



**GENDER ASSESSMENT AND PLAN FOR THE FOOD SECURITY THROUGH AGRIBUSINESS
PROJECT IN SOUTH SUDAN**

**SOUTH SUDAN AGRICULTURE DEVELOPMENT PROJECT II
CORDAID-AGRITERRA-SPARK**

JANUARY, 2018
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Acronyms

Cordaid	Catholic Organization for Relief and Development Aid
C&D	Church and Development
FGD	Focus Group Discussion
FFS	Farmer Field Schools
FAO	Food and Agriculture Organization of the United Nations
IGA	Income Generating Activity
INGO	International Non Governmental Organization
M4P	Making Markets Work for the Poor
PICS bag	Purdue Improved Crop Storage bags
RCC	Regional County Commissioner
SDG	Sustainable Development Goals
SSP	South Sudanese Pound
SSADP II	South Sudan Agriculture Development Project II
UN	United Nations
VSLA	Village, Savings and Loans Association
WFP	World Food Programme of the United Nations

1.0 EXECUTIVE SUMMARY

In recognition of the importance of implementing a gender inclusive and sensitive project, the South Sudan Agribusiness Development Project II (SSADP II), funded by the Embassy of Netherlands, South Sudan and led by Cordaid South Sudan Office, commissioned a gender analysis study with the aim of exploring the existing gender dynamics, which influence the farming and agribusiness within the three project counties – Bor, Torit and Yambio. From the onset of the study, and informed by existing literature, this gender analysis study assumed that there exists socio-cultural and economic factors which negatively affect the South Sudanese women farmers to a larger extent as compared to their male counterparts, in agriculture.

The goal of the gender assessment was to inform the development of a cross-cutting gender strategy to ensure women, men, girls and boys equally participate in and benefit from the South Sudan Agribusiness Development Project II (SSADP II). The aim of this assessment is to inform the development of a gender strategy that moves beyond simply accounting for equal representation of female and male beneficiaries in all activities to confronting the deeper root causes of gender inequality and supporting female empowerment, for maximizing program impact on food security.

Other goals of the gender analysis included to;

- 1) Establish baseline data parameters to ensure sex-disaggregated data and gender sensitive targets and indicators are included.
- 2) Analyze who has control over resources, means of production, access to services and identify barriers to women's and men's access to those resources. This will help in understanding the gender relations and divisions of labour at a family and community levels.
- 3) Identify opportunities for women's economic and social empowerment if needed.
- 4) Develop strategies to ensure fair and equitable benefits from the project's economic and social development including building gender skills of implementing partners.

This report summarizes a gender analysis study conducted between the months of November and December 2018, to assess gender dynamics within South Sudan specifically in Torit and Bor Counties Yambio was not included in the survey as Yambio farmers have the same character as those in Torit, and so Torit acted as a representative. The SSADP II Project is being implemented by Cordaid in collaboration with SPARK Agriterro and other local organizations including local partners in the Counties.. The purpose of this report, therefore, is to provide an overview of the gender analysis methodology, major findings and recommendations. It also serves to contribute to wider program learning on how to develop more gender responsive for the interests of the broader development community.

The gender analysis report is based on primary data collection and analysis using a gender-sensitive qualitative and participatory methodology and a wider literature review. A total of 10 FGDS including Cooperatives, FFS and VSLAs, participated in the study. Counties covered were Torit and Bor, amongst the 3 project countries in South Sudan.

The report starts by analyzing the gender constraints and gaps that exist in Torit and Bor counties and which may present a risk and thereafter prevent farmers from optimally accessing and utilizing the resources that the SSADP II Project , seeks to promote, amongst them being providing improved seed varieties, reliable markets, financing and capacity building in applying good agricultural practices. The report will also provide strategic direction to enable partners in the SSADP II Project, engage effectively and sustainably, bearing in mind the existing gender dynamics. The report is of interest to players in the agribusiness sector in South Sudan, as it provides an understadnig of the gender dynamics in the country's agriculture sector, especially in creating markets for the farmers.

Amongst others, the key findings of the gender analysis included;

- Cutural beliefs as well as traditions continue to limit the participation of women, leading to their inability to fully participate in all aspects of household and community life. Some of the SSADP II activities shall promote aspects of behavior change through capacity building activities for farmer groups, to address these gender norms.
- More than 99% of the households interviewed have the women taking care of domestic chores. Women farmers face a triple burden with their time being taken up by domestic responsibilities such as collection of fuel and water for household use and consumption, cooking, care of the sick, the children and the elderly, in addition to them carrying out many activities related to production such as working on family farms. They perform more work than men when both domestic and farm labour is put into consideration. SSADP II activities could address women's workload by promoting the use of improved farm technologies and tools for land preparation, planting and weeding with simple tools; some of which are already in use in the country.
- Mobility challenges combined with poverty limit women's ability to take risks or to fully engage in activities and to take advantage of services offered to them.
- Most of the respondents interviewed said thay have no access to extension services, and noted that the limited extension services are often provided by male officers from government or private agents from development organizations like Global Aim and C&D who target male farmers, with fewer women officers offering extension services. For instance, male extension

officers may not seek out women farmers to involve in demonstration days or farmer field days so female farmers miss important training opportunities. While some male farmers were open to male extension officers reaching out to their wives, a majority of the male farmers mentioned that they found it inappropriate for male extension officers to speak with their wives in their absence. Through working with farmer groups and extension officers, the SSADP II project activities could raise awareness about this while encouraging a more balanced representation of both female and male extension workers.

- Lack of access to finance/credit constrains both men and women from establishing and expanding their economic and agricultural businesses, as most households lack adequate access to finances, with the little available being managed by men as well as all financial decisions in households. 100% of the households and groups interviewed reported that they had never applied for loans and credit, with only the employed few men holding bank accounts. Men however reported some limited knowledge of credit providers while no single woman reported ever knowing where the financial service providers are located or sourced.

- Decision-making: A very limited number of women mentioned having collective financial decision making power with men, as men are culturally seen as the main decision makers in households on farming and other financial related issues. Men are the main decision makers in families and traditional beliefs suggest that it is women's job to follow what men say as men control decisions about how family income is to be utilized, especially in controlling income gained from agriculture sales. This is somehow different on income women source from other resources including local brewing and charcoal selling, as they have more decision making power over the same. When men were asked about not taking over this income from their women, they noted that this was little income.

- Access to inputs/technology: Despite the fact that the county agriculture offices own mechanized equipment such as tractors, which are to be hired out by farmer groups, there is very limited information by farmers on how to access these services and a majority of the farmer groups are unable to afford the leasing fees. The financial power of women farmers is limited as men own all decision making power and therefore hiring out the agricultural equipment poses a challenge for women. However, many respondents said that men are more likely to hire tractors through cooperatives while women have little to no access to this technology because of cultural norms or because of their limited power and participation in groups.

Notwithstanding, these equipment can only be afforded by groups, to leverage on their individual financial contributions. However, majority of the leadership positions within all mixed cooperatives, FFS and VSLAs are held by men, leaving women minimal space to voice their concerns and needs, as they are majorly allowed to deputize the men leaders.

- Most farmers, both men and women, lack knowledge of new technologies including improved agriculture practices, such as new improved seed varieties that are drought tolerant or conservation farming techniques and have no knowledge at all on the use of fertilizers, herbicides and pesticides, due to Government restrictions on the use of these inputs. With greater financial capacity and skills, both men and women would have increased access to both better technologies. It is noteworthy that in a considerable number of groups interviewed, the farmers reported that labor was shared in several activities by both men and women, including planting, harvesting and sourcing for seeds. However, there is complete division of labour in some activities, being fully undertaken by men or women, as a cultural belief, including, weeding, harvesting and sorting being for women only and land clearing being for men only.

- Climate change: All farmers cited being affected by climate change regularly, and having no information or skills on climate change risk mitigation. There is therefore a need for enhanced training in conservation and land preservation techniques, especially for women farmers affected by climate change, who may lack access to services and programs.

- Training: For several reasons, a majority of men reported to have accessed atleast one form of training on agriculture practices in comparison to women who reported to have never attended an agricultural training. In addition, a majority of those interviewed belong to a certain type of group, with a majority of VSLA membership being women while majority of Cooperatives and FFS membership is men. However, men hold majority of the leadership positions.

2.0 INTRODUCTION

2.1 Project Background

Guided by the 2030 Agenda for Sustainable Development (Global Goals), adopted at the UN Sustainable Development Summit in September 2015, which sets the international agenda for food security, the SSADP II project aims to pursue gender equality and to develop partnerships that ensure gender inclusive interventions are institutionalized and sustainable beyond the project period. Specifically, in aligning to the SDGs, the SSADP II project acknowledges that, just like almost all other food and cash crops, majority of crops are mainly grown by women, but most of the revenue is received by men, with a majority of value chains being dominated by men (agents, transporters, buyers etc.)

The livelihoods and food security of up to 90 percent of the population in South Sudan depend on farming, fishing or raising livestock. A thriving agriculture sector is therefore crucial to long-term peace and development in the country, yet it is currently in the midst of one of the world's worst humanitarian and food security situations. Famine was declared in February 2017, although contained just months later thanks to massive humanitarian support. However, food insecurity remains at extremely high levels. More than half of South Sudan's population is severely food insecure according to the latest Integrated Food Security Phase Classification (IPC), which estimates 6.1 million people experienced crisis or worse levels of food insecurity in August–September 2018. Mass population displacements, economic slowdowns and adverse climate conditions such as droughts and floods have only exacerbated an already dire situation. Through a mixture of immediate assistance to the most vulnerable communities and longer-term support to build the capacity of local, state and national Government institutions, humanitarian organizations are helping to strengthen food security and build sustainable, agriculture-based livelihoods in South Sudan.

Agriculture is one of the growing sectors for South Sudan being largely practiced by majority of rural population for subsistence purposes, with minimal cash crop production. The major crops produced in this subsector include, Sorghum, maize, Rice, Sunflower, Cotton, sesame, Cassava, beans and peanuts. Other crops that are produced in small scale include: coffee, tea, sugar and tobacco. There is also great potential for growing fruits and vegetables such as bananas, mangoes, lemons, pineapples, onions, okra, tomatoes, eggplants, potatoes and cabbages.

Currently, the region depends totally on food imports from neighboring Countries such as Uganda and Kenya as well as northern Sudan as a result of long civil war. About 80% of the population lives in rural areas, with agriculture, forestry and fisheries providing the primary livelihood for a majority of the households in each state. Much of the rural sector activity is currently focused on low-input low-output subsistence agriculture instead of production for markets.

Among the significant reasons for this are: (i) the need for improved agricultural inputs and techniques such as seeds and fertilizers, storage facilities and advisory services, and irrigation development; (ii) the difficulties faced by farmers in accessing markets due to the poor road network, lack of other transport modes and nuisance taxes and charges, including bribes; (iii) the lack of a critical mass of farmer and rural producer associations as a means of entering the market place with the aim of minimizing the cost of inputs, accessing loan finance at affordable rates and influencing farm-gate prices; and (iv) uncertainties pertaining to property rights and access to land. (FAO/WFP. 2009).

The overall objective of the SSADP II Project is to improve food security, income and employment of farmers in selected counties of South Sudan. The project aims to do this by linking farmers to reliable markets thereby increasing their income levels by empowering them with vital market intelligence and marketing strategies that will enable them make decisions on pricing and have freedom to choose suitable markets for their produce.

The SSADP II Project will take a holistic and inclusive manner with enhancement of the grass-root level production and productivity of adding basic value to the existing agricultural activities, as well as supporting the growth of existing agribusinesses that play a key function in the agricultural markets, thus supporting and creating space for growth at the grass roots level. This is to contribute towards sustained increased HH income (buying power) and employment as well as improved food security.

As per M4P approach access to and availability of quality inputs and the development of the producers/ entrepreneurs' technical and business skills and knowledge are crucial elements to be addressed and are required to get the livelihood flywheel run faster and turn the vicious circle of poverty and food insecurity into an up-going and steady cycle of enhanced livelihood and economic growth. In view of the present situation of instability, the proposed interventions will be flexible and with ample attention to conflict-sensitivity and strengthening of the resilience with special emphasis on the interests- and position of women and youth. Existing cooperatives, associations, and farmer groups and agribusinesses will be the entry points for the interventions to reach the 10,000 HHs targeted in the most effective and efficient way and to strengthen socio-economic cohesion and collaboration.

The SSADP II Project intends to support the creation of a conducive environment by reducing entrepreneurial risks and by enhancing and facilitating market opportunities, whilst capacitating businesses to sustain themselves and grow. When and where the lack of funds is or becomes an entrepreneurial constraint, the project will link them with financial institutions, both for the direct target HHs as well as larger market actors. The project will, through a business hub and spokes mechanisms, also support physical facilities on main market places where market visitors, entrepreneurs and service providers can meet and exchange information not only on technical matters but also on market developments and e.g. access to finance.

2.2 Gender Mainstreaming Approach

The overall goal of mainstreaming gender within the SSADP II Project is to develop action measures that will be taken while providing steps and approaches for ensuring that the project builds procedures and capacity of the project to implement the project through a gender-inclusive approach. The expected outcomes will be a demonstrated positive change in gender awareness, attitudes and/or behaviors of project partners, a measurable increase in partner institutions with gender responsive strategies and project outputs that are gender responsive across all the value chains.

The promotion of gender equality and inclusiveness as well as do no harm are cross-cutting issues in all work of Cordaid and partners. In the proposed project, women and men will as much as possible be equally represented in the farmers' and youth groups. Cordaid will be ensuring that women are offered the opportunities available in the SSADP II Project to fully participate and benefit from the investments, without propagating cultural indifferences and discrimination practices that have left these women lagging.

To further promote women's development and empowerment, women-focused groups will be facilitated and promoted to work on agriculture-based economic opportunities (e.g. producing, processing and marketing vegetables and/or meat). Markets are crucial means to an end in the processes of improving upon peoples' livelihood but can't be imposed on the population (the population must accept the available markets and the markets must be willing to accept what the population is able to supply – no category can impose itself on the other). They will develop along with increased demand and supply which this project is to support, catalyze and facilitate. Eventually the private sector/traders will be key in developing and operating markets for input & output goods and services but now not yet capable – due to many different reasons- to take on these roles.

3.0 METHODOLOGY

In undertaking this gender assessment survey, the methodology applied was informed by the Harvard Gender Analytical Tool.

3.1 Introduction

This chapter is organized under the following sections. The research design, target population, sample size and sampling procedures, research instruments, data collection procedures and data analysis.

3.2 Study location and Research design

The research adopted a descriptive research design and utilized both qualitative and quantitative approaches. The study adopted a participatory approach involving field visits for the purpose of interaction with the target groups to objectively assess gender inequalities in agriculture within two of the three project counties - Torit and Bor counties. Bor Town is located on the site of a fishing village on the White Nile (Bahr al Jabal River). The payams constituting Bor County include Kolnyang, Anyidi, Makuach, Baidit, and Jalle. Torit County on the other hand is located in Imatong State, in southern South Sudan, close to the border with Uganda, Torit County was earlier split into 8 payams. The payams that constitute Torit County include Bur, Ifwotu, Kudo, Hiyala, Himodonge, Imurok, Nyong and Iyire Payams.

3.3 Target population, Sampling techniques

The study population was the farmers in Torit, Bor and Yambio counties, with the unit of analysis being men and women farmers in Torit and Bor counties. Torit and Bor counties were purposively selected for this study. Simple random sampling was used to select the respondents for the study. The total number of farmers who took part in the FGDs were 127, made up of 41 females and 86 males, out of a total of 10 FGDs, with cooperatives, Farmer Field Schools and Village Savings and Loans Associations.

Table 1: Sample population

County	TORIT	BOR
Payams involved in study	Nyong, Hiyala, Himodonge, Imatong	Makwach, Bardit, Anyidi
Cooperative	2	3
FFS	2	1
VSLA	1	1

3.4 Research instrument, data collection procedure

A questionnaire guiding the focus group discussions with the farmers was the main research instrument. Other documents reviewed to provide trends in gender sensitivity and strategies included reports on agriculture in South Sudan as well as reports published by other partners, including FAO and WFP. Reports in the press and various publications were also used to provide secondary data. Confidentiality, anonymity and consent of the informants were put in place as requirements for the whole research process. In respect for the informants and in order to protect them, data were presented in such a way that it cannot be linked to individuals who gave it except by the researcher who may need to seek clarification during data analysis.

3.5 Ethical considerations

In initiating the research procedure, the consent of the interviewees was sought before involving them in the study. However, a prior description of the activities had been given to help in understanding the procedures involved. Anonymity and confidentiality were given to the participants that wished to remain anonymous. The informants were notified of their rights to withdraw from the activity whenever they wished to do so. A research approval was sought from the RCC, before data collection commencement in each county.

4.0 FINDINGS

4.1 Labour Division in Farm Activities

The study revealed that there is minimal sharing of labour in activities such as ploughing, planting, weeding, sorting and harvesting. Women are overburdened and measures should be put in place to improve their involvement for optimal returns. The study establishes that women are largely engaged in the weeding, ploughing, sorting and harvesting, while a majority of men are engaged in other activities such as engaging in sales activities; men rarely engaged in activities such as weeding. In the case of harvesting and sorting, the study found that it was mainly women who were undertaking such activities with few instances where both men and women were involved. Moreover, the study revealed that women were left to undertake sorting and grading activities for the produce harvested while men undertook the role of looking for markets and transporting the same. The study showed that insufficient funds to employ casual labourers, limited land resources, and poor weather conditions were challenges faced by majority of farmers, both men and women farmers, in both Bor and Torit counties.

The study showed that men were responsible for deciding when planting should be undertaken and the people responsible for planting. It was noted that while in some instances the task of planting was shared, it was generally the women who were left to do the planting.

4.2. Sales and financial decision making

The study found that women had no control over pricing of any produce sold. This is because men were the ones accorded the responsibilities of looking for the market, thus they were more informed on market conditions, on demands and prices. The study revealed that the returns from the sales were not shared equally as men took the larger share with the notion that as the household heads, they had more responsibilities in the family such as buying basic needs, paying school fees and undertaking other investments on behalf of the families. The study also found that men determined the utilisation of Sales proceed/ revenue from sales activities. In particular they were in charge of distributing the returns as per the household needs while some was kept aside for investment on their part. However, some women mentioned that they would be consulted from time to time on the distribution of returns.

The **SSADP II** also noted that while many male farmers had basic literacy skills, majority of female farmers did not know how to write and read, which contributed to their inability to understand their household/farm records. The SSADP II activities should promote women involvement such as undertaking functional literacy and basic business skills, organizing learning visits to help increase farmers' exposure to new approaches, training workshops to raise awareness or technical skills and combining indoor training and practical application in the field results to enhance a better understanding for farmers.

4.3 Reproductive Activities

Women farmers face a ‘triple burden’ with their time being taken up by domestic responsibilities such as collection of fuel and water for household use and consumption, cooking, care of the sick, the children and the elderly, in addition to them carrying out many activities related to production such as working on family farms. This contributes to the burden the women farmers face in accessing resources useful to their farming as they face the burdensome roles of taking care of the home as well as the farms, due to limited time available. SSADP II activities could address women’s workload by sensitizing beneficiaries to stringent gender norms and their high workloads. Women’s workload is large and it is difficult for them to balance their multiple roles (productive and reproductive). Their time is limited for participation in commercial agriculture. Mobility challenges combined with poverty limit women’s ability to take risks or to fully engage in activities and to take advantage of services offered to them.

4.4 Access to technology including machinery

The study further found that some of the the men had knowledge of where and how to access farming technology such as machinery while no woman reported to have any knowledge on the same. This is attributed to a majority of men belonging to Cooperative groups in comparison to the women farmers, due to stringent terms of joining groups, inadequate time to attend to groups and low financial incomes. (only cooperatives reported to either owning or hiring out a tractor for instance. No FFS or VSLA mentioned this resource)

4.5 Associations and Groups

The study also established that both women and men belong to certain types of group, either cooperatives, FFS or VSLAs and other social and village groups. These could be avenues through which the SSADP II Project resources can be passed to farmers, as these are collective platforms through which farmers, especially women who are poorer, can access resources and products useful in their farming activities, such as extension services and market information. In particular, a majority of the VSLAs membership is women. These can also grow to be cooperatives through which farmers can access financial support. Additionally, it was noted that women representation is low in leadership positions, yet high in membership numbers. The assessment also established that the structure and activities of farmer groups are determined by the type of group as shown;

Table 1: Farmer Group traits

Farmer Group	Activities
Cooperative	Farming together on bigger feddans of land (50 – 100 vidan) Leasing equipment such as tractors Have bank accounts Offering labour collectively and saving income earned in group account
FFS	Farming together

	They attend trainings together 2 – 10 feddans
VSLA	Saving and lending to members as Social fund for social welfare Saves money in a safe box

4.6 Farmers face challenges in accessing seeds, storage and controlling pests and diseases

The challenges women farmers are facing are many and could be summarized firstly in terms of inadequate access to inputs including fertilizers and improved seed technologies. Additionally, only one cooperative mentioned hearing about hermetic bags. As informed by one extension officer in Bor County, these bags are very difficult to access and when available, they are hardly accessible to farmers who find the price high (approx. 400 ssps). The procurement and availability of these bags in the local market is troublesome with no known supplier in the vicinity. Consequently, both men and women continue to use the traditional storage bags which is not in conformity to a sustainable product quality. It is therefore necessary to help the farmers access post-harvest equipment and structure their organizations.

With respect to the control of pests and diseases attacking crops, only 2 groups mentioned having tried to apply modern chemicals with a majority of farmers resulting to the application of ash and neem tree aiming to control pests and diseases, with minimal success. Availing affordable pesticides to the farmers would be of great value in increasing their production and reducing poverty.

4.7 Women have interest in other income generating activities

Women are more active in IGA individually. Those individual IGAs are mainly;

- farming on their small plot of lands (maize, kales, cabbage, groundnut, simsim, etc)
- preparation of local beer - sale of wood, charcoal, sand, fine gravel, services in farms
- small trade of processed foodstuffs (cake, doughnut, pancake)
- street side restaurant (preparation and sale of meal: rice, to bean, etc)

4.8 Farmers have low access to market, with women being more disadvantaged

Despite the fact that men are in charge of household income, women are mostly responsible for the sale and marketing of crop produce in the local markets. The challenge consists in making sure that they keep the control of their production, processing and marketing, so that this is not taken away from them. They are often excluded from the markets because of the small quantity of their sale products and lack of marketing and communication skills, compared to that of men. In cases where there is more production than a household can consume, women are not able to travel far in search of markets in comparison to male farmers who witnessed not having any challenges sourcing for markets from as far as Juba town, when need arose.

4.9 The sociocultural barriers impede women's self-reliance

Several obstacles limit women participation in the development efforts within their organizations and their communities. Whereas in South Sudan women are active in the agricultural sector, few have control over land and other resources including training and rather work in clan and family farms held and managed by their husbands or men from their family. In addition, the additional burden of housework only done by women in the majority of households, limits the time that they can devote to the plots of land they can access or control. Moreover, women have minimal control of inputs and benefits as men control farm incomes, and they are largely excluded.

4.10 Access to Finance

The gender assessment revealed that, of the surveyed population, only a few men had a bank account and these were the employed ones, with no single woman holding a bank account. Additionally, none of the farmers reported to have ever applied for a loan, either from a bank or any financial institution including SACCOs. Only one cooperative in Bor county, Deutong Cooperative reported having secured a small loan from a local SACCO. The FFS and VSLA are only able to access credit from their groups.

5.0 KEY ACTIONS

5.1 Summary

The opportunity to undertake a gender analysis in Bor and Torit counties in South Sudan offers a platform for understanding the gender gaps in the SSADP II Project and aims to ensure that the project activities are transformative in nature, with the ability to transform lives of the farmers. Specifically, the gender analysis is useful in ensuring that the project activities lead to improved incomes, more productive employment opportunities and selection of interventions which are demand-led and based on need analysis, matched with opportunities and availability of complementary support and services, as all farmers, both male and female shall be included by design and not by accident. This includes developing and adopting, an explicit gender strategy for the empowerment of women with partners along the value chain.

As informed by the assessment findings, it is recommended that the SSADP II Project strengthens gender-responsive accountability mechanisms to ensure that the project activities reach the rural women and their organizations (this shall include developing gender targets and developing a gender plan to support realization of the same). This can be enhanced by developing gender indicators and results within the results framework of the project. These can include; Percentages of rural women joining farmer groups, percentage of women farmers who aggregate their produce and the value, disaggregated by age where possible, percentage of women producers participating in extension activities, percentage of registered rural enterprises owned/managed by women, ratio of male-to-female among skilled agricultural workers, percentage of farmers accessing financial services amongst others – these will be determined by the baseline numbers of women involved in these activities presently.

While it is hard to change some entrenched practices such as decision making in homes, the SSADP II project will endeavor to have more women involved in leadership of producer organizations (targeting existing women groups) and enhancing financial literacy to ensure that women have a stronger voice in deciding on incomes from farm activities. It is also evident that group saving and lending models such as VSLAs need to be strengthened to be able to help women to be more active in savings and utilization of these resources in a manner that benefits the entire family.

Additionally, it is expected that Cordaid shall undertake the following activities into building the capacity of its partners to integrate gender into the project activities;

- i. Identify any risks and vulnerabilities and unintended consequences to the intervention, and mitigate against them, including violence against women.
- ii. Scope for actors with capacity and commitment to act for gender equality in the agriculture sector (NGOs, donors, International Organizations, International Financial Institutions, line

ministries, gender equality national machineries, etc.). The SSADP III project would leverage on lessons learned by these organizations in their endeavour to mainstream gender within agribusiness projects.

- iii. Sensitize the SSADP II Project partners on gender inclusion well as on what is required in terms of gender expectations and outputs. The partners shall be expected to ensure that gender is comprehensively included in all project activities where feasible by addressing issues affecting both men and women in a manner that will enhance their capacity to participate and benefit from the SSADP II project.
- iv. Build the partners' skills in the use of gender analytical tools. Many partners do not clearly understand 'how to' include gender aspects in their day to day work due to lack of methodological processes through which the same can be measured and addressed, in a cost-effective manner. Therefore, Cordaid shall share quick, easy to apply and understand tools that shall be utilized in assessing gender gaps and in devising strategies to be inclusive.
- v. Assist the partners to develop feasible activities, measurable action plans and targets as per the project proposal. In collaboration with the partners, Cordaid will develop activities that will be carried out within the SSADP II project to address existing gender gaps that would hinder the project's success; as well as relevant indicators that will be tracked over time by the M/E unit.

The SSADP II Project can also identify and develop the capacity of organizations for rural women, farmers, producers and other groups to be inclusive, including by creating fair and transparent criteria for women's participation in leadership positions in these organizations. Promoting farmers' groups has been proven to be effective in sharing knowledge and disseminating new technologies, and community-based agricultural extension.

The project can also identify and support any community-managed financial services, such as VSLAs, and establish mechanisms for reaching out to farmers, by offering resilience support either through these organizations or directly.

The SSADP II Project has planned to undertake several capacity building sessions targeting the farmers in the three named counties and to encourage the participation of women, the project can develop mechanisms, to ensure the same by offering trainings nearer the farms/homes, and during times that women are available to attend (times to attend trainings should be advised by the farmers whose training is targeting in a participatory manner). These trainings can also be offered to women based groups, agriculture based or not, if available such as merry go rounds.

Cultural beliefs as well as traditions continue to limit the participation of women, leading to their inability to fully participate in all aspects of household and community life. Some of the SSADP II project activities shall promote aspects of behavior change through involving men and boys,

which has been proven to be a success strategy in encouraging more women participation in upscaling their farming activities, with support from the men in their lives.

Women farmers face a triple burden with their time being taken up by domestic responsibilities such as collection of fuel and water for household use and consumption, cooking, care of the sick, the children and the elderly, in addition to them carrying out many activities related to production such as working on family farms. SSADP II project activities could address women's workload as well as men's, by sensitizing beneficiaries to use of improved technologies that reduce the time they spend on the farm. These activities include improved agricultural practices, such as conservation agriculture, use of lighter and improved hoes in place of traditional tools for operations like seed preparation, digging, weeding, harvesting, amongst others.

To conclude, the SSADP II Project should develop partnerships with institutions that have the capacity to offer farmers affordable financial credit and support, develop platforms where farmers can learn ways of improving their farming and those that can offer reliable extension services to farmers. This is as informed by the fact that all farmer groups interviewed, listed inadequate financial services, extension services and information of farming, as the major challenges they face; in addition to collaborating with existing rural development programs that are already working to improve the livelihoods of women farmers.

5.2: SSADP II Gender Action Plan

Objective	Activities	Period	Responsibility	Budget (Euro)
Build the capacity of Project operational team for gender mainstreaming in the SSADP II Project	Develop gender guidelines which facilitate the implementation of their activities in the field.	January each year	Cordaid, SPARK Agriterra	
	Validate SSADP II Project Gender Action Plan and ensure all stakeholders are well briefed on the same.	March 2019	Cordaid	
	Appoint a gender Focal point for the SSADP II Project.	February 2019	Cordaid	
	Organize training sessions for the project staff, on gender basic concepts and analytical tools to facilitate their awareness and the implementation of gender approach in their activities.	Continuous – to be undertaken thrice a year		
	Ensure that gender reporting requirements in all the internal and external reports of SSADP II (evaluation, thematic studies, training, reports, strategies, comments etc.)	Bi- annual	Cordaid	
	Document success case studies and share widely online for partner learning (blogs, website)	On going	Cordaid, SPARK Agriterra	
Partnering	Scope and collaborate with players who have shown commitment and capacity to mainstream gender within agribusiness projects (NGOs, donors, International Organizations, International Financial Institutions, line ministries, gender equality national machineries, etc.) The SSADP II Project can leverage on their work while developing gender relevant partnerships. These partners would also be key in sharing the mechanisms they have employed to mitigate risks caused by cultural norms and beliefs.	Feb. 2019 – June 2019 Thereafter, on going	Cordaid SPARK Agriterra	

Enhance access of inputs to farmers	Train project staff to identify women with potential to be engaged as Village Based Advisors, who are key in passing information to other women farmers as local extension workers while supporting them to engage in agribusiness.	June 2019 – Dec. 2019	Cordaid	
	Seek funding for targeted actions for women: training in leadership.	Jan. – June 2019	Cordaid	
	Identify and support female entrepreneurs who e.g. supply inputs to farmers and thus think more of women needs?		Cordaid SPARK Agriterra	
Enhance availability and accessibility of equipment to female producer groups	Scope and partner with institutions who offer services such as threshing, grinding etc at a fee.	Feb. – June 2019	Cordaid SPARK	
Availing finance to farmer groups	Identify institutions that can develop tailor made financial products for the farmer groups and cooperatives.	2019 - 2020	Cordaid SPARK	
	Strengthen groups' savings and lending structures by offering trainings and linking them to financial institutions	On going	All	
Enhancing women's involvement in Cooperatives, VSLAs and FFS	Strengthen and form women groups while training them on group structures and operations while creating fair and transparent criteria for women's participation in leadership positions in these organizations.	2 groups a month	Agriterra	

Gender Terms and Concepts

Gender Mainstreaming

- Forging and strengthening the political will to achieve gender equality and equity, at the local, national, regional and global levels
- Integrating a gender perspective into all phases of project cycle including livelihood analysis, design, appraisal, implementation, monitoring and evaluation
- Using sex/gender disaggregated data in statistical analysis to reveal how development interventions impact differently on women and men
- Developing gender responsive and gender focused innovative interventions
- Providing tools and training in gender awareness, gender analysis and gender planning to decision-makers, senior managers and other key personnel
- Building links between governments, the private sector, civil society and other stakeholders to ensure a better use of resources
- Transforming grassroots society for gender equality

Gender Disaggregated Data

Gender disaggregated data is collected and recorded on the basis of women/girls and men/boys. It also refers to collecting data on issues that allow monitoring and evaluation of gender issues relevant to the project. For example, enrolment data for training should be collected for both women and men but data on drop-out, completion and tracer data of use of knowledge and skills from training after completion should also be collected, by sex, to understand who actually benefits from training.

Access and control of resources and benefits

Access is the opportunity to use something. Control is being able to define and impose its use. Resources include time, information, educational opportunities, decision making (bargaining power), income, other economic resources, health and well-being, mobility, social networks and access to collective organization as well as internal resources such as self-esteem and confidence. Benefits are the result of the use of a resource and include income, asset ownership, knowledge and status. For example, education, health, mobility and social networks are all resources that can help to secure paid employment; income, skills and social status are benefits gained through employment.

Gender Analysis

This is a process of collecting and analyzing sex-disaggregated information to understand gender differences. Gender analysis explores gender differences, so policies, programs and projects can identify and meet the different needs of men and women. It also facilitates the strategic use of the distinct knowledge and skills women and men possess. It is conducted during program design or planning. A gender analysis;

- Analyzes the gender context in which the program is operating
- Helps programmers understand gender roles, responsibilities, statuses and inequalities so they can use that information to design, implement, monitor and evaluate programs
- Can be conducted via desk review, key informant interviews, and interviews/focus groups with beneficiaries

- Includes recommendations on how to integrate gender considerations into the program

Core Principles of Gender Studies

Participatory: The study should involve clients, stakeholders, staff, donors and project participants, who should all have the opportunity to speak for themselves and share their experiences, perceptions and beliefs. While sharing this information, the facilitator or researcher should guide them toward a reflexive process of self-analysis.

- A means, not an end: All types of studies include recommendations on how to better include and address gender considerations in future or existing programming or institutional processes. Findings and recommendations should result in action and improvement.
- Not a one-off event: The three different types of gender studies should be integrated throughout project cycles.

Social relations of gender

Social relations of gender refer to specific forms of power relations between men and women in a given society. These relations are socially constructed and historically and context specific. They change over time and are not a result of biology. Gender relations are not necessarily either entirely harmonious or conflictual.

Gender equality

Entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equity

Means fairness of treatment for women and men, according to their respective needs. This may include equal treatment **or** treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

Gender Continuum

Gender awareness: the conscious knowledge that people and communities are not homogenous. Programmes and projects should not reinforce existing gender inequalities (gender neutral) but should attempt to redress them (gender sensitive) or attempt to re-define gender roles and relations (gender positive/ transformative).

Gender Blind: the failure to recognize that roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs,

policies and attitudes which are gender blind do not consider these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations.

Gender negative: inequalities are reinforced to achieve desired development outcomes. Uses gender norms, roles and stereotypes that reinforce gender inequalities.

Gender neutral: gender is not considered relevant to the development outcome. Gender norms, roles and relations are not affected.

Gender Sensitive: gender is a means to reach development goals. Gender norms, roles and access to resources are address as far as necessary to reach project goals.

Gender Positive: gender is central to achieving development outcomes. Changing gender norms, roles and access to resources a key component of project outcomes.

Gender Transformative: Gender is central to promoting gender equality and achieving positive development outcomes. Unequal gender relations are transformed to promote shared power, control of resources, decision-making, and support for women's empowerment.

Annex 1: FGD Tools

INTEGRATING GENDER INTO THE SSADP II BASELINE SURVEY **FGD INTERVIEW QUESTIONS**

Name of SACCO/FFS/COOPERATIVE:

Hello and welcome.

My name is Julie, and these are my colleagues:

We work with Cordaid, on the SSADP II Project. We are conducting a study of the roles of women and men in the agricultural sector. We would like your opinion on some issues because we value your opinions and experience as farmers in this region. We will ask you some questions. Please know that there are no right or wrong answers to the questions we are about to ask. We are here to ask questions, listen, and make sure everyone has a chance to share. Overall, the session should take 1 hour. We will be taking notes to help us remember what is said. Because I do not speak Arabic, Peter will help translate. We will take pictures at several points during our session, if you do not wish to be photographed, please let us know. We will ask you your names, but no names will be included in any reports. While we would like to include your thoughts and perspectives in our study, we promise that we will not identify you in our reporting. Knowing this information, are you willing to participate in this discussion?

1. ACTIVITY PROFILE

TASK	WOMEN/GIRLS	MEN/BOYS	LOCATION (Within home compound; leased land)
Input supply -vegetables/fruits - other crops			
Who goes to get seed?			
Who goes to get fertilizer?			
Planting			
Ploughing			
Fertilizer Application			
Weeding			
Harvesting			
Processing and postharvest			
Sorting			
Grading			
Storing/Bulking			
Transportation (from farm to market/ road)			
Business management			
Record Keeping			
Managing Sales			
Markets			
Negotiating prices			
Receiving payments			
Financial decisions			
Going to the bank for loans, savings			
Raises cash when needed			
Getting information on new farming practices			
Support services			
Who talks to extension officers			
Reproduction & home Maintenance			
Water-related (carrying-water)			
Fuel related (finding firewood, cooking, heating)			
Childcare			
Cleaning			
Care for the ill			
Community work			
Village meetings, VSLAs			
School meetings			

Who undertakes the following farming activities? NB: Where division of Labour is noted, ask why.

-Which crop amongst fruits/vegetables/legumes do you prefer to grow? Tell us about the work that you, specifically, do in production of these crops.

-Have you earlier been interested in agribusiness?

2. ACCESS AND CONTROL PROFILE

	WOMEN		MEN	
	Access	Control	Access	control
RESOURCES and BENEFITS				
Education/attends training/ Information-member of farmer group				
Farm Inputs				
Land				
Equipment - grinder, water pumps, store				
Hired Labour				
Cash/capital				
Mobile phone				
Outside income				

3. Influencing Factors

Beliefs and perceptions

- Are there aspects of production that are hard for you because you are a woman/man? Example of such a task?
- Are there aspects of production that men/women are discouraged from doing?
- What part of the production process do you think you need to know more about?
- How would you try to get this information?
- Are there aspects of selling and marketing that are hard for you because you are a women/man?
- Are there aspects of marketing and selling that you are discouraged from doing?

Regulations

- Are there laws or policies that make it hard for you to run your farm as a business?
- Are there regulations about transportation? Export tariffs?
- If the land owner dies, are there laws or policies that make it difficult for the spouse/spouses to inherit the property?

Function	Total	Number of Men	% of total	Number of women	total
Cooperative or FFS					
Leadership positions – managers and advisory committee					
Staff					

Instructions:

Request a reliable leader of the FO/cooperative for a breakdown of women’s and men’s participation in the cooperative as members, leaders and staff. To verify the responses, request him to show where and how they keep records of this information. (Make sure that the numbers of men and the numbers of women add up to the total number)

How much are membership fees? Is it harder for men/women to pay the fee? Why?	Tell us about the activities of the producer association. What are the criteria for membership in the association? Is it difficult for women or men to join?	Who are committed more to the association’s activities, men or women?	Are there laws or policies that make it hard for you to run your producer association? Or laws that hinder men/women from joining?
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