

# ANNEX 8

Gender Assessment and Action Plan

Version 4



**2024**

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**RE-GAIN: Scaling Solutions for Food Loss in Africa**

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## LIST OF ACRONYMS

CCAP	Climate Change Action Plan
ccGAP	Climate Change Gender Action Plan
CSA	Climate Smart Agriculture
E&S	Environmental and Social
ESMS	Environmental and Social Management System
FL-RS	Food Loss Reduction Solutions
GBV	Gender based violence
GCF	Green Climate Fund
GDP	Gross Domestic Product
GGGI	Global Gender Gap Index
GHG	Greenhouse Gas
KNBS	Kenya National Bureau of Statistics
MRV	Monitoring, Reporting and Verification
MSMEs	Micro, Small, and Medium Enterprises
NAP	National Adaptation Plan
NDA	National Designated Authority
NDC	Nationally Determined Contributions
SEP	Stakeholder Engagement Plan
SSA	Sub-Saharan Africa
SWOT	Strengths, Weaknesses, Opportunities, and Threats
WBL	Women, Business and the Law

# 1 Introduction

## 1.1 PROGRAMME BACKGROUND

A great deal of attention has been paid in recent decades to the impacts of climate change on crop production, i.e., on growing risks to agricultural productivity. Scholarly investigations and public and private research have invested heavily in identifying and – where feasible – quantifying the ramifications of climate change on crop yields, yield stability over seasons, and in exploring plausible management options for the emerging challenges (CGIAR, 2023). As governments and societies look at how to minimize the risks of climate change, the impact of these changes on food production is increasing, fuelling concerns about food security and livelihoods for current and future generations.

Food security, however, is affected not only by changes in crop production but by changes occurring throughout the crop value chain, including during post-harvest phases (Akoth, 2020). It is therefore crucial to examine the impacts of climate change on a crop’s value chain, including production, aggregation, storage, transportation, processing, and distribution. Each stage comprises several sub-processes, and climate change may plausibly affect many or all of the sub-processes too.

*With the lion’s share of research and resources for resilience interventions in the agricultural sector having been focused on production, the RE-GAIN project is an effort to give dedicated focus to harvest and post-harvest stages of the value chain – specifically, harvesting, post-harvesting handling and storage, processing, transportation, and logistics. As summarized in*

Table 1-1, the International Fund for Agricultural Development (IFAD) report highlights a range of climate change concerns in the post-production stages of value chains and potential adaptation interventions that could increase resilience against such climate change concerns (IFAD, 2015).

**Table 1-1 - Illustrative climate change risks and climate change risk management interventions in post-production value chain processes (adapted from IFAD, 2015)**

Value Chain Components	Climate Risk Issues	Risk Management Interventions
Post-harvest management	Rising losses in harvest volume; declining safety, market quality and nutritional value due to increasing temperatures, humidity, pests and diseases.	Improve knowledge sharing on harvesting techniques to reduce losses. incentivize waste reduction measures and value addition for by-products; provide renewable energy sources to cover changing requirements for cooling, drying, milling, and threshing.
Siting of processing facilities	Extreme climate events (such as, floods, heatwaves, and storms) may damage processing facilities; shifting climatic conditions may render some sites redundant or increase transportation costs. It could create sustainable environment to pests and diseases, affecting both product quality and its suitability for consumption	Use hazard exposure and crop suitability maps to inform the siting of processing facilities; retrofit processing facilities with protective features; insure processing facilities against extreme climate events.
Energy in processing	High dependence on local bioenergy (wood, charcoal, dung, crop residues) has trade-offs with better soil management; rising temperatures require more energy for cooling.	Provide renewable energy sources (such as solar photovoltaic panels for cooling/drying/milling/heating, wind, biogas); equip processing facilities with energy-saving appliances (e.g., solar lighting, solar charging, efficient cook stoves); adopt pollution control measures.
Water in processing	Declining and more irregular water supplies; growing competition with other domestic or industrial users.	Re-site facilities closer to more suitable water sources; increase water storage and distribution capacity (water harvesting, communal ponds, groundwater recharge); introduce demand-side

Value Chain Components	Climate Risk Issues	Risk Management Interventions
		water efficiency measures; support conflict resolution for different water users (e.g., water user groups).
<b>Packaging materials and methods</b>	Rising temperatures and humidity may increase or decrease post-harvest losses and waste, as well as impact food safety, particularly if current packaging materials are impacted by high temperatures leading to produce damage or poor quality.	Design suitable packaging materials in parallel with waste and storage management strategies.
<b>Processing infrastructure</b>	Buildings and roads are exposed to higher peak rainfall, winds, and heat stress.	Introduce protective features and reinforcements into the design of critical infrastructure to handle run-off and higher temperatures; improve ventilation in buildings; harvest surplus water and energy from rooftops and appliances; use early warning systems.
<b>Transport hubs and routes</b>	Routes may become seasonally or permanently impassable (or open up); extreme events will disrupt logistics.	Re-site hubs; develop contingency plans for road, rail, water, and air transport; co-design value addition, storage, and transport components to avoid high-risk transport routes and seasons; upgrade docks, jetties, roads, and railways.
<b>Refrigeration and cold chains</b>	Temperature rises increase requirements for and costs of refrigeration; rising energy requirements increase greenhouse gas emissions.	Conduct cost-benefit analyses of dependency on refrigerated cold chains to assess best routes; introduce renewable energy sources for cooling and ventilation; optimize storage and transport management.
<b>Just-in-time logistics</b>	Extreme climate events (floods, storms, heatwaves) can make it impossible to comply with “just-in time” requirements.	Develop contingency plans for climate shocks and extreme events; create contingency storage opportunities; link into regional markets to avoid over-dependence on high-value export markets.
<b>Demand from retail and consumers</b>	Shifts in quantity and quality requirements and seasonality with climatic trends; disruptions in demand with climate variability, hence higher price fluctuations.	Assess market risks and opportunities before value chain implementation, including likely climatic impacts on high-value markets; strengthen and diversify storage to buffer price fluctuations; diversify into “off- season” crops.
<b>Commodity labelling and certification</b>	Increased consumer awareness as climate change may create new markets for sustainably produced and processed commodities with a low carbon footprint.	Explore opportunities for sustainable procurement, green labelling, and certification.

AGRA is a continental institution working in 15 African countries addressing food systems focussing on smallholder farmers’ production, marketing and nutrition. In the countries where AGRA operates, which are highly diverse in terms of climate, soils, crop choices and institutional capacity, neither all of these climate-related concerns may be applicable, nor all of these potential interventions possible. **Even within the range of what may be applicable, this programme is likely to look at a subset of risks that may be viable to address, and – given resource constraints – only a limited number of high-priority resilience interventions may be feasible to design and deploy.** RE-GAIN is an effort to identify the most salient risks, select the most impactful solutions, and implement the priority interventions through a well-structured, strategic, multi-country programme.

## 1.2 BRIEF PROGRAMME DESCRIPTION

There is a clear gap in knowledge, data and interventions designed to target the impacts of climate change at the harvest and post-harvest stages of the value chain, despite the mounting evidence of the ramifications on food loss and the impact

this has on land use changes and associated climate change mitigation. The majority of the current programmes designed to tackle climate-induced food loss focus on the pre-harvest stages of the value chain.

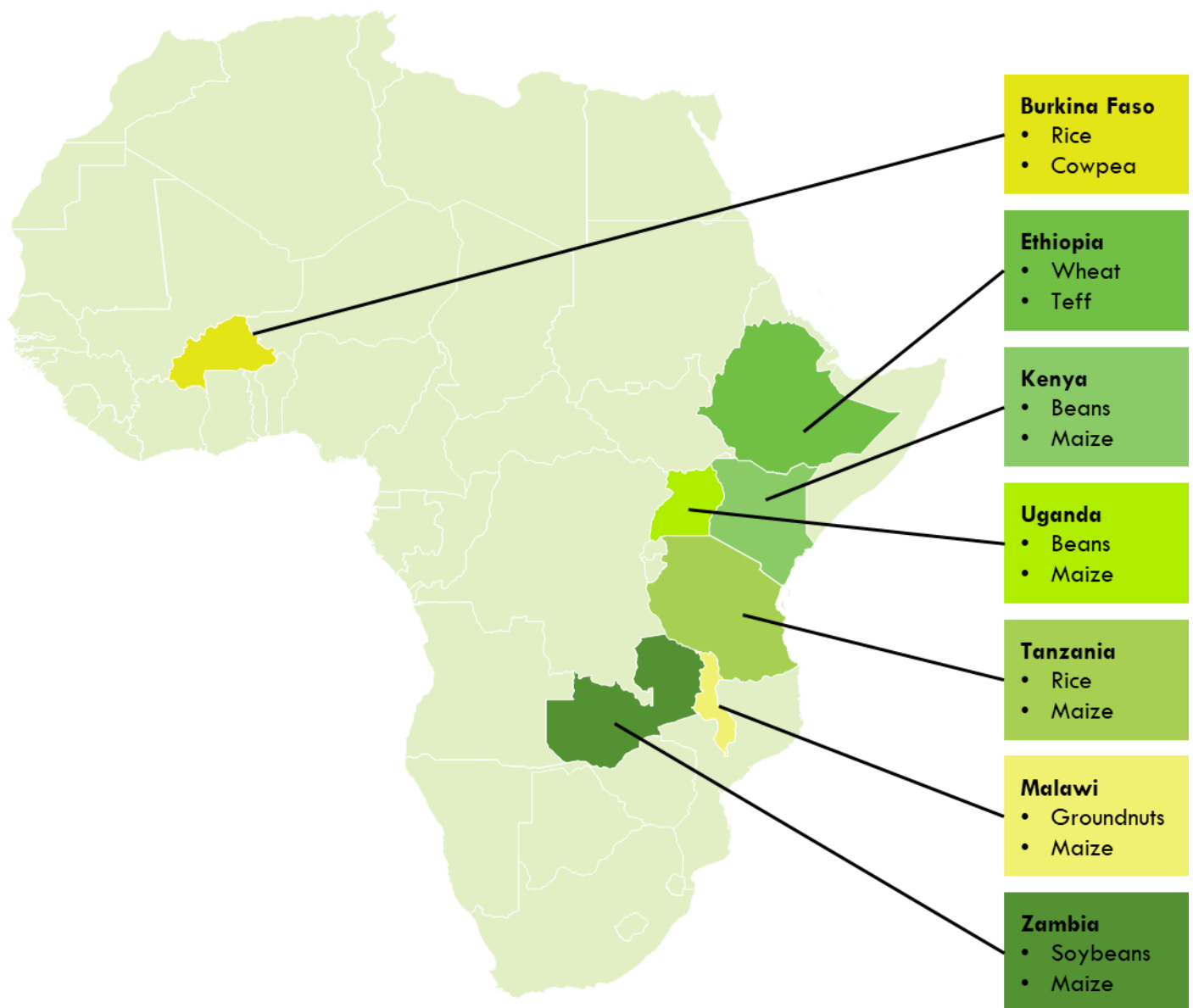
**To address the pressing need for broader implementation of solutions aimed at reducing climate-related harvest and post-harvest food loss**, the proposed programme is designed to raise awareness and build capacity to promote the adoption of Food Loss Reduction Solutions (FL-RS). It will do this by creating institutional capacity, facilitating the uptake of FL-RS by end users and service providers, increasing options of solutions' availability, and enabling practical application through policy interventions. This will include enhanced financial access for farmers and Micro, Small, and Medium Enterprises (MSMEs), empowering them to invest in climate-friendly FL-RS and incentivising vendors, manufacturers, and suppliers of climate-adapted FL-RS, fostering a robust market ecosystem.

**A key focus is on strengthening the capabilities of countries to develop climate-resilient post-harvest infrastructure, both through providing physical solutions alongside capacity building along the value chains.** This includes investing in strategic frameworks and implementation plans, including a regulated quality-based pricing system and tax exemptions on imports, for reducing food loss. By enhancing access to markets, the programme will encourage farmers to adopt FL-RS products and services, thereby boosting their climate and economic resilience.

## **Target Countries Overview**

During the 2023–2027 period, AGRA plans to target 28 million farmers across 15 Sub-Saharan African countries, 40% of which will be women. The RE-GAIN Programme focuses on AGRA's activities in seven target countries, as shown in Figure 1-1 below. The RE-GAIN Programme is designed to combat food loss during the post-harvest stages and to boost climate resilience by fostering awareness and by building capacity for the adoption of Food Loss Reduction solutions (FL-RS). The programme aims to transfer these solutions to end users and service providers for practical application while facilitating financial access to farmers and Micro, Small, and Medium Enterprises (MSMEs) to invest in climate-resilient FL-RS. The programme plans to incentivize vendors, manufacturers, and suppliers to adopt these solutions and enhance the capacity of countries to develop climate-resilient post-harvest food handling infrastructure.





**Figure 1-1 Focus Geographies for AGRA (2023-2027)**

## Crop selection

Key crops were identified by major stakeholders in the respective countries and expert assessments, supported by AGRA and the National Designated Authority (NDA) of each target country. Two major crops per target country were selected, based on area coverage, importance for food security and income, and climate vulnerability, to ensure that sufficient resources would be available for the crafting and execution of targeted solutions. Selected crops are representative of the agricultural dynamics of each country and aligned with the specific needs and strategic agricultural goals of the nation. In addition, these crops hold substantial importance to the country's food security and/or experience particularly high rates of loss within the value chain. Finally, these crops are produced in large parts of the respective countries by a significant number of smallholder farmers. The key crops, therefore, reflect the agronomic and economic realities of each country and provide opportunities for targeted enhancement of food security and sustainable agricultural practices. Additionally, the improved management of these crops is also expected to significantly reduction of GHG emissions contributing to the NDC targets of the countries involved. Figure 1-2 highlights the key crops selected for each of the countries within the programme.

# Harvesting and Post Harvesting Definition

For the RE-GAIN programme, the key value chain stages considered are shown in Figure 1-2.



*Figure 1-2 Strategic value chain stages included in the RE-GAIN Programme*

The harvesting process within this RE-GAIN Programme proposal is defined as the interval between the culmination of agricultural production, marked by the crop reaching its maturity, and the initiation of post-harvest treatment. This process encompasses the identification of the optimal harvesting time and is further delineated into four distinct stages:

1. Removal of contaminated seeds, heads or cobs of matured crops at harvest
2. Reaping, which involves cutting, pulling, or gathering the mature crops.
3. Threshing, the process of separating the grain from the rest of the plant.
4. Cleaning, such as winnowing, to remove chaff and other impurities.
5. Hauling, which entails the transportation of the harvested produce to storage or processing facilities.

**The post-harvest handling and storage stage commences once the crop exits the field and is typically conducted on the farm<sup>1</sup>.**

This stage encompasses several key operations, including:

1. Threshing, which can be performed manually or with mechanical threshing machines.
2. Drying, utilizing cribs, tarpaulins, and similar methods.
3. Cleaning and sorting, such as through winnowing, to remove impurities.
4. On-farm storage, which includes the use of granaries, hermetic bags, ordinary bags, stacks, metal silos, and plastic silos.
5. In some instances, primary processing activities, such as grinding, hulling, pounding, milling, drying, and sieving, are also conducted during this stage.

**The processing, transportation, and logistics stage involves farmers selling their harvested crops either directly to traders, who collect the produce from the farm, or to collection centres and processors.** These market participants then undertake the tasks of product accumulation, initial processing, quality control, grading, packaging, and transportation to wholesale buyers.

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<sup>1</sup> In this instance, a field is where the crops are grown, and a farm consists of the whole small holding including the small aggregation site.

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## 1.3 REASONING FOR REQUESTED FUNDING

Africa's food insecurity challenge has been exacerbated by climate change. Sub-Saharan Africa stands at a crossroads with an unprecedented opportunity for food systems transformation, driven by the demands of a rapidly growing population of 1.5 billion and the pressures of a changing climate (World Bank, 2023) (Worldometer, n.d.). The continent faces significant development challenges including food insecurity, resource degradation, poverty, gender inequality, and social exclusion. The vicious cycle of poverty and environmental degradation in Africa is evident in low crop productivity, deforestation, land degradation, conflict, migration, and vulnerability to climate shocks, which perpetuate persistent food insecurity and poverty. The effects of climate change are expected to be severe in Africa, where the capacity to adapt and respond to a changing climate is weak.

The impacts of climate change have increased over the past decades in Africa, manifesting in more frequent, intense, and prolonged extreme weather events, such as floods, droughts, heatwaves, locust outbreaks, desertification, and sandstorms. These extreme weather events have resulted in increased temperatures and humidity, shifts in precipitation patterns, water stress, and soil erosion. Most African countries already face recurrent droughts that affect growing seasons, often leading to short growing periods reducing the viability of farming in marginal agricultural areas. Projected reductions in crop yields in some countries could reach as much as 50% by 2030, and crop net revenues may fall by up to 90% by 2100, with smallholder farmers being the most affected (IPCC, 2018).

Therefore, the RE-GAIN programme aims to enhance the climate resilience and adaptive capacity of smallholders by promoting the widespread adoption of FL-RS in seven African countries. According to the World Bank estimates, a one percent reduction in post-harvest losses in Sub-Saharan Africa could lead to economic gains of \$40 million each year, and most of the benefits would go directly to smallholder farmers (World Bank, 2011). Moreover, food loss and waste are the result of an extremely inefficient use of resources and account for about 3.3 gigatonnes of greenhouse gas emissions globally (FAO, 2013). Large amounts of water and fertilizer also go into the production of food that never reaches human mouths. Recovering the food that is lost during harvest and post-harvest handling some can help close that calorie gap in Africa while strengthening livelihoods and improving food security— without imposing any additional environmental cost. Therefore, facilitated by the Green Climate Fund (GCF) investment, RE-GAIN will roll out a suite of physical interventions alongside capacity building and enhanced financial and market access. Not only will this benefit the respective countries as whole, but it also has the potential to benefit the region and the wider planet.

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## 1.4 PROGRAMME GOAL STATEMENT

**IF** the capacity of the target countries and communities to respond to climate-triggered food losses is strengthened through improved and inclusive access to financing, promotion of context-specific and gender-responsive innovations to reduce food losses, and better enabling conditions for public and private investments, **THEN** smallholder farmers will have enhanced food security and livelihood resilience, **BECAUSE** the widespread use of food loss-reduction technologies will reduce food loss and reduce the carbon footprint of food systems, while increasing household income and building the resilience of smallholder farmers, MSMEs and rural communities to climate shocks.

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## 1.5 PURPOSE AND STRUCTURE OF THE ANNEX

This Annex seeks to ensure that the RE-GAIN Programme is designed, financed, implemented and monitored in a gender-responsive and socially inclusive manner. It has been developed in accordance with both the GCF's Gender Policy, and its Gender Assessment and Action Plan Templates. The Annex adopts the GCF's three-pronged approach to mainstreaming gender, by presenting a robust **gender assessment** that considers the various factors (including those exacerbated by climate change) that influence gender inequality in each of RE-GAIN's target countries' agriculture sectors and identifies opportunities for women, men and youth to contribute to inclusive resilience building within post-harvest value chains. These opportunities are translated into **gendered actions** that promote gender equality and youth empowerment, and reduce disparities in the sector, which are captured in a **gender-sensitive monitoring and evaluation (M&E)** framework (i.e. the Gender & Inclusion Action Plan). This Annex is informed by a review of existing literature and secondary databases, extensive stakeholder consultations and expert input.

This Annex sits within the context of the broader funding proposal and should be read as such.

- Chapter 2 provides an overview of the RE-GAIN programme's three key components, outputs and outcomes. This framing is particularly important when reviewing Chapter 5 of this Annex, given the need to ensure that all Gender and Inclusion actions are appropriately embedded within the programme's broader level of ambition and scope of delivery.
- Chapter 3 presents an overview of the status of gender equality in each of RE-GAIN's seven countries. It focuses specifically on two aspects of gender equality, which are of primary relevance to this project – namely, i) gender and agriculture; and ii) gender and climate change. It also outlines the legal, policy and stakeholder landscape as it relates to the intersection of gender, climate and agriculture in each country – providing an important framework within which the Programme-specific gender interventions sit.
- Chapter 4 describes the approach, findings, and recommendations derived from Programme-specific stakeholder engagement and literature review. It identifies preferences, notable barriers and potential opportunities to overcome adoption of physical FL-RS, which in turn informs specific non-physical solutions that should accompany such support.
- Chapter 5 consolidates the recommendations from Chapter 4 into a Gender & Inclusion Action Plan, which contributes to – and aligns with – the Programme's broader Theory of Change.
- Chapter 6 concludes the Annex by outlining the overarching principles and approaches that will guide consistent, gender-responsive and inclusive Programme delivery, all of which are aligned to AGRA's existing institutional commitments and protocols.

## 2 Programme Overview

The RE-GAIN programme is designed to address food loss in Africa through an integrated approach, taking into account the growing need for climate adaptation in this space and the potential for mitigation of reducing food losses. The RE-GAIN programme's holistic approach to these growing challenges includes strengthening extension services, particularly as it portrays to climate information, demand-side interventions, supply-side development, financial mechanisms, and creating an enabling environment. Below is a comprehensive summary of the programme's three components. Further information on the programme design and process can be uncovered on the Feasibility Study (Annex 2) and the full Funding Proposal.

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### 2.1 COMPONENT 1: FOOD LOSS-REDUCTION SOLUTIONS (FL-RS) DEMAND-SIDE DEVELOPMENT

This component focuses on increasing the demand for and adoption of FL-RS among smallholder farmers to reduce post-harvest food losses, enhance food security, and build resilience to climate change. The activities are centered around raising awareness, providing training, and improving market linkages.

#### 2.1.1 Output 1.1: Support to Smallholder Farmers:

- **Awareness-Raising Campaigns:** Targeted campaigns educate farmers about the impacts of climate change on post-harvest losses and the benefits of adopting climate-resilient FL-RS.
- **Training Programs through Extension Services:** Farmers receive training on best practices for harvesting, post-harvest handling, storage techniques, and the use of FL-RS. Training is tailored to local contexts and emphasizes gender responsiveness and youth engagement.
- **Demonstrations of FL-RS:** Practical demonstrations showcase the effectiveness of FL-RS, helping farmers understand and adopt these solutions in their local environments.
- **Technical Assistance to Food Processors:** Assistance is provided to facilitate a shift to whole-grain flour production, which reduces food waste and improves profitability.

#### 2.1.2 Output 1.2: Improved Market Linkages:

- **Technical Assistance for Value Chain Structuring:** The programme helps establish more structured relationships between farmers, processors, and buyers, ensuring better quality compliance and reduced post-harvest losses.
- **Linkages with Institutional Markets:** Farmers are connected to institutional markets like school feeding programs, which provide reliable demand for high-quality produce, thereby encouraging the adoption of FL-RS.

#### 2.1.3 Outcome for Component 1

The main outcome of the component 1 is increased adoption of FL-RS by smallholder farmers.

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### 2.2 COMPONENT 2: FL-RS SUPPLY-SIDE DEVELOPMENT

This component complements the first by improving the availability and affordability of FL-RS through support for local businesses and the introduction of innovative financial mechanisms to stimulate supply of FL-RS and to improve the

affordability of physical FL-RS solutions that can improve climate resilience for smallholder farmers and micro, small, and medium enterprises (MSMEs).

### 2.2.1 Output 2.1: Business Development Support for FL-RS Providers:

- **Training for MSMEs and Cooperatives:** Local MSMEs and cooperatives, especially those led by women and youth, are trained to develop sustainable FL-RS service provision operations, with lease-to-own as an example. This includes technical training on equipment use and business management.
- **Market Intelligence and Networking:** AGRA supports the development of market intelligence and networks among local manufacturers, importers, and agro-dealers to boost the FL-RS market.

### 2.2.2 Output 2.2: Financial Mechanisms and Physical Solutions to Support the Adoption of FL-RS:

To stimulate supply and increase the affordability of FL-RS that can increase smallholder farmers and community-led organisations' climate resilience, the following physical FL-RS solutions have been selected given their impact on food loss and its climate-impacted causes:

- **Hermetic Bags, Metal and Plastic Silos, Tarpaulins, and Plastic Sheets:** These are essential physical solutions aimed at reducing post-harvest losses. They protect crops from pests, moisture, and contamination, thus improving storage and prolonging the shelf life of produce.
- **Harvesting Machinery and Mechanical Threshers/Shellers:** These tools, including solar-powered options, are designed to reduce labor intensity and improve the efficiency of harvesting and post-harvest processing, minimizing losses due to improper handling.
- **Moisture Meters and Storage Protectants:** These devices help maintain optimal conditions for stored crops, preventing spoilage and contamination. Moisture meters are crucial for monitoring and managing crop moisture levels, which is vital in preventing mold growth and toxin production.
- **Communal Storage Structures and Warehouses:** These facilities offer shared storage solutions that help smallholder farmers and aggregators store their produce in controlled environments, reducing the risk of losses due to poor individual storage conditions.

To increase the affordability of these solutions in the market, the following financial models will be leveraged:

Model 1 promotes the local supply of FL-RS interventions by using conditional procurements to effectively subsidise interventions at smallholder farmer level (referred to hereafter as 'smart-subsidies'). At its base, the smart-subsidy model enables agro-dealers to provide FL-RS to smallholder farmers at a discounted rate by using GCF funds to procure one item for every two items<sup>2</sup> procured and sold by an agro-dealer. The subsidy is passed down to the smallholder farmers as a discount on the purchase price<sup>3</sup>.

The interventions are typically focused on smallholder farmers, with lower individual ticket sizes to the end-users — i.e. for FL-RS such as tarpaulins and plastic sheets, metal and plastic silos, and hermetic bags. The flow of funds will be facilitated through a trust/escrow account at a local financial institution (FI) and released once proof of offtake by eligible smallholder

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<sup>2</sup> Note: the specific ratios will vary based on context of local markets in each country, with more developed markets receiving a smaller subsidy than less developed markets. A three-for-two model has been used as a base for demonstration purposes.

<sup>3</sup> The maximum retail sales price and number of items per customer — as well as the eligibility criteria and geography where the sales at reduced cost can be made — will be included as part of the agreement between RE-GAIN and the suppliers as a condition for participation in the scheme.

farmers has been obtained. However, while funds will pass through an FI, it should be noted that no GCF funds will be transferred to a financial institution as the end beneficiary. The aim of the model is two-fold:

- to stimulate production and manufacturer capacity by placing pre-emptive orders of FL-RS, however, maintaining control over risk through a conditional release of funds to the manufacturer; and
- to reduce the cost of interventions at smallholder farmer level, additional profitability will drive additional demand and facilitate knowledge sharing about the benefits of interventions.

The model has been designed with two variations to allow for administration of the model using the smart-subsidy alone, or with the option of unlocking additional financing from partner financial institutions (FIs), with the latter offering greater potential benefits at the cost of greater complexity.

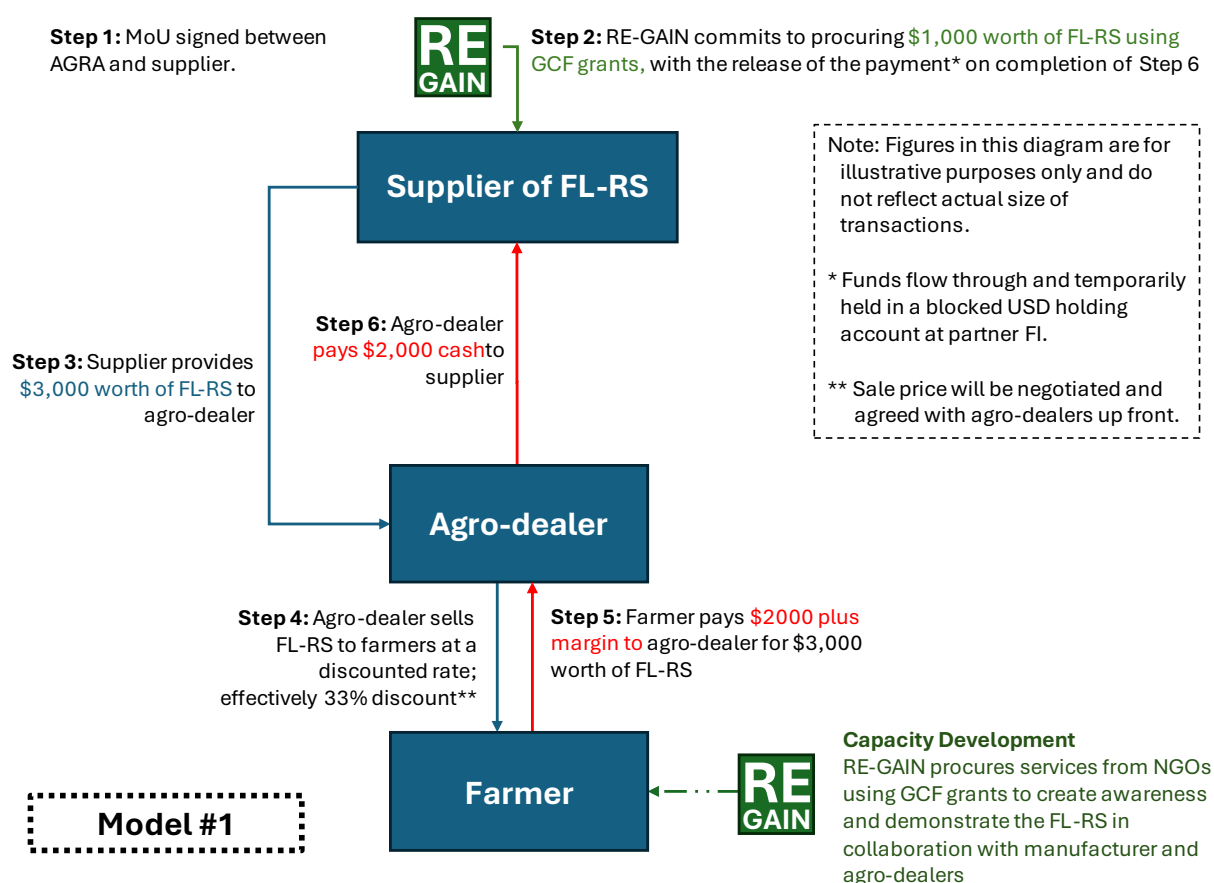


Figure 2-1 Model 1 RE-GAIN Programme

- The above models will be used for smallholder-focussed interventions, which include: tarpaulins and plastic sheets, metal and plastic silos, hermetic bags, and storage protectants and control agents of biological origin.

#### Youth Group/Cooperative Level:

**Model 2** will use GCF grants to provide a unique approach to unlocking larger ticket items and food loss reducing equipment to farmer collectives or small to medium sized enterprises. The term 'youth groups' is used in this model description to highlight the priority given to this vulnerable demographic<sup>4</sup>; however, the model will also apply to other cooperatives, including

<sup>4</sup> Preferentially targeting youth groups will help build resilience among this vulnerable group of the population, as well as unlock the energy and innovation that youth can bring to the process.



women's groups and local MSMEs. The aim of Model 2 is to create multi-stakeholder agreements with suppliers, youth groups, and financial institutions, with the goal of:

- Enhancing creditworthiness – through repurchase assurances from the suppliers that lower the loss given default.
- Reducing borrowing costs – Through a combination of the lowered credit risk (as per above) and subsidies on the purchase price. The structure will ensure larger-ticket FL-RS become more affordable and thus accessible to youth groups who provide services to smallholder farmers.

At the heart of Model 2 is the engagement of local youth groups that will be supported to act as service providers for FL-RS that require more expensive equipment that can service multiple farmers – such as mechanical multi-crop threshers and shellers (preferably solar-powered), moisture meters and communal storage structures. The establishment of the service operations will be supported through the business development under Output 2.1, ensuring that the youth groups have the necessary foundation to provide a reliable service. This approach leverages several key concepts to unlock the targeted benefits:

- Collectivism provides benefits to smallholder farmers in economies of scale through cost sharing and increased bargaining power with off-takers. These should promote further profitability and therefore additional demand for FL-RS.
- Post-harvest handling will increase the quality and quantity of agricultural produce, allowing smallholder farmers to capture more value, hence increased incomes.

The inclusion of financiers will further unlock access to finance in a typically underserved market. The structure aims to reduce credit risk by providing a partial subsidy that will lead to lower borrowing costs (thanks to smaller loan size and interest payments).

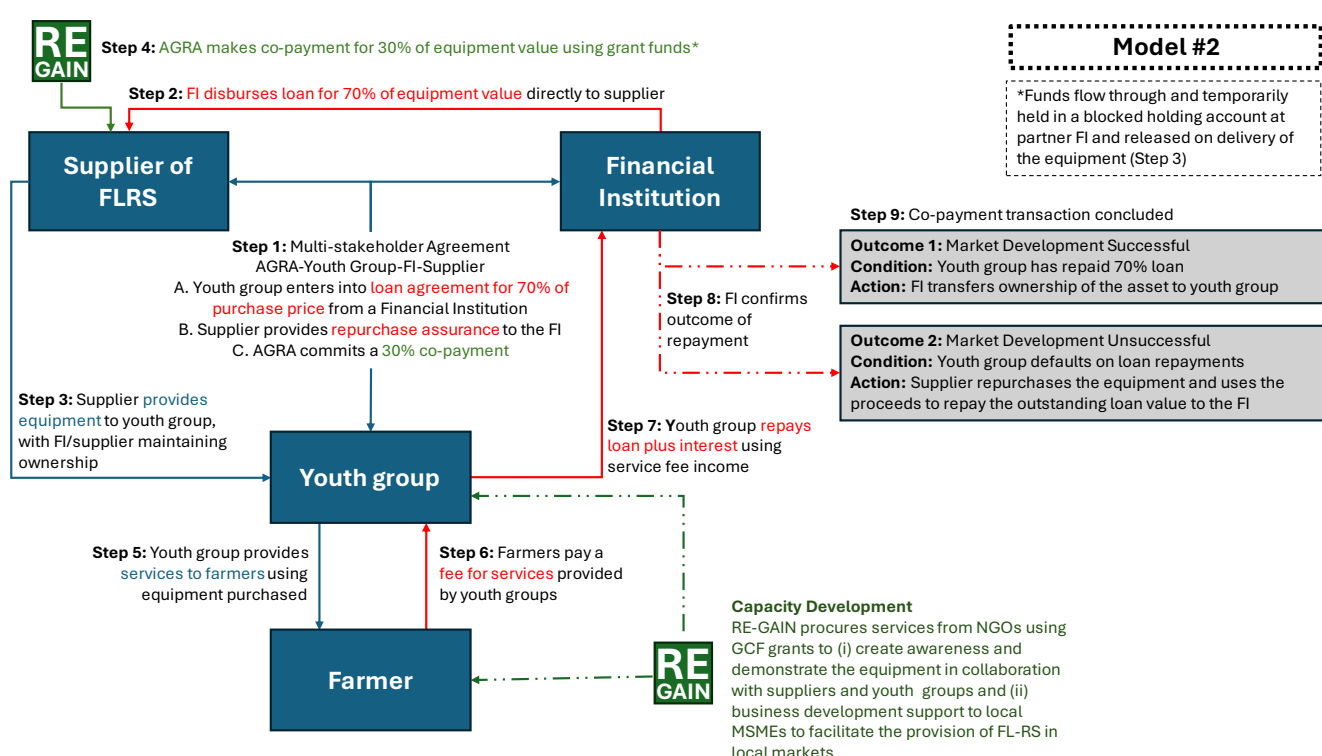


Figure 2-2 Model 2 RE-GAIN Programme

- The above financial model will be used for MSME's - focussed interventions, which include: mechanical multi-crop threshers and shellers (preferably solar-powered), moisture meters and communal storage structures



### 2.2.3 Outcome of Component 2

The main outcome of the component 2 is enhanced supply and affordability of FL-RS.

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## 2.3 COMPONENT 3: ENABLING ENVIRONMENT FOR FL-RS MARKET SUSTAINABILITY

This component addresses policy-level constraints and builds institutional capacity to ensure the long-term sustainability and scalability of the FL-RS market, ensuring the long-term sustainability of the RE-GAIN programme

### 2.3.1 Output 3.1: Enhanced Capacity of National Institutions:

- **Policy Reform and Advocacy:** AGRA collaborates with governments to reform policies that currently hinder the adoption of FL-RS, including advocating for tax exemptions, reduced import duties, and the establishment of quality standards. AGRA also supports national governments to formulate, enact and implement new policies and regulations where gaps exist.
- **Institutional Capacity Building:** Technical assistance is provided to local and national government entities to support the scaling of successful FL-RS models and policies. This includes strengthening the analytical capacity of institutions to track and report on food loss and climate change metrics.
- **Development of Business Cases for FL-RS Investments:** Research is conducted, and evidence is gathered to inform solid business cases for investing in FL-RS, which are then used to attract private sector investments and promote successful business models for scaling and replication.
- **Monitoring, Evaluation, and Learning (MEL) System:** A comprehensive MEL framework is implemented to track the progress of the programme, assess the impact of interventions, and ensure continuous improvement and knowledge sharing.

### 2.3.2 Outcome of Component 3

The main outcome of the component 3 is strengthened enabling environment for the uptake of FL-RS.

## 3 Country and sector-level analyses

This Chapter describes the status of gender equality in each of RE-GAIN's seven countries. It presents an overview of the progress, commitments, and impediments to closing gender gaps at a national scale, and then presents a high-level summary of two aspects of gender equality that are of primary relevance to this programme – namely, i) gender and agriculture; and ii) the impacts of climate change on gender equality. This follows with an outline of the legal, policy and stakeholder landscape as it relates to the intersection of gender, climate and agriculture in each country – providing an important framework within which programme-specific gender interventions will sit.

### 3.1 KENYA

#### 3.1.1 National overview: status of gender equality

Kenya is a committed signatory to numerous international agreements that promote gender equality, ensuring the protection and promotion of women's rights. It ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1984, and the Beijing Declaration and Platform for Action (BPfA) in 1995 (UN Women Africa, 2023). Additionally, Kenya is a participant in the Sustainable Development Goals (SDGs), specifically SDG 5, which aims to achieve gender equality and empower all women and girls. Through these treaties and others, such as the Maputo Protocol (the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa), Kenya has integrated international gender standards into its national legal and policy framework, working towards the promotion of women's rights and gender parity (UN Women Africa, 2023).

#### **Box 1 Kenya's National Gender Legislation**

Kenya has made significant progress in advancing gender equality, through the enactment of laws, regulations and policies focussed on increasing women's participation in political spheres, their access to finance, and labour force participation (UN Women Africa, 2023). The Constitution incorporates international treaties including CEDAW and BPfA, ensuring equality is embedded in national law with Article 27 guaranteeing equal treatment and opportunities for men and women. This has been complemented by gender-responsive budgeting efforts, where the Kenyan government is considered at the fore of pioneering and implementing such approaches at a federal level (WEF, 2024).

Further to this, there are a number of gender-sensitive policies including the National Land Policy (2009), which recognizes women's equal rights to own property alongside men. Other important policies include the National Policy for the Prevention and Response to Gender-Based Violence (2014) and the National Policy for the Abandonment of Female Genital Mutilation (2019) (UN Women Africa, 2023).

Kenya is ranked above regional averages for the World Bank's Women, Business and the Law (WBL) Index and the World Economic Forum's Global Gender Gap Index (GGGI). With a WBL score of 83.8/100, Kenya attained a perfect score for mobility, workplace pay and marriage indicators. Its primary areas for improvement relate to entrepreneurship and parenthood, where there remains a need to enact legislature that supports women's ability to start and run a business, and provide paid parental leave to allow women to more readily return to the workforce after having a child (World Bank, 2023). This score has increased in recent years, due to reforms that resulted in more stringent laws and policies on domestic violence, prohibition of gender discrimination in employment, and equal remuneration for work of equal value. Contrary to this, Kenya's GGGI rank of 75 out of 146 countries dropped by 2 places between 2023 and 2024 predominantly because of its subindex score for educational attainment, where Kenya ranks in the bottom 15 worldwide. Despite this, Kenya still ranks

15<sup>th</sup> (of out of 35) in Sub-Saharan Africa (SSA) overall – with a commendable score for its economic participation subindex. (WEF, 2024)

### **Barriers to effective implementation of policies, legislature and commitments**

The differences in measures of progress between the WBL and GGGI can largely be attributed to several key factors, including inadequate implementation of laws, insufficient financing for gender equality measures, poor accountability mechanisms and overriding patriarchal gender norms, all of which have hampered tangible advancements in closing certain gender gaps (UN Women Africa, 2023). In particular, religious and customary laws, attitudes and practices are still considered key impediments to women's empowerment, as illustrated by data from the Kenya National Bureau of Statistics (KNBS) which indicated that only 29% of women were considered to be “empowered” in 2020 (Afrobarometer, 2023) (UN Women Africa, 2023). Notions around this concept of empowerment are linked to several important differences between women and men, with notable gaps in higher education, asset ownership, and financial autonomy, where women trail behind men in each of these areas (Afrobarometer, 2023). As a result, young women in rural areas are a particularly vulnerable group in Kenya. Limited control over, use of and benefit from productive activities, poor access to land markets and other resources, exposure to gender-based violence and the demands of unpaid care work collectively hinder a woman's ability to participate in the economy and perpetuate a cycle of overreliance on men (USAID, 2022). These issues are all pertinent within the context of this Green Climate Fund application. The following subsections therefore explore them in more depth, through the lens of agriculture and climate change.

### **Women in agriculture**

Agriculture is the largest source of income for rural households in Kenya, and women account for 75 percent of the labour force in the sector. This means that, in addition to their reproductive roles relating to water, energy and food security as well as household health and care, they undertake the bulk of agricultural work for home consumption and sale (UNDP, 2020) (IISD, 2018). Despite this, women earn significantly less than male counterparts, and operate largely in the informal agricultural sector (with only 34 percent of women working in the formal sector), and they own a nominal percent of assets – including land. Cultural norms dictate that land is inherited by first-born males, meaning that women generally conduct their agricultural activities on the lands of men and are therefore beholden to the man's decisions on use of income and activities. With women owning as little as 1.62% of agricultural land, and land being an important form of collateral, they face major difficulty in accessing credit (UNDP, 2020). Unfortunately, to date, national climate and environment plans do not place explicit focus on securing women's land ownership rights (IISD, 2018). Women also lack access to information, technologies, extension support, financial services and marketing support – all of which are critical to building resilience and scaling up agricultural operations (Box 2 highlights several additional barriers specific to Kenya's seed system). Collectively, these differences between women and men farmers have resulted in as much as a 30 percent yield gap between male and female managed agricultural enterprises. And poverty is particularly pervasive among low-income earning women and female headed households (UNDP, 2020).

#### **Box 2 Snapshot of findings from AGRA's Gender Gap Analysis in Kenya's National Seed System**

AGRA's deep dive into the gendered differences in Kenya's National Seed System was conducted using the SeedSAT. It highlights areas for improvement, requiring effort by both the government and private sector actors – for example (AGRA, 2022):

- There is a need to more explicitly promote gender equality, and the inclusion of women and youth, in national seed systems through reforms to policy, legislature and regulation. Such reforms should be informed by greater engagement with seed producers – focussing specifically on small and micro producer units owned and managed by women.

- Women and youth's accessibility of the government's online and mobile-based platforms used by extension officers (i-Kilimo, National Farmers Information Service (NAFIS) and Plant wise) needs to be improved.
- Data advancements are necessary to ensure that i) seed data is shared widely and accessibly, using gender responsive tools; and ii) seed system data must be gender disaggregated where appropriate.

### Climate change and gender equality

Both Kenya's Updated Nationally Determined Contributions (NDCs) and National Adaptation Plan 2015-2030 acknowledge that climate impacts are not gender neutral; women are disproportionately affected by extreme weather events due to their unequal access to key resources and services – such as land, finance, water, energy and education – which has major implications on the economy, particularly in rural areas (Republic of Kenya, 2020) (UNDP, 2020).

As such, the intersection of gender and climate change was explored in depth as part of Kenya's NDC review in 2020, which highlighted critical contextual factors relating to water, agriculture and energy, and the impact that climate change has on women due to their responsibilities and dependence on these sectors. Specifically, women's reliance on the natural resource base – both for productive and reproductive activities – makes them highly vulnerable to climate uncertainty. Prolonged droughts have historically led to high rates of household food insecurity and malnutrition, while extreme flooding destroys crops and infrastructure, increases incidence of waterborne disease and hinders access to key facilities (health, education, markets etc.). All these outcomes affect women more than men, given the traditional domestic and care -related responsibilities that Kenyan women shoulder. And within this broad social grouping, it is understood that pregnant women, women heads of household, lactating mothers, elderly women and schoolgirls are typically most vulnerable (UNDP, 2020). Contrary to this, given men are not tied to domestic responsibilities in the same way that women are, they have increased mobility and often migrate to other areas in search of income in the aftermath of extreme climate events. While this additional income is important for their families, it does mean that women then need to take up roles that were previously allocated to the men in their family (IISD, 2018).

### 3.1.2 Legal, policy and stakeholder landscape

Kenya's commitments to gender equality are enshrined in its Constitution, legal and policy frameworks, and dedicated gender machinery mandates at national and subnational scales. (USAID, 2022) National instruments and key stakeholders working at the intersection of gender, climate and agriculture in Kenya are captured in the following tables.

#### National instruments and commitments

**Table 3-1 Legal and policy landscape: Kenya**

Instrument	Relevant content
National Policy on Gender and Development (2019)	Agriculture is a key thematic area within the Policy, within which several key issues are flagged – relating to women being largely relegated to the informal sector and underpaid, lacking collateral which restricts their credit access, and balancing the constant tension of domestic, social and economic responsibilities. Amongst the policy actions proposed to tackle these challenges, one focuses specifically on facilitating adoption of engendered climate processes to ensure related livelihood practices are climate resilient. Women's role in adaptation and mitigation strategies more broadly is also highlighted within the ENR thematic area.
Updated Nationally Determined Contributions (2020)	Recognises that climate impacts are not gender neutral, and as such Kenya aims to implement its NDCs in a gender responsive manner. As such, four adaptation programmes focussed specifically on gender, youth and vulnerable groups are identified.

National Adaptation Plan (2015 – 2030)	Requires that all adaptation actions be implemented and monitored in a manner that reflects gendered differences, through the collection and analysis of gender disaggregated data. And, within the Social Pillar, a set of short-, medium- and long-term actions are described for Gender, Vulnerable Groups and Youth – aimed at strengthening their adaptive capacity.
National Climate Change Action Plan (NCCAP) 2023-2027	Gender considerations are mainstreamed across all priority action areas within the NCCAP. This includes the promotion of gender-responsive climate technologies and innovation within the private sector, the need for gender disaggregated data, as well as encouraging a gender responsive approach to climate change. It also commits to the development of “Gender-aware agricultural services”, to promote greater inclusion of women in the agricultural sector.
Kenya Climate-Smart Agriculture Strategy 2017–2026	Includes a SWOT analysis of Kenya’s agriculture and climate change sectors, including the degree to which they tackle equity and inclusivity. Key issues highlighted include gender bias, cultural beliefs and practices, and limited training facilities, and financial resources and human resources for women and youth. In response to this, the Strategy identifies several gender -focussed activities in its implementation framework, such as enhancing women and youth’s involvement in the CSA value chain
National Climate Change Response Strategy (2010)	Within the Strategy’s sectoral adaptation and mitigation interventions, there is a focus on expanding existing efforts and funding mechanisms to deliver gender-based response strategies – including the provision of grants to support women led environment and climate efforts; training of gender focal points on environmental management and disseminating climate change information in a gender sensitive manner.
Climate Change Act (Amendment 2023)	Aims to mainstream gender equity in all aspects of climate change responses. It states that the Act “shall be applied in all sectors of the economy by the national and county governments to mainstream intergenerational and gender equity in all aspects of climate change responses.”
Kenya: SDG 5 Strategy 2020-2025	Reflects on the progress that Kenya made in closing gender gaps – predominantly through policy reforms and affirmative action programmes – and highlights areas requiring more targeted attention, such as women’s representation in politics and decision making. It identifies nine broad strategic areas, which cut across sectors and themes – including agriculture and climate change.

## Key stakeholders

**Table 3-2 Stakeholder map: Kenya**

Stakeholder	Mandate
State Department for Gender and Affirmative Action	Responsible for coordinating gender mainstreaming in national development and promoting equitable political and socioeconomic development for all. The functions of the Department are executed through four technical directorates, Country Gender Offices, Gender Focal Points and Administration.
National Gender Equality Commission	Sits at the centre of the gender mainstreaming efforts in Kenya, where it is responsible for providing advice and monitoring gender mainstreaming across various sectors.
National Climate Change Council	Responsible for approving “a national gender and intergenerational responsive public education awareness strategy and implementation programme” in line with the Climate Change Act 2016.

Climate Change Directorate	Responsible for educating on gender and climate change issues, including at national and country government levels.
Ministry of Agriculture and Livestock Development	Within the Ministry, there is a designated Gender Desk that is responsible for ensuring gender considerations are mainstreamed into government-led agricultural programmes.
National Government Affirmative Action Fund	A fund that provides financial support to vulnerable women, youth, people with disability, and the elderly towards their socioeconomic empowerment. It also provides an avenue for promotion of enterprises and value addition initiatives.
Women Enterprise Fund (WEF)	A fund that offers accessible and affordable financial and business support services to Kenyan women, including provision of subsidized credit to women entrepreneurs; capacity building for women led organisations; facilitating linkages between women MSMEs and larger enterprises; and enabling access to marketing products and services.
Kenya Women Finance Trust (also named “Kenya Women Microfinance Bank PLC”)	A microfinance bank regulated by the Central Bank of Kenya, aimed at supporting traditionally “unbankable” women in Kenyan society (who lack collateral) by giving them the opportunity to gain financial access to products, services and personalized financial solutions.
Uwezo Fund	A flagship programme aimed at enabling women, youth and people with disability access finances to promote businesses and enterprises at the constituency level. Since 2013, it has supported 50,842 women’s groups – many of which operate along the agricultural value chain.

## 3.2 UGANDA

### 3.2.1 National overview: status of gender equality

The Government of Uganda acknowledges the importance of expanding opportunities for women, both as a fundamental human right and as a pathway to sustainable, inclusive development. This commitment is reflected in Uganda’s gender-responsive legal and policy framework, which aims to reduce gender inequalities and address vulnerabilities across social, political, and economic sectors. At the international level, Uganda aligns with key instruments such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BPfA), and the Global Agenda 2030 Sustainable Development Goals (SDGs) (Uganda Bureau of Statistics, 2019).

#### Box 3 Uganda’s National Gender Legislation

Uganda’s National Gender Policy was revised in 2007 to reflect important development imperatives, including the need for increased participation of women in leadership positions, improvement in adult women’s literacy rates, and empowerment of women in business (Government of the Republic of Uganda, 2007). This Policy, alongside other related reforms such as the 2006 National Equal Opportunities Policy, have resulted in some progress in reducing gender inequalities and vulnerabilities, and promoting affirmative action in key sectors (Afrobarometer, 2023) (Uganda Bureau of Statistics, 2019).

Additionally, in 2021, two key pieces of gender legislation were passed (and ascended in 2022). The Succession Amendment Bill aims to address the inequality and marginalization faced by women and girls following the death of a spouse. It promotes gender equality in line with internationally recognized human rights standards. Meanwhile, the Employment Amendment Bill introduces provisions to address sexual violence and harassment in the workplace, ensuring safer and more equitable working conditions for all (WFD, 2021).

Uganda ranks top globally for the WEF's GGGI indicator on health and survival, which is attributed to its high scores for "healthy life expectancy" and "sex ratio at birth" indicators. Conversely, it sits in the bottom 20 countries for educational attainment, largely due to disparities in literacy rates and tertiary education enrolment (which is a stark contrast to their gender parity achievement for primary education enrolments). Overall, the country ranks 83 out of 146 countries. **(WEF, 2024)** According to WBL 2024, Uganda scores 83.8 out of 100, placing it above the SSA regional average. This is an improvement on its 2023 score, in large part due to a recent reform that now grants women the same rights as a man to obtain a divorce. In addition to this, Uganda's laws relating to women's freedom of movement, their decision to work and equal pay, Uganda gets a perfect score. However, there remains significant scope to redefine the country's laws on parenthood particularly as they relate to provision of paid maternity and parental leave. Legal inequalities also place constraints on women starting and running a business and accessing forms of collateral – like land – due the gendered differences in property and inheritance. **(World Bank, 2024)**

The World Bank's Gender Data Portal also sheds light on how Uganda is fairing in closing several key gender gaps, as well as areas requiring intervention. Interestingly, while there remains a gap in labour force participation, female participation has steadily increased since 1990 (67.9% in 2023 compared to 62.2% in 1990), while for males it has declined (from 77.2% in 1990 to 72.4% in 2023). Data also shows that women still spend 1.9 times more time on unpaid domestic and care work than men, and unfortunately the share of women in Uganda who experience intimate partner violence (45%) is significantly higher than the world average of 27%. **(World Bank, 2023)**

### **Barriers to effective implementation of policies, legislature and commitments**

The often-overriding influence of informal institutions, including patriarchy, religion and sociocultural practices, are considered primary drivers of these gendered differences – making it particularly challenging to advance progress in key markers such as asset ownership and employment opportunities **(Uganda Bureau of Statistics, 2019)**. Within more formal institutions, significant obstacles persist in terms of budget constraints, as well as limited human and institutional capacity to implement existing frameworks. There is a need to focus on closing the gap between legislation and practice by enhancing accountability mechanisms to monitor and assess the implementation of these laws and policies effectively **(Uganda Bureau of Statistics, 2019)**.

### **Women in agriculture**

Ugandan women play a critical role in the country's agricultural sector; they make up more than half of the agricultural workforce, and more women are primarily involved in agricultural practices than men (88% versus 78%) (ODI, 2021) (Bowen et al, 2015). However, findings from the Ugandan Bureau of Statistics' Uganda National Panel Survey – which considered differences in male and female managed plots – determined notable disparities between genders: 69% of all women in Uganda do not own land, male managed plots were on average 60% larger than females', and men were 11 percentage points more likely to plant cash crops than women farmers. This means that men dominate high value cash crop value chains and have larger livestock assets. Moreover, while use of improved seeds, fertilizer, herbicides, pesticides, and fungicides is low for women and men alike, female farm managers are less likely to use them than men. (Bowen et al, 2015) (UNDP, 2020)

Other studies have reaffirmed these findings and added further insight into why these disparities persist. Specifically, due to ingrained social norms, women continue to bear the burden of uncompensated time spent collecting water and firewood;



caring for children, the sick and the elderly; and working on their husband's land. These responsibilities result in time poverty, which is compounded by additional factors that disadvantage women, such as less financial control over use of proceeds from sales, limited access to assets / collateral like land, and difficulty in accessing markets or transport in more remote locations. (UNWomen, 2018) (Bowen et al, 2015) (USAID, 2021) Because most of these women are poor and lack access to critical services (including extension support on climate smart practices, and appropriate disaster risk reduction strategies) and infrastructure, they are also more vulnerable to climate-related agricultural shocks, like droughts and floods. And, because of these disasters, their vulnerability is heightened even further because of the increased domestic burdens they face as a result of loss of lives, livelihoods or access to the natural resource base upon which they depend. (USAID, 2021)

If Uganda was able to close its gender gap in the agricultural sector (calculated to be 13% in 2015), it has been estimated that the country could see an increase of 67 million USD in total GDP, whilst simultaneously lifting as many as 119,000 people out of poverty (UNWomen, 2018).

#### **Box 4 Snapshot of findings from AGRA's Gender Gap Analysis in Uganda's National Seed System**

AGRA's deep dive into the gendered differences in Uganda's National Seed System was conducted using the SeedSAT. It highlights evidence of inclusivity in the value chain, alongside areas for improvement. For example, women are well represented in agricultural research institutes and laboratories, as well as quality control departments within seed companies (where women in management tend to outnumber men).

However, as with many other countries reviewed using the SeedSAT, there is no evidence that government and private sector seed producers provide open and inclusive communication channels, extension support or training. (AGRA, 2022)

### **Climate change and gender equality**

Uganda's 2019 Human Development Report outlined three rising, interconnected national challenges: climate change, gender inequalities and violent conflicts (Wijenayake et al, 2020). Gendered differences in Ugandan societies mean that women and female headed households are poorer, and more vulnerable to poverty. They also have less agency and ability to participate in decision-making, governance and policy-oriented processes at all levels (from household through to national Government) – all of which contribute to them being less resilient to the impacts of climate change and less empowered (and able) to act and recover in times of crisis. (UNDP, 2020) Given the critical role that women play – not only in Uganda's agricultural sector (described above) but also in its energy sector (where women are the primary providers of fuel) and waste disposal – it is clear that women should be central actors (as leaders and beneficiaries) in these three climate sensitive sectors, if Uganda is going to meet its sustainable development and climate change targets.

As a result, Uganda has made considerable effort to acknowledge the impact of climate change on women and elevate the role that they play in national climate action efforts. The National Climate Change Policy (2018) includes both a policy priority and a policy principle specifically on addressing the needs of, and including, women, girls and other vulnerable groups in Uganda's climate response strategies (Ministry of Water and Environment, 2018), and this has been translated into actionable measures through instruments like the Nationally Determined Contributions (both the original and updated versions) and related implementation plans.

Uganda's Updated NDCs (2022) were informed by a gender analysis which served as a basis for determining how to meaningfully enhance women's resilience and adaptive capacity within the context of existing societal dynamics that influence gendered differences in key sectors (Ministry of Water and Environment, 2022). As a result, the NDCs propose a series of actions to ensure gender-responsive NDC implementation – covering inclusive decision-making processes, specialist gender appointments in key ministries, gender-responsive budgeting, skills and capacity development and enhanced gender



disaggregation within NDC MRV systems<sup>5</sup>. This is complemented by the designation of gender focal points in key NDC sectors who are responsible for integrating gender actions (aligned to the NDCs) into sector planning and budgeting cycles. However, while the institutionalisation of these focal points is present at a national level, this is not consistently reflected in local government and district levels. For example, both Environment and Disaster Management Committees at the district level do not always have dedicated climate and gender personnel, despite being key on-the-ground interfaces with local communities, where implementation takes place (UNDP, 2020).

### 3.2.2 Legal, policy and stakeholder landscape

National instruments focussed on the intersection of gender, climate and agriculture are described below, along with the stakeholders involved in operationalising or supporting their objectives.

#### National instruments and commitments

**Table 3-3 Legal and policy landscape: Uganda**

Instrument	Relevant content
National Gender Policy (2007)	Provides a national framework for redressing gender imbalances, targeted at all levels of planning, resource allocation and implementation. It institutionalises gender mainstreaming across key economic sectors to ensure that gender considerations are integrated, responded to and monitored effectively.
National Equal Opportunities Policy (2006)	Promotes equality of opportunities for all people in Uganda, tackling issues of marginalisation, discrimination, exclusion and inequality in access to resources, services and benefits. The Policy makes mention of the gendered differences in Uganda's agriculture sector, where women play a central role but lack protection of their rights to securing, owning or controlling land.
National Climate Change Policy (2018)	Includes both a policy priority and a policy principle on gender and social inclusion, whereby women, girls and other vulnerable groups in Uganda must be considered central to the country's climate response strategies.
Updated Nationally Determine Contributions (2022)	Gender mainstreaming is an explicit element of NDC implementation, building on the previous NDC's support programme where gender was imbedded in the delivery of adaptation and mitigation measures. Dedicated gender focal points within key ministries (including Agriculture, Energy and Waste) are responsible for ensuring gender is mainstreamed into the implementation of climate related activities.
National Agriculture Policy (2013)	Commits to ensuring all agricultural development services will be offered in a gender equitable manner, and places emphasis on ensuring community empowerment and development is inclusive of all women, men, youth and other vulnerable groups.
National Strategy for Youth Employment in Agriculture (2017)	Considers the specific circumstances and needs of young women in the sector, who shoulder significantly greater burdens – and often make greater personal, economic or educational sacrifices – than male counterparts. Relevant Thematic Strategies focus on their specific needs, including lobbying for young women's access to and utilization of public and private land.

#### Key stakeholders

**Table 3-4 Stakeholder map: Uganda**

Stakeholder	Mandate
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<sup>5</sup> Progress against the Updated NDC Implementation Plan is currently not publicly available, so it is not yet possible to ascertain how well Uganda is fairing against these gender-related commitments.

The Ministry of Gender, Labour and Social Development (MGLSD)	Responsible for the protection and promotion of vulnerable populations, focussed on tackling gender inequality and supporting cultural growth, labour and employment. The Ministry sets the foundation for other sectors to improve their outcomes on gender, social protection and transformation.
Equal Opportunities Commission	Mandated to monitor, evaluate and ensure that all national laws, plans, programmes and practices support equal opportunities and reflect affirmative action commitments, specifically regarding marginalised and vulnerable groups.
National Women's Council	National machinery with a mandate to organize and empower women in Uganda in a unified manner, supporting equality and development through training, networking, lobbying, provision of micro-finance mechanisms, etc.
Climate Change Commission	Sits within the Ministry of Water and Environment, as the designated NDA for the UNFCCC, coordinating all Uganda's climate change activities. A dedicated National Gender Focal Point sits within this Commission, to specifically coordinate gender mainstreaming in climate processes.
Uganda Women's Network	Women's advocacy organisation, with a membership structure that brings together various national organisations and individuals working in support of various thematic programmes. This includes a programme on economic transformation, which strives to overcome negative sociocultural norms, including redistribution of unpaid care work, toward the empowerment of women.
Finance Trust Bank	Microfinance, demand driven bank that focuses on providing low- and middle-income women with greater access to financial services.

## 3.3 ETHIOPIA

### 3.3.1 National overview: status of gender equality

Ethiopia is a committed signatory to a wide range of international conventions and protocols that champion gender equality and equity. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, and the Maputo Protocol (the African Charter on Human and Peoples' Rights on the Rights of Women in Africa), with some reservations related to marriage and inheritance. Ethiopia has also made progress on the Sustainable Development Goals (SDGs), including SDG 5, which focuses on gender equality. Recognizing the transformative potential of these frameworks in eradicating poverty, reducing inequality, and building a sustainable future, Ethiopia has proactively integrated and aligned the SDGs with its Ten-Year Development Plan (TYDP, 2021-2030), ensuring these goals are mainstreamed across all sectors of the economy (UN Women, 2024).

#### Box 5 Ethiopia's National Gender Legislation

Since the enactment of Ethiopia's National Women Policy in 1993, the country has made consistent progress in advancing gender equality and women's empowerment through the establishment of key institutions (most notably, the Ministry of Women and Social Affairs), participation in international treaties, and the introduction of progressive legislative reforms. To ensure that gender equity is carried through to all levels of decision-making and resource allocation, the National Women Policy requires all federal and regional public institutions to have a department responsible for overseeing gender issues – typically through Women's Affairs Bureaus. Increasingly, dedicated finance and capacities on gender mainstreaming are also being prioritised at the highest levels of government through – for example - the Ministry of Finance and Economic Development's recent adoption of gender-responsive budgeting and reporting for key sectors, like health. (Gender Equity Unit, 2023)

Ethiopia's progress is reflected in both the WBL Index and the GGGI – which each capture critical markers of progress, and highlight where notable disparities persist. WBL scored Ethiopia 76.9 out of 100, which is above the regional average. This is largely due to high scores for mobility, workplace and assets (where, for example, there is no gender difference in property and inheritance laws). Conversely, laws concerning pay and parenthood are particularly low, and to improve on these Ethiopia would need to introduce reforms that: support equal remuneration for work of equal value, allow women to work in the industrial sector, and stipulate paid parental leave to avoid women leaving (or being disadvantaged) in the workplace. (World Bank, 2023) According to the GGGI, Ethiopia ranks 79 out of 146 countries, with its political empowerment subindex scoring particularly high. This is visible through Ethiopia's female head of state (one of only five in SSA) and the fact that the country has almost tripled its score over the past decade (closing 43.1% of its gender gap in this category). In contrast, Ethiopia sits in the bottom ten countries worldwide for educational attainment, largely due to notable gendered differences in literacy rates and tertiary education enrolment (although small improvements are evident year on year). Progress toward parity in economic participation and opportunity is also low; while Ethiopia is one of six countries to have increased the share of women in technical positions by 1 percentage point between 2022 and 2023, in real terms, only 34.3% of technical positions are held by women. (WEF, 2024).

### **Barriers to effective implementation of policies, legislature and commitments**

Beyond these markers of progress and areas for growth, it is evident that gender disparities differ vastly across urban and rural settings, ethnic groups and regions. Despite progressive laws and regulatory reforms, patriarchal social norms and structures continue to perpetuate gender gaps in many contexts which have major economic and social implications. (Gender Equity Unit, 2023) One of the major obstacles to achieving gender equality in Ethiopia remains the lack of reliable data. The absence of accurate information on the status of women hampers efforts to monitor progress and identify areas requiring policies and further intervention. Furthermore, much of the existing data is not disaggregated by gender, making it challenging to gain a full understanding of the situation. Therefore, advancing gender equality in Ethiopia demands a long-term commitment, collective action, and a comprehensive strategy that tackles the complex and interconnected aspects of gender inequality (UN Women, 2024). Additional work is also needed to implement and further develop policies that recognise unpaid care and domestic work. Given that women are disproportionately represented in this area, greater support targeted at reducing this burden on women would have notable impacts on closing the gender gap in employment and earnings. (UN Women, 2018). Gender-based violence is also rife; almost a quarter of all married women suffer physical abuse, and a third of all women experience some form of physical, emotional or sexual violence in their lifetime. (World Bank, n.d.) (USAID, n.d.)

### **Women in agriculture**

In Ethiopia, women farmers perform up to 75% of farm labour, which equates to 70% of the country's household food production (Chandel et al, 2022) (UN Women, 2018). Despite these significant contributions, women farmers face major gendered disparities that have implications on both their personal circumstances and the broader economy. For example, they typically produce 35% less than male farmers and cultivate land that is on average 0.48 ha smaller than the land of their male counterparts. With less access to land, women farmers are inherently at a disadvantage given the critical role that land ownership plays in securing formal credit and other forms of collateral, along with other resources like water supply, improved seeds, fertilizers etc. This is coupled with notable disparities in women's access to extension services, education, transport, information and technologies all of which impact the effectiveness and sustainability of their farming practices, leading to less productive, profitable and diverse outputs. (Chandel et al, 2022) (UN Women, 2018) (World Bank, n.d.)

Poverty in most of Ethiopia's rural areas is also deeply gendered, particularly so in pastoralist areas. Women in these areas are poorer than men, with the poorest groups being those in female-only households. These same households tend to rely on female farm plot managers who are typically older women that are divorced or widowed, with lower education levels and who have a significant number of dependents. And while women dominate the agriculture sector, their participation in farmer forums is still often mediated by men which impedes their voice and agency in the sector. (UNWomen, 2018) (N. Mehary, 2023)

A 2016 study estimated the monetary value of the gender gap in the sector, which amounted to as much as 203.5million USD. Such findings are triggering shifts in agricultural legislative reforms to offer more inclusive and equitable investment in the sector, although noticeable improvements in practice take time due to the aforementioned ingrained societal norms. Some gaps in the country's national seed system are highlighted in Box 6 below.

#### **Box 6 Snapshot of findings from AGRA's Gender Gap Analysis in Ethiopia's National Seed System**

AGRA's deep dive into the gendered differences in Ethiopia's National Seed System was conducted using the SeedSAT. It highlights areas for improvement, requiring effort by both the government and private sector actors – for example (AGRA, 2022):

- Women are still not visible in seed quality assurance processes, and efforts are required to ensure greater inclusion of them among seed inspectors, seed importers and exporters, and their participation in national seed trade organizations and national seed growers' organizations.
- Due in part to a lack of guidance on inclusive communication channels, there are significant gender gaps in women's awareness of and participation in farmer groups, as well as their access to extension services.
- There is a need for the Government to consider the provision of incentives to women small-scale producers to effectively participate in the production and commercialisation of seeds.

### **Climate change and gender equality**

The effects of climate change in Ethiopia are not gender neutral. Research shows that women and children are the highest risk groups, most vulnerable to climate shocks and stressors (with sub-factors, like location, age and disability status further compounding this vulnerability). The drivers behind this are attributed to gender-based differences in access to assets and credit, time use and responsibilities at household and community levels, and differential treatment of women and men by formal institutions (which affects their ability to receive information, benefit from support, etc.) (World Bank, 2021) (N. Mehary, 2023). Climate change and environmental degradation have a significant impact on the agriculture sector, which has major implications on farmers' productivity – the majority of whom are women that lack time-saving and climate-responsive technologies, tools and information (UNWomen, 2018). It is evident that climate change is furthering exacerbating inequalities which restrict Ethiopian women's ability to meaningfully participate in all spheres of life (UNDP, 2021).

Acknowledging this, as part of Ethiopia's NDC revision in 2021, a gender analysis was conducted to ensure key issues and entry points to promote gender equality through climate action were effectively integrated into the updated NDCs. The study found that, while Ethiopia's climate change policies and strategies for agriculture, forestry and energy were generally women-responsive, the areas identified for GHG emission reduction in the NDC's agriculture, forest and natural resource measures reflected "limited genderdization". The same was found to be the case for the NDC adaptation measures, where only four out of the 66 performance indicators stipulated the need for gender disaggregated data. This implies that, at the point of integrating these measures into implementation strategies and plans at the sectoral level, more needs to be done to ensure climate action is responsive to the differing needs of women and men. For example, the study recommended that the introduction of green technologies and approaches in the agriculture sector need to focus on reducing existing burdens on women – where the division of labour at the farm level is highly gendered. (UNDP, 2021)

Similarly to the updated NDCs, Ethiopia's Climate Resilient Green Economy National Adaptation Plan (NAP) reflects a clear commitment to ensuring adaptation options are designed and prioritised through a gender-sensitive lens, whereby the needs of women are given due attention so that they benefit equitably from climate action (Federal Democratic Republic of Ethiopia, 2019). However, beyond this principle on gender-sensitivity, little is stated in the NAP on gender-responsive approaches or sex disaggregated data collection that would indicate how this will be achieved in practice.

### 3.3.2 Legal, policy and stakeholder landscape

National instruments focussed on the intersection of gender, climate and agriculture are described below, along with the stakeholders involved in operationalising or supporting their objectives.

#### National instruments and commitments

**Table 3-5 Legal and policy landscape: Ethiopia**

Instrument	Relevant content
National Policy on Women (1993)	Requires that every federal and regional public institution must have a dedicated department responsible for coordinating gender issues, typically in the form of a Gender Directorate / Gender Focal Point.
Climate Resilient Green Economy Facility: Gender Mainstreaming Strategy	Provides strategic direction to guide the CGRE Facility in tackling gender inequalities through its operations, in the form of a Gender Action Plan.
National Adaptation Plan (2019)	Includes a guiding principle focussed specifically on ensuring gender sensitivity informs NAP implementation and prioritisation.
Updated National Determined Contributions (2021)	Informed by a detailed gender gap analysis, the updated NDCs stipulate that gender-responsive approaches must be adopted across all adaptation measures (despite only four performance indicators explicitly requiring sex-disaggregated data).

#### Key stakeholders

**Table 3-6 Stakeholder map: Ethiopia**

Stakeholder	Mandate
Ministry of Women and Social Affairs	Responsible for ensuring women's rights and promoting their participation in all spheres of life – social, cultural and economic. The Ministry receives a regular budget from Government for gender-related NDC activity implementation.
Gender Affairs Directorate at the Ministry of Finance	Responsible for gender-responsive budgeting at a national level.
Regional Ministries of Women's Affairs	Bolsters the capacity of, and supports, the Ministry of Women and Social Affairs to deliver its mandate at a decentralised (regional) scale.
Ministry of Agriculture – Gender Focal Point	The Ministry includes a team leader focussed specifically on Women, Children and Youth. As with the Ministry of Women and Social Affairs, this Ministry also receives a regular budget from Government to implement NDC measures – with the understanding that these should be gender-responsive.
The Network of Ethiopian Women's Association	An advocacy group dedicated to advocating for women's voices to be heard, lobbying for their rights and fostering the advancement of gender equality in Ethiopia.
Enat Bank	An inclusive national bank, dedicated to supporting women's economic needs through innovative technologies and services.
Organization for Women in Self Employment (WISE)	A CSO dedicated to supporting low-income self-employed women and girls, to improve their self-reliance and quality of life through targeted programmes focused on

	business skills training, leadership, financial and technical education and the establishment of women-led micro enterprises.
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## 3.4 BURKINA FASO

### 3.4.1 National overview: status of gender equality

Burkina Faso has demonstrated its commitment to international gender frameworks, aligning with global efforts to promote gender equality and women's empowerment. As a signatory to key international conventions such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action, the country has integrated gender equality principles into its national development policies. Burkina Faso has also embraced the Sustainable Development Goals (SDGs), particularly Goal 5, which seeks to achieve gender equality and empower all women and girls. Through these commitments, the government has worked to enhance women's participation in decision-making, improve access to education and healthcare, and address gender-based violence. Despite challenges related to poverty and security, Burkina Faso continues to work towards meeting its international obligations for gender equality (The Global Green Growth Institute, 2019).

#### **Box 7 Burkina Faso's National Gender Legislation**

Burkina Faso's Constitution affirms gender equality, and the country has established a national institutional framework to promote the status of women through the Ministry for the Promotion of Women and Children. In 2013, Gender Groups were created in each ministry to promote gender mainstreaming, though their capacity remains limited. The Government adopted the National Gender Policy in 2009, aimed at ensuring equal participation, access to resources, and decision-making for both men and women. That same year, a law was introduced mandating a 30% quota for women's representation on electoral lists, with political parties facing a 50% funding cut for non-compliance (The Global Green Growth Institute, 2019).

Burkina Faso scored 82.5/100 under the World Bank's Women, Business and the Law (WBL) Index, above the regional average, achieving a perfect score in workplace, entrepreneurship, assets and pension. The main areas for improvement include pay, where there is no law that mandates equal remuneration for work of equal value for men and women, and where women are unable to work in jobs deemed hazardous including construction and factories (World Bank, 2023). Under the World Economic Forum's Global Gender Gap Index (GGGI), it was ranked at 120 out of 146 countries, a drop of 11 places since last year. Its position is largely attributed to its low scores for educational attainment and political empowerment, though it was noted that it is one of seven countries in sub-Saharan Africa to have achieved equal gender representation in senior economic roles (WEF, 2024). Nevertheless, it still scored lower than the regional average, with further progress needed.

#### **Barriers to effective implementation of policies, legislature and commitments**

Gender inequality remains a significant issue in Burkina Faso, despite efforts to enhance women's participation and representation. Women and girls continue to face disproportionate barriers across education, healthcare and economic opportunities, worsened by humanitarian crises such as the rise of militant extremist groups and the impact of the COVID-19 pandemic. These crises have exacerbated existing inequalities, making it even harder for women to access opportunities and

resources. Furthermore, deeply entrenched patriarchal norms and cultural practices have impeded progress toward gender equality (CEPPS, 2021).

Although the Burkinabe government has introduced measures, including a gender quota for parliamentary candidates, women remain severely underrepresented at the national, regional, and community levels of politics, limiting their influence on decision-making processes (CEPPS, 2021). Additionally, a recent study affirmed that there is a significant gender gap in wages, driven by a notable difference in the number of women who are not paid at all for their work, in part due to drivers like occupational segregation across all sectors, with women typically being employed in lower-productivity sectors. This gender gap is not associated with educational attainment. Instead, it stems from women experiencing lower economic benefits from marriage and the presence of young children in the household, meaning they are often employed as unpaid work in family businesses and farms. This suggests that social norms, which view women's primary role as caregivers, are the underlying cause of this disparity (Aletheia Donald, 2024).

**Women in agriculture**

Across Burkina Faso, agriculture employs a significant portion of the workforce, accounting for 74% of the overall labour force. In total, 76% of women, compared with 72% of men (International Labour Organization, 2022) are engaged in the agricultural workforce. In rural regions of the country, the primary area for agricultural production, women assume responsibility for domestic, agricultural and non-agricultural tasks. This includes providing the household with food and looking after children, as well as working on the farm doing tasks from weeding to harvesting. Despite their numerous responsibilities, women have significantly less access to the resources and services necessary to enhance their productivity and income and to alleviate their domestic burdens (Diendéré AA, 2023).

In those instances where women own a farm, this reduced access to services translates into barriers when trying access to financial resources and credit. This has led to women primarily concentrating on lower-value crops, as well as having reduced adoption rates of farming technology. Where women are utilized in the form of labour, they are unlikely to be paid at all, largely down to them primarily being recruited to work on family farms (World Bank Group, Africa Region, 2024).

**Climate change and gender equality**

Burkina Faso submitted its updated Nationally Determined Contributions (NDC) in 2021. It emphasises the need for gender analysis in the priority sectors of the NDC and the development of gender-sensitive NDC sector plans. It also states that any data collected will be disaggregated by sex where possible and to include more women (and young people) in agriculture (Government of Burkina Faso, 2021).

Burkina Faso has submitted a National Adaptation Plan (NAP) in 2015, which acknowledges that women are more vulnerable to the impacts of climate change and there is need to account for this when implementing the activities outlined in the NAP. It also notes the need to integrate gender mainstreaming when considering access to adaptation techniques, and to provide increased capacity building in leadership for women (Burkina Faso Ministry of Environment and Fishery Resources, 2015). It has not submitted a Climate Change Gender Action Plan (ccGAP).

**3.4.2 Legal, policy and stakeholder landscape**

**National instruments and commitments**

*Table 3-7 Legal and policy landscape: Burkina Faso*

Instrument	Relevant content
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National Gender Strategy 2020 – 2024	Emphasizes the integration of gender perspectives in addressing the impacts of climate change on agriculture. It highlights the vulnerability of women in the agricultural sector and the need to empower them through capacity-building and equitable access to resources like land and credit. The strategy advocates for gender-sensitive policies that enhance women's resilience to climate change, ensuring their active participation in climate adaptation strategies
Nationally Determined Contributions (NDC) in 2021	Emphasizes the need for gender-sensitive NDC sector plans, and the need for gender disaggregated data.
National Adaptation Plan (NAP)	The NAP acknowledges both the impacts of climate change on women, along with ways to address this.

## Key stakeholders

**Table 3-8 Stakeholder map: Burkina Faso**

Stakeholder	Mandate
Ministry for the Advancement of Women and Gender	Responsible for ensuring the effective implementation and continuous monitoring of the Government's policy on advancing women and gender equality, with a particular focus on reducing gender inequalities to promote equitable and sustainable human development
Association Burkinabé des Femmes Battantes (ABFB)	Formed in 2008, it was created to improve the development opportunities for women. Many of its programme's centre around agriculture, including building a processing plant for cassava which will serve two purposes; provide a consistent source on income and serve as an education centre for other women who may be interested in processing and selling their own products.

## 3.5 MALAWI

### 3.5.1 National overview: status of gender equality

The Government of Malawi has implemented robust measures to ensure that social inclusion and gender equality are integrated into all development frameworks. Internationally, Malawi ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1987 and is a signatory to the Beijing Declaration and Platform for Action (BDPA). Additionally, Malawi ratified the Southern African Development Community (SADC) Protocol on Gender and Development in 2008 and has committed to the UN Sustainable Development Goals (SDGs), including SDG 5, which focuses on achieving gender equality and empowering all women and girls. Progress on SDG 5 in Malawi includes legislative reforms, increased female participation in decision-making, and efforts to reduce gender-based violence. These actions demonstrate the Government's commitment to advancing the legal status and protection of women and vulnerable groups (African Development Bank, 2020).

#### Box 8 Malawi's National Gender Legislation

The Government of Malawi's efforts to improve the current state of gender equality can be seen through its increasing number of policies on the matter. The Constitution of Malawi explicitly guarantees equal rights for women, prohibiting discrimination based on language, culture, or religion. Section 30 of the Constitution affirms the rights of all individuals and communities, giving special attention to women, children, and people with disabilities.

Additionally, the Government has enacted several gender-related laws to address the challenges faced by women and girls. These include the Prevention of Domestic Violence Act (2006), the Deceased Estates (Wills, Inheritance and Protection) Act (2011), the Gender Equality



Act (2013), the Trafficking in Persons Act (2015), the Child Justice Act (2010), and the Marriage, Divorce and Family Relations Act (2015). In 2017, the Constitution was further amended to align the legal definitions of a child and marriageable age at 18, aiming to eliminate child marriage in all forms. The Land Act was also revised in 2017 to enhance women's access to, control over, and ownership of land, a critical productive asset (African Development Bank, 2020)

Efforts to integrate gender considerations into broader country strategies include the "Malawi 2063 Vision" which acknowledges the negative impact gender inequality has across all sectors and commits to advancing gender equality at all levels through a multi-sectoral approach (Malawi National Planning Commission).

Malawi scored 80.0/100 under the World Bank's Women, Business and the Law (WBL) Index, achieving a perfect score in workplace, pay, marriage and assets. The main areas for improvement include mobility and parenthood, where women are unable to choose where they live or apply for a passport in the same way as a man, and there is no paid leave of at least 14 weeks available to mothers (World Bank, 2023). Malawi was not covered in the 2024 World Economic Forum's Global Gender Gap Index (GGGI) (WEF, 2024). However, it was included in the 2023 report, with a rank of 110 out of 146 countries, and an increase of 22 places from the previous year. This is largely due to a substantial shift in its subindex score for political empowerment, due to the increasing number of women in ministerial positions (WEF, 2023).

### **Barriers to effective implementation of policies, legislature and commitments**

The Ministry responsible for gender issues has limited capacity and funding, weakening coordination efforts. Key structures like gender focal points exist but are under-resourced, hindering effective implementation of gender and empowerment programs. Gender-based violence (GBV) remains prevalent, and laws addressing GBV and early marriage are not widely enforced due to poor dissemination (African Development Bank, 2020). . National data indicates that Malawi has a larger gender gap in secondary enrolment compared to the Sub-Saharan Africa average and lower overall enrolment levels. Girls choosing to drop out of school prematurely, often in favour of starting a family, can have lifelong implications for their health, fertility, skills, economic opportunities, and agency. These factors are interconnected in complex ways, but global evidence indicates that investments in keeping girls in school are particularly crucial. These investments have substantial impacts on their earnings, standard of living, child marriage and early childbearing, fertility, population growth, health and nutrition, agency and decision-making, social capital and institutions, and future per capita investments in human capital (The World Bank, 2022).

### **Women in agriculture**

The Malawi economy is highly dependent on agriculture, contributing over a quarter to the country's GDP, and employing approximately 80% of the population with the majority being women. However, the sector's contribution to GDP is hampered by the large gender productivity gap. On average, plots managed by women are 25% less productive. This is largely attributed to lower levels of inputs (including seeds and fertiliser), reduced access to labour, technology and knowledge as well as constraints on crop choice (The World Bank, 2022).

A recent study in Malawi, looking at Maize fields, found that female farmers were much more likely to use poor quality seeds, reduced amounts of fertiliser and farm on lower quality soil compared to their male counterparts. Additionally, the study found that when accounting for the quality and quantity of these inputs, there was no gender gap in agricultural yield (William J. Burke, 2021). Additionally, extension services are critical for ensuring women have equitable access to agricultural inputs and receive fair returns from those inputs. However, research indicates that female farmers and female-headed

households in Malawi are less likely to receive agricultural advice than men. Additionally, the rate of female-headed households receiving advice decreased between 2016 and 2018. Older women heading households face a particular disadvantage, being the least likely to receive agricultural advice (Ragasa, 2019). This is further compounded by the fact that most women plot managers are widowed, divorced, or separated, leading to fewer household members contributing to agricultural labour. Consequently, women often rely on female family labour, including themselves and their children as they are rarely able to afford to hire male labour. When they do, it's often less productive due to affordability issues, cultural bias, or women's competing domestic responsibilities (The World Bank, 2022).

#### Box 9 Snapshot of findings from AGRA's Gender Gap Analysis in Malawi's National Seed System

AGRA's deep dive into the gendered differences in Malawi's National Seed System was conducted using the SeedSAT. It highlights areas for improvement, requiring effort by both the government and private sector actors – for example (AGRA, 2022):

- There is no evidence of breeding, variety release, and maintenance activities aimed at promoting gender equality and including women and youth. Additionally, although smallholder farmers, especially women, have extensive knowledge of seed varieties, seeds are still exchanged in agrarian communities marked by gender inequalities, unequal land distribution, and social stigma.
- Trained extension officers are largely men, reinforcing the perception that women are not farmers and should not be consulted on agricultural decisions
- Women's participation in farmer organisations, such as labour-saving cooperatives, producers' organisations, and marketing groups, is limited. This limitation negatively impacts their access to product markets and, more importantly, their potential for resource allocation.

### Climate change and gender equality

Malawi submitted its updated Nationally Determined Contributions (NDC) in 2021. As part of its social protection remit it makes mention of *“promotion of gender mainstreaming in policies, programmes and projects”* as well as a commitment to *“actively integrate the mainstreaming of gender considerations within climate change measures and where relevant to track climate change issues and indicators according to gender and vulnerable groups”*. This is echoed throughout, highlighting the need to ensure climate change adaptation measures are planned with a gender lens and tracked to account for gender and other vulnerabilities.

Malawi has not submitted a National Adaptation Plan or a Climate Change Gender Action Plan (ccGAP) thus far. However, it does have a National Adaptation Plan Framework under its Ministry of Natural Resources, Energy and Mining Environmental Affairs Department which includes gender as one of its guiding principles. Within this it calls for a gender-responsive approach to the NAP process including ensuring adaptation actions consider women's access and impact alongside the use of sex-disaggregated data and inputs from gender experts for planning purposes (Government of Malawi, 2020).

## 3.5.2 Legal, policy and stakeholder landscape

### National instruments and commitments

Table 3-9 Legal and policy landscape: Malawi

Instrument	Relevant content
Malawi 2063 Vision	A long-term development blueprint that focuses on agriculture productivity and commercialization, industrialization, and urbanization, through modernization, mechanization, and sustainable practices, aiming for enhanced productivity and food security. The plan emphasizes gender equality and women's empowerment, advocating for gender-responsive policies and women's active participation in various sectors.

National Gender Policy (2015)	Aims to eliminate gender-based violence, enhance women's participation in decision-making, and ensure equal access to education, healthcare, and economic opportunities. Regarding agriculture and climate change, the policy emphasizes the need for gender-responsive strategies to improve women's access to agricultural resources, technology, and training. It also highlights the importance of addressing the specific vulnerabilities of women to climate change impacts and integrating gender considerations into adaptation and mitigation efforts.
National Climate Change Management Policy	Guides efforts to address climate change through adaptation, mitigation, technology, and capacity building. It emphasizes integrating gender considerations, ensuring climate initiatives are inclusive and address women's specific needs, promoting their participation and leadership. In agriculture, it advocates for climate-smart practices, sustainable land management, and improved access to climate information and technology, aiming to boost productivity and resilience, particularly benefiting women who play a significant role in farming.

## Key stakeholders

**Table 3-10 Stakeholder map: Malawi**

Stakeholder	Mandate
Ministry of Gender, Community Development and Social Welfare	The Ministry, amongst other aspects, is responsible for the coordination of all gender equality and women's empowerment measures and programmes.
MicroLoan Foundation Malawi	It has been delivering financial services to women in rural communities since 2002. It provides loans and ongoing business and financial literacy training to clients across its 22 branches and eight satellites. With a large proportion of clients engaging in farming,
National Smallholder Farmers' Association of Malawi (NASFAM)	NAFSAM is the largest independent smallholder-owned membership organization in the country. It provides a number of services to its members including training in business management, marketing, quality control, literacy and basic education and information services. It emphasizes a gender-inclusive approach and has developed a gender programme to ensure equitable participation on farming and association leadership.
CISANET	Civil society organization established in 2001 to facilitate the engagement of CSOs working in the agriculture sector with government on policy. They have a strong position on the need to invest in women for agricultural transformation to be possible.

## 3.6 TANZANIA

### 3.6.1 National overview: status of gender equality

Tanzania has demonstrated a strong commitment to promoting gender equality through its participation in various international frameworks and agreements. The country is a signatory to key international instruments such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which it ratified in 1985, reaffirming its pledge to eliminate gender discrimination and promote women's rights. Tanzania is also a member of the Beijing Declaration and Platform for Action (1995), where it committed to taking concrete steps to empower women and promote gender equality in areas such as education, health, and economic participation. Additionally, Tanzania actively engages with the Sustainable Development Goals (SDGs), specifically Goal 5, which aims to achieve gender equality and empower all women and girls by

2030. The country is also part of the African Union's Agenda 2063, which emphasizes the importance of gender equality for sustainable development on the continent (UN Women, 2023).

#### **Box 10 Tanzania's National Gender Legislation**

Beginning in 1992, the Government of Tanzania has consistently pushed for the integration of gender equality into its ministries and policies, starting with the creation of the Ministry of Community Development, Women's Affairs and Children (now known as The Ministry of Community Development, Gender, Women and Special Groups) (The World Bank, 2022). A suite of policies and commitments followed this, aimed at increasing women's participation in society and protecting their rights. This includes the 1999 Land and Village Land Acts offer equal land ownership rights to men and women, The 1971 Law of Marriage Act grants women equal property rights within marriage, including the right to contract, sue, and be sued. However, it controversially allows girls aged 14-15 to marry with parental or court consent, despite a 2019 court ruling mandating the marriage age for both genders to be 18. (UN Women, 2023). More recently, gender considerations have been integrated into the Tanzania Development Vision 2025, which commits to redressing gender imbalances and empowering women (The United Republic of Tanzania, 1999).

Due to these efforts, Tanzania is ranked above regional averages for the World Bank's Women, Business and the Law (WBL) Index and the World Economic Forum's Global Gender Gap Index (GGGI). Under the WBL Index, Tanzania scored 81.3/100 and received a perfect score for workplace, pay and mobility (World Bank, 2023). Its main areas for improvement include parenthood and assets, where there is no paid leave of at least 14 weeks available to mothers, and both sons and daughters as well as male and female surviving spouses do not have equal rights to inherit assets (World Bank, 2023). However, for the GGGI, Tanzania is ranked 54 out of 146 countries, down six places from last year (WEF, 2024). This drop is largely due to a decrease in its subindex scores for economic participation and opportunity, as well as educational attainment.

#### **Barriers to effective implementation of policies, legislature and commitments**

Whilst the areas for improvement differ between the GGGI and WBL Indexes, they both fundamentally indicate a need to improve the opportunities available to women and girls from education through to work, including the impacts on marriage and parenthood. Many of the legal frameworks perpetuate gender disparities or have significant gaps. One such example is the Law of Marriage Act, which permits marriage for girls as young as 15, whilst the Law of the Child Act does not address the legal age of marriage or prohibit child marriage. Progress was made when Tanzania's high court ruled in 2016 that marriage of girls under 18 is unconstitutional, a finding reaffirmed by the Court of Appeal in 2019. (The World Bank, 2022) However, it is crucial to align statutory laws with this ruling to ensure consistency and clarity. With over one-third of women in Tanzania married before turning 18, and over half married before turning 20, these rates are more than five times higher than those for men (The World Bank, 2022). Further barriers to successful enforcement include the limited representation of women in decision-making roles which hinder their participation in governance. Limited access to resources and institutional bias, along with violence and harassment within governance structures, further discourage women's involvement, undermining their confidence and opportunities for leadership. This is then subsequently reflected through the ongoing systemic challenges, including discriminatory legal frameworks and sociocultural barriers rooted in traditional norms (Lulu, 2024),

#### **Women in agriculture**

Across Tanzania, agriculture employs a significant portion of the workforce, accounting for 65% of the overall labour force. In total, 67% of women, compared with 64% of men (International Labour Organization, 2022) are engaged in the agricultural workforce. Despite women making up the majority, female farmers appear to experience a reduction in both quantity and quality of yields compared with their male counterparts. This appears to be because of reduced access to male farm labour and decreased returns from both labour and non-labour inputs, including pesticides and organic fertilizers (Vanya Slavchevska, 2015).

Female plot managers, often widowed, divorced, or separated, lack male household labour and rely more on female family labour, which tends to be less productive. In instances where they can afford to hire male labourers, they tend to be less productive under female management, possibly due to lower-quality labour affordability or cultural biases against working for female managers (The World Bank, 2015). Additionally, women's unequal return from non-labour inputs (i.e. pesticides and fertilizers) is likely related to either using lower quality products, or insufficient knowledge on how and when to apply them (The World Bank, 2022).

Due to the significant role agriculture plays in the Tanzanian economy, in April 2022, President Samia Suluhu announced “Agenda 10/30”, aimed at bolstering agricultural output growth by 10% by 2030. Amongst other measures, the centre of this strategy is the expansion of labour and land, with over 3 million workers expected to be added to the sector by 2025, made up mostly of women and youth. It also aims to ensure each farmer is allocated a minimum of 10 acres of land (UNDP, 2023).

### Climate change and gender equality

Tanzania submitted its first Nationally Determined Contributions (NDC) in 2018 and has since submitted an updated version in 2021. In its most recent NDC, under adaptation measures to be pursued, there is a brief mention of gender mainstreaming, highlighting the need for enhanced gender equity in climate change adaptation actions as well as promoting measures to address the negative impacts of climate change on women. Beyond this, there is no further mention of gender issues including anything related to mainstreaming or equality (The United Republic of Tanzania Vice President's Office, 2021).

Tanzania has not submitted a National Adaptation Plan (NAP), though it does have a National Adaptation Programme of Action (NAPA) which makes no mention of gender equality or mainstreaming (United Republic of Tanzania, 2007). It does however have a Climate Change Gender Action Plan (ccGAP), which was issued in 2013. It acknowledges the disproportionate impact climate change will have on women, as well as their role as agents of change. Within this, agriculture was identified as a priority sector, due to its contribution to the Tanzanian economy and employment prospects. As an objective, it largely promotes the need for greater integration and consideration of women in agricultural activities, outlining several broad-scope actions by which to do so (United Republic of Tanzania Vice Presidents Office, 2013).

## 3.6.2 Legal, policy and stakeholder landscape

National instruments and key stakeholders working at the intersection of gender, climate and agriculture in Tanzania are captured in the following tables.

### National instruments and commitments

**Table 3-11 Legal and policy landscape: Tanzania**

Instrument	Relevant content
The National Guidelines for Mainstreaming Gender into Environment (2014)	A set of guidelines to be used by all actors involved in environmental management.

National Climate Change Response Strategy 2021 - 2026	Provides a set of interventions on adaptation and mitigation, designed to strengthen Tanzania's response to climate change. It references the need for gender mainstreaming, and to do so using the national guidelines (as mentioned above). It also seeks to address gaps including the use of gender-disaggregated data in M&E and gender budgeting. It also places a great significance on agriculture but does not draw any significant connections between the sector and gender issues.
Updated Nationally Determined Contributions (2021)	The 2021 NDC mentions gender mainstreaming briefly, but apart from this there is no further mention of gender.
Climate Change Gender Action Plan (ccGAP)	Addresses the disproportionate impact climate change will have on the livelihoods of women. Within this, agriculture was identified as a priority sector, where it promotes the need for greater integration and consideration of women in agricultural activities, outlining several broad-scope actions by which to do so.
The National Plan of Action for Violence Against Women and Children (NPA-VAWC), and revisions to The Law of Marriage Act	Launched in 2016, the plan aims to lower rates of teen pregnancy and child marriage along with the practice of female genital mutilation.
National Agricultural Policy (2013)	Addresses agricultural challenges and outlines strategies to combat land degradation. It aims to improve climate change adaptation by promoting sustainable environmental practices, enhancing carbon storage through conservation agriculture and agro-forestry, raising awareness of agriculture's potential as a carbon sink, and strengthening the efficient use of renewable natural resources.
The Inheritance Act (1963), The Lands Act (1999), and The Village Lands Act (1999).	Key legislature promoting female land ownership in Tanzania. They aim to boost formal land registration and secure land tenure, addressing gender discrimination in customary land systems. The Village Lands Act invalidates any customary law denying women, children, or persons with disabilities access to land. Additionally, the Inheritance Act protects widows from being disinherited by their in-laws. Despite these policies, implementation challenges persist, and women's land ownership remains low.

## Key stakeholders

**Table 3-12 Stakeholder map: Tanzania**

Stakeholder	Mandate
The Ministry of Community Development, Gender, Women and Special Groups – Department of Gender Development	The Ministry's role includes the integration of gender considerations into national plans and sectoral budgets. As a result, the 2024/25 budget guidelines issued by the government require all ministries and institutions to include gender issues in their budgets. This directive ensures that gender equality is not just a policy on paper but a practical element of the country's development agenda, aligning with the global SDGs on gender equality.
Ministry of Agriculture	The charter of the Ministry of Agriculture covers policy and services aimed at modernising and enabling an effective agricultural system. This includes capacity building, research and development, fostering collaboration and monitoring crops and food reserves. Whilst it doesn't mention gender specifically, it does include within its mandate the need to consider crosscutting issues in agriculture. This is echoed under its "Agricultural Training, Extension Services and Research Division" which also mentions cross cutting issues under training, and specifically identifies gender
Finance2Equal Tanzania (F2E)	A programme launched by the IFC and designed to reduce the gender gap when accessing financial services. Through a three-pronged approach focusing on

	research, peer learning and advisory services, F2E sought to address the underlying constraints and implement firm-level interventions.
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## 3.7 ZAMBIA

### 3.7.1 National overview: status of gender equality

Zambia has shown strong dedication to promoting gender equality by engaging in various international agreements. The country ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1985, affirming its commitment to eliminating gender-based discrimination and advancing women's rights. As a participant in the Beijing Declaration and Platform for Action (1995), Zambia has pledged to address critical areas such as women's empowerment, health, and education. Additionally, Zambia is committed to the Sustainable Development Goals (SDGs), with a specific focus on Goal 5, which aims to achieve gender equality and empower all women and girls by 2030. On a regional level, Zambia is a signatory to the African Union's Agenda 2063, which emphasizes gender equality as essential for sustainable development across Africa (The World Bank, 2023).

#### Box 11 Zambia's National Gender Legislation

In recent years, Zambia has significantly expanded its policy and legal framework to promote and foster gender equality. Legislation on gender equality covers several sections including health and education, as well as economic opportunities and agency. This includes the National Gender Policy which promotes gender equality and addresses gender-based violence through equal opportunity initiatives, enhanced support services for survivors, and community engagement programs involving men and boys. In addition, the Gender Equity and Equality Act (GEEA) No. 22 of 2015 aligns Zambia's legal framework with international and regional gender equality standards, including CEDAW, and prohibits sexual harassment and discriminatory practices. It also mandates the creation of a Gender Equity and Equality Commission to oversee gender issues (The World Bank, 2023).

This commitment to gender equality is mimicked in its development agenda, where as part of its Zambia Vision 2030, the Government of Zambia outline its intention to "eliminate gender inequalities in social economic development" and improve "educational attainment and eliminate gender gaps at all levels of human and social economic development." (Republic of Zambia, 2006). As part of its National Action Plan, it has committed to integrating both climate change and gender into its annual planning and budgeting process, with a set of guidelines and a corresponding checklist to be finalised that will be used to guide government ministries on this matter (Ministry of Green Economy and Environment, 2023).

Zambia is ranked above regional averages for the World Bank's Women, Business and the Law (WBL) Index and the World Economic Forum's Global Gender Gap Index (GGGI). Under the WBL Index, Zambia scored 81.3/100 and received a perfect score for workplace, pay and entrepreneurship (World Bank, 2023). Its main areas for improvement are pensions and mobility, which do not account for periods of absences due to childcare in pension benefits, and insufficient legislation that would allow women to apply for a passport in the same manner as a man (World Bank, 2023). Zambia's GGGI rank currently sits at 92 out of 146 countries, dropping by 2 places between 2023 and 2024, predominantly because of its subindex scores for political empowerment and educational attainment. However, Zambia was one of the 26 countries that came out joint first under the subindex ranking health and survival (WEF, 2024).



## **Barriers to effective implementation of policies, legislature and commitments**

Zambia's progress in closing the gender gap has been challenging, with gender imbalance present in multiple aspects of society. In particular, enforcement of gender equality commitments is significantly hindered by various complex barriers. One of the most pervasive challenges stems from deeply entrenched cultural and traditional norms that uphold patriarchal values. These norms often limit women's rights and perpetuate gender stereotypes, undermining the effectiveness of gender equality policies. In many rural areas, traditional customs, such as early marriage and unequal inheritance practices, take precedence over statutory laws, making it hard to implement legal reforms designed to protect women's rights (Chikatula, 24). Additionally, the capacity of institutions responsible for implementing gender equality policies is often limited by a lack of resources, funding, and trained personnel. Many gender-related programs are underfunded, which leads to weak implementation and monitoring of gender commitments. Even where policies exist, the lack of political will and prioritization of gender issues often leads to slow progress in enforcing them (The World Bank, 2023).

Finally, low levels of public awareness, particularly in rural areas, further complicate efforts to enforce gender equality commitments. Many women and men are unaware of the legal protections and rights guaranteed by international agreements and national policies. This lack of knowledge makes it difficult to build the broad-based support needed to drive change and advocate for gender equality. As a result, enforcement of gender equality commitments remains a challenge, requiring not only legal reforms but also cultural shifts, resource allocation, and increased awareness at all levels of society (The World Bank, 2023).

## **Women in agriculture**

In Zambia, agriculture is a vital sector for the economy, providing food, employment, and income for a significant portion of the population. It is estimated that more than 57% of Zambians rely on agriculture for their livelihoods (International Labour Organization, 2022). This sector plays a critical role in poverty alleviation and economic growth, with various government initiatives in place to support agricultural development and resilience (International Monetary Fund. African Dept., 2023). Of those women in employment, approximately 62% (International Labour Organization, 2022) are engaged in the agricultural sector, making it the primary source of income for the majority of women. Women primarily participate in subsistence and rain-fed agriculture, as many face barriers when it comes to accessing and/or controlling resources that would allow them to expand their capacity. This includes both statutory and customary land tenure being heavily gendered and limited financial inclusion with an estimated 66% of women not having access to any form of financial services (The World Bank, 2023). This is compounded by the comparatively low literacy levels of women (66%), compared to men (82%), which limits their ability to access and engage in formal training and business opportunities (The World Bank, 2023).

## **Climate change and gender equality**

In 2018, the Government of Zambia launched its Climate Change Gender Action Plan (ccGAP) which is designed to ensure that Zambia's climate change processes incorporate gender considerations, ensuring that both women and men have equal access to participate in and benefit from climate change initiatives. It recognises the disproportionate impact climate change will have on the livelihoods of women, as well as the pivotal role women can play in adaptation measures. It advocates for policy reform, education, increased awareness, academic research, sex-disaggregated data and greater capacity-building and training (IUCN, 2018).

The implementation of ccGAP is referenced in both Zambia's National Adaptation Plan (NAP) (Ministry of Green Economy and Environment, 2023) and its updated Nationally Determined Contributions (NDCs) (Government of Zambia, 2021), though the NDC neglects to go into further detail. Zambia's NAP does however raise the need to integrate both climate change and gender into its annual planning and budgeting process. This includes consideration for the different needs and priorities of



men and women, with a set of guidelines and a corresponding checklist to be finalised that will be used to guide government ministries on this matter. It also sets out a training programme for the implementation of the ccGAP, as well as one for the Gender Focal Points in ministries and non-state actors (Ministry of Green Economy and Environment, 2023).

### 3.7.2 Legal, policy and stakeholder landscape

National instruments and key stakeholders working at the intersection of gender, climate and agriculture in Zambia are captured in the following tables.

#### National instruments and commitments

**Table 3-13 Legal and policy landscape: Zambia**

Instrument	Relevant content
National Gender Policy (2023)	Agriculture is identified as a priority sector for fostering sustainable economic growth, and with women supplying 55% of the labour, their involvement is deemed key. It flags key issues including poor economic security as women are often engaged in informal or seasonal employment or work with their families, along with the limited influence women have in decision-making as well as access and control over resources. Measures proposed to tackle this include facilitating women's access to resources and services including land and finance alongside mainstreaming gender into policy and agricultural practices.
Updated Nationally Determined Contributions (2021)	Mentions Zambia's ccGAP, but apart from this there is no further mention of gender.
National Adaptation Plan (2015 – 2030)	Raises the need to integrate both climate and gender into its annual planning and budgeting process, as well as the finalisation of a set of guidelines covering this, and a training programme focused on the implementation of ccGAP.
National Policy on Climate Change	Launched in 2017, the National Policy on Climate Change is designed to stem the impact of climate change, which also includes a focus on reducing crop failure and its impact on economic growth.
Climate Change Gender Action Plan (ccGAP)	Addresses the disproportionate impact climate change will have on the livelihoods of women and advocates for policy reform, education, increased awareness, academic research, sex-disaggregated data and greater capacity-building and training.
The Gender Equity and Equality Act (GEEA) No. 22 of 2015	Incorporates key international and regional human rights instruments on gender, including CEDAW, the Beijing Declaration and Platform for Action, the Maputo Protocol, and the SADC Protocol on Gender and Development. It also prohibits sexual harassment and harmful practices while aiming to eliminate all forms of discrimination against women.

#### Key stakeholders

**Table 3-14 Stakeholder map: Zambia**

Stakeholder	Mandate
Gender Division (formerly known as Ministry of Gender)	It is responsible for “ <i>coordinating and monitoring the effective implementation of Gender policies with other government Line Ministries and cooperating partners.</i> ”
Ministry of Agriculture	The mandate of the Ministry of Agriculture covers the adoption of smart and innovative measures to improve productivity as well as supporting agricultural trade and marketing. Under its Programme Planning, Monitoring and Evaluation Unit it lists mainstreaming of gender within the sector as one of its priorities.
Zambia Agricultural Research Institute (ZARI)	ZARI sits under the Ministry of Agriculture and focuses its work on generating agricultural technologies, with a focus on those used by small-scale farmers.

Zambia Women Entrepreneurs Finance Initiative (We-Fi)	Designed to support women entrepreneurs by <i>“scaling up access to financial products and services, building capacity, expanding networks, offering mentors, and providing opportunities to link with domestic and global markets.”</i>
Saving for change	A project funded by the Swiss Agency for Development and Cooperation (SDC) and implemented by Development Aid from People to People (DAPP), a Zambia-based NGO, with the support of World Food Programme (WFP). It helps to form and train groups on financial management and business skills, whilst also allowing farmers to save and borrow from the groups fund. It has a strong footprint in agriculture communities, and actively promotes the inclusions of women.

## 4 RE-GAIN programme-level gender analysis

Building on the country-level analyses above, this Chapter describes RE-GAIN's approach to understanding the programme-specific gender dynamics within the seven countries, the way in which these dynamics influence key gender domains, and the impact that these domains may have on programme activities. The Chapter then describes the findings from applying this stakeholder-driven approach, serving as a basis for developing the Programme's Gender & Inclusion Action Plan (Chapter 5).

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### 4.1 APPROACH

National and local stakeholder workshops were facilitated in each of the seven RE-GAIN countries, serving as key informants of this programme design process. The first round of workshop discussions (comprising 14 workshops) focussed on the pressing climate challenges faced during harvesting, post-harvesting and processing, transportation and logistics processes – considering the specific regions and crops selected per country – and potential solutions that could be provided by the RE-GAIN programme to overcome these. These workshops were attended by a range of stakeholders, with on average 50% representation of male and female participants.

Building on these workshops, a second round of engagements was facilitated at national and local levels (comprising 14 workshops in total), to garner feedback and recommendations on the solutions and barriers to accessing them, with a particular focus on the gender, environmental and broader social considerations that may influence the sustainability and impact of the proposed solutions on different sub-groups of the target communities. A core focus of these workshops therefore explored:

- The environmental and social risks and impacts of the implementation of solutions, informing the development of Annex 6.
- Potential gender and youth -specific barriers that may impact women and youth's adoption of solutions and identifying opportunities to overcome these, as a guide to determining key recommendations and actions proposed in this Annex 8.

The dedicated gender and inclusion session was structured in three parts:

- The first focussed on describing the roles that women play in harvest and post-harvest value chains – and whether these differ for male counterparts, and youth.
- The second element of discussion considered various domains that influence women, men and youth engagement in agriculture, and specifically the harvest and post-harvest activities for the select country crops. These domains included:
  - Practices and participation;
  - Knowledge, beliefs, and perceptions;
  - Access to assets;
  - Legal rights and status;
  - Gender roles, responsibilities and time use; and

- Power and decision-making.
- The session concluded with group discussions on specific opportunities and barriers that women, men or youth may experience in adopting the identified solutions.

As with the first round of workshops, there was – on average – gender parity in participation in both the national and local workshops, with a diverse range of stakeholders invited, including ministry representatives, development agencies, farmer associations, the private sector and individual farmers. The workshop notes from the gender sessions are contained in APPENDIX A of this document.

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## 4.2 FINDINGS

As with many of the findings presented in Chapter 2 on the disparities (and underlying drivers) between women and men within the context of agriculture and climate change – many clear, common and consistent themes on gender and inclusion emerge from the fourteen workshop reports. This sheds light on the fact that, while the seven RE-GAIN countries differ in terms of gender equality considerations across key sectors and markers / indicators of progress, they experience many similarities in terms of the gender dynamics that influence the involvement of women and youth in agricultural value chains. As such, findings from the workshops are presented in summary format below. Given the inherent linkages between the domains listed below, many findings are interlinked or cut across multiple domains.

### **Gender domains: the underlying drivers that influence the roles, voice, choice and control that women, men and youth have in agricultural value chains**

Patterns in the practices of women, men and youth involved in the agricultural sector are largely reflective of how these groups are viewed more broadly in terms of their contribution to, and position within, society as a whole. During the workshops, most participants coupled discussions on “practices” with the typically assigned “roles and responsibilities” of these different groups. The graphic below presents a snapshot of the most common delineation of roles, indicating differences and areas of overlap in the responsibilities of women, men and youth at various stages along agricultural value chains. For example, while all groups are involved in land preparation activities, the way in which these activities are assigned reflects the underlying patriarchal power dynamic that governs how land is used; men take a lead role and operate at the meta-scale of land preparation activities while women and youth take on supportive, more menial tasks. This delineation is similarly echoed across the post-harvest value chain stages and thus of significance to the planning and design of the RE-GAIN programme, which focuses on these latter stages.

The narrative that follows provides more depth into the implications of these roles in terms of other key gender domains.

	Land preparation 	Harvesting processes 	Post-harvest handling & storage 	Transport & logistics 
Women 	Planting Weeding	Manual reaping, Hand threshing, Winnowing, Cleaning	Hand threshing, Winnowing, Cleaning Drying, Storing, Sorting	Packaging Transport to local markets
Men 	Purchasing inputs Ploughing Seasonal benchmarking & planning Pest control	Mechanised reaping, Hauling (Loading & off loading)	Storage facility construction, Manual/ mechanised threshing, Loading & off loading	Transport & logistics to larger markets, Marketing & sales, Financial management
Youth 	General field labour	General field labour	Assistance to older women with post-harvest food preparation tasks	Technology use (marketing / finance / weather)

The land preparation stage is not included in RE-GAIN's remit

**Figure 4-1 Typical delineation of roles and responsibilities**

Socio-cultural and gender relations were noted as the significant underlying reasons for food value chain inefficiencies, which in turn directly cause food loss. The different productive and social roles of men and women, as prescribed by socio-cultural structures affect their access to and control over assets, knowledge and services, and their participation in productive activities and decision-making. This impacts the efficiency of the food value chain and hence is an underlying reason for food loss. From the findings, it was also evident that women and men have different needs, constraints and preferences when carrying out their activities along the agricultural value chains. These gender concerns are particularly relevant in determining the response of a specific food value chain to food loss reduction approaches and interventions, and consequently determining their effectiveness and impact of FL-RS.

### Practices & participation

- Women typically participate in more labour-intensive, menial / tedious tasks like planting, winnowing, weeding, and threshing. This stems from perceptions that women are more patient than men, and also inexperienced / incapable of using machinery, pesticides etc. Often, these tasks are also delineated to specific crop types (for example, beans, grains and teff as well as subsistence fruit and vegetables grown for household consumption) and require traditional methods, while men have full control and responsibility over more profitable “cash crops” including transplanting and harvesting as well as decision-making on use of fertilisers, pricing and marketing of crops, and use of mechanised equipment. Women’s involvement in post-harvest activities is often unpaid and includes processing and food preparation. Typically, a portion of the food prepared during these post-harvest processes is retained for household consumption. Women thus place importance on their involvement in these activities as it provides assurance that certain produce is ringfenced for their families prior to sending goods to the market. Women’s access to and participation in markets is significantly lower than men, which affects their ability to sell produce, earn a fair income, and control the use of these proceeds.

- Both women and men attend agricultural-related groups or meetings, and at times women's level of participation exceeds that of men. Where women's participation has been higher than that of men, this has been due to intentional efforts by development programmes to reach more women. However, the role that they play in discussions is still influenced by patriarchal norms; women and youth are more reserved in meetings, while men take on primary speaking and decision-making roles. Youths' views in particular are often overlooked by elders. However, the creation of dedicated savings groups and farmers associations for women and / or youth shows positive signs of empowerment, where women and youth can express themselves, engage in discussion, and influence decisions. In time, this may lead to greater parity in engagement during mixed meetings as women and youth grow in confidence and men's perspective on the benefits of meaningfully including women and youth evolves.
- Men, and to a lesser extent youth, are still the primary beneficiaries of extension support and agricultural training opportunities. This results in women having less access to agricultural inputs and technologies, and knowledge on new / more efficient or profitable practices, which limits their ability to upscale or diversify farming operations. The gaps women face in access to training, skills, and technology was reported to be due to a combination of gender norms and social biases, lower capital access, mobility limitations, lower levels of education, lack of decision-making power, and limited time due to their high burden of care work. However, where women are included in trainings, it appears that they are generally more receptive to such support.
- While youth provide significant labour across the agricultural value chain, they have limited autonomy and generally participate under the guidance of older family members, including working on labour-intensive activities alongside older men.

### **Knowledge, beliefs and perceptions**

Traditional and cultural beliefs play a significant role in agricultural practices, delineation of roles and responsibilities, and food choices within communities. This perpetuates beliefs that certain tasks are inherently more suitable for men, women or youth which can reinforce stereotypes, patriarchal mindsets and inequalities. In rural settings, across many of the RE-GAIN countries, these beliefs include:

- Women are caretakers, rather than agricultural producers and as such their work on family farms is often unpaid. They are perceived to have less knowledge about advanced farming techniques and have lower literacy rates, and therefore receive less exposure to agricultural education opportunities. Tasks like winnowing, sorting and food processing for household consumption, as well as cleaning tasks in agricultural settings, are performed by women as these activities are associated with the domestic realm.
- Men are viewed as primary decision-makers within household and community spheres – asserting their dominance through ownership / control of assets, higher levels of literacy, seniority within traditional structures, and control over higher value cash crops and livestock. For example, selling produce, even if produced or processed by women and youth, is assumed as a man's duty and the money accrued from these sales is managed to men.
- Youth are considered helpers, rather than primary contributors to agricultural processes and their involvement in decision-making processes is limited. In turn, youth tend to associate farming with poverty, and it is thus not considered a desirable form of employment by many.
- In some communities, polygamy is perceived as a source of labour, with women and children working on family farms which can have implications on girls' literacy levels, school enrolment rates, and early marriages.

### **Access to assets & legal rights and status**

Access to assets is inherently connected to the patriarchal sociocultural norms that dominate many rural communities in each of RE-GAIN's focus countries. This means that the presence of gender equitable legal rights – particularly those relating to ownership or inheritance of land and other productive assets (such laws are present in majority of the RE-GAIN countries)

– does not equate to enforcement or progress. In instances where traditional customs govern decision-making, this means that:

- Property acquired in a household is automatically considered the man's, and thus legally registered in the name of a man. This implies that in most communities and families, women and youth do not own land and other valuable assets (like livestock, infrastructure, etc.) and therefore have limited or no control over how such assets are used. This applies to inheritance as well, where customary laws still tend to favour boy children over women and girls. Such legal bias restricts women's control over family assets.
- Even in matrilineal societies where women do own land, there is still evidence that men control decisions relating to the use of such assets, limiting women's ability to fully participate in and benefit from their own resources. A knock-on effect of this is that women also have limited control over access and use of agricultural inputs like seeds, fertilizers and equipment.
- Land ownership is a primary enabler of accessing credit and other financial services, making it particularly challenging for women who do not have access to such collateral to secure financial support. This undermines their agricultural productivity and economic independence.
- Men and older women generally have more access to land than youth, making it difficult for youth to engage in entrepreneurial activities within the agricultural sector. However, youth tend to have greater access to information through the internet and social media platforms, which is increasingly being viewed by farmers as beneficial and useful.
- Where legal protections exist, women often still struggle to access – or choose not to draw on – legal representation. This extends to issues relating to property disputes, and domestic abuse or gender-based violence. This stems, in part, from very limited representation of women in local government and related legal support services.

### **Power and decision-making**

As evidenced through the above domain descriptions, clear power dynamics exist between women, men and youth within rural contexts. In summary:

- Men hold primary decision-making power within households, on farms and broader community structures. This extends to choices around land use, technology adoption, crop choice, marketing and sale of produce, and related financial matters (budgeting, use of proceeds, etc.). Their role as leaders extends to most local government structures and agricultural organizations (excluding those that are specifically designated for women or youth -only).
- Women make decisions that tie in with their domestic responsibilities, such as food security and nutrition, water and firewood collection and storage, health and hygiene, and small-scale subsistence activities. At times, a husband and wife may jointly make decisions on household budgeting and expenditure. This obviously differs for female-headed households, where all decisions rest with the household's matriarch.
- Youth hold no significant power in domestic or productive spheres, both at household and community levels. This partly stems from a common perception that they lack experience, meaning their opinions are often overlooked purely due to their age. At times, male youth will hold greater power over decisions than women in the household. Youth-targeted agricultural programmes are showing some potential to help empower youth and influence the receptiveness of older relatives to their opinions.

### **Adopting RE-GAIN's solutions: barriers and opportunities for women and youth**

The gender dynamics of these communities, and specifically how they relate to local agriculture sectors, provides an important foundation upon which RE-GAIN's proposed solutions can be explored in terms of uptake and suitability. Gender relations are also highly relevant in determining the effectiveness of food loss reduction strategies and interventions. The findings from



workshop discussions on the various solutions, in terms of potential barriers to women's adoption, and proposed solutions to overcome these, are summarised in the table below (again noting that responses were broadly aligned across all countries):

**Table 4-1 Summary of barriers to women's adoption and potential support**

Solution in the RE-GAIN Programme <sup>6</sup>	Women's preference	Barriers to adoption for women	Support necessary to overcome barriers
<b>Mechanical multi-crop thresher</b>	High - Medium	<ul style="list-style-type: none"> <li>• High upfront capital costs</li> <li>• Low literacy / lack of knowledge &amp; technical skills</li> <li>• Insufficient technical information available</li> <li>• Sociocultural barrier - use of equipment not suitable for women</li> </ul>	<ul style="list-style-type: none"> <li>• Affordable finance options (rent to own / agri leasing loans)</li> <li>• Set up women's savings groups</li> <li>• Technical capacity building / functional literacy</li> <li>• Sensitization of husbands</li> </ul>
<b>Metal and plastic silos</b>	High	<ul style="list-style-type: none"> <li>• High cost of materials</li> </ul>	<ul style="list-style-type: none"> <li>• Simplifying the design and using local materials</li> <li>• Capacity building on construction &amp; use / upkeep</li> </ul>
<b>Hermetic bags and polypropylene plastic bags</b>	High - Medium	<ul style="list-style-type: none"> <li>• Lack of local availability</li> <li>• Limited awareness and knowledge, which leads to resistance to change current practices</li> <li>• Delicate materials perish easily</li> </ul>	<ul style="list-style-type: none"> <li>• Set up local distribution facilities</li> <li>• Awareness creation on advantages</li> <li>• Improvements in quality of materials used / durability</li> </ul>
<b>Tarpaulins</b>	High	<ul style="list-style-type: none"> <li>• High cost</li> <li>• Lack of local availability</li> <li>• Usually made with poor quality materials</li> </ul>	<ul style="list-style-type: none"> <li>• Increased accessibility</li> <li>• Flexible payment options</li> <li>• Awareness creation on advantages</li> <li>• Improvements in quality of materials used / durability</li> </ul>
<b>Storage structures (storage sheds, huts, baskets)</b>	Medium - Low	<ul style="list-style-type: none"> <li>• Concerns about durability</li> <li>• Upfront costs for construction</li> <li>• Concerns about security of the crop / susceptibility to infestation</li> <li>• Lack of knowledge on construction / use / benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Training and awareness creation</li> <li>• Community based storage options through aggregation - enables affordability of solution</li> </ul>
<b>Storage protectants and control agents</b>	Medium - High	<ul style="list-style-type: none"> <li>• Concerns about possible effects of chemicals on women &amp; not aware of alternatives</li> <li>• Affordability of solution</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness creation and training on safe ways to use and dispose of chemicals</li> </ul>

## 4.3 RECOMMENDATIONS

As per Table 4-1, almost all solutions were considered of medium-to-high preference for women, but several notable barriers were consistently highlighted in discussion – flagging the importance of ensuring targeted gender-responsive support is provided as part of the RE-GAIN programme. Such support includes:

- **Improved, inclusive access to finance for women and youth.** The upfront cost of many of the solutions proposed was highlighted as a primary barrier to adoption by women and youth. It is therefore critical that inclusive and diverse

<sup>6</sup> Whilst moisture meters are among the final selection of physical solutions, these were not prioritised or discussed in-depth during workshops (with the exception of Kenya) due to a lack of knowledge – both of the existence of such technology and the application thereof.

finance options and services are made available to these groups. Examples of what these could entail include: establishing savings groups / community-based solutions that require investment from farmer groups; provision of subsidies for tools and inputs; rent-to-own schemes; agri-leasing loans with preferential rates for women and youth, etc.

- **Inclusive and accessible capacity building and awareness raising for women and youth.** While women were aware of each of the solutions proposed, they consistently acknowledged the need for capacity building / awareness raising: to ensure that tools, equipment and structures would be used correctly; on the benefits of changing current practices or preferences; and on financial management – including options available, budgeting, saving and repayment processes. Women's typically lower endowment of resources represents one way in which gender may influence FL-RS. Contact with extension agents is seemingly lower among women farmers, and this further gives them less access to the information and skills training that facilitate the adoption of new technologies
- **Sensitization of male community members.** In many communities, women's participation in training workshops, their use of mechanised equipment or chemicals, and ability to invest in – or access – finance options, are controlled by their husbands. It is therefore critical to ensure that men are included in discussions that centre around the importance of such opportunities, to garner their support and understanding of the broader family / community wide benefits of such.
- **Localised distribution of sustainable, high-quality products made using local materials.** Women voiced concerns around the quality and durability of solutions like tarpaulins and hermetic bags. This stems from past experiences, where they have purchased or been provided with such options and have been let down by the delicateness of materials. It is therefore important to both ensure that improved designs made with locally sourced, durable materials are made available, and that information on these improvements is shared widely so that women are suitably assured of the quality of such products and thus encouraged to invest in and utilised them.

Based on the above, and in keeping with RE-GAIN's programmatic approach, and the fact that common gender -related barriers and opportunities exist in each of the seven countries, a set of programme-wide gender and inclusion actions should be prioritised during subsequent design, implementation and M&E processes. These recommendations serve to guide the Gender & Inclusion Action Plan that follows.

## 5 Gender & Inclusion Action Plan

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### 5.1 KEY ASSUMPTIONS AND CONSIDERATIONS

To ensure that the findings and recommendations highlighted in Chapters 2 and 4 are integrated and implemented into the broader RE-GAIN Programme, a Gender & Inclusion Action Plan (GAP) has been developed. The Gender & Inclusion Action Plan's activities, indicators, implementation timelines and costings will be integrated into the Programme's broader workplan and budget. The Gender & Inclusion Action Plan should be adopted based on the following key assumptions and considerations:

- **Expertise.** The Plan makes an allowance for the appointment of a dedicated full time programme-level Gender Expert who will be responsible for overseeing the planning, delivery and reporting on all indicators; this expert will also serve as the lead technical specialist responsible for all process-related gender activities such as policy revisions, establishment of relevant systems and processes, awareness raising campaigns etc. The Gender Expert will also be responsible for ensuring equitable representation on RE-GAIN's Steering Committee and Programme Advisory Groups and provide the required technical gender expertise for all discussions held at these decision-making levels. AGRA's Gender and Inclusion Director will oversee the Gender Expert's delivery and outputs. The Gender Expert will be based at AGRA's HQ in Kenya. In addition to this fulltime Gender Expert, two parttime Gender Officers have also been budgeted for, who will sit in other RE-GAIN regions and be responsible for coordinating gender efforts and supporting delivery of the Gender & Inclusion Action Plan in their relevant geographies. This staffing structure ensures that the Gender & Inclusion Action Plan has the necessary resources and presence across the continent, so that each region can be readily serviced and risks can be effectively managed and escalated appropriately.
- **Alignment with RE-GAIN's Theory of Change.** Given the contribution of this Gender & Inclusion Action Plan to the Programme's broader Theory of Change (ToC), its Impact Statement, Outcomes and Outputs directly link with those in the ToC. This ensures that all proposed Activities clearly align with the Programme's primary activities and are thus embedded within the workplan – as opposed to being considered “additional” or of peripheral importance.
- **Preliminary processes at Programme Start Up.** As is standard practice for the start-up phase of a multi-country programme of this nature, several preliminary steps will be carried out prior to implementation of this Gender & Inclusion Action Plan. These include:
  - **Finalising RE-GAIN's gender and inclusion institutional arrangements**, which sit within the programme's broader organisational design. This primarily entails the appointment of a Gender Expert, whose responsibilities will be captured in a Terms of Reference, guided by this Gender & Inclusion Action Plan and aligned with AGRA relevant staffing policies. Lines of engagement between the Gender Expert and AGRA's country offices (notably AGRA's embedded gender personnel) will also be established, with roles and responsibilities between each group clearly defined.
  - Develop **country-specific Gender & Inclusion Action Plans** that directly feed into this programme-level Gender & Inclusion Action Plan. These will be informed by baseline gender assessments in each country, to ensure that the nuanced needs and contexts of each region of focus are accurately reflected in activities, targets and timelines. These country-level gender processes and outputs will be delivered during the first six months of the programme, with the country-level GAPs submitted to the GCF for approval in Q3 of Year 1. This is a critical step, which will inform the establishment of more specific disaggregated targets for women, men, youth and other

marginalised groups on a more granular scale. These will be reflected in both the country-level GAPs and the programme-wide GAP contained in this Annex (which will be updated once the country-level GAPs are approved).

- **Guiding principles for all women-only engagements.** Throughout the Gender & Inclusion Action Plan, various activities centre on targeted engagements, extensions services, and capacity-building sessions for women -only. The need for these women-only platforms was raised consistently across all seven countries, along with several important conditions that need to be understood and integrated into the planning and delivery of such events. These include:
  - Selecting a location that is convenient, safe<sup>7</sup> and hygienic.
  - Selecting a meeting time, day and duration that does not interfere with existing domestic or productive responsibilities, or take place during unsafe hours (early morning or late afternoon, where lighting is poor).
  - Provision of childcare assistance or facilities at the location.
  - Consideration of participants' language preferences and literacy capabilities, when selecting suitable trainers and developing supporting materials.
  - Invitations that explicitly mention women's attendance at trainings and other key interventions (given invitations that are generic tend only to bring men to project gatherings)
  - In contexts where couples training (i.e., a husband and wife are jointly invited to attend) is preferable over women-only engagements, the same principles should be followed.
- **Deliberate and targeted appointment of implementation partners.** Within the eligibility criteria used to select implementation partners, RE-GAIN has included a specific technical competency on the need for a partner to have demonstrated experience of working with women, youth and other marginalised groups. Their applications also need to align with RE-GAIN's E&S policy. This ensures that the on-the-ground support enlisted as part of the programme will be adept at working with the appointed Gender Expert to deliver several activities in the Gender & Inclusion Action Plan below. Given the importance of offering women-to-women extension support, RE-GAIN's selection of extension delivery partners will also ensure that the staff make-up of such delivery partners includes a suitable number of capacitated females who can service and support female beneficiaries.

## 5.2 GAP BUDGET OVERVIEW

The resource and budget allocations detailed in the Gender & Inclusion Action Plan (section 5.3) comprise the following elements:

**Table 5-1 Gender and Inclusion Action Plan costing information**

Budget line	Amount	Detail / justification
Programme Start Up	323,956 USD	This line item reflects the gender-related costs that will be incurred in the first six months of the programme, during which time country-level gender assessments and GAPs will be produced. This line item includes: six-month salaries for the Gender Team; travel expenses for field missions to each country; enumerators for qualitative and quantitative data collection.

<sup>7</sup> In addition to the potential logistical challenges associated with locations that are too far from central communal areas, having to travel too far from homesteads places women at risk of sexual violence.

Gender Experts	3,156,556 USD	This line item covers the salary and all required travel expenses of the Gender team for the duration of the programme <i>excluding the first six months</i> , given this has been captured in the above line item.
Gender and inclusion activities within REGAIN's broader training, awareness raising campaigns and capacity building	259,337 USD per country for the programme duration	This line item represents the budget allocated to gender-related activities associated with training, awareness raising campaigns, capacity building and learning exchange visits across all outputs. It is <i>additional</i> to the Gender Staff costs listed above. It sits within the master budget, and represents 12.5% of the overarching budget's total allocation for all training and awareness campaign expenses.
Additional budget for professional or contractual services required to address unforeseen or country-specific gender activities	479,934 USD per country per annum	Should unforeseen / nuanced / additional country-specific GAP activities be identified that fall outside of the activities currently costed in the overarching GAP, budget will be drawn from this master budget line item.

## 5.3 GENDER AND INCLUSION ACTION PLAN

**Table 5-2 Gender and Inclusion Action Plan**

<b>Impact:</b> Enhanced capacity of women and youth to respond to climate-triggered post-harvest food losses through improved and inclusive access to financing, promotion of context specific and gender-responsive innovations to reduce food loss, and better enabling conditions that promote the involvement of women and youth in FL-RS through public and private investments.				
Core outcome indicator	Target (direct)	Target (indirect)	Timeframe	Assumptions & notes
Female beneficiaries with improved food security	87,054 (50% of total direct beneficiaries <sup>8</sup> )	1,383 (50% of total indirect beneficiaries)	End of programme (Y5)	<p>This indicator represents the expected number of females that will benefit from RE-GAIN, by enabling household access to FL-RS.</p> <p>This differs from the Output level indicators below, which focus on indicators and targets for key sub-groups in the value chain, such as female smallholders, female leaders, and women- and youth- led cooperatives.</p>

Activities & Sub-Activities	Indicator	Target <sup>9</sup>	Timeframe <sup>10</sup>	Budget allocation / resourcing requirement	Responsible <sup>11</sup>
Programme Start-up					

<sup>8</sup> Assumption is that households, on average across all seven countries, are 50% female.

<sup>9</sup> Targets to be achieved per country unless otherwise stipulated.

<sup>10</sup> Immediate = first six months; Short-term = Y1; Medium-term = Y2-3; Long-term = Y4-5. These timeframes are subject to revision, based on finalisation of the programme's workplan during the start-up phase.

<sup>11</sup> Roles allocated based on likely programme staffing structure. To be finalised during the programme's start-up phase.

Develop country level gender assessments and action plans.	Conduct baseline gender assessments in each country	Country-level gender assessment produced	1 per country	Immediate	Overseen by Gender Expert with data collection and analysis by enumerators	Gender Team
	Develop country-level GAPs that feed into programme level GAP	Country-level GAP produced	1 per country	Immediate		
	Update this programme-wide GAP to reflect new / more detailed disaggregation of targets and indicators.	Programme GAP updated	1 programme-wide update	Short-term		
Outcome 1: Increased adoption of FL-RS by women and youth smallholders						
OUTPUT 1.1: Women and youth smallholders supported to adopt FL-RS						
1.1.1 Provide intentional and on-going access to information and technical advisory services on FL-RS to women and youth through VBAs.	Map out women’s, men’s and youth’s networks and platforms for effective dissemination of FL-RS information.	Dissemination networks mapped	1 per country	Short-term	Overseen by Gender Expert.  Cost of training covered in master budget.	Gender Team
	Develop gender-responsive and youth-oriented content on FL-RS for VBAs.	Content developed	1 per country	Short-term		
	Appoint implementation partners with experience in working with, and training, women and youth (individually and through VBAs.	Implementation partners appointed with GESI experience.	100% of partners appointed	Short-term		
	Train VBAs, trainers and women leaders in community structures on targeted gender and youth – focussed support and information sharing.	# trainings for VBAs, trainers and women leaders	1 per year per region <sup>12</sup>	Annual		Assigned implementation partner together with relevant VBAs
	Establish appropriate and regular forums for VBA engagement, designated for women and youth.	# engagements per community, dedicated to women and youth on FL-RS topics	1 per quarter	On-going		

<sup>12</sup> Noting multiple regions have been identified per country, and within these regions, select communities will receive support.



1.1.2 Identify, prioritise and facilitate women's access to FL-RS that most effectively reduce current workload / drudgery during post-harvest processes and enhance the efficiency and profitability of their efforts.	Facilitate demonstration and training sessions with women-only focus groups on use and benefits of various physical solutions to ascertain preferences.	# trainings per community	2 per year	Short-term	Cost of trainings covered in master budget	Gender Teamt & assigned implementing partner
	Identify community representative / liaison to oversee feedback mechanism whereby women can share preferences or complaints on product quality / needs with vendors to allow for continuous adaption of technologies to suit needs.	Community-vendor liaisons appointed	1 per community	Short-term	Overseen by Gender Expert	Relevant community committee  Supported by Gender Team
	Directly link women / women's groups with FL-RS vendors to facilitate their adoption of FL-RS [ <i>coupled with activity 2.2.1 on access to financing models</i> ]	Proportion of smallholder female farmers benefitting from FL-RS (as a % of total smallholder beneficiaries)	40%	On-going, long-term	Overseen by Gender Expert	Culmination of multiple activities costed in master budget.
1.1.3 Integrate gender and youth empowerment and leadership modules into all elements of RE-GAIN's awareness raising and capacity building initiatives (trainings, awareness activities, mass media campaigns, monitoring and outreach, knowledge products).	Develop appropriate content for the RE-GAIN's awareness raising and capacity building elements – ensuring approaches are gender and socially inclusive with dedicated aspects targeting acceptance / sensitization of male counterparts (including male farmers, vendors, processors, extension officers, etc.).	Gender responsive content developed & integrated	100% of initiatives / products delivered under RE-GAIN's broader Output 1.1 Activity Set.	On-going	Overseen by Gender Expert  Cost of trainings and materials covered in master budget	Gender Team
	Advise on all participant lists, ensure selection criteria on trainers includes relevant experience on working with women and youth, and oversee consistent application of this criteria, to ensure	% of participant lists and trainer appointments signed off by Gender Expert	100%	On-going		
		Male: female attendance ratio	60:40			

	equitable representation and expertise at in-person campaigns or trainings.					
1.1.4 Increase women’s decision-making capacities within the context of post-harvest value chains	Deliver targeted training modules to women in FBOs (or otherwise appropriate community farmer models) aimed at enhancing their decision-making and leadership capacities.	% increased of women in leadership roles in FBOs	30% increase from baseline	Long-term	Overseen by Gender Expert Cost of trainings and materials covered in master budget	Gender Team together with assigned implementing partner
<b>Impact Indicator 1.1:</b> An increase in women's appetite for leadership roles in the community as a result of RGAIN’s capacity building.		<b>Measurement method:</b> survey administered on women’s roles within community structures (capturing qualitative and quantitative metrics)		<b>Timeframe:</b> Programme start up and programme closure	<b>Responsible:</b> Overseen by Gender Expert and M&E Team	
OUTPUT 1.2: Improved and inclusive market linkages between agri-value chain actors – prioritising the involvement of women and youth						
1.2.1 Implement measures to overcome mobility, time, terrain and quality of product constraints that impede women’s participation in larger markets.	Conduct gender sensitive value chain (VC) analysis to identify specific nodes within VCs where women are predominant, analyse the challenges they face, and assess opportunities / entry points for women in male-dominated nodes of the VC. (as part of the Programme’s broader Activity on mapping existing actors in local agricultural value chains).	Gender sensitive value chain analysis conducted	1 VC analysis per country	Short-term	Overseen by Gender Expert	Gender Team
	Provide regular training and support to women and youth farmers, cooperatives and networks on meeting market standards, participation in quality control processes, and other marketing / business skills (as identified in VC analysis) – including facilitation of peer-to-peer mentorship support from both successful	# trainings	2 per community	Annual	Cost of training covered in master budget.	VBAs / extension officers  Supported by Gender Team

	women and men leaders in relevant VC nodes.					
	Consult with women smallholders to identify off-take service options (incl. collection centres, pooled transport options, etc.) that would overcome their mobility limitations.	# community-level consultations with women <i>on this topic</i>	1 per community	Short-term	Overseen by Gender Expert.	Gender Team
	Facilitate the appointment and capacitation of women as community aggregators responsible for price negotiations, liaison with women farmers and quality control.	Female community aggregators appointed	1 per community / region	Short-term	Overseen by Gender Expert	Relevant community committee  Supported by Gender Team
<b>Outcome 2: Enhanced supply and affordability of FL-RS for all</b>						
<b>OUTPUT 2.1: Business development support to women and youth -led initiatives (cooperatives, MSMEs, service providers)</b>						
2.1.1 Identify, incubate and / or support growth of women and youth -led FL-RS cooperatives, MSMEs, & service providers.	Identify women and youth -led initiatives operating in the FL-RS sector, including cooperatives, MSMEs, service providers etc. and assess their current capacity and skills.	Women and youth -led initiatives mapped and analysed	1 mapping per country	Medium-term	Overseen by Gender Expert	Gender Team
	Provide training programmes and bootcamps (delivered under RE-GAIN's broader Output 2.1) on business development, market intelligence, and market development support specifically for women and youth -led FL-RS initiatives – including a digital component that can be accessed post-trainings	# gender-responsive programmes / bootcamps	1 per region per year from Y3	Medium-term	Cost of training covered in master budget.	Business Development Expert  Supported from Gender Team

	Arrange exchange visits to successful women and youth -led initiatives operating in nearby villages.	# exchange visits	1 per region per year from Y3	Medium-term	Cost of exchange visits covered in master budget.	Gender Team
	Identify and map out credit / guarantee schemes and financial instruments with favourable lending conditions for women and youth -led agricultural endeavours.	Financial schemes and instruments mapped per country	1 financial mapping per country	Medium-term	Overseen by Gender Expert.	Gender & Finance Experts
	Facilitate women and youth-led FL-RS providers' access to existing credit / guarantee schemes through information sharing and networking platforms.	# community-level information sharing sessions with women and youth <i>on this topic</i>	2 per region per year	Medium-term	Overseen by Gender Expert.	
OUTPUT 2.2: Inclusive and accessible finance mechanisms for women and youth –led initiatives						
2.2.1 Provide enabling support and reduce barriers to access, to ensure women and youth farmers can benefit from RE-GAIN's two financial models <sup>13</sup>	Facilitate financial literacy training to women and youth -only groups, based on baseline capacity needs assessment.	# trainings	2 per region	Short-to-medium term	Cost of trainings covered in master budget.	Gender & Finance Experts
	Support the establishment or strengthening of women and youth -led cooperatives (or similar entities that prioritise women and youth employment) .	No. of new / strengthened women / youth -led cooperatives	TBC based on country level gender assessments	Medium-to-long term	Overseen by Gender Expert.	
		Proportion of employment opportunities created by RE-GAIN designated for women and youth (as a % of total employment)	40%	Long term		

<sup>13</sup> Acknowledging that the models have been intentionally designed to offer more inclusive access to finance under terms that are favourable to small holder farmers, cooperatives and agro-dealers who have typically struggled to secure traditional forms of finance.

	Facilitate information sharing sessions on the specific benefits of, differences between, and avenues to access, each model for women and youth -only groups – with agro-dealers and financial institutions present to allow for direct contact between groups.	# of sessions	1 per region	Quarterly, from when models have been established.	Cost of sessions covered in master budget.	
	Engage with FIs and agro-dealers that will be involved in each of RE-GAIN's financial models to determine whether the lending criteria / payment terms respond to the needs of women and youth farmers.	FIs and agro-dealers involved in RE-GAIN's financial models engaged	100%	Short-to-medium term	Overseen by Gender and Finance Experts	
	Provide capacity building and / or advisory support to ensure FIs and agro-dealers involved in each of RE-GAIN's financial models are suitably equipped to engage with and offer financial products and payment terms that suit the needs of women and youth smallholders.	Technical assistance provided to all FI's and agro-dealers identified as needing capacity / advisory support	100% of those identified	Medium-to-long term	Overseen by Gender and Finance Experts	
Impact Indicator 2.2: Enhanced capacity and sustainability of women- and youth-led initiatives (e.g., cooperatives, MSMEs, service providers) as a result of uptake of business development services.		Measurement method: survey administered to women and youth-led initiatives (capturing qualitative and quantitative metrics)		Timeframe: Prior to provision of capacity building support and again at programme closure	Responsible: Overseen by Gender Expert and M&E Team	
Outcome 3: Enabling environment for the uptake of inclusive FL-RS						
OUTPUT 3.1: Enhanced capacity of national institutions to enable investments that prioritise the needs of women and youth in FL-RS						
3.1.1 Strengthen and integrate the voice of women and youth	Where instruments exist that are favourable to women (including related laws on inheritance and ownership of	Local institutions and networks engaged on	1 engagement per country	Medium-to-long term	Overseen by Gender Expert	Gender Team

into FL-RS policy decision-making and implementation.	assets), support their domestication at local levels by working with appropriate local institutions (e.g. gender focal points within relevant agricultural, climate or environment institutions), existing women's networks and NGOs / partners on local dissemination and sensitization efforts.	policy domestication efforts				
	Where instruments do not exist, or are gender blind, provide support to policy development / revision processes, working with suitably mandated gender entities / focal points.	Gender responsive policy reforms / revisions proposed	1 gender responsive policy memo per country	Medium-to-long term		
<b>Impact Indicator 3.1:</b> An increase in the number of commitments and actions by national institutions that prioritize and facilitate investments to address the specific needs of women and youth in FL-RS		<b>Measurement method:</b> baseline and endline assessment of no. of commitments and actions conducted at programme start-up.		<b>Timeframe:</b> Programme start up and programme closure	<b>Responsible:</b> Overseen by Gender Expert and M&E Team	
3.1.2 Ensure that the promotion of successful FL-RS business models includes a gender and socially inclusive lens.	Ensure that within the business case developed for investment in FL-RS, there is an explicit focus on adopting gender-responsive approaches <sup>14</sup> and guidance on involving and empowering women and youth.	Gender and youth components / case studies integrated into business case	1 gender-responsive business case for the programme	Medium term	Overseen by Gender Expert	Gender Team
	Oversee inclusive awareness creation efforts on the promotion of successful FL-RS business models, through targeted information sharing campaigns to women and youth -led initiatives.	# information sharing campaigns targeted at women and youth <i>on this topic</i>	2 per year	Medium-to-long-term	Cost of campaigns covered in master budget.	Gender Team

<sup>14</sup> Including examples of successful rent-to-buy or lease-to-service schemes (along with other relevant financing mechanisms) that have proven favourable and beneficial to women in comparative contexts

## 6 Programme application

To ensure consistent application of gender-responsive and socially inclusive planning and implementation, per component and across all countries, several important principles and approaches are outlined below. These comply with AGRA's organisational commitments and globally accepted E&S best practice.

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### 6.1 GENDER INTEGRATION APPROACH

In keeping with AGRA's Five-Year Gender and Inclusion Strategy (2022-2027), the RE-GAIN Programme will adopt the Reach-Benefit-Empower framework across each of its three Outcome areas:

- Women and youth will be **reached** by actively ensuring that they are included as core Programme participants (measured through quotas at meetings and trainings, and number of women / youth -only events) and through targeted effort to identify and deliver benefits that women and youth place explicit value on (be these time savings, workload reduction, skills development, improved well-being, etc.).
- Linked to the above, **benefitting** women and youth will involve ensuring Programme interventions tackle specific needs and constraints to their productivity in the agriculture sector, through tangible actions designed to meet their preferences.
- **Empowering** women and youth will focus on strengthening their voice, choice and control over the various gender domains that they value. This aligns with the Programme's approach to utilising community-driven feedback and evidence-based interventions to effectively tackle drivers of disempowerment and power imbalances between women and men in post-harvest value chains.

These outcome areas should collectively support **transformative change**, alongside the creation of an enabling environment that addresses gender norms, through for example, interaction with powerholders in the community to critically examine gender norms, inequalities and influence change.

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### 6.2 GRIEVANCE MECHANISM, SAFEGUARDING TOOLS AND STAKEHOLDER ENGAGEMENT

#### 6.2.1 Grievance Mechanism

Stakeholder engagement measures will work pro-actively towards identifying and addressing issues before they become grievances. However, when grievances are reported they need to be addressed in a consistent and verifiable manner as part of the implementation of the ESMS (See Annex 6 of this Funding Proposal).

AGRA will ensure through the E&S Due Diligence that the grantee will establish a mechanism to receive and facilitate resolution of stakeholders' concerns, complaints, and grievances about the project's performance. Procedures stipulated by AGRA's Grievance Mechanism (Annex 9 of AGRA's ESMS Manual) will be followed and stakeholders' will be informed about the mechanism. The Grievance Mechanism is designed to be a transparent process that is gender responsive, culturally appropriate, and readily accessible to all segments of the stakeholders at no costs and without retribution. Furthermore, the mechanism will be verified by the AGRA E&S Manager, who will then communicate with the Team of E&S Officers. Those actions are applicable for IFC's risk Category A, B and C projects.



## 6.2.2 Safeguarding Approach

AGRA is committed to the protection and safeguarding of children and vulnerable adults (together referred to as Vulnerable Persons) and the Youth. AGRA acknowledges that it has a duty to ensure that its programs and operations are conducted in a manner that is safe for Vulnerable Persons and Youth. AGRA recognizes that there is potential for abuse to take place within the context of its programs, which are intended to address the needs of vulnerable communities and groups. AGRA's Safeguarding of Vulnerable Persons and Youth Policy sets out AGRA's commitment to protect the Vulnerable Persons including women and youth we work with either directly or indirectly, from any form of Abuse. It provides mandatory guidelines on preventing any form of Abuse and Exploitation of Vulnerable Persons and sets out codes of conduct that are applicable to AGRA's Staff and Partners in this respect. It also sets out the mechanisms AGRA will follow in the event any abuse is reported.

The policy is applied in conjunction with other AGRA policies, including but not limited to the following: (i) Ethics Policy (ii) Partners Code of Conduct (iii) Whistleblowing policy (iv) Sexual Harassment policy (v) Human Resources Manual, including disciplinary policies & procedures (vi) Data Protection policy. To operationalize AGRA's Safeguarding of Vulnerable Persons and Youth Policy, the HR, Legal and Gender, Youth and Inclusiveness units have developed the following tools for use in program implementation with partners, and are thus all applicable and will be utilised within the context of RE-GAIN:

- Safeguarding Implementation Plan
- Safeguarding and PSHEA Risk Assessment Form
- Travel Risk Assessment Form
- Safeguarding Incident Reporting Form
- Youth travel Information Table

## 6.2.3 SEAH and GBV Risk Management

AGRA's commitment to the Do-No-Harm principle is embedded in all its programmes. This commitment is operationalized through the abovementioned Safeguarding Policy, designed to prevent and respond to any risks of abuse or exploitation. This includes mandatory gender and safeguarding training for all staff, partners, and community leaders involved in programme implementation. For example, in Rwanda, AGRA has implemented Community-Based Safeguarding Committees composed of both male and female representatives who serve as the first point of contact for reporting SEAH and GBV concerns.

At the programmatic level, AGRA takes a proactive stance by integrating a GBV/SEAH Risk Assessment as part of its Gender Analysis Toolkit. This forward-thinking approach is applied before launching interventions in new contexts, ensuring that potential risks are identified and addressed from the outset. The toolkit includes specific modules on power dynamics, social norms, and potential risks related to GBV/SEAH. For instance, in Malawi, this risk assessment revealed that women engaging in higher-income agricultural roles faced heightened risks of domestic violence. AGRA responded by designing Household Gender Balance Trainings that worked with men and women to reduce tensions around shifting financial roles.

RE-GAIN will therefore adopt **AGRA's SEAH Policy** and **Risk Monitoring and Mitigation Framework**, which entails:

- **Country-Specific Safeguarding Risk Audits:** Conducted annually to identify program-specific risks related to SEAH and GBV.

- **AGRA's Grievance Mechanism**, which as stated above, is a robust system that is further strengthened with gender-sensitive reporting tools. These tools, including anonymous hotlines and online platforms, ensure that survivors of SEAH or GBV can report safely and without fear of retaliation. This effective system is a testament to AGRA's commitment to ensuring the safety and well-being of all individuals involved in its programs.
- **Partnership with Local Women's Rights Organizations:** AGRA collaborates with local organizations specializing in women's rights and GBV prevention in each focus country to ensure that participants can access immediate support and legal resources. For instance, in Tanzania, AGRA's partnership with local NGOs enabled swift referral services for survivors of SEAH during a community-based agricultural training program.

Annex 6's Appendix 1 elaborates on the potential programme risks associated with SEAH, in section 3.3 and Appendix D. The risk mitigation matrix included in Appendix 1 Annex 6 aligns with the instruments in place at AGRA to ensure programme teams are equipped and ready to deal with potential SEAH and GBV risks within the RE-GAIN programme, along with mitigation strategies and responsible parties.

#### 6.2.4 Stakeholder Engagement

Stakeholders are persons or groups who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively. They can include affected communities located near a project, particularly those subject to actual or potential project-related risk and/or adverse impacts on their physical environment, health or livelihoods.

How those stakeholders are engaged can determine the successfulness of a project implementation, as it forms the basis for managing a project's environmental and social impacts. A detailed consultation process is required and all engagement with stakeholders must be conducted in line with AGRA's Environmental & Social Safeguard Policy. A Stakeholder Engagement Plan (SEP) is required to be developed and implemented for each project on an appropriate scale. A SEP should be scaled to the project risks and be tailored to the characteristics of the affected persons or communities. Template of a SEP can be found in Annex 9.

The outcomes of the overall and country level strategic risk assessments should be formally taken into consideration in the updating and planning of AGRA's overall guidelines and strategy for engagement and documented through minutes, and in any engagement guideline or programme plan updates.

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# APPENDIX A Workshop Meeting Notes from Gender and Inclusion Sessions

The following subsections summarise the key gender aspects captured in each of the national and local workshop reports. These workshops were rooted in discussions that pertained specifically to the RE-GAIN programme. Each gender session was prefaced by presentations, groupwork and feedback sessions on the targeted agricultural value chains selected per country as well as the specific FL-RS focal areas of the programme, which provided the broader context within which gender specific issues, opportunities and needs were discussed.

While every effort was made to ensure that the gender sessions were delivered consistently across countries, the facilitators also ensured that the nature and direction of discussion focused on issues considered most pertinent to the stakeholders in the room. As such, the focus and granularity of the findings from each workshop differ somewhat.

Key takeaways are combined for each country's national and local workshops.

## A 1. KENYA

*Table 7-1 Key gender takeaways from Kenya's national and local stakeholder engagements*

Discussion topic	Key takeaways
<b>Gender domains</b>	<ul style="list-style-type: none"><li>• Women and youth have limited access to land, and no decision-making power, both from a cultural and (presumed) legal perspective. In instances where legal rights do exist for women, they are not necessarily commonly practiced.</li><li>• Interestingly, most farmer groups are either predominantly composed of women or have a majority of women members. Women tend to attend trainings, accept and seek services than men and youth.</li><li>• Youth often lack collateral.</li><li>• Women and youth primarily engage in harvesting, threshing and processing within the value chain. Women also seem to be more focused on nutrition and the overall welfare of the home. Men, traditionally focus on marketing, and transportation, as well as anything that typically involves the use of mechanised equipment. Youth may also be employed alongside men for anything very labour-intensive.</li></ul>
<b>FL-RS preferences, barriers &amp; solutions</b>	<ul style="list-style-type: none"><li>• Of the shortlisted solutions for Kenya, tarpaulins and plastic sheets have the highest preference amongst women, followed by hermetic bags, threshers/shellers and moisture meters. Storage structures were included amongst the lowest.</li><li>• Financial solutions were seen as the main support required to improve opportunities for adoption of these solutions amongst women, be it in the form of credit or improved access. Current credit interest rates are very high (up to 10-12% per month). Second to financial solutions was the need for greater training and capacity building, that would need to be inclusive and accessible.</li></ul>

## A 2. UGANDA

*Table 7-2 Key gender takeaways from Uganda's national and local stakeholder engagements*

Discussion topic	Key takeaways
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<b>Gender domains</b>	<ul style="list-style-type: none"> <li>• Women are involved in harvesting, drying, storing, threshing beans, cleaning the grain, etc. They are responsible for food security, safety of produce under storage, etc.</li> <li>• Men are involved in transportation and marketing, packaging, threshing maize, processing etc. They make decisions on enterprises, methods of threshing, modes of transport, types of markets where produce is sold. Men have more opportunities to access credit or access to finance loans than women and youth, because they have greater access and ownership of land (most communities and families do not allow women and youth inherit land). They are also given platforms during meetings – overshadowing women and youths views.</li> <li>• Youth are involved in harvesting but have no significant power or decision-making capacity. They have more access to information due accessibility to social media platforms.</li> <li>• Women fear of being ashamed of reporting their husbands to legal structures when husbands do wrongs.</li> <li>• Attendance of meetings and workshops is more by men, who in most cases do not pass on the knowledge to women. In most community meetings, women do not talk or eat if not allowed by men in participation.</li> </ul>
<b>FL-RS preferences, barriers &amp; solutions</b>	<p>Highest preference for specific types of support include access to finance for women; empowerment through training (requiring consent from husbands, and their involvement in women trainings); tarpaulins and plastic sheets (which requires access to affordable funding, could be linked to existing programs, and requires improvements in the current poor quality of bags that are available). Mechanical multi-crop threshers are also needed, but these will require subsidies for women farmers due to high upfront costs.</p>

## A 3. ETHIOPIA

**Table 7-3 Key gender takeaways from Ethiopia's national and local stakeholder engagements**

Discussion topic	Key takeaways
<b>Gender domains</b>	<ul style="list-style-type: none"> <li>• Women are responsible for the food security of the household, as they are the ones that are saving production for household consumption.</li> <li>• Women are quite actively engaged in farming, from harvesting to threshing to processing. They have a significant workload. But most of their employment is informal.</li> <li>• Teff is very labour intensive, and the land levelling is done for women. It's rare for women to be used in ploughing, but there are more than before.</li> <li>• Post-harvest is quite cumbersome (labour and time intensive), and women are the ones primarily doing the activities, as it seems like they have more 'patience'.</li> <li>• Women are often also perceived to being more reliable, so they are often hired for research activities</li> <li>• Women are more involved in the value-addition activities in the smaller scale, while men are more involved in large-scale value addition activities with farmers.</li> <li>• Women are particularly responsible for the building of storage structures.</li> <li>• The more market oriented the production of wheat becomes, the less the women become involved as women are not part of these initiatives or these services.</li> <li>• Extension services are targeted to men.</li> </ul>

**FL-RS preferences,  
barriers & solutions**

- Primary barriers faced by women farmers span technical issues; financial issues and capacity of the household (given time demands of domestic responsibilities).
- Strategies to empower and include women in agricultural programmes include: provision of temporary childcare to allow women to engage with trainings; get local “gate keepers” to influence the social norms; appoint male gender champions – men that break the social norms; create enabling environment so that women can participate in training and activities; promote different technologies that address women’s needs (fertilizers; biogases (might be able to reduce the workload for women)).

## A 4. BURKINA FASO

*Table 7-4 Key gender takeaways from Burkina Faso’s national and local stakeholder engagements*

Discussion topic	Key takeaways
<b>Gender domains</b>	<i>Focus of discussions was on preferences, barriers and solutions only.</i>
<b>FL-RS preferences, barriers &amp; solutions</b>	<ul style="list-style-type: none"> <li>• Preferred / needed solutions for women farmers include: making airtight bags available, mechanical threshers and gins for several crops, protection and storage control agents, storage structures.</li> <li>• Apart from harvesting machines (deemed unsuitable for women), other tools are possibilities for adoption for women. While many of the proposed solutions have already been adopted, access is poor because of the high prices.</li> <li>• To overcome these obstacles, according to participants, it will be necessary to subsidize the tools, train women on their use, and facilitate women's access to microfinance institutions.</li> </ul>

## A 5. MALAWI

*Table 7-5 Key gender takeaways from Malawi’s national and local stakeholder engagements*

Discussion topic	Key takeaways
<b>Gender domains</b>	<ul style="list-style-type: none"> <li>• Women continue to carry the burden of food production and ensure food security in the family. The impacts of climate change make this situation worse. Despite their role in production and post-harvest activities, women are marginalised in several areas:</li> <li>• Most assets are owned by men. In matrilineal societies in some parts of Malawi, women do own land but may have limited decisions related to assets. Most households’ assets are passed on through the boy child.</li> <li>• The Constitution of Malawi and the new Land Act provide equal access to land. The reality on the ground is that most of the customary land is owned by men. Even when women do own assets, cultural norms frequently prevent them from having control over these assets.</li> <li>• There is a clear division of labour, with men traditionally handling tasks such as land preparation and threshing, while women are responsible for weeding, transplanting, and harvesting. This division restricts women's opportunities for income generation, as certain tasks are valued more than others. Furthermore, women often have less time for income generating activities due to their childcare and household responsibilities. Women tend to have limited control over some crops such as maize, but</li> </ul>

would play a leading role in crops such as beans which are considered as ‘women crops’. In situations where women participate with men, decisions are still made by men. The creation of groups/ cooperatives and training activities tend to enhance equal participation of women and men in farming activities.

- Women tend to have lower literacy levels because some families have lower value in educating women who are sent for early marriages. The lack of education puts them at a lower status in the society. The youth tend to associate farming with poverty. On the other hand, older people feel that young people cannot lead in farming activities or groups.
- There is an unequal distribution of knowledge and training opportunities, with men more likely to attend agricultural training sessions. This disparity restricts women's access to new technologies and farming practices.
- Although both men and women participate in productive labour, women are also involved in reproductive labour as well as welfare for the family, community and society in general. Although most men have spare time, they are rarely available for programmed activities.
- At the household level, power and decision-making are dominated by men. Likewise in agriculture, men typically wield more influence and make the majority of decisions regarding planting, fertilizer use, and selling crops. This power imbalance limits women's control over agricultural practices and income, perpetuating gender disparities. This is not the case for the private and public sectors where qualified individuals have equal opportunities to take senior decision-making roles.

**FL-RS preferences,  
barriers & solutions**

*Focus of discussions was on gender domains only.*

## A 6. TANZANIA

**Table 7-6 Key gender takeaways from Tanzania's national and local stakeholder engagements**

Discussion topic	Key takeaways
<b>Gender domains</b>	<ul style="list-style-type: none"> <li>• Women tend to participate in labour-intensive activities such as planting, weeding, and harvesting. They have limited participation in decision-making roles or higher-value activities like marketing and financial management. They are also involved in post-harvest processing and food preparation, often unpaid. Women face significant barriers in accessing financial resources, limiting their ability to invest in agricultural inputs and technologies. Access to agricultural technology is also often restricted, with women facing greater challenges in obtaining and using these tools effectively.</li> <li>• Men engage in land preparation, ploughing, and activities that involve machinery. They are more likely to control financial aspects and decision-making in farming operations. And they participate in marketing and selling of produce, typically seen as the face of the farming business.</li> <li>• Youth often provide labour but have limited access to training and capacity-building opportunities. Their participation in farming is usually under the guidance of older family members, with limited autonomy.</li> <li>• Women are perceived as caretakers rather than main agricultural producers. They have limited access to agricultural education and training, perceived as less knowledgeable about advanced farming techniques. Cultural norms may limit their involvement in certain agricultural practices considered “male” tasks.</li> </ul>

- Men are viewed as the primary decision-makers and knowledgeable authorities in agriculture. They are more likely to receive formal training and extension services. Cultural beliefs support their dominance in high-value crops and livestock management.
- Youth are seen as helpers rather than primary contributors, limiting their involvement in key decisions. They are often excluded from traditional knowledge-sharing systems.
- Men predominantly have access to post-harvest machinery. This disparity limits women's ability to engage effectively in post-harvest activities, affecting their productivity and economic empowerment.
- Land ownership and access are primarily controlled by men. This gender disparity in land access undermines women's agricultural productivity and economic independence. Without land rights, women face significant barriers to improving their livelihoods and participating fully in agricultural development.
- Women engage in activities perceived as “women’s work” like weeding, harvesting, and food processing.
- Men are primarily responsible for land preparation, market activities, and financial management. They are less burdened by household responsibilities, allowing more focus on agricultural activities.
- Youth assist with both household chores and farming activities. Their time use is largely dictated by school schedules and family needs. They have limited involvement in decision-making due to perceived lack of experience.

**FL-RS preferences,  
barriers & solutions**

*Focus of discussions was on gender domains only.*

## A 7. ZAMBIA

**Table 7-7 Key gender takeaways from Zambia’s national and local stakeholder engagements**

Discussion topic	Key takeaways
<b>Gender domains</b>	<ul style="list-style-type: none"> <li>• Women are responsible for household chores, field labour, harvesting, threshing, and packaging. They hold some household decision making power over how money is spent for domestic purposes. Men make long term decisions for the family.</li> <li>• The general inclination is that men use mechanized equipment, and women use traditional methods for farming and post-harvest processes. The customary thinking is that men understand the equipment better.</li> <li>• Men are also responsible for benchmarking for the next season, constructing storage facilities, operating machinery, and other value addition activities. Men handle the field pesticide spraying, sales, machinery and livestock health monitoring. They are also involved in ox-ploughing the fields, herding cattle, digging water wells, and charcoal burning.</li> <li>• Youths are involved in herding livestock, field labour and household chores. They also help men with transporting and marketing produce. Youth have no power and depend on their parents in this regard.</li> <li>• Access to productive assets is limited to men. Property acquired in the household is automatically the man’s. As such, men have more access to assets than women and youths: not only land but also livestock. When a woman gets married, she forfeits the right to family property - although more</li> </ul>

	<p>often, some women now have titles due to government's deliberate policies to promote this. However, legal representation remains difficult for a woman to access in a traditional set up.</p> <ul style="list-style-type: none"> <li>• Most meetings are attended by more women than men, but women have reserved participation in groups with men. They keep their opinions to themselves.</li> <li>• Recently women are taking up leadership positions such as in savings groups.</li> <li>• GBV is still common in Zambia. Men generally do not report domestic violence to avoid feeling embarrassed.</li> <li>• Polygamy is perceived as a source of labour as women and children will work in the farm.</li> </ul>
<b>FL-RS preferences, barriers &amp; solutions</b>	<ul style="list-style-type: none"> <li>• Mechanical multi-crop threshers are a high preference for women but high capital costs, literacy levels and lack of knowledge on use of this equipment are all considered significant barriers to adoption. To overcome these, some example solutions given were the rent to own scheme by Vision Fund; functional literacy training; and engaging with Monze District Women's Association which has some equipment. Agriculture leasing loans, saving groups, and skills development were also listed as support necessary for adoption.</li> <li>• Metal and plastic silos were also noted as a high preference. But materials used are costly and there is a need to simplify designs and use local materials. Learnings should be drawn from Monze, where local famers build a silo using local materials.</li> <li>• The availability of hermetic bags and polypropylene plastic bags is considered a barrier to adoption – learnings should be drawn from the ERDP program which distributed some bags.</li> <li>• Tarpaulin and plastic sheets are available – these solutions are not new, and therefore can be easily adopted but there is a need for increased accessibility, flexible payment options and other financing solutions, and awareness raising of the advantages.</li> <li>• Storage structures (storage sheds, huts, baskets) were of medium preference to women, who stated that there is a need for increased durability of such products. Cost of construction is another barrier, as well as knowledge on construction and use (to avoid infestation). Community based storage solutions through aggregation was a suggested as a potential solution.</li> <li>• Storage protectants and control agents was of high preference to women, but access to these needs to be accompanied by awareness raising on the effects of chemicals on women, alternative options, and safe ways to use and dispose of chemicals. Affordability was also flagged as a potential concern.</li> </ul>