and consequently to a subordinate status in society. Cultural thinking is well rooted in the people mind. Most of the coffee farmers are comfortable and working based on this ideology. It seems normal process for most men and women because they grew up and lived in this culture. Therefore no one raises a question like who is behind the coffee production.*”

Benefits of women in coffee business and Men's Perspective

According to the informants of the study, The YCFCU is aware of the need to involve women in all activities of coffee business. However, some cooperative leaders lack the courage to bring the issue forward for discussion and to affirm their conviction, possibly for fear of being considered 'liberal'. This has restricted gifted women from contributing their potential for the growth of the coffee production of YCFCU.

Naturally, peoples' interests differ from one another. Some men have positive attitudes towards women's role in other aspects of life. In contrast, for some males, it seems very difficult to work with women and to sit with women in a meeting. Women who talk and challenge people are not appreciated, for these reason they accept women who are silent and playing their role. This shows how traditions shape people's understanding and affect women's landownership position in the coffee production.

Some of cooperative leaders have wrong motive when they allow women farmer to participate in coffee business of the YCFCU. They prefer to have women present who have less experience ability to convince. Since they do not want to be challenged by experienced women participating in the business afraid of raising strong issues i.e landownership. Some informants emphasized this view. Primary cooperatives are responsible for nominating participants for General Assembly. The cooperative office and farmers leaders are men, so that nomination of participant's determined by their views. Those who have a positive attitude towards women nominate the right women for the decision making bodies. In contrast, those leaders who have wrong motive nominate inexperienced and women to fulfill the quota.

There are also most male leaders who do not appreciate women's silence and lack of participation in meetings and decisions. Some male informants explained that they are not against women's participation. They appreciate their potential and effectiveness at managing their households and family affairs but, in the meetings, they are silent. For this reason, women decline to take part in General Assembly.

General Assembly is the higher decision making bodies where policy decisions are made. Sometimes women who speak boldly in the meeting and challenge a notion are not nominated.

One can argue that unless the privileged men leaders lift up women to be empowered and influential in the cooperative leadership, there would no hope for adequate participation of women having recognition for their role in the coffee production of YCFCU.

Benefits of women in coffee business and Women's Perspective

Participants of Women's FGDs members agreed that public decision-making and landownership is only for men. They believed that men know better and will manage the society's affairs properly. But men are after all human beings like them and they differ in their capabilities, wisdom, and intelligence etc. As a result of this view they feel inferior to men and incapable of being involved in public affairs. When they are appointed to General Assembly they do not participate actively among the men. Because of lack of self-confidence they do not speak in formal public meetings. The women from cooperative office, aggressively speaks about why women think and act as they are inferior to men.

It is due to the socializing effect of our culture. Starting from our birth we are oriented and taught to be a good cook and mother. We are not socialized to be an owner or a leader. Consequently, we think that a men are good decision makers and considers land ownership to be men's right not women's right.

No one can be blamed for inadequate participation of women in the decision making and landownership for women. It is the patriarchal culture that highly affects both men and women to think and act against the Policy. The policy says "*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 property:*" CONSTITUTION OF ETHIOPIA Article 35 Rights of Women

According to patriarchal culture domestic roles of women are culturally appropriate. Women assimilate patriarchal system and even get offended if alternative possibilities are suggested. They consider that such possibilities upset the very basics of culture and society

A few informants mentioned that some women are bold to face different challenges in decision making and land ownership. They are actively involved and present their opinion at their cooperative. In such a way, they challenge ideas without compromising the truth. Among the informants one of the women, who has been working and participating in the decision

making bodies of her cooperative, shared her experience of how she was undermined by leaders due to her boldness to speak and challenge them. She expresses as follows:

I have been a member of the General Assembly and a Board member for the past 5 years. From my childhood, I am from a farmer family and was brought up in liberal tradition in the town. For this reason, I am free and bold to express my ideas in the meetings. Sometimes my views are different from them, so that they oppose me directly or indirectly in my work activities.

According to my informants, women's challenges have two dimensions. The first one is challenges women face to participate in decision making and landownership. The second one is: some times when they actively participate in the process, they would not be appreciated. On top of this, according to both FGDs participant arguments, in most cases women do not encourage each other. They appreciate men's performance rather than women. As women often perceive themselves as guardians of their culture, some women work against other women's well-being if they perceive that they are not behaving in culturally prescribed ways. This is a result of patriarchal system, taught people to think socially and culturally as it is the right thing to do and act.

Benefits of women in coffee Business and Land ownership

Men's FGDs agreed that women tend to be mainly responsible for house hold and activities looking after children. These responsibilities pulled them back not to involve in public affairs and get experience. As a result of this, in meetings or decision making issues, women are often quiet. This applies both in rural and urban settings.

According to FGDs, women have insufficient experience to practice public affairs. In the women are mainly involved in different coffee production journey but rarely in leadership. Starting from cooperative level allowing women experience in decision making and land ownership would create confidence and prepare them getting benefit regarding their roles.

The Head of the office of Agriculture and Natural Resource of the Gedeo zone has this to say about women's land ownership in coffee production. He said, *'It is more than 85% of the population in Gedeo zone is farmers and 53% are women among them. Regarding land*

ownership most of the farm land is owned by men and only less than 10% of the farm is owned by women.'

Consequently, the benefit of the women is limited by the dominated land ownership of men. One can say that 90% the income gained from the land can be utilized without considering women.

Benefits of women in coffee business and Poor Policy Implementation

According my informant from Gedeo zone cooperative development office said: In southern Ethiopia (including Gedeo areas), the land status of women was precarious since the majority of the rural society lived under tenancy. A major breakthrough, at least in principle, happened in favor of women as a consequence of the land reform of 1975. The proclamation heralded for the first time the “equal rights” of both men and women to acquire rural land. To this end, sub-article 1 of Article 4 of Proclamation No. 31/1975 stated: “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” (Original 1999:204). According to his explanation Peasant associations (PAs) distributed rural land based on household heads, not to each member of the household in all rural Ethiopia (including Gedeo areas). Moreover, women’s was never participated in land redistribution it was the male member of the household who was accepted as household-head under the socio-cultural practices that existed during the reform, thereby allotting the land in his name . This meant that married women were totally excluded from PA membership and, consequently, were not acquiring land in their own right. The land reform, however, made exceptions to households run by women. Even though women heads of households (usually widows) were a minority in most places, they did get land in their own name. In line with this, the men FGD’s of the study also explains how women farmers get their land cultivated as follows: A woman lucky enough to acquire land had to find a sharecropper who would plow the land for 50% of the yield. Sometimes, [male] relatives plowed the land for her. In such cases, they did so after plowing their own lands, thus delaying hers and leaving her with a bad harvest. The women FGD’s argued that female heads of households were better off than married women in terms of the degree of control they had over land and land-related production. They were at least members of PAs and used land that they called their own. Married women had no such right. The land status of women in polygamous marriages, divorcees and daughters seem to be dictated by tradition because the land reform legislation was silent about them. Apart from PA membership, women were also legally allowed to organize themselves into producers□ cooperatives. With regard to rural household economy, most women appeared to have no independent budget, but were

part of their husband's household. In other words, it was the male head of household who used to be approving the sale of grains or cash crops for discretionary use.

According to FGDs findings, policy implementation requires the positive thinking of implementers. Having policy decisions is a good step that has been taken to increase women's land ownership but it demands each and every person's commitment to put these into practice. Having a written document does not bring a change in the life of the women in the coffee. According to one of the informants most of policy implementers are men, who are in leadership positions of the government structures. Unless their special commitment is towards women's land ownership and women's participation the same situation would continue. She also argues that having less responsibility and accountability about women's role in the coffee production results in unfruitful coffee business. The population of more than half number of the Gedeo zone should not be ignored in the implementation process.

Similarly, as (SCAA report) 2008 indicates agriculture can be an important engine of growth and poverty reduction. But the sector is underperforming in many countries in part because women, who are often a crucial resource in agriculture and the rural economy, face constraints that reduce their productivity. Women's participation in rural labor markets varies considerably across regions, but invariably women are over represented in unpaid, seasonal and part-time work, and the available evidence suggests that women are often paid less than men, for the same work. Available data on rural and agricultural feminization shows that this is not a general trend but mainly sub-Saharan Africa phenomena, as well as observed in some sectors such as unskilled labor in the fruit, vegetable and cut-flower export sector. The report re-affirms that women make essential contributions to agriculture and rural enterprises across the developing world. But there is much diversity in women's roles and over-generalization undermines policy relevance and planning. The context is important and policies must be based on sound data and gender analysis.

In sum, there is a slow progress in the implementation of policy decisions and resolutions regarding women's involvement in decision making and giving land ownership opportunities. This has, in one way or another, hampered them not to generate their own income

CHAPTER FIVE

CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

Women farmers' role in coffee business is hiding as they are the major contributors to the growth of the coffee business. The exclusion of women from the business has the danger inefficient utilizing of resources. Therefore since women constitutes a key resource whose ideas, commitment level, creative solutions and concerns can help change the situation of the coffee business of YCFCU and society at large.

Having this in mind, the YCFCU has made policy decisions and resolution to increase the number of women at each cooperative. A policy decisions made from 8th to 12th General Assembly of the YCFCU shows the focus to increase women's participation and acknowledge their activity in YCFCU.

In particular, the 8th and 9th General Assemblies have passed significant policy decisions for women's participation in cooperative of the YCFCU. The 8th General Assembly, passed policy decision for women's participation to be from 25%- 50% in decision making bodies. In addition, the 9th General Assembly identified and acknowledged the role of women for the growth of the coffee production and. As a result of this decision, the YCFCU is considering the participation of women at each supportive activities and the membership is increasing from 1944 in 2002 and now more than 8000 women registered as a member.

However, according to these research findings the major challenge is cultural thinking that hide women's role and limited them from the benefit in coffee business. In addition to this; lack of land ownership, lack of land ownership, poor policy implementation, men's view, and women's view. On other hand, there are benefits for the women farmers in YCFCU. The research reveals some benefits that are available for women. Primarily, having favorable government policy decisions regarding to women's participation in cooperative, secondly, being a member of Fair-trade Labeling Organization (FLO) which is working for fairness in coffee production and marketing globally, thirdly, having opportunities that is allocated up to 50% for women and women's empowerment programs.

The study revealed that a source of all challenges of women is due to culture of the society. The YCFCU women farmers are a part of this society and share the same culture and are influenced by patriarchal thinking. We do not have ground to blame men for inequality between men and women and poor benefit of women in coffee business of YCFCU. It is because of men's socialization and the culture favored them to have dominant number in the cooperative and in the society in general. Working with both women and men, brings a transformation to the coffee business growth.

5.2 Recommendations

The YCFCU is becoming an exemplary coffee farmers union by taking historical action on Women's number increment at each member cooperatives and development activities of the coffee production. However, as this research reveals women are not benefited according to their role in the coffee business. Therefore it is time when the YCFCU needs to work hard to enable women to recognize all the potential and roles they have been playing to pay equally with men in coffee business and marketing.

The researcher forwards the following major Recommendations to the YCFCU and Government cooperative development office.

The YCFCU follow-up and work hard towards the implementation of the trade policy regarding women farmers' benefit and women empowering programs. YCFCU can benefit the women in two ways. The first one is involvement in membership which creates greater access for women farmers. i.e Trainings, Financial assistance, Free/subsidized medical insurance), source of employment and income for single mothers and daughters. The second one is strategic benefits of women's involvement in membership which includes enhancement of women's economic security and independence, particularly in the event of illness/death of spouse, or separation/divorce from spouse. Improved knowledge and skills among women, which enhances their self-esteem and gains them respect. Increased transparency around household income, with women having better knowledge of prices. Improved collaboration and reduced tension within households and communities. Increased rights and influence for women (i.e. the right to be benefited).

In line with this the YCFCU should come forward and lead the way by helping women to realize their role rather than wait for government institutions to take the lead concerning the

emancipation of women. Coffee business activities in YCFCU should work towards changing attitude of the farmers. Raising awareness of men and young generation to recognize women farmers' role and the very limited benefit in the coffee business and the society in general and to work against the culture that aggravate the low status of women. Should be an example by promoting women role and in the coffee production. Should keep working with Fair-trade Labeling Organizations and Partners in order to fulfill their needs and benefit to empower women and men for the coffee production.

The Government Cooperative Development office should work aggressively in pragmatic way in the following issues. Enhancing women's role in land management decision , Mentorship program for young women, establishing coffee women farmers network, establishing coffee women farmers Forum, Facilitating local, national and international experience sharing opportunities for women farmers , Empowering women to accept themselves and to use their potential and God given gifts ,Conducting research to identify women's challenge to be benefited in the coffee production.

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APPENDICES

Appendix 1

St. Mary UNIVERSITY
SCHOOL OF GRADUATE STUDIES
MBA PROGRAM

Roles and benefit of women farmers in the coffee business: the case of cooperatives under Yirgacheffe Coffee Farmers Cooperative Union (YCFCU).

Interview Guide for key informants

Introduction

This interview guide is designed to obtain information on the Roles and Economic return of women of Yirgacheffe coffee farmers' cooperatives union. To realize this research purpose, accurate and reliable information is highly required. The information will be used for the research purpose only and it will be kept confidential.

Name or Code of participant _____

Educational status _____

Occupation/ position _____

Date _____

Time the interview started _____

Time the interview Ended _____

Duration _____

1. How do you see the role of women in coffee business of YCFCU?
2. What are the reasons for the current status of women in coffee business of YCFCU?
3. Are there economic returns that women get in YCFCU?
4. If so, what are these returns?
5. What do you think YCFCU should do to acknowledge women's role and to benefit them?
6. What measures do you propose to increase women's benefit in in coffee business of YCFCU?
7. Any other opinion you might have on the role of women in YCFCU

Appendix 2

St. Mary UNIVERSITY
SCHOOL OF GRADUATE STUDIES
MBA PROGRAM

**Roles and benefit of women farmers in the coffee business: the case of cooperatives under
Yirgacheffe Coffee Farmers Cooperative Union (YCFCU).**

FGD guide questionnaire

Introduction

Focus Group Discussion (FGD) intended to produce valuable information for the Master Thesis on the Roles and Economic returns of women of Yirgacheffe coffee farmers' cooperatives union. The researcher will introduce her and the purpose of FGD participants and will request their consent to use tape recorder. And then, the questions that are expected to guide the discussion will be presented.

Date _____

Time the interview started _____

Time the interview Ended _____

Duration _____

The main leading questions presented for the FGD.

1. What are the roles of women farmers in coffee business?
2. How do you see the role of women farmers in the coffee business of YCFCU?
3. Are there any hindrances women plays their role in coffee business of YCFCU?
4. What are these challenges?
5. Are there any benefits women have in the coffee business of YCFCU?
6. If so, what are these benefits?
7. How do you see the working condition of YCFCU to promote the benefits of women's in coffee business of YCFCU? Is it convenient?
8. What do you think YCFCU should do to acknowledge women's role in coffee business of YCFCU?

Appendix 3

St. Mary UNIVERSITY
SCHOOL OF GRADUATE STUDIES
MBA PROGRAM

Roles and benefit of women farmers in the coffee business: the case of cooperatives under Yirgacheffe Coffee Farmers Cooperative Union (YCFCU).

In-Depth Interview Guide

Introduction

This interview guide is prepared to assess the Roles and Economic benefit of women of Yirgacheffe coffee farmers' cooperatives union. You are therefore, kindly requested to provide appropriate information with honesty and clarity because your response is indeed vital to my research. Be sure that all the information you provide will only be used for academic purpose.

I would like to thank so much for your cooperation in advance.

The leading questions for in-depth interview;

1. How do you see the role played by women in coffee business of YCFCU?
2. How do you see the benefit gained by women in coffee business of YCFCU?
3. What are the reasons for the current status of women in coffee business of YCFCU?
4. Are there any challenges that women face to benefited in coffee union of YCFCU?
5. What are these challenges?
6. What are benefits do women have in coffee business of YCFCU?
7. How the role of women in coffee business can contributes to the growth of YCFCU?
8. How do you see the working condition of YCFCU to promote the benefits of women's in coffee business of YCFCU? Is it convenient?
9. What do you think YCFCU should do to acknowledge women's role in coffee business of YCFCU?
10. Generally, how do you explain an overall experience of women in coffee production?
11. Any other opinion you might have on the role of women and their benefit in YCFCU

Appendix4

Table 2.2 Women’s Focus Group Discussion Participants

Women’s FGDs	District	Cooperative	Member farmer	Remark
Member 1	Wonago	Finchewa	Yes	
Member 2	Yirgacheffe	Harru	Yes	
Member 3	Kochore	Sigiga	Yes	
Member 4	Gedeb	Worka	Yes	
Member 5	Dilla Zuria	Michle	Yes	
Member 6	Bulle	Adado	Yes	
Member 7	Yirgacheffe	Konga	Yes	-

Source: personal observation and information from interviewees

Table 2.3 Men Focus Group Discussion Participants

Male FGDs	Location/ District	Employment	Member	Remark
Member 1	Bulle	Adado	Yes	
Member 2	Gedeb	Banko gotiti	Yes	
Member 3	Yirgacheffe	Konga	Yes	
Member 4	Kochore	Hama	Yes	
Member 5	Dilla zuria	Chichu	Yes	
Member 6	Wonago	Hase Haro	Yes	

Source: personal observation and information from interviewees representatives.

Table 2.4 In-Depth Interview Participants

	Sex	Organization	Position	Representation
Participant,1	Female	From Gedeo zone women and children affairs	Head	Government
Participant 2	Female	Yirgacheffe district women and children affair office	Head	Government
Participant3	Female	Wonago district cooperative office	Officer	Government

Participant4	Female	Bulle District Agriculture and Natural Resource Office	Head	Government
Participant5	Female	Gedeb district cooperative office	Head	Government
Participant 6	Male	Kochore district cooperative office	Head	Government
Participant 7	Male	Yirgacheffe District cooperative office	officer	Government
Participant 8	Male	Gedeo zone Agriculture and Natural resources office	Head	Government
Participant 9	Male	Dilla zuria district cooperative office	Head	Government
Participant 10	Male	Yirgacheffe district Agriculture and Natural resources office	Head	Government

Source: personal observation and information from interviewee

Table 2.5 Key **Informants of the Study**

	Sex	Organization	Position	Representation
Participant,1	Female	Chichu Primary Cooperative	Chair man	YCFCU
Participant 2	Female	Hamma Primary cooperative	Control committee chair person	YCFCU
Participant3	Female	YCFCU Board	Chair man	YCFCU
Participant4	Female	YCFCU Board	Chair man	YCFCU
Participant5	Female	Hafursa cooperative	Manager	YCFCU
Participant 6	Male	Konga Cooperative	Processing Facility Manager	YCFCU
Participant 7	Male	YCFCU	General Manager	YCFCU
Participant 8	Male	YCFCU	Cooperative Support Service Team Leader	YCFCU
Participant 9	Male	Worka Cooperative	Chair man	YCFCU
Participant 10	Male	YCFCU	Cooperative support service Head	YCFCU

Source: personal observation and information from interviewees