

Gender Assessment

SAP007: Integrated climate risk management for food security and livelihoods in Zimbabwe focusing on Masvingo and Rushinga Districts

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WFP- Government of Zimbabwe Gender Analysis

Green Climate Fund (GCF) Proposal



This analysis comprises information from several sources. For the gender situation at national level a desk review has been carried out. In order to inform the selection of activities and provide a thorough snapshot of the gender situation on the ground, WFP used community consultations (in which at least 50% of the participants were women) as well as a comprehensive baseline exercise which was rolled out in Masvingo district in March 2018 (Please note that the new intermediate survey has been just finalised, but we are still waiting for the analysis of the data, which will not be ready before June. Also, a similar comprehensive baseline exercise is planned to take place early 2020 in Rushinga district. Once all the detailed data is available, this assessment and the gender action plan will be updated as needed and baselines for each district will be provided). Finally, separate WFP analysis on the impacts on women empowerment and food security were used to provide proof of impact of specific activities, such as asset creation/rehabilitation.

Falling within the 'low human development' category,¹ Zimbabwe is ranked 126 of 159 in the Gender Inequality Index² and considered to have medium levels of gender discrimination in social institutions.³ Experiencing low human development and inequalities is a population of 15,6 million, of which slightly more than half being female (51.9%)⁴ and one third aged 15 to 34 years. Life expectancy for men is 59 years and 62 for women.⁵ Approximately two-thirds (65%) of households are headed by males and one-third (35%) by females.⁶

1. Normative Frameworks

The Constitution of Zimbabwe recognises that women and men have equal citizenship rights. "It accords to women the right to custody and guardianship, and makes void all laws, customs, cultural practices and traditions that infringe on the rights of women and girls". Further, Zimbabwe has a National Gender Policy that places strong emphasis on gender equality and equity and envisions a gender-just society in which men and women enjoy equity and benefit as equal partners in the development of the country. The Policy has 8 thematic focus areas, in which one of them aims to increase gender responsiveness of the environment and natural resources management strategies, and of climate change adaptation and mitigation initiatives.

In relation to this important thematic area, the National Gender Policy recognises the following:

- That women are already in a disadvantaged position, effects of climate change threaten to further increase the inequality.

¹ <http://hdr.undp.org/en/composite/HDI>

² <http://hdr.undp.org/en/composite/GI>

³ <https://www.genderindex.org/country/zimbabwe/>

⁴ ZIMSTAT (2013a). 2012 Population Census Results. Final Report. ZIMSTAT, Harare.

⁵ www.who.int/countries/zwe/en/

⁶ GoZ-ZUNDAF. 2012. Zimstat 2012 men and women ZUNDAF 2011–2015.

- The reliance of women on natural resources for food and income, limited access to productive resources, combined with their disadvantaged position in society increases their vulnerability to climate change induced distress.
- Women have a significant role to play in climate change adaptation and mitigation as they acquired environmental management skills through experience in utilising natural resources. It is therefore imperative to make gender considerations in climate change and environment conservation strategies.
- Apart from gender mainstreaming, a cross cutting approach to programming, Zimbabwe has not developed any other framework to comprehensively address gender inequalities in environment conservation and climate change adaptation and mitigation. There is need to consider taking a gender approach in design and implementation of policies on how to adapt and mitigate climate change and how men and women can contribute to and benefit from a green economy. This is crucial to effectively address the needs of both men and women as they relate to the Millennium Development Goals (MDGs), in particular, Goal 1, to eradicate extreme poverty and hunger, Goal 3 to promote gender equality and Goal 7 to ensure environmental sustainability.
- Women's equal participation in climate change negotiation processes at local, national and global levels will ensure that their needs, perspectives and expertise should be equally taken into account. Giving equal platforms for decision making in environment management, as well as equal support for low-carbon development and climate change mitigation and adaptation initiatives would significantly contribute to reducing climate and environmental risks, in particular, the way these impacts differently on men and women.

Further to this, Gender equality and equity are addressed in 17 pieces of legislation, with Gender Focal Points in all Ministries & parastatals. Specifically, relevant for the project "Integrated Climate Risk Management for Food Security and Livelihoods in Zimbabwe focusing on Masvingo and Rushinga Districts", gender equality and equity are addressed in the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZimAsset) (2013). Through ZimAsset's agricultural lenses, the vision of the economic blueprint is defined as "an empowered society and a growing economy". Food and nutrition security- particularly through crop and livestock production and marketing, infrastructure development, environmental management, protection and conservation, nutrition, and policy and legislation - is one of the four clusters or theme groups. Gender and development is a key cluster result under the ZimAsset, with strategies that include: Increase community awareness on rights, gender based violence responsive laws, mechanisms and services; Increase the number of women groups benefiting from the women's development Fund; Mobilize resources; Set up a quota system for women in decision making; Capacity building of elected women MPs and Councillors; Mainstream Gender in policy formulation implementation, monitoring and evaluation; Strengthen or establish mechanisms for women to effectively participate and benefit from various empowerment programmes; Implement sector gender policies and programmes. Although more specificity and reference to the diversity that characterises women and men, such as rural women could be included in the policy initiatives.

Both the National Climate Policy (2016) and the National Climate Change Response Strategy (2013) are gender-responsive, with analysis of the unequal access, control and ownership of natural resources by women and men and acknowledgement that this impacts on women's adaptive capacity to climate change. To this end, the Government of Zimbabwe through the National Climate Policy has committed to promote gender responsive climate programming and implementation of climate change policies, strategies and actions, recognises the gender disaggregated impacts of climate change, promote gender responsive mechanisms that continually enhance climate change mitigation and adaptation measures at community level through research, multi-stakeholder participation, political commitment and accessible information, provide new and innovative energy financing mechanisms that are user friendly, accessible and affordable to women, especially rural women and vulnerable or disadvantaged groups, promote research, documentation and dissemination of the emerging gender dimensions due to climate change and mainstream gender segregated approaches in adaptation and mitigation climate change interventions.

2. Socio-economic Status

Familial Structures

Family systems in Zimbabwe are mainly patriarchal. Within polygamous relations, women occupy subordinate roles, where they are expected to serve their husbands, work for them, and bear children.

Labour

Zimbabwe is confronted with major developmental challenges that manifest in high unemployment rates, poverty levels and inequality, low savings and investment rates and deteriorating infrastructure, which in turn is constraining the pace of economic recovery. Despite the high contribution in terms of labour, where women constitute 70 percent of the agricultural workers, their work is largely unpaid.⁷

In 2012, over three quarters (76.8%) of men were economically active, compared to 58.1 percent of women. Conversely, 41.2 percent of women were economically inactive, compared to 22.7 percent of adult men. Of the economically active population, a higher proportion of women (90.1%) were employed, compared to men (87.9%).

The majority (60.3%) of the economically inactive women were 'home-makers', performing unpaid care and domestic work, compared to a minority (14.7%) of men. Most (62.6%) of the economically inactive men were students, compared to 26 percent of women. The gender disparities in education and unpaid work are linked to the general marginalization of women in the labour market and other areas of public life.

Gender disparities are also evident in the occupations, career opportunities and incomes of women and men. Women are, for example, concentrated in the sectors which reflect traditional gender roles and have low rates of remuneration: services, agriculture, education, social sciences, and clerks and secretaries. Machine operators, engineers and technicians, mining and construction workers, transport workers and mechanics are more likely to be

⁷ GOZ-ZDHS. 2011. *Zimbabwe Demographic Data Survey 2010–2011*

men than women. Other relatively well remunerating occupations such as Law and Security, Government and Senior Officials, Natural Scientists, Directors/Managers and Company Secretaries, Information and Manufacturing, as well as Artists and Religion, are also dominated by men.⁸

While it is common for men and women to perform many of the same productive activities, women are primarily responsible for reproductive work. Reproductive activities that women and girls perform include fetching water and fuel, laundry, shopping, preparing food, cleaning the home and taking care of children and other family members. Men are involved in some reproductive roles such as collecting wood and water via scotch carts or wheelbarrows.⁹ Moreover, in some rural areas, women staff the unpaid home-based care programmes; limiting their time to engage in productive activities, relative to men.

The project intends to adopt an equitable participatory approach to promote shared decision making between men and women by actively promoting women in leadership positions (e.g. in Asset Management Committees) while at the same time enhancing their leadership skills through relevant trainings. This will imply ensuring equal participation of both men and women in agriculture economic activities, and in the decision making and resource management bodies related to the activities. It is expected that this approach will allow women to benefit equally as men from the project activities, and thus to contribute to gender equality.

Assets

Gender inequalities exist in relation to access to and ownership of assets. In general, men are more likely than women to own or have access to such productive resources as land, tools and equipment, income and savings, raw materials, transportation, large livestock, farming inputs and technical agricultural information. In a typical household, husbands commonly consult with wives in making decisions on resources, but men have the final say. Access to and control of resources is particularly limited for women in polygamous marriages, given the sharing scenario.

With regard to land, traditionally, women could only access land through their husbands, farmers or other male relatives. In an effort to mitigate the limited access to land by women, the land reform programme launched at the turn of the century (i.e. the fast track land reform programme launched in 2001), introduced quotas, whereby women should constitute 20 percent of all persons allocated large-scale farming land. The land reform also enabled women to apply for agricultural land in their own right, under the A1 village schemes. Women continue, however, to encounter systemic discrimination in access to land. Of the 96 percent of Zimbabwe's agricultural land acquired under the land reform programme, only 10 percent went to women.¹⁰ Moreover, women's plots are usually smaller and of poorer quality, than those of men; related to the assumption that women are only subsistence farmers.

Access to technology is of particular significant is relation to climate resilience. Uptake by women in Zimbabwe depends on ease of use/user-friendliness of the technology. While

⁸ GoZ-ZUNDAF. 2012. Zimstat 2012 men and women ZUNDAF 2011–2015.

⁹ USAID/Zimbabwe, 2012

¹⁰ FAO. 2017. *National Gender Profile of Agriculture and Rural Livelihoods – Zimbabwe: Country Gender Assessment*. Harare

women's access to and use of irrigation technology is less than that of men, of all rural farmers currently engaged in conservation agriculture technology, 90 percent are women.¹¹

Another area of inequality is financial services. Women encounter difficulties in securing financial support for their enterprises – often micro and small-scale, in the informal sector. Some of the reasons for differential access include women lacking sufficient collateral as required by formal service providers and fear of having assets appropriated if repayments are not made as scheduled.¹²

The Ministry of Women's Affairs, Gender and Community Development (MWGCD) plays an important role in securing women's access to rural finance mechanisms. Their efforts include influencing financial institutions to set quotas for women; encouraging conventional banks to support women entrepreneurs; expanding financial services to women entrepreneurs beyond credit, for example, savings, investment and asset management; and, pre- and post-credit counselling of female loan recipients. MWGCD also created a women's fund to finance income-generating projects for women and is working towards establishing a bank to assist mainly women and rural women will be able to access funds without challenges.¹³

The project will need to exert particular efforts to ensure that women who represent the minority in asset and land ownership in Zimbabwe are effectively included and empowered in programming activities. Co-ownership of assets in all activities where the women and men are involved in will be promoted. Further to this, the project will work with various financing models and organisations, including MWGCD that have appropriate and relevant financing tools to ensure financial inclusivity for women is improved.

3. Capabilities

Education

The right to education for all has been a long-standing commitment for Zimbabwe. The country boasts of the highest literacy rates in the region. The Constitution's Founding Principles Chapter 1.27.2 asserts the need to ensure that girls are afforded equal opportunity with boys. According to the Zimbabwe Millennium Development Goals Final Progress report 2000-2015, the net enrolment ratio (NER) remained high at 92.2 percent in 2014, with gender parity¹⁴. Literacy rates for those aged 15 to 24 years remained around 99 percent, also with gender parity. Zimbabwe has made considerable progress under MDG3, with Zimbabwe achieving gender parity in both primary and secondary education. There was tremendous improvement in tertiary education enrolment (university, primary and secondary teachers' colleges, technical colleges and industrial training centres), with the Gender Parity Index (GPI) increasing from 60 percent in 2000, to 95 percent in 2012. However, challenges still

¹¹ FAO. 2017. *National Gender Profile of Agriculture and Rural Livelihoods – Zimbabwe: Country Gender Assessment*. Harare

¹² FAO. 2017. *National Gender Profile of Agriculture and Rural Livelihoods – Zimbabwe: Country Gender Assessment*. Harare

¹³ MWGCD. 2015. *General guideline on gender mainstreaming: a tool for use by gender focal persons and government officials-Zimbabwe*.

¹⁴ Zimbabwe Demographic and Health Survey 2015, Key Indicators Zimbabwe National Statistics Agency, Harare, Zimbabwe

exist as there are higher rate of dropouts for girls at secondary school level due to early pregnancy, marriage and financial constraints. Gender stereotyping of subjects in secondary school level, and courses at tertiary level, also presents challenges. These issues need to be addressed through new policy provisions so that the current and anticipated parity achievements in education are not lost. Access to agricultural education on appropriate agricultural practices has improved for women, sometimes surpassing that for men¹⁵.

Reproductive Health and HIV / AIDS

In 2012, Zimbabwe had a total fertility rate of 3.7 children per woman. Rural areas had a higher fertility rate of 4.2 children per woman, which was 1.4 times higher than that of urban areas with 3.0 children per woman, in 2012. Maternal Mortality, an indicator of women's access to basic services and rights, is considerably high in Zimbabwe at 960/100 000 live births. The infant mortality rate for Zimbabwe is 57/10 000. About 66 percent of births in Zimbabwe are attended by skilled birth personnel. Contraception use for married women stands at 62 percent in urban areas and 57 percent in rural areas. In rural areas, women encounter barriers to accessing health centres, relating to, for instance, availability and cost of transportation, limited services and caring responsibilities.¹⁶

It is evident, that women are disproportionately affected by the HIV epidemic. Young women aged 15-24 are twice as likely to be living with HIV as their male peers. Studies conducted in Kenya, South Africa, Tanzania, and Zimbabwe found consistently higher rates of intimate partner violence experienced by women living with HIV. HIV prevalence among women stands at 18% and men at 12% across the population in Zimbabwe. The average prevalence rate for 15 to 24-year olds is 5.5% (2011), again much higher in women (7.8%) than in men (3.6%). This is despite the fact that more women (52%) have comprehensive knowledge of HIV and AIDS than men (47%).

However, the Constitution guarantees the right to health care, food, water and shelter for all. Zimbabwe has developed mechanisms such as the National Health Strategy, Reproductive Health Policy and the National HIV and AIDS Policy. The main aims are to (i) reduce the maternal mortality ratio (MMR) by 75% by 2015; (ii) ensure hygiene, sanitation and nutritional needs are met for all; (iii) attain universal access to HIV and AIDS treatment; and (iv) recognise and support care givers. A poor health, HIV and AIDS delivery system will impact negatively more on women than men.

The impact of HIV and AIDS has however been felt in smallholder agriculture, because women, who comprise the bulk of farmers are more vulnerable to HIV, in terms of both infection and being affected due to their role as caregivers. This project creates a platform to inculcate and emphasise the benefits of good agricultural practices, which are important for providing nutritious food for improved health and people living with HIV/AIDS.

¹⁵ FAO. 2017. *National Gender Profile of Agriculture and Rural Livelihoods – Zimbabwe: Country Gender Assessment*. Harare.

¹⁶ GoZ. 2014. Zimbabwe Government: Beijing +20 Review Report.

Decision-Making

The low participation of women in public administration and governance structures has hindered the advancement of gender equality and empowerment of women in Zimbabwe. Women are still underrepresented in politics Zimbabwe has signed a number of instruments for example, CEDAW and the SADC Gender Protocol that call for elimination of discrimination against women in political and public office¹⁷. This is also echoed in the Constitution.

With efforts being made for a 50:50 representation in the governance structures, the National Gender Policy notes the following women-based representation in governance; Parliament in Zimbabwe House of Assembly at 24 percent, Parliament in Zimbabwe Senate at 14 percent, Cabinet Ministers at 20 percent, Permanent Secretaries at 26 percent, Public service Principal Directors at 26 percent, Public Service Deputy Directors at 28 percent and Supreme and High Court Judges at 29 %. Similar governance representation is cascaded in various sectors and represents an undermined representation of women and their needs.

4. Sexual and Gender Based Violence

Rates of gender-based violence (GBV), especially sexual and physical violence, remain high in Zimbabwe, regardless of the strong GBV legal framework. Despite the enactment of several gender responsive laws and policies through legislations like the Sexual Offenses Act, Domestic Violence Act (2007) and Criminal Law Act, women and girls in Zimbabwe continue to be the victims in 99% of GBV cases especially within the private sphere. According to the ZDHS 2010 – 2011, 42% of women in Zimbabwe have either experienced physical, emotional or sexual violence (or both) at some point in their lives. The ZIMVAC of 2016 showed that approximately, 6% women experienced physical violence and 2% experienced sexual violence. Most of the violence instigated by women is perpetrated by their spouses and most of it takes place within the private sphere. Nationally, 7.5% of women experienced one or more types of spousal violence¹⁸. The following are factors which exacerbate the sexual and gender-based violence: workplace sexual harassment, economic disempowerment, unemployment, orphanhood, cultural practices and the code of silence (Ministry of Women Affairs, Gender and Community Development). About 43 percent of women and 51 percent of girls have reported experiencing sexual and/or physical violence.¹⁹ According to the Government of Zimbabwe, “workplace sexual harassment, economic disempowerment, unemployment, orphan hood, cultural practices and the code of silence are factors that continue to hinder efforts to eliminate GBV in Zimbabwe”.²⁰

Sexual violence has far reaching consequences to women socially, emotionally and physically often leading to death. Some studies indicate that the risk of becoming infected with HIV among women who have experienced violence maybe up to three times higher than among those who have not. The Zimbabwean law makes rape and non-consensual sex between

¹⁷Gender links, 2012, SADC Gender Protocol 2012 Barometer

¹⁸Zimbabwe Vulnerability Assessment Committee (ZIMVAC) 2016 Rural Livelihoods Assessment, Food and Nutrition Council, Harare

¹⁹ GoZ. 2012. *What_Works_for_Women Decent Work Country Programme for Zimbabwe* (2012–2015).

²⁰ GoZ. 2010. ZDHS 2010–2011.

married partners a crime; however, few cases of rape, especially spousal rape, were reported to authorities: rape victims typically do not file complaints for fear of social stigma. These include an increase in media coverage and public awareness; increase in the number of legal cases; stiffer penalties on sexual offences and an increase in the number of organisations (including men's forums) supporting victims of gender-based violence, trafficking and other forms of abuse. Reduction in all forms of GBV is however far from being achieved as the cases continue to increase.

The project will ensure that women are encouraged to equally participate in activities. The programming work will include moments dedicated to raise awareness around the roles of women and men at home and in the community activities, creating a space where beneficiaries can talk about difficulties faced and find solutions together. Discussions with women will be particularly focused on encouraging them to identify the skills they would like to acquire or improve, while discussions with men will encourage dialogue and foster engagement in those economic areas often considered women's responsibility. Through these discussion sessions, there will be therefore the opportunity to discuss gender-based violence and related matters directly and linked to relevant expertise and partners. Furthermore, careful assessments will be conducted to ensure that no protection issues arise from the empowerment of women that result in gender-based violence. These will be incorporated into trainings run in partnership with the Ministry of Women Affairs at local level to ensure that both women and men understand and respect the initiatives.

5. Gender in the Rural Sector

Women constitute the majority of the subsistence food production with their contribution to the household and family labour pool being 70% where they constitute 70% of the population.²¹ Within the agricultural sector labour is divided as 45.4% men and 54.6% with the percentage of females being high because they are mostly unpaid family workers. It is worth mentioning that in Zimbabwe the unpaid contributing family worker rate stands at 39.4% men and 60.6% women.²²

Approximately, 86 percent of women in Zimbabwe depend on the land for their livelihood and that of their families. This is in comparison to traditionally all males who are married who have the right to access arable land, and the right for allocation rests with local government authorities and traditional leaders operating within the jurisdiction of the Rural District Council Act (1988) and the Communal Lands Act (1982).

As 70 percent of the women in rural communities in Zimbabwe are dependent on agricultural production and thus depended on the rain-fed agriculture and climate-sensitive resources, climate change will exacerbate their vulnerability to climate variability. Also, climate change-induced droughts add to women's and girls' workloads, given that discriminatory gender norms mean they are responsible for water collection.

²¹ FAO. 2017. National Gender profile of Agricultural and rural livelihoods Zimbabwe.

²² FAO. 2017. National Gender profile of Agricultural and rural livelihoods Zimbabwe.

Agriculture

While agriculture remains the most significant livelihood for both women and men, women in Zimbabwe encounter more barriers and challenges to sufficient and sustainable agricultural livelihoods, than men do; including limited access to means of production (capital, labour, land, and mechanization and irrigation infrastructure).²³

On average, rural women work 16 to 18 hours a day, spending half of their time on agricultural work and one quarter on domestic duties and the rest of the time is spent with family and friends. Both women and men engage in crop and horticultural production and marketing, but women and girls dominate in grading and packaging. With post-harvest management, women are usually responsible for winnowing of maize, small grains and beans after shelling. Associated adverse health conditions have been documented for women, including chest problems, aching shoulders, flu, eye problems and itching.²⁴

Several horticultural crops such as tomatoes, mushrooms and many more grown through small-scale farming are considered 'women's crops'. Women often work small horticulture plots on a part-time basis with help from family members, mainly boys and girls who assist with land clearing, ploughing, harvesting, watering and other such tasks. The bulk of the processing is primarily for community consumption rather than for income. Women also dominate market systems for fresh vegetables (61%) which are largely informal.

Men dominate in the livestock industry; which constitutes about 40 percent of agricultural GDP.²⁵ For example, 45 percent of men own cattle, compared to 23 percent of women. Men also control livestock production, making decisions on their management, use and disposal.²⁶

Women, relative to men, often lack time – due to unpaid care and domestic work – to attend extension meetings. When they are present, socio-cultural norms can impede their active participation, as men are perceived as the decision-makers. Similarly, women are a minority of community-level decision makers. This partly explains why women's representation in the urban and rural councils decreased from 19 percent in 2008 to 16 percent in the 2013 general elections.²⁷

With regard to agricultural extension services, there are the same number of women and men extension workers, but women occupy the lower positions and men the higher levels.

Other factors discriminating against rural women in the agricultural sector include lack of technology for agro-processing, inadequate knowledge and technology for value addition of agro-products, and lack of training facilities. With limited access to machinery, agricultural work for women is very labour-intensive. As noted by Nyikahadzoi and Mugabe, in their 2015 gender analysis of livestock ownership: "agricultural technical innovations tend to ignore

²³ MAMID. 2013. Ministry of Agriculture, Mechanization and Irrigation Development: Agricultural Sector Gender Assessment. [Report].

²⁴ FAO. 2017. *National Gender Profile of Agriculture and Rural Livelihoods – Zimbabwe: Country Gender Assessment*. Harare

²⁵ *Ibid.*

²⁶ Nyikahadzoi, K. & Mugabe, P.H. 2015. A Gender Analysis of Livestock Ownership, Production, Marketing and Decision Making In Nkayi And Lupane Districts, Zimbabwe.

²⁷ FAO. 2017. National Gender profile of Agricultural and rural livelihoods Zimbabwe.

women's roles as major actors in crop production, processing, preserving and marketing of agricultural produce as they do not take account of sexual division of labour in agricultural productivity. Innovations that are designed to be labour-saving for men may increase women's workload by increasing the amount of time spent on weeding or processing".²⁸

The project intends to work closely with the majority representation of the rural agricultural labourers, i.e. women. The project will incentivise the community to ensure the compensation for women is in accordance to their contribution in projects.

6. Gender and Climate Change

The Gender and Climate Forum of the World Climate Conference -3 (WCC-3) concluded that globally the drivers and consequences of climate change are not gender neutral. Vulnerability of women to climate change is higher than that of their male counterparts in the whole of Sub Saharan Africa. Zimbabwe is no exception to such a trend.

The provisions of the National Climate Change Strategy (2015) for gender, people living with HIV and AIDS and other vulnerable groups are the following:

- a. Mainstream climate change in policies for the vulnerable groups with their active participation
- b. Strengthen the adaptive capacity of the vulnerable groups
- c. Enhance provision of early warning system on droughts, floods and disease outbreak to vulnerable groups and ensure a coordinated approach in providing them with emergency services.

Despite these policy efforts, the availability of sex and age-disaggregated data on climate change, its impacts and adaptation strategies in Zimbabwe is extremely limited²⁹, and it is difficult to understand the actual improvements that have been taken place or to identify best practices in the area.

However, what is clear is that women and men are distinct carriers, providers and users of climate information. They are affected differently by climate impacts, and therefore benefit from more contextualized climate services and interventions for resilience. Hence it is important that process and systems that guide the formulation of plans, strategies and budgeting are gender sensitive and gender responsive to address the climate change related gender inequalities.

Unfortunately, while women (and children) are expected to be disproportionately affected by climate change, they remain largely absent from decision-making processes on climate change adaptation and disaster risk reduction.

²⁸ *Ibid.*

²⁹ FAO. 2017. *National Gender Profile of Agriculture and Rural Livelihoods – Zimbabwe: Country Gender Assessment*. Harare

7. Situation in the target districts

As with many rural societies, there are strong traditional gender roles in the target areas in the field of agriculture. Traditionally, both women and men are engaged in rainfed agriculture (cereals and pulses). Men and boys herd cattle while women grow vegetables, particularly for irrigated agriculture as it is culturally 'unseemly' for a man to carry water. The past two decades has seen a large change in the areas, especially in Masvingo. Due to its proximity to South Africa, many men (and sometimes young women) migrate there for work. Masvingo Province has the highest net rate of outmigration in Zimbabwe at 13.5 percent, likely resulting in Masvingo having the lowest sex ratio in Zimbabwe of 87 men to every 100 women.

In the study area, most of the young, able-bodied men had reportedly migrated to South Africa for work, remitting money home regularly. Some women reported that their husbands left over a decade ago, and they have not heard from them since.

Male migration has had several implications for gender roles. 40.8 percent of households in Masvingo Province are headed by women. Women have taken on 'men's jobs', such taking cattle to dip tanks, and building and repairing houses or chicken pens. Despite women's expanding role in agriculture, land is still owned by men. Women often do not inherit land.

GBV, including intimate partner violence, sexual assault, child marriage and trafficking, continue to be a challenge in Zimbabwe. The perpetrator for both types of violence was most commonly the intimate partner, including current or former husband/boyfriend. 40 percent of women in Masvingo Province report to have been experience intimate partner violence in their lifetime.

The baseline carried out by WFP in March 2018 provides additional insights on gender inequalities in the target areas, and in particular shows higher food insecurity, vulnerability, and dependency on assistance of women-headed households compared to men-headed ones. Women spend more on loans and basic services (such as water and housing), while at the same time they save and invest less. There is also inequality in access to land, with women having less access to irrigated land and renting out less land compared to men. Possibly as a result of all these factors, women also have smaller harvests than men.

More detailed information from the baseline survey is provided below:

- The proportion of female heads of household completing **primary education** is 34% compared to male heads of household (22%). Conversely, more male heads of household (64%) have completed **secondary school** in contrast to female heads of household (46%).
- The comparison per gender shows that women headed households have a **food consumption score (FCS)** lower than male headed households, with only 59% households having a FCS acceptable compared to 68% of male headed households. Women headed households are more severely food insecure than men, with 36% of severely food insecure compared to 25% households in men headed households.
- Female headed households resort more frequently to more severe **food coping strategies** compared to male headed households.

- Female-headed households have a higher **food expenditure** share (67%) compared to men (62%). The higher the expenses are on food in relation to other expenditures the more economically vulnerable the household is.
- In terms of **livelihood coping strategies**, the main difference observed per gender of the head of household concerns borrowing, purchase on credit and sold assets, which are more practiced by male headed households.
- Substantial differences are found when comparing the share of male and female-headed households across the **wealth groups**. Female-headed households' share is the highest of the poorest and medium wealth groups. Only 21% of female-headed households is in the wealthiest group compared to 39% of male-headed households. Female-headed households are characterized by a decreasing trend when shifting towards the wealthiest group. In other words, as wealth increases the share of female-headed households decreases. This difference per gender is statistically significant.
- In terms of **resilience**, female headed households (FHH) have a similar resilience capacity of male headed households (MHH). However, the structure of resilience capacity differs by gender. FHH present a lower adaptive capacity, as they present lower levels of education, number of income sources and saving capacity than MHH. The dependency from FHH on safety nets is higher on FHH compared to MHH to build their resilience.
- Regarding **income generating activities**, women seem to be more dependent than men on remittances. During the past year the relative contribution of remittances to total income source of households headed by women was 20% and twice as high as households headed by men (8%). In addition, a higher proportion of men headed households is engaging in income-generating activities which require travel away from home, including sale of crops and agricultural products, non-farm enterprise, formal employment and other casual labour.
- **Non-food expenditure** is quite different between female and male headed households. Female headed households spent on the highest share of their non-food expenditure on water related costs, loan repayment, housing construction and repairs, and costs related to education. Female headed households spent 15% of their total household budget on water in comparison to male headed households which spent 9%. Households headed by women spent 14% of their non-food expenditure on loan repayment in contrast to households headed by men which spend on average 6%. Female headed households also spend a higher share of their non-food expenditure on housing (13%) than male headed households. Conversely, while households headed by men on average spend 14% of the non-food expenditure share on agri-business households headed by women spend just 5% on agribusiness related investment.
- In terms of **savings**, men have the highest saving capacity with US\$3.7 a month compared to women with only US\$1.8 saving capacity. In addition, more men than women actually do save (20% vs. 11.8%).
- Males were found to have the highest **access to credit** compared to women, with 10% and 5% respectively. Most household's members indicated lack of money and collateral to pay back credits therefore will try to the extent possible to avoid taking credit.

- Regarding **land ownership**, while most of the households own land, we observe that women do not rent out land, present a higher area rented in compared to men (1.34 ha vs 0.61ha) and do not have access to irrigated land.
- **Production** in female headed households is also lower than in male headed households, with the former producing on average 670 kg, while the latter 858 kg.

8. Implications for the project

Given the inequalities at national and target community level, and the systemic discrimination experienced by women, leading to a different exposure to climate risks by women and female headed households, gender considerations will be integrated into the development, implementation and monitoring of the proposed project.

The project envisions that, if key barriers of inequality between men and women are addressed such as access to land, assets, adequate financial and agricultural education, and savings/loans – women smallholders can become climate-resilient on an equal footing to men. Improved resilience will be manifested through enhanced food production and climate-proofed income generation capacity, strengthened capacity of farmers to plan and implement climate-resilient agricultural production practices, as well as adaptive management of climate risks in a sustainable manner.

First of all, it is intended that two-thirds of the project beneficiaries will be women, both heads of households or wives.

Secondly, the specific selection of activities will address the key inequalities which women are currently experiencing in terms of food insecurity, vulnerability, dependency, asset imbalances, lower levels of savings and investments, and lower agricultural production. All such activities will be carried out while ensuring that necessary feedback mechanisms for prevention of abuse and discrimination and the protection of women are in place, such as 24/7 hotlines. For specific gender-related actions please see the various subsection on activities below.

The project coordinator will be trained on Gender and will have specialist support from a regional Gender expert at the Regional Bureau in Johannesburg, as well as a back-up gender expert at WFP HQ.

Finally, in accordance with the gender Action Plan for World Food Programme in Zimbabwe, Gender-based programming training on gender equality will be cascaded to all the partners/contractors WFP will work with, as well as government department field representatives. This will ensure a sustainable long-term focus on the advancement of improved gender equality and equity.

Asset creation activities will focus on women's needs, and substantial changes in women's livelihoods are expected as a result of this. The specific gender-related components of asset creation are the following:

- ✓ Development of small-scale water retention structures and terracing to avoid soil erosion that will provide women with increased access to natural resources (soil and water).

- ✓ Put in place mechanisms to receive feedback on the appropriateness of the assets for the climate adaptation assets most needed by women.
- ✓ Targeting of women for specific Income Generating Activities (IGA) that are tailored around their needs and preferences (small livestock rearing, apiary, chicken rearing).
- ✓ Allocation to women of land in nutrition gardens to increase their access to irrigated land.
- ✓ Allocation to women of the majority of roles within the Asset Management Committees (AMC), exposing them to positions of higher leadership while being supported by specific skills enhancement trainings.
- ✓ Develop work norms informed by gender and age analysis, to ensure gender appropriate work load and roles in asset creation activities.
- ✓ Improved access to water and sanitation with small boreholes and pit latrines at the working sites will be established in order to facilitate women's water chores.
- ✓ Trainings, in partnership with the Ministry of Women Affairs at local level, to increase gender equality within households as well as to sensitize participants on protection issues and gender-based violence will be carried out during the timeline of asset creation activities.

WFP can already provide evidence of gender-result with asset creation activities in Zimbabwe through a study focusing on Masvingo province (WFP 2017)³⁰. Such a study shows that the assets that WFP has created/rehabilitated brought substantial impacts on the lives and livelihoods of women in the target areas, in particular, such changes have happened on Socio-Economic Empowerment (SEE) and on Nutrition (See tables below).

Table 1: Women Socio Economic Empowerment Effects.

Area of Socio-Economic Empowerment	Results for Zimbabwe Country Study
1. Women are better organised and experience better social cohesion, mutual support and solidarity	* * *
2. Improvements in the recognition of women, women's roles and leadership in the public sphere	* * *
3. Improvements in intra-household dynamics	* * *
4. Reduced women's workload and hardship	* * *
5. Women have improved skills and confidence, and changed perspectives	* * *
6. Women have improved livelihoods, earn more income, and reduced financial dependence	* *
7. Women have a better understanding of their rights and can exercise them	* *

Note: No asterisk indicates that no change occurred; * indicates that the change occurred to some extent (i.e., changes occurred for a small proportion of women participants, or limited change was experienced by most women); ** indicates that change occurred to a moderate extent (i.e., changes occurred for many but not all women, or moderate change was experience by most women); *** indicates that change occurred to a significant extent (i.e., significant change occurred for most women).

³⁰ 2017. The potential of Food Assistance for Assets (FFA) to empower women and improve women's nutrition: a five-country study. Final Report. Rome: United Nations World Food Programme, available at: <https://docs.wfp.org/api/documents/WFP-0000023821/download/>

Table 2: Women Nutrition Changes.

Women Nutrition Changes	Results for Zimbabwe Country Study
1. Women's empowerment and gender equality, and its implications	* * *
2. Better diets	* * *
3. Improved resilience/ Households cope better in bad seasons	* * *
4. Better care practices (including feeding, health and WASH)	* * *
5. Better living and health environment in communities (e.g. water and sanitation infrastructure)	* * *
6. Better (physical, economic) access to health services	*

A similar focus on women will come from the set-up of the **Village Savings and Loans (VSL)** groups. The specific gender-related activities will consist of:

- ✓ Trainings in financial literacy and financial skills developed around women's needs, within established VSLs.

VSLs have the specific objective of increasing the financial education and market awareness of women, in order to equip them with the necessary tools and instruments to be able to save and invest more in activities that will improve and diversify their livelihoods, empower them, and make them less vulnerable to climate change. VSLs are geared especially towards supporting investments and improvements of dry land cropping production, the correct management of nutrition gardens and making them a viable business venture, as well as the selling of chicken and eggs from established chicken coops.

The first quarterly data (September-December 2018) from the VSL groups established in Masvingo is encouraging in terms of women participation (See table below).

Table 3: VSL data disaggregated by gender.

VSLs	<ul style="list-style-type: none"> ✓ Total number of savings groups: 20 ✓ Total number of farmers in savings groups: 293 ✓ Total number of women in savings groups: 275 ✓ Total capital held by savings groups: US\$6,382 (Savings plus interest earned through loans) ✓ Average savings amount per farmer per month: US\$16,9 ✓ Average saving amount per saving group per month: US\$248
Loans from VSLs	<ul style="list-style-type: none"> ✓ Total loans accessed by farmers: US\$ 6,382 ✓ Total number of farmers accessing loans: 54 ✓ Total number of women accessing loans: 50 ✓ Total number of farmers who repaid the loans: 19 ✓ Total number of women who repaid the loans: 17 ✓ Repaid loans amount: US\$5772 ✓ Interest rate and timeframe: 20% per month ✓ Percentage of repayment: 100%

Women will be targeted with trainings on **conservation agriculture**, in order to improve their productivity and their ability to better adapt their production to the increased incidence of weather shocks (mostly droughts and heavy rainfall that causes soil erosion). Gender-specific activities will consist of:

- ✓ Conservation agriculture trainings targeting women, carried out by women staff, on the crops that women usually manage and at times and venues that are compatible with women's household responsibilities.

In the first target area of the project, women are being targeted specifically to be leading in this component (see table below).

Table 4: Conservation Agriculture Activities

Promotion of appropriate cultivars	<ul style="list-style-type: none"> ✓ No. of farmers participating to community awareness sessions for project set up: 493 (293 Women) ✓ Total Number of seeds and conservation agriculture demo plots established: 10
Mechanised Conservation Agriculture	<ul style="list-style-type: none"> ✓ Total Number and type of mechanization tools distributed: <ul style="list-style-type: none"> ✓ 10 ripper tins ✓ 2 Precision Scale ✓ 2 Hanging Scale ✓ 10 Rain-gauges ✓ Total Number of people receiving mechanization tools (disaggregated by gender): 10 (7 Women) ✓ Total Number of farmers trained in mechanized conservation agriculture and appropriate seeds (extension services): 30 Farmers (20 women)
Total number of lead farmers	<ul style="list-style-type: none"> ✓ Total Number of lead farmers for demo plots: 10 (7 Women)

Localised climate services at local level, together with **weather index insurance** will aim at better prepare women to face the vagaries of climate change in their agricultural activities, while at the same time protecting their crops in case of major drought events. As a result:

- ✓ Climate services trainings will be tailored with specific messages related to women's livelihoods and traditional chores in the face of extreme events will be provided.
- ✓ Specific communication channels for women will be devised, to ensure maximum audience.

Weather index insurance will be tailored around small grains and groundnuts. Besides being both drought tolerant types of crops, the latter is also mostly planted and grown by women. Again, currently most of the insured farmers in the project are women (294 over 496).