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**IFAD'S GENDER STRENGTHENING PROGRAMME
IN EASTERN AND SOUTHERN AFRICA**

**REPORT OF PREPARATORY MEETING
FOR PROJECT/PROGRAMME CO-ORDINATORS
FROM MALAWI, NAMIBIA AND ZAMBIA**

LILONGWE, MALAWI

8 – 9 March 2001

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CURRENCY EQUIVALENTS

Monetary Unit	=	Malawi Kwacha
USD 1.00	=	Kwacha 77.5
Kwacha 1.00	=	USD 0.0129

WEIGHTS AND MEASURES

1 kilogram	=	2.204 pounds
1 ton	=	1,000 kilograms
1 kilometre (km)	=	0.62 miles
1 metre (m)	=	1.09 yards
1 square metre	=	10.76 square feet
1 acre	=	0.405 hectares (ha)
1 hectare (ha)	=	2.47 acres

ACRONYMS AND ABBREVIATIONS

FDS	Field Diagnostic Study
FHH	Female Headed Household
FRMP	Forest Resource Management Project, Zambia
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH
IGA	Income Generating Activity
MoAI	Ministry of Agriculture and Irrigation, Malawi
NOLIDEP	Northern Regions Livestock Development Project, Namibia
PRA	Participatory Rural Appraisal
SHEMP	Smallholder Enterprise and Marketing Programme, Zambia
SFPDP	Smallholder Flood Plains Development Programme, Malawi
SIWUP	Smallholder Irrigation and Water Use Programme, Zambia
SPHFSP	Southern Province Household Food Security Programme, Zambia
SWOT	Strengths, Weaknesses, Opportunities, Threats
WUA	Water Users' Association

I. INTRODUCTION

A. IFAD'S GENDER STRENGTHENING PROGRAMME IN EASTERN AND SOUTHERN AFRICA

1. The overall goal of the Gender Strengthening Programme is to strengthen the gender focus of IFAD-supported projects in Eastern and Southern Africa. This is to be achieved through a three year programme of action research and skills development which will both strengthen the capacity of ongoing projects to address gender issues and draw lessons for the design and implementation of future projects.

2. The interest of IFAD's Eastern and Southern Africa Division in gender strengthening is not as an end in itself but as a means to improve the outcomes of IFAD-supported projects and thereby tackle rural poverty effectively. It is recognised that an understanding of the differing livelihoods, needs, opportunities and priorities of poor women and men is essential for successful project design and implementation. OECD's definition is particularly useful for clarifying this perspective. Gender equality is broadly defined as *'equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equality does not mean that men and women become the same but that their opportunities and life chances are equal. The emphasis on gender equality and women's empowerment does not presume a particular model of gender equality for all societies and cultures but reflects a concern that women and men have equal opportunities to make choices about what gender equality means and work in partnership to achieve it'*.

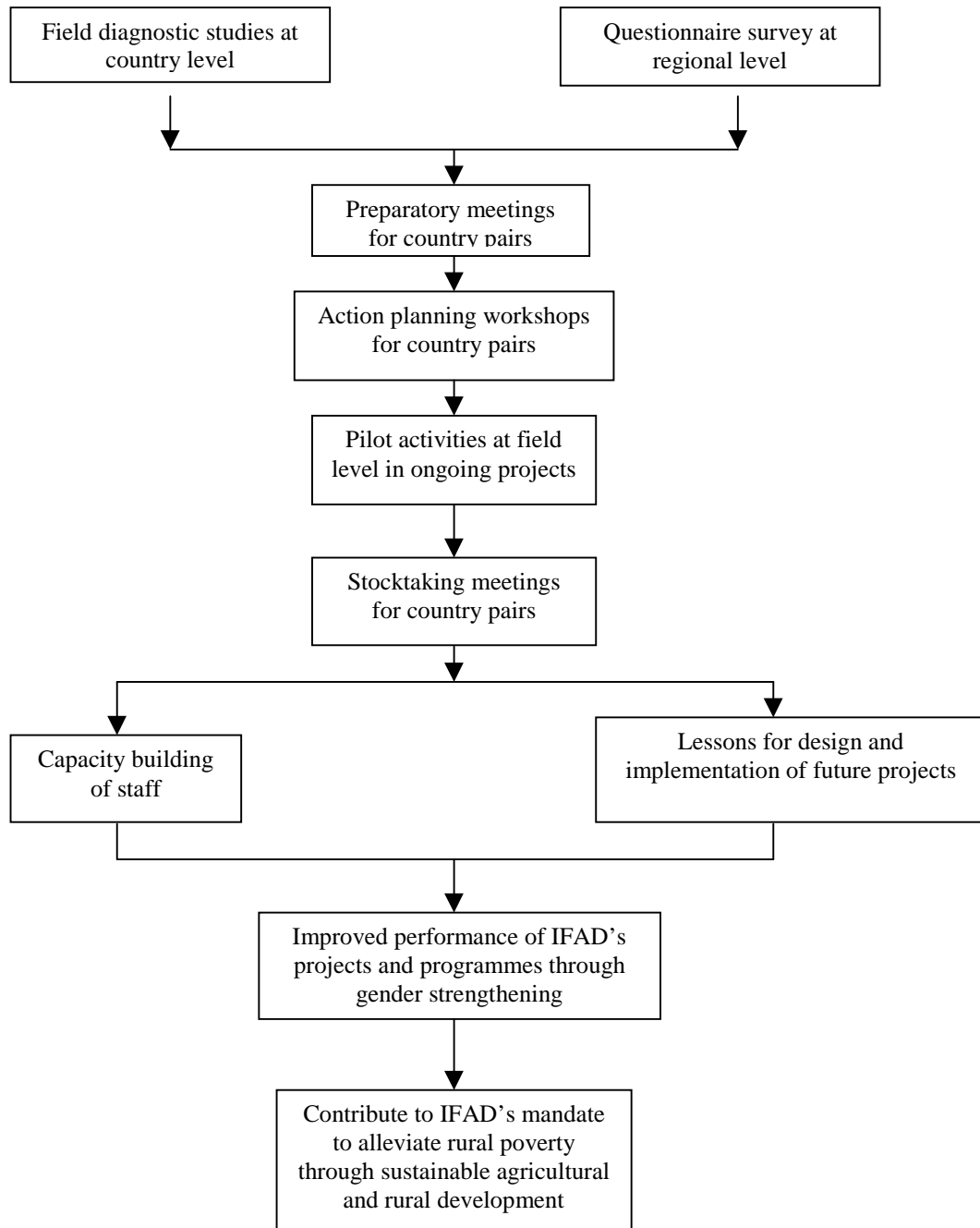
3. This is to be achieved in the Gender Strengthening Programme by enabling IFAD-supported projects to mainstream gender in all stages of the project cycle. There are five core activities in the programme (Diagram 1):

- questionnaire survey of all ongoing IFAD-supported projects in the region;
- field diagnostic studies to be carried out in selected countries;
- preparatory meetings for project co-ordinators from selected countries (working in country pairs/groups);
- action planning workshops for project staff from country pairs/groups; and
- pilot activities to be implemented and evaluated at field level.

4. For several of the activities, the programme is working in selected country pairs/groups in which the field diagnostic study is conducted in one country and the workshop is held in another. The first cycle of activities commenced with a field diagnostic study in Uganda (February 2000), followed by the preparatory meeting (September 2000) and action planning workshop (November), both held in Tanzania, for project staff from Uganda and Tanzania. Pilot activities developed by these projects are currently being approved for grant support under the Gender Strengthening Programme.

5. The second cycle of activities commenced with a field diagnostic study in Zambia (June 2000). The current document reports on the proceedings and outcomes of the preparatory meeting held in Malawi for project staff from Malawi, Namibia and Zambia. The action planning workshop will take place in Malawi in April 2001.

Diagram 1: Overview of IFAD's Gender Strengthening Programme in Eastern and Southern Africa



B. BRIEFING MEETING WITH SENIOR GOVERNMENT OFFICIALS

6. A half day briefing meeting was held on 6 March 2001 prior to the preparatory meeting. Its purpose was to create a meeting point between Government officials and IFAD's Gender Strengthening Programme in Eastern and Southern Africa, in particular:

- (a) to brief the Government of Malawi on IFAD's Gender Strengthening Programme: the background and the purpose of the programme, current activities and preliminary findings;
- (b) to learn from current activities and experiences in Malawi; and
- (c) to take note of the ideas and opinions of Malawi government officials concerning the gender programme and planned activities in Malawi.

7. Previous bilateral meetings with officials from various Ministries in Malawi (Ministry of Agriculture and Irrigation, Ministry of Gender Youth and Community Services, and Ministry of Finance and Economic Planning) had proved to be productive and inspiring. On that basis it was expected that a joint meeting with representatives from various ministries and IFAD would facilitate an exchange of experiences and fruitful discussions, both between the Government of Malawi and IFAD, as well as between the different ministries. Representatives from civil society were also present (Malawi Rural Finance Company and Concern Universal). The programme for the meeting and the list of participants are presented in Appendices 1 and 2, respectively.

8. During the discussions, Government officials asked why IFAD does not integrate gender issues from the outset of the project cycle, from identification and formulation through to implementation and supervision missions. They cited the lessons learned by other donors that efforts relating to gender mainstreaming are more effective when introduced at the initial phases of the project cycle rather than added on to on-going project activities. Other concerns included the absence of gender specialists on IFAD's supervision mission teams in Malawi, and questions regarding the flexibility of IFAD to respond to findings from field studies in order to better address beneficiary needs (such as the introduction of new activities not originally in the project design or the reallocation of funds).

C. PURPOSE AND DESIGN OF PREPARATORY MEETING

9. The preparatory meeting plays a pivotal role in the Gender Strengthening Programme. It is the point of reflection between the field diagnostic studies and action planning. Thus the purpose of the preparatory meeting is threefold:

- (a) to share experiences in addressing gender issues from the field diagnostic studies, the analysis of the questionnaires, and directly from projects/programmes;
- (b) to identify key themes to be addressed in the subsequent action planning workshop;
- (c) to determine the methodology for addressing the key themes.

10. The preparatory meeting¹ was held over two days, 8 and 9 March 2001, at Livingstonia Beach Hotel on the west shore of Lake Malawi. The meeting was attended by programme co-ordinators and project staff from one IFAD-supported project in Malawi, one from Namibia, and four from Zambia. In addition staff from the Ministry of Agriculture and Irrigation, Malawi, and from the Ministry of Agriculture, Food and Fisheries, Zambia also attended.

¹ The preparatory meeting team included Ms Vibecke Kubberud, Gender Strengthening Programme Co-ordinator (IFAD); Mrs Clare Bishop-Sambrook, Lead Facilitator/Agricultural Economist and Gender Specialist (Consultant); Dr Mrs Grace Malindi, Facilitator/Gender Specialist (Consultant); Mr Wellings Simwela, Facilitator/Gender Specialist (Consultant); and Ms Rahel Getachew, Gender Strengthening Programme Assistant (IFAD).

11. The first day of the meeting was spent reflecting on gender issues in the context of agricultural development. The second day focused on sharing experiences in identifying and addressing gender issues, particularly at the project level. This provided the framework within which the key themes were identified for the action planning workshop to be held in Malawi in April 2001. The full programme for the Preparatory Meeting and the List of Participants are presented in Appendices 3 and 4, respectively.

D. STRUCTURE OF THE REPORT

12. Chapter II reports on discussions about gender issues relevant to agricultural development held during the briefing meeting and preparatory meeting. Gender issues were discussed at three levels: the sectoral level; findings from the field (drawing on the field diagnostic study conducted in Zambia, the questionnaire survey of all on-going IFAD-supported projects in the region, and experiences in Malawi); and individual experiences at the project/programme level (with further details in Appendix 5). Chapter III reports on the preparations for the action planning workshop, presenting the key themes to be addressed and their method of delivery, the draft programme (see Appendix 6), and the methodology for preparing the action plans.

II. IDENTIFYING AND ADDRESSING GENDER ISSUES IN AGRICULTURE

13. This chapter reports on discussions about gender issues relevant to agricultural development held during the briefing meeting and preparatory meeting. Gender issues were discussed at three levels: the sectoral level; findings from the field; and individual experiences at the project/programme level.

A. GENDER ISSUES IN THE AGRICULTURAL SECTOR

14. The purpose of this session was twofold: to identify the causes of core problems which were encountered in agricultural and rural development, and their effects; and to identify when, where and how gender issues have an impact on addressing the core problems.

15. Problem trees were used to explore the relationship between the causes and effects of core problems. Working in groups, three problems were examined: food insecurity at the household level; low household incomes in rural areas; and poor utilisation of natural resources (in particular, forest products).

16. The problem trees demonstrated the variety and complexity of the challenges to achieving agricultural and rural development (see Diagrams 2, 3 and 4). Whilst some of the root causes may be addressed at project level (for example improving the focus of extension services, promoting access to adult literacy classes or improving access to market information), many lie beyond the scope of individual projects and require interventions at the national level. The latter include land tenure reform, updated forest management plans, introduction of product standards and quality control, and the development of infrastructure, rural transport systems and rural electrification. The effects of the core problems are fairly universal, in terms of low purchasing power, food insecurity, malnutrition, low labour productivity, family conflicts, land degradation and loss of biodiversity, and ultimately ending up in the poor quality of life.

Diagram 2: Causes and Effects of Food Insecurity at Household Level

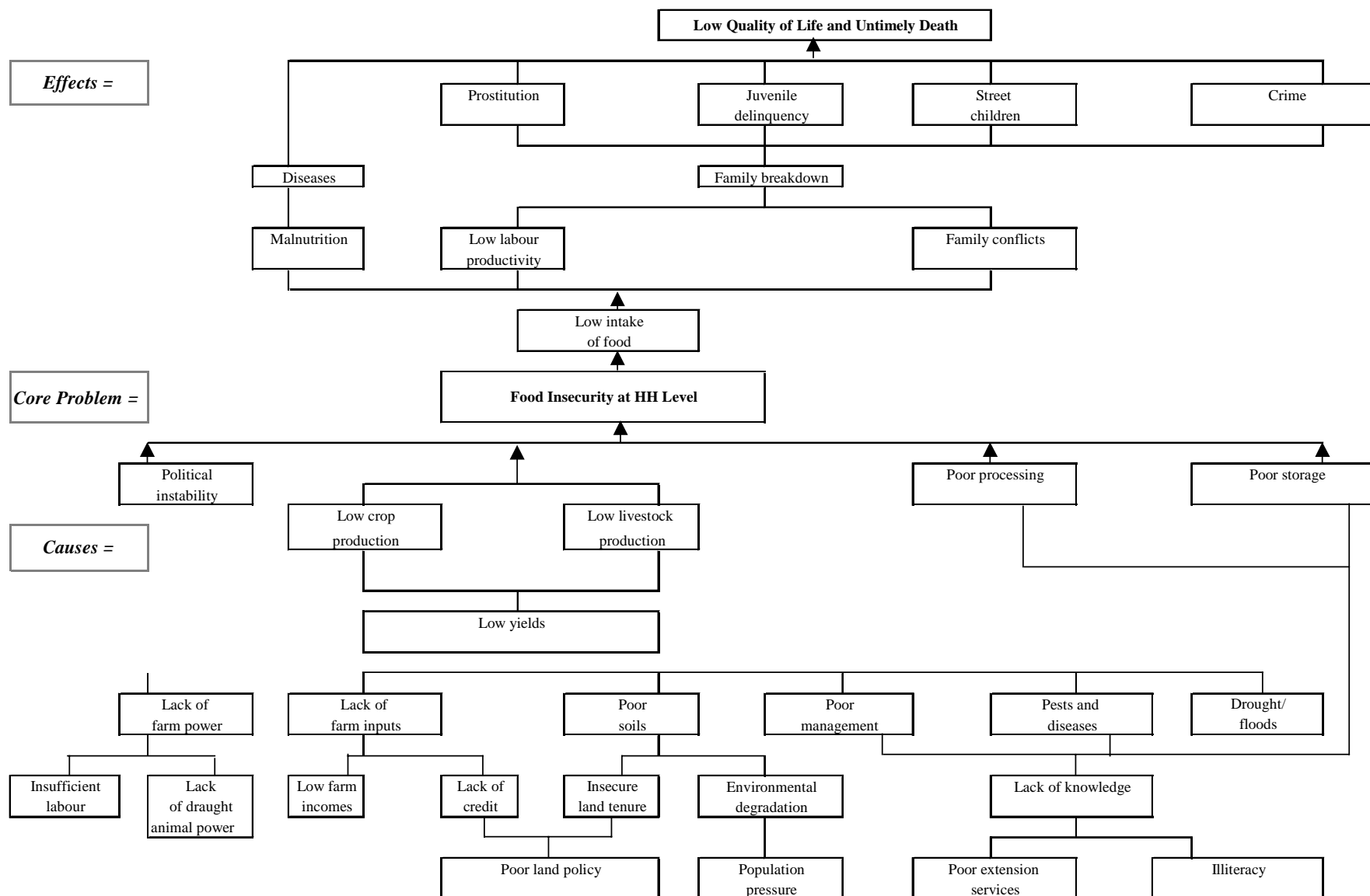


Diagram 3: Causes and Effects of Low Household Incomes in Rural Areas

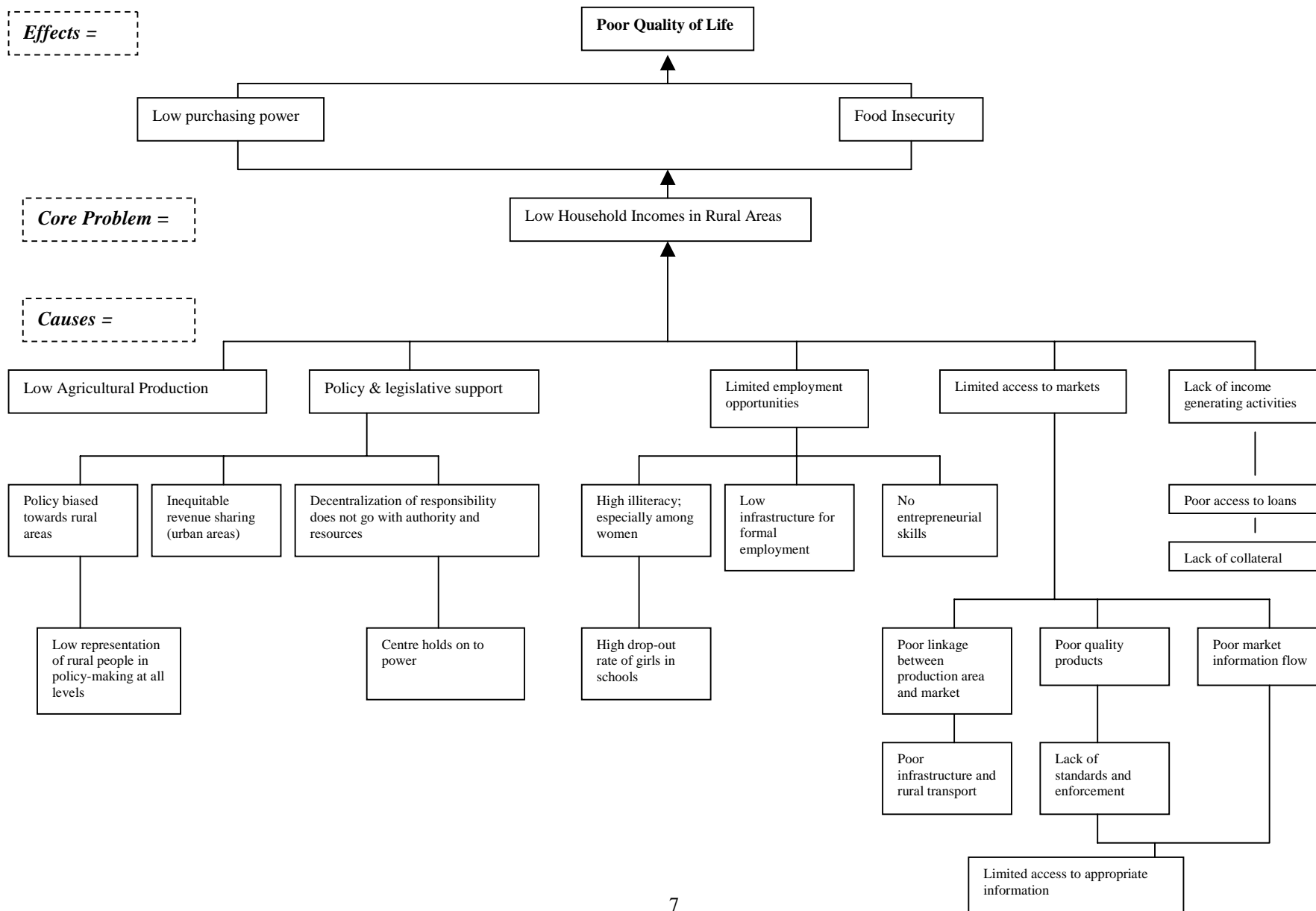
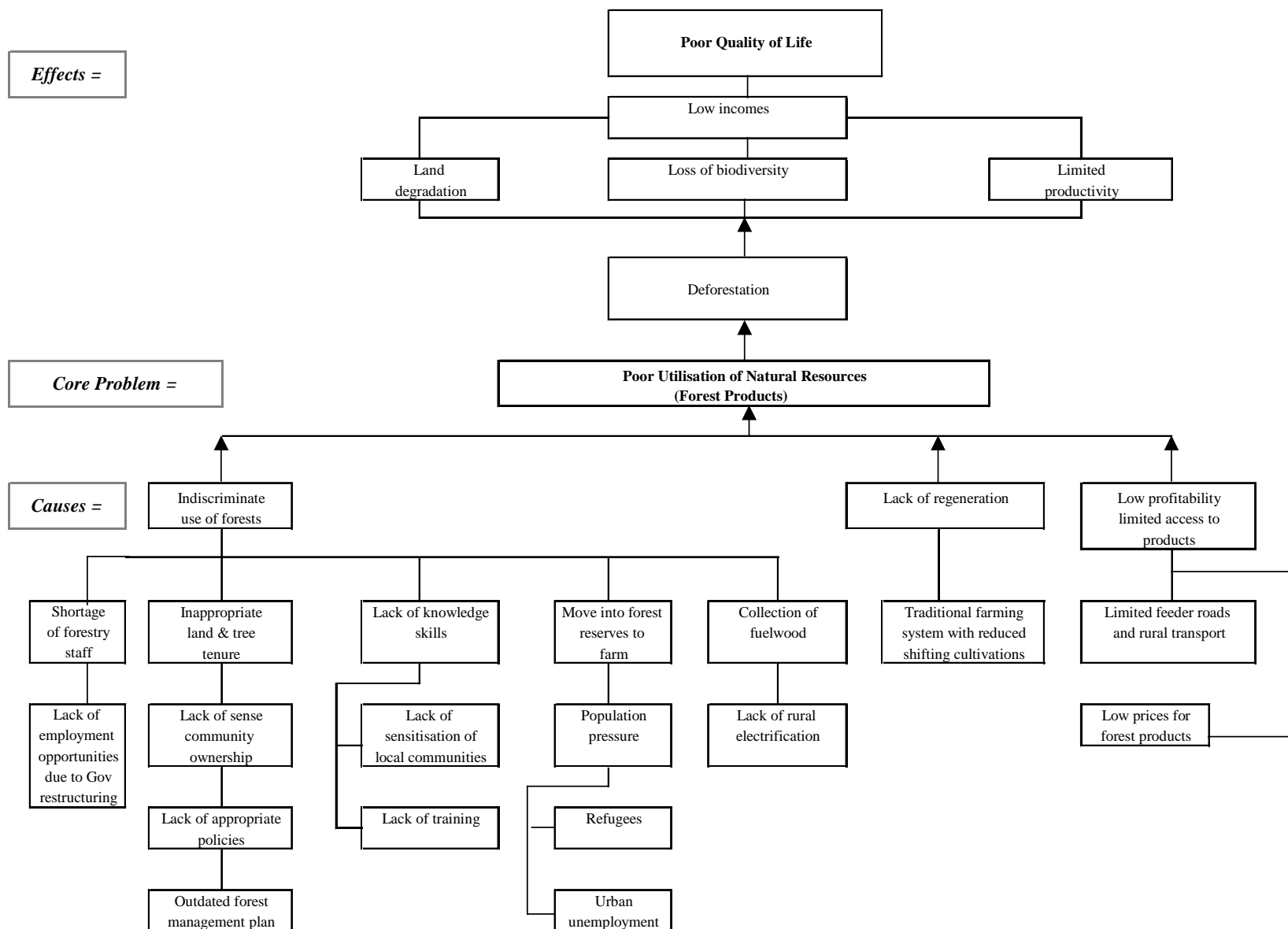


Diagram 4: Causes and Effects of Poor Utilisation of Natural Resources



17. The problem trees provided the basis for identifying the practical implications of gender roles and the gender division of labour, in terms of their impact on agricultural production and forest resource management (see Table 1). For example, women are typically involved in the production of low value crops principally for home consumption, perform labour intensive tasks such as weeding, and harvest wild fruits and mushrooms from the forest. In contrast, men focus on cash crop production, construct storage structures, and harvest timber and other forest products for commercial use.

18. Similarly, the differences between women and men with regard to their access and control over resources, their sharing of the benefits of production and their participation in decision making is highly significant. Men are more likely to have security of land tenure, control over equipment and transport, access to extension services, access to credit and training, and control over the income from the sale of crops and forest products. Women tend to have limited access to resources, such as information, loans, appropriate technologies, and transport. Moreover, due to changing structures at the household level (for example, due the absence of a male head of household), they have to take over men's roles without training and access to production inputs.

19. The issues arising from the situational analysis by gender are wide ranging. As a result of women's heavy workloads and home responsibilities, they have limited opportunity to meet with extension staff or take on additional activities. Their lack of access to credit and limited control over household finances may inhibit the adoption of appropriate technologies if husbands do not perceive their relevance. Moreover, because men play a dominant role in decision making, views at the community level tend to reflect their interests and priorities, and the voices of women are difficult to hear. Thus an understanding of the nature and the implications of gender issues, and the differing needs and priorities of women and men, is essential in order to promote agricultural development effectively.

Table 1: Gender Issues in Agriculture

Situational Analysis by Gender	Emerging Gender Issues
<p>Gender Roles: Women</p> <ul style="list-style-type: none"> • grow crops for home consumption, generally of low value • undertake labour intensive tasks (weeding, walking to grinding mill) • heavy workloads and undertake time consuming tasks • responsible for storage, food processing and preparation • practice traditional allocation of food between household members, serving husbands better food • distribute food to extended family • collect and harvest wide range of forest products for home use and occasional sale (firewood, wild fruits, mushrooms), manage tree nurseries, brew and sell honey beer <p>Gender Roles: Men</p> <ul style="list-style-type: none"> • undertake cash crop production at expense of food crops • take produce to market • construct storage structures • commercial use of forest resources (timber, charcoal, honey), employed as forest staff <p>Access and Control: Women</p> <ul style="list-style-type: none"> • access only a small plot of land for growing food to feed the family • limited access to technologies because often inappropriate for use by women (heavy sprayers, treadle pumps) • limited access to information: extension messages and media often not appropriate (due to women's low levels of education and literacy) • usufruct rights over land – less secure • poor access to loans due to lending criteria (lack of collateral) • limited access to markets and market information • rely on head portorage because lack access to transport <p>Access and Control: Men</p> <ul style="list-style-type: none"> • make more use of mechanized technologies • enjoy security of land tenure • own equipment and transport • generally have access to credit, training and meetings • extension service more attuned to meeting men's needs • control income from sale of crops and forest products • poor men find it difficult to access loans due to lending criteria <p>Decision Making: Women</p> <ul style="list-style-type: none"> • limited participation in decision making regarding use of food for home consumption or sale • poor representation on decision making bodies • feel intimidated in presence of men • the culture of submissiveness is entrenched • limited exposure outside their communities <p>Decision Making: Men</p> <ul style="list-style-type: none"> • major responsible for decision making 	<ul style="list-style-type: none"> • women benefit little from technological developments • difficult for women to meet extension staff due to workloads and home responsibilities • low intake of food in FHH with large number of dependants • inequitable distribution of food between household members • women have limited time available to take on additional activities due to their crowded domestic calendar • women's existing off-farm skills are in low value activities (e.g. handicrafts) and they have limited capacity for business • women's lack of access to credit and limited control over household finances may inhibit adoption of appropriate technologies if husband does not perceive their relevance • due to changing roles at household level, women take over men's roles without training and access production inputs • property grabbing after husband's death deprives wife and children of the right to use property and make a livelihood • difficult for women to get their voices heard – both in household and community; hence views at community level tend to reflect the interests and priorities of men • allocation of benefits from household activities distorted because women have little say in household decision making • men reap larger share of the benefits from household activities than they generate because they dominate decision making • women are responsible for other household members if household collapses (e.g. husband leaves/dies)

B. FINDINGS FROM THE FIELD

20. This section reports on experiences from the field in addressing gender issues. Information was drawn from three principal sources: the Field Diagnostic Study (FDS) conducted in Zambia²; the findings from the questionnaire survey of all ongoing IFAD-supported projects in the region³; and experiences in Malawi.

(a) Field Diagnostic Studies

21. The principal focus of the FDS is the gender and livelihoods analysis of communities and households in order to understand how people live in rural communities. What are their livelihood strategies, concerns, interests, priorities and opportunities? What is the significance of gender roles and relations in their daily lives? What are the implications of gender roles and relations for project design, management and implementation? These studies were conducted in various locations, reflecting different farming systems and different ethnic groups in Zambia in June/July 2000. Gender and poverty analysis was undertaken with separate groups of women, men, and leaders using a range of Rapid Appraisal techniques. The livelihoods analysis was conducted at individual household level, covering a range of households in terms of wealth and sex of the household head. Some time was spent reviewing the policy and institutional environment to identify mechanisms that may facilitate or hinder the process of gender strengthening. Staff from IFAD-supported programmes and projects and Government also participated in the study in order to learn directly from their experiences.

22. The implications of the household analysis for poverty reduction and food security are summarised as follows:

- Female-headed households vary in composition, socio-economic status and livelihood strategies. Although female-headed households are over represented amongst the poor and non food self sufficient households, the female-headed households who participate in IFAD projects tend to be non-poor.
- Households with less than 6 months food self sufficiency have a more limited range of coping strategies and place greater reliance on the gathering and sale of wild products. Many cope with food shortages by reducing the number of meals eaten and by changing their diet. Short term survival strategies, particularly asset stripping or taking loans, could leave households in more vulnerable circumstances in subsequent seasons. Food self-sufficient households have a wider range of income generating activities, reflecting their more secure resource base.
- Poor rural women are more concerned about being poor than they are about gender oppression. Their main concerns are poverty, livestock diseases/lack of cattle, food insecurity, and high death rates or too many orphans needing support. They are also concerned about overwork, lack of control over resources, polygamy and wife beating, but poverty takes precedence.
- Although female-headed households usually share many of the same problems as male-headed households, they also have women-specific problems such as untimely deaths of spouses, property grabbing from widows by the husband's relatives, precarious access to land, labour shortage and the burden of caring for the sick and supporting large numbers of young dependants, especially orphans.

² IFAD (2000) Field Diagnostic Study, Zambia, Confidential Report No 1126

³ IFAD (2000) Analysis of Questionnaires Completed by Project Implementation Staff, Confidential Report No 1090

- AIDS is threatening the stability of livelihood systems: female-headed households are particularly vulnerable to changes in household structure, in particular the death of key breadwinners coupled with a growing number of dependants to support.
- All types of households were adversely affected by the process of market liberalisation and the absence of marketing structures (for both inputs and outputs). In Zambia's Southern Province, the main shock for male-headed households has been death of cattle due to Corridor Disease. Whilst richer households have been able to restock, albeit to a limited extent, other households are still dependent on preparing land by hand or trying to hire oxen.

23. Three principal lessons for IFAD emerged from the field diagnostic study:

(i) *Better project design*

- There is a need to conduct location specific studies since gender roles, responsibilities, needs and priorities vary with respect to location, farming system, ethnic group and time. Assumptions should not be made regarding potential beneficiaries without validating them in the field. For example, there is substantial diversity amongst women and the rural poor: whilst female headed households are over represented among the poor not all female headed households are poor. Similarly women in married households and men may also be poor.
- The impacts of technical interventions (eg provision of infrastructure, health) are enhanced when complemented by capacity building in the community (through adult literacy, civic education, empowerment etc). The latter may be provided either from within a project or in collaboration with other service providers.
- Project/programme designs should clearly spell out institutional responsibilities for gender mainstreaming. Gender mainstreaming works better when the project coordinator takes this responsibility rather than the head of a WID component (this tends to marginalise women and to divert attention away from gender mainstreaming in other project activities).

(ii) *Better linkage between design and implementation*

- Project formulation and appraisal teams need to work more closely with implementing agencies to build local ownership and a common understanding of a project's approach to gender mainstreaming.
- Training for project staff in gender analysis at project start-up with refresher training midterm (due to high staff turnover). An important thrust of training should be to clarify that gender mainstreaming should not be equated with women's components.
- Identification of quantifiable and evaluable targets for women's participation in different components would increase project management's accountability for gender mainstreaming. The gender balance among participants in different project activities should reflect gender roles, responsibilities and interests in the local farming system (not 50:50 female: male participation regardless).

(iii) *Empowerment from below*

- Poor households and especially poor rural women should be empowered through project activities to articulate their problems and priorities and to put them on the agenda of implementing agencies. This can help compensate for weaknesses in project/programme design. This requires a flexible programme approach that is dynamic, participatory, and responsive to target groups, able to learn from experience and to adjust accordingly.
- Project impacts are stronger and more sustainable where technology transfer is complemented by functional adult literacy, civic education, empowerment of women, and gender awareness sensitisation among men.
- Groups are more effective and sustainable when the motivation to establish them comes from within, they have clear goals, and members are empowered through capacity building.

(b) **Questionnaire Survey**

24. The questionnaire was sent to 43 ongoing of IFAD-supported projects in the region and a response rate of 67% was achieved. The analysis was conducted in August 2000.

25. The most successful project components in addressing gender issues are: capacity building among beneficiaries; provision of credit; infrastructure development, particularly water supplies; extension and research; technology development and dissemination; and support for micro enterprises, provision of agricultural inputs and natural resource management. The most effective methods and techniques for addressing gender issues are: Participatory Rural Appraisals (PRAs) and beneficiary participation; awareness creation and sensitisation about gender issues; stakeholder training; appropriate representation of women and men in groups and on committees; targeting project activities; staff capacity building; and the use of gender-specific indicators for project monitoring.

26. The questionnaire survey found there are marked positive associations between the presence of a gender focal point (or gender specialist) and gender training of staff on management practices and beneficiary participation. The impact of the gender focal point is most marked with respect to project design and beneficiary participation in project activities. These projects are more likely to use innovative methods to address gender issues, modify their project (and reallocate funds) in order to better address the needs of women, and be able to identify the impacts of their project on women and men separately. Moreover, women's participation in decision making and training tends to be higher in projects with gender focal points. Projects with gender training are more likely to conduct a baseline survey with gender analysis, collect sex disaggregated data, and use gender-specific indicators.

27. Projects identified the following priorities for ensuring sound project implementation, taking full account of the gender perspective:

- creating an awareness and understanding about the importance of addressing gender issues among all those involved in project design and implementation (namely project staff, associated ministries, local government, trainers and facilitators, as well as members of the community);
- integrating and mainstreaming gender in all stages of the project cycle;

- providing opportunities for women and men to participate in all aspects of projects;
- developing skills among the beneficiaries to ensure sustainability of project activities; and
- developing project management techniques to better capture the gender perspective, in particular research methods and gender sensitive indicators for monitoring and evaluation.

(c) Experiences in Malawi

28. Experiences of addressing gender issues in the agricultural sector have developed within an evolutionary framework. The approach has moved from one of welfare (1968 – 1980), to Women in Development (1981 – 1997) and, most recently, to Gender and Development. Similarly, the purposes of the initiatives and the strategies used have also shifted to a more holistic approach.

29. The current efforts of the Ministry of Agriculture and Irrigation's gender mainstreaming initiative aim at developing and implementing gender focused programmes and projects within the context of the National Gender Policy 2000 – 2005. Activities include:

- capacity building for mainstreaming gender through progressive phases of sensitization and gender analysis skills development, diagnostic surveys, and action planning for gender focused initiatives in the agricultural sector
- development of gender disaggregated data bank for monitoring and planning purposes
- monitor and assess the implementation of sub sector programmes and projects to ensure gender responsiveness within poverty reduction policies and strategies
- review agricultural training curricula and manuals for gender responsiveness.

30. The three-phased progressive approach to capacity building taken by the Ministry is similar to the key activities under IFAD's Gender Strengthening Programme. Progress so far includes: the placement and training of 36 Gender Desk Officers in various departments within the Ministry and in the Agricultural Development Divisions; formation of a functional steering committee for ensuring gender mainstreaming in the Ministry; and major policy documents in Extension and in the Malawi Agricultural Sector Investment Process take gender into consideration. However, there still remain some issues regarding resource mobilisation for expanded mainstreaming efforts at project and community levels.

C. PROJECT EXPERIENCES

31. This section reviews experiences from IFAD-supported projects to date in addressing gender issues, and identifies opportunities for enabling projects to address gender issues more effectively. This analysis provided the basis for identifying the key themes to be covered in the action planning workshop (see chapter III). Further details regarding gender aspects of each project are presented in the project profiles at Appendix 5.

32. An analysis of each individual project's Strengths, Weaknesses, Opportunities and Threats (SWOT) was conducted, identifying:

- Strengths: internal features of a project that have proved effective in addressing gender issues (eg project components, methods and techniques for implementation, monitoring and evaluation techniques, project staff and management)
- Weaknesses: internal features of a project that have not proved effective in addressing gender issues
- Opportunities: external factors which may assist in overcoming the weaknesses and building on the strengths
- Threats: external constraints that restrict the range of opportunities for change.

33. IFAD-supported projects have a wide range of experiences in addressing gender issues (see Table 2). Whilst some have appointed gender focal points and have trained staff in gender concepts and methods, others have conducted baseline studies and prepared community action plans. Some projects encourage the active participation of both women and men in project activities, such as membership of water user associations, access to credit and training, and allocation of land in irrigation schemes.

Table 2: SWOT Analysis at Project/Programme Level

Smallholder Flood Plains Development Programme, Malawi (1998 - 2005)	
Strengths	Weaknesses
<ul style="list-style-type: none"> • high rate of female participation during programme formulation • good participation by other stakeholders (eg Ministry of Gender, Youth and Community services) • project addresses the most vulnerable FHH and marginalised women • Water Users' Associations (WUA) formed in which both women and men participate • women participate in irrigation scheme activities • equal opportunity for women and men to access credit and markets through WUA 	<ul style="list-style-type: none"> • no provision in project design for conducting baseline study (household and community PRAs) to act as a basis for addressing food security, nutrition and income enhancement • lack of training on gender issues • cultural values – women tend to be shy during group meetings • women have no access to modern machines/technology (eg ploughs, tractors)
Opportunities	Threats
<ul style="list-style-type: none"> • conduct a baseline study • strengthening the linkage with the gender mainstreaming efforts co-ordinated by the Department of Agriculture's Extension Services • support the development of labour saving technologies 	<ul style="list-style-type: none"> • sustainability of women's empowerment given the relatively short period of the programme, coupled with lack of training • programme affected by the displacement of people due to droughts and floods • programme affected by HIV/AIDS and other diseases • limited funds
Northern Regions Livestock Development Project, Namibia (1995 - 2003)	
Strengths	Weaknesses
<ul style="list-style-type: none"> • availability of gender focal points in Regions • some field staff trained in gender concepts and methods • gender officer in Ministry of Agriculture • small livestock credit fund targeting male, female headed households without livestock or regular off farm incomes (goats, donkeys) • micro projects: milling machines, tailoring, bakery, wood carving, small irrigation units, women's training centre, kindergartens and threshing services • community needs established through PRAs • national gender policy in place 	<ul style="list-style-type: none"> • project design originally biased towards rich farmers and men because oriented to livestock • both beneficiaries and project staff not adequately trained in gender concepts • project limited to certain areas (Regions) of country
Opportunities	Threats
<ul style="list-style-type: none"> • awareness created and many women's groups coming up with proposals for funding • Phase I ends 2003; project follow-up phase 4 – 5 years • further training of gender focal points • further training of beneficiaries • introduce participatory impact assessment • use gender specific indicators during monitoring and evaluation • capacity building (empowerment and leadership) for both field staff and beneficiaries 	<ul style="list-style-type: none"> • beneficiaries' contribution to project activities is slow • droughts threaten livestock programme • impact of HIV/AIDS • limited funds

Table 2: SWOT Analysis at Project/Programme Level (continued)

Smallholder Irrigation and Water Use Programme, Zambia (1996 - 2002)	
Strengths	Weaknesses
<ul style="list-style-type: none"> • staff and farmer training in gender concepts and methods • number of women participating in farmers' training is increasing • technology (treadle pumps) reduce time required for irrigation leaving more time for men and women to do other jobs • technology has increased area under cultivation thereby providing more food at household level and reducing burden of women in food gathering • women have emerged in leadership positions in Water Users Associations • some women have been allocated land of their own • collaboration with other projects has empowered women and women's groups to access credit and grants, thereby enabling women to generate their own incomes 	<ul style="list-style-type: none"> • gender training is still very weak. • some technologies (eg pressure pumps) very labourious to operate or design is not appropriate for women • programme has not managed to capture fully gender issues and concerns due to lack of PRAs
Opportunities	Threats
<ul style="list-style-type: none"> • modifications of technology to be more gender friendly underway • opportunities for conducting PRAs in place • funding for more focused gender training available • more land/plots can still be allocated to women 	<ul style="list-style-type: none"> • limited time remaining in project (closes in June 2002) • recommendations of supervision missions have been inconsistent • poorer members of the communities unable to pay subscriptions to Water Users Associations and therefore left out • acquisition of farm inputs and marketing of produce remains difficult
Smallholder Enterprise and Marketing Programme, Zambia (2000 - 2007)	
Strengths	Weaknesses
<ul style="list-style-type: none"> • project targets resource poor smallholders, the majority of whom are women • women's participation at all levels of programme planning and implementation is encouraged • female focused market linkage initiatives (eg outgrower schemes dealing in crops grown by women) 	<ul style="list-style-type: none"> • gender considerations were not adequately addressed in programme design • gender considerations have been addressed as an attachment to the programme and not mainstreamed • there are no gender sensitive performance indicators • staff not trained in gender analysis skills • no gender focal point in the programme • no provision in programme for creating gender awareness among beneficiaries • expected programme outputs are not presented in gender terms
Opportunities	Threats
<ul style="list-style-type: none"> • overwhelming interest by women to participate in SHEMA interventions • the programme has just started and hence has a lot of room for gender re-orientation • programme staff willing to be trained in gender analysis • the existence of a national gender policy • MAFF gender focal point for backstopping support • gender mainstreaming experiences from other IFAD- supported projects in Zambia • female focussed marketing interventions • gender mainstreaming diagnostic survey in local areas would be a grand opportunity to determine entry points as part of the baseline surveys 	<ul style="list-style-type: none"> • low literacy levels among women • HIV/AIDS epidemic • political interference • poor performance of the economy

Table 2: SWOT Analysis at Project/Programme Level (continued)

Southern Province Household Food Security Programme, Zambia (1996 - 2002)	
Strengths	Weaknesses
<ul style="list-style-type: none"> • six year old programme with 2 year extension assured • basic resources available • community willing to spearhead implementation • 80% of staff trained in participatory extension methods • some GTZ support on gender • the project has done PRAs in 40 villages • community action plans in place • existence of women's groups 	<ul style="list-style-type: none"> • staff weak in gender analysis • limited funds to support projects identified by community • weak monitoring and evaluation of gender aspects of programme • gender blind budget • lack of gender focal point at Provincial level • weak business skills among women • exclusion of most vulnerable households from programme activities because they lack resources to participate
Opportunities	Threats
<ul style="list-style-type: none"> • communities and farmers keen to participate because they have faced stresses and shocks (eg droughts, cattle deaths) and their livelihoods have deteriorated from acceptable levels to poor • liberalised economy encouraging self reliance at household level • farmers have basic agricultural skills • trained community agricultural workers • support to women's group for IGAs • national gender policy and gender focal points in place 	<ul style="list-style-type: none"> • limited funding • HIV/AIDS pandemic • conflicting traditional values • donor dependency
Forest Resource Management Project, Zambia (2001- 2007)	
Strengths	Weaknesses
<ul style="list-style-type: none"> • availability of forest resources • targets to improve the livelihoods of female headed households who are experiencing high levels of malnutrition • promotion of IGAs for both women and men • multisectoral approach • infrastructural improvement (eg feeder roads) 	<ul style="list-style-type: none"> • gender unawareness/blindness at the beginning of the project • weak linkage between consultants and implementation phase • unavailability of staff with gender training • possibility of disadvantaging women currently earning income from honey , beer brewing • lack of similar projects for reference • lack of technology for processing (eg honey, timber, bamboo) • absence of storage facilities results in low quality honey
Opportunities	Threats
<ul style="list-style-type: none"> • diagnostic studies and impact assessments to be undertaken • willingness of people to commercialise forest products • certification of forest products for international market • opportunities to add value through processing • gender training for project staff, local communities 	<ul style="list-style-type: none"> • sustainability of certain project activities is questionable (eg possibility of women not participating in bee-keeping component) • political interference

34. The principal weaknesses identified are: limited understanding of the needs and priorities of target communities due to the absence of baseline studies and PRAs; weak project design in addressing gender issues; weak linkages between project design phase and those responsible for project implementation; weak monitoring and evaluation of the gender aspects of projects; an absence of gender sensitive performance indicators; and inadequate gender training for both staff and beneficiaries. In some instances it was felt that the most vulnerable households are excluded from programme activities because they lack the basic resources to participate. External factors, beyond the control of the project, also threaten the projects' abilities to address gender issues effectively. These include the economic challenges of purchasing inputs and marketing produce effectively, cultural barriers to change, natural calamities such as droughts and floods, the devastating impact of HIV/AIDS on daily livelihoods, and political interference.

35. Projects identified various ways in which their ability to address gender issues could be improved. High on the list is the enthusiasm and interest of the target communities to participate in project implementation. This is attributed in part to the encouragement of self reliance at the household level through liberalising the economy. However, households are also been driven to participate out of necessity: the quality of livelihoods has deteriorated substantially following various shocks to their livelihoods system (for example, droughts, HIV/AIDS, and cattle deaths). Other opportunities include the presence of the national gender policy, supported by the services of gender focal points in key ministries. In terms of strengthening gender aspects of project implementation, opportunities include conducting diagnostic studies and introducing impact assessments, developing staff skills in gender analysis, and capacity building (in terms of empowerment and leadership) for field staff and beneficiaries. These topics are discussed in further detail in the following chapter.

III. PREPARATIONS FOR ACTION PLANNING WORKSHOP

36. This chapter reports on the preparations for the action planning workshop which will be held in Malawi in April 2001.

A. KEY WORKSHOP THEMES AND METHODS OF DELIVERY

37. A list of potential key themes to be addressed at the action planning workshop was compiled from the SWOT analysis conducted at the individual project level (see chapter II, section C). The topics can be grouped into four broad themes (Box 1).

Box 1: Potential Topics for Action Planning Workshop

Data Collection, Monitoring and Impact Assessment

- Baseline/field diagnostic studies
- Gender and poverty analysis of PRA data
- Participatory planning: PRAs, community action plans and budgets
- Gender sensitive indicators for monitoring and evaluation
- Participatory impact assessment

Project Management

- Gender training: staff
- Gender focal points: terms of reference, training
- Engendering budgets

Strategic Approaches

- Multisectoral approaches to project identification and implementation
- Working with the most vulnerable and the poorest of the poor
- Working with the National Gender Framework

Project Components

- Credit, micro finance, IGAs
- Capacity building: adult literacy, HIV/AIDS, leadership training/decision making, business/technical skills
- Gender training: beneficiaries (including how to address socio cultural barriers)
- Marketing
- Land allocation (under irrigation schemes)
- Gender friendly and labour saving irrigation and food processing technologies

38. Individual projects selected their top five topics from this list and the aggregation of priorities provided the basis for selecting the workshop topics. Two topics focused on skills development, namely gender and poverty analysis of PRA data and participatory impact assessment, whilst three would be more effectively addressed through discussion (strategies for working with the most vulnerable, utilising the national gender framework, and an overview of gender mainstreaming at the project/programme level).

(a) Skills Development: Gender and Poverty Analysis of PRA and Livelihoods Data

39. Whilst several projects have substantial skills and experience in conducting PRA exercises with communities and using the information generated to prepare action plans, many projects indicated they were less experienced in conducting a gender and poverty analysis of the information gathered. Consequently it is appropriate to devote time at the action planning workshop to develop skills in the basic principles of gender analysis and analysing data from these perspectives using relevant tools and techniques.

(b) Skills Development: Participatory Impact Assessment and Gender Specific Indicators

40. Often impact assessment is designed and undertaken by external resource persons, resulting in no ownership and no understanding of the process and data generated by the people directly implementing and benefiting from project activities. However, project staff recognise the potential benefits of adopting a participatory process, not only in terms of increasing community ownership and commitment to make informed decisions about how to improve their own development and to monitor progress, but also to establish a process of continual dialogue between project staff and beneficiary communities. The challenge is to design a simple and clear participatory impact assessment framework which generates data, providing feedback on project activities to date and guidance for future interventions.

(c) Discussion Sessions

The following topics were selected for discussion sessions:

- Strategies for Working with the Poorest of Poor: Community Development and Multisectoral Approaches

It is acknowledged at project level that it is often difficult to reach the poorest of the poor. They lack resources to participate in project activities, their literacy levels are usually low, and they are frequently by-passed by the information system (they are not in contact with extension officers and do not attend meetings). However, one of IFAD's stated objectives is to work with this most vulnerable group. This session will explore strategies at the project level which may prove effective in reaching poor people.

- Strategies for Utilising the National Gender Framework

All three countries represented at the workshop have national gender frameworks in place, including national gender policies and sectoral gender focal points. This session will examine how projects may utilise these resources to support them in their gender mainstreaming initiatives.

- An Overview of Gender Mainstreaming at the Project/Programme Level

Experience has shown that project and programme performance can be improved when gender issues are addressed at all stages of the project cycle: identification, design, implementation, monitoring and evaluation. This session will give an overview of gender mainstreaming in the project cycle which can promote effective participation of women and men in IFAD-supported projects.

B. DRAFT PROGRAMME

41. The action planning workshop will last for six days, from 2 to 7 April 2001. It will be held at the Capital Hotel, Lilongwe, with full access to workshop facilities. Secretarial support will be available for the preparation of action plans.

42. The purpose of the action planning workshop is threefold:

- to provide skills development in specific areas identified at the preparatory meeting;
- to share experiences in addressing gender issues from IFAD-supported projects and others; and
- to prepare project-based action plans for pilot activities, or modification to existing activities, for subsequent implementation.

43. The skills development and sharing of experiences will take place during the first half of the workshop in order that they may be drawn upon during the preparation of the action plans. Approximately two thirds of the time will be spent addressing the key themes (including a one day visit to the field) and one third will be spent preparing and reviewing action plans. The draft workshop programme is presented at Appendix 6.

C. SUGGESTED CONTENT OF KEY THEMES

(a) Gender and Poverty Analysis of PRA and Livelihoods Data

44. This topic will focus on the practical application of a framework for conducting a gender and poverty analysis of PRA and livelihoods data. The sessions will consist of a mixture of short technical presentations and group work, utilising data collected during the field diagnostic study in Zambia. Information collected at the community level (from separate groups of women, men and key informants) includes timelines, organisational/group profiles, seasonal calendars, daily activity clocks, access and control matrices, income and expenditure patterns, likes and dislikes of being women and men, wealth ranking and problem analysis. Individual household interviews focused on livelihood systems

45. The framework for analysis, capturing both the gender and poverty perspective, will focus on four themes:

- Gender roles: productive, household and community
- Access and control over resources and benefits, and participation in decision making
- Livelihoods analysis: household resources, strategies, shocks, outcomes and coping strategies
- Strengths, Weaknesses, Needs/Priorities, Opportunities and Threats of women, men and poor households.

46. The data will be examined in order to establish what is happening (situational analysis), the underlying reasons, and the emerging issues. The interpretation of data will be interwoven with an examination of key gender concepts which are central to undertaking this type of analysis.

(b) Participatory Impact Assessment and Gender Specific Indicators

47. This session will be conducted through a mixture of technical inputs and group work, further building on the data from the field diagnostic study in Zambia. The topic will review:

- The concepts of participatory impact assessment, based around the development of the impact chain
- The development of gender sensitive indicators
- Procedures and tools for participatory impact assessment using the development change meter.

(c) Discussion Sessions

48. These sessions will use a mixture of keynote discussions, poster presentations and open discussion.

D. METHODOLOGY FOR PREPARING ACTION PLANS

49. The second part of the workshop will focus on the development of action plans for pilot activities to be implemented at project/programme level. The pilot activities represent an opportunity for projects to improve their performance through experimenting with new (or modified) activities or methods of operation to take account of gender issues.

50. The action plans will be developed in four steps. The content of each step will be discussed and participants will complete that step, using pre-prepared templates, before proceeding to the next step. The key steps will be as follows:

- Step 1: Activities, Outputs and Beneficiaries
- Step 2: Workplans: Personnel and Resource Requirements
- Step 3: Monitoring and Impact Assessment: Impact Chain and Indicators
- Step 4: Budgets: Expenditure and Sources of Finance

51. Two days will be devoted to the preparation of action plans and it is expected that, at the end of the process, the plans will be in a format suitable for submission to the Gender Strengthening Programme for consideration for funding. In order to make most effective use of the limited funds available, it is expected that projects will also contribute to the proposed activities from their own resources.

APPENDIX 1: PROGRAMME FOR BRIEFING MEETING

Lilongwe, Malawi: 6 March 2001

Tuesday 6 March

- 09.00 – 09.15 Welcome to Briefing Meeting
Ms Vibecke Kubberud, Programme Co-ordinator
- 09.15 – 09.30 Introductions
Mr Wellings Simwela, Facilitator
- 09.30 – 10.00 Introduction to IFAD's Gender Strengthening Programme
Ms Vibecke Kubberud
- 10.00 – 10.30 Report on Findings from IFAD's Questionnaire Survey and Field Diagnostic Studies
Ms Clare Bishop-Sambrook
- 10.30 – 11.00 Tea/coffee break
- 11.00 – 12.00 Sharing Experiences of Addressing Gender Issues in the Agricultural Sector in Malawi
Dr Mrs Grace Malindi and Mr Wellings Simwela, Facilitators
- 12.00 – 12.15 Preparatory Meeting, Workshop and Pilot Activities
Ms Clare Bishop-Sambrook
- 12.15 - 12.45 Process and Procedure in Malawi: Discussion
Mr Wellings Simwela
- 13.00 Buffet Lunch

APPENDIX 2: PARTICIPANTS AT BRIEFING MEETING

Lilongwe, Malawi: 6 March 2001

Mrs A F Michela,	Permanent Secretary, Finance and Administration, MoAI
Mr Joe Chisenga	Deputy Controller, MoAI
Mr Z D Chikhosi	Controller, Planning Division, MoAI
Mr Idrissa M Mwale	Economist, Planning Division, MoAI
Mr Kamputa	Director, Dept of Extension Services, MoAI
Mr David Wirima	Principal Debt and Aid Management Officer, Ministry of Finance and Economic Planning
Mr N S Bamusi,	Economist, Ministry of Gender, Youth and Community Services
Mrs B P Kumwenda	Gender Programme Officer, Ministry of Gender, Youth and Community Services
Mr S M Murotho	Agricultural General Manager, Malawi Rural Finance Company
Mr Christy O'Sullivan	Concern Universal, SFPDP

Facilitators

Ms V Kubberud	Programme Co-ordinator, IFAD
Ms C Bishop-Sambrook	Agricultural Economist/Gender Specialist
Dr Mrs G Malindi	Gender Specialist, Dept of Extension Services, MoAI
Mr W M Simwela	Gender Specialist, Department of Forestry Headquarters

APPENDIX 3: PROGRAMME FOR PREPARATORY MEETING

Livingstonia Beach Hotel, Malawi

8 – 9 March 2001

Thursday 8 March

- 08.30 – 08.45 Welcome to Preparatory Meeting: Purpose and Programme
Ms Vibecke Kubberud, Gender Strengthening Programme Co-ordinator
- 08.45 – 09.30 Introductions and Administration
Mr Wellings Simwela, Facilitator
- 09.30 – 10.00 Introduction to IFAD's Gender Strengthening Programme
Ms Vibecke Kubberud
- 10.00 – 10.30 Tea/coffee break
- 10.30 – 12.30 Analysis of Gender Issues in Agriculture and Rural Development (Part I)
(group work)
Ms Clare Bishop-Sambrook, Facilitator
- 12.30 – 13.30 Lunch
- 13.30 – 15.00 Analysis of Gender Issues in Agriculture and Rural Development (Part II)
Mr Wellings Simwela
- 15.00 – 15.30 Tea/coffee break
- 15.30 – 16.30 Analysis of Gender Issues in Agriculture and Rural Development (Part II)
Mr Wellings Simwela
- 16.30 – 17.00 Sharing Experiences of Addressing Gender Issues in the Agricultural Sector
in Malawi
Dr Mrs Grace Malindi, Facilitator
- 19.00 Reception

Friday 9 March

- 08.30 – 09.30 Report on Findings from Questionnaire Survey and Field Diagnostic Studies
Ms Clare Bishop-Sambrook
- 09.30 – 10.00 SWOT Analysis of Addressing Gender Issues at Project Level (group work)
Ms Clare Bishop-Sambrook
- 10.00 – 10.30 Tea/coffee break
- 10.30 – 12.30 SWOT Analysis (continued)
- 12.30 – 13.30 Lunch
- 13.30 – 15.00 Report Back on SWOT Analysis
Mr Wellings Simwela
- 15.00 – 15.30 Tea/coffee break
- 15.30 – 17.00 Identification of Topics to be Addressed in Workshop and Methods for
Addressing Them
Dr Mrs Grace Malindi
- 17.00 Confirmation of Workshop Programme and Close of Meeting

APPENDIX 4: PARTICIPANTS AT PREPARATORY MEETING

Mr. Idrissa M. Mwale	Economist and IFAD Desk Officer, Planning Division, Ministry of Agriculture and Irrigation	Malawi
Mr. M.T. Chiundira	Project Co-ordinator, Smallholder Floodplains Development Programme (SFPDP)	Malawi
Mr. K.L. Mwenela	Procurement Officer, Smallholder Floodplains Development Programme (SFPDP)	Malawi
Mr. George Sikuleka	National Project Co-ordinator and Chief Agricultural Specialist, Technical Services Branch, Smallholder Irrigation and Water Use Programme (SIWUP)	Zambia
Prof. Vernon Chinene	Programme Co-ordinator, Smallholder Enterprise and Marketing Programme (SHEMP)	Zambia
Mr. Collins Nkatiko	Provincial Agricultural Co-ordinator, Southern Province Household Food Security Programme (SPHFSP)	Zambia
Mr. Amon Mwalusaka	Programme Officer, Southern Province Household Food Security Programme (SPHFSP)	Zambia
Mrs. Monde Malata	Women and Youth Programme Officer, Southern Province Household Food Security Programme (SPHFSP)	Zambia
Ms. Lilian Chishimba Msumba	Economist and IFAD Desk Officer, Ministry of Agriculture, Food and Fisheries	Zambia
Ms. Patricia Hachongela	Ag. Chief Planner and Gender Focal Point, Ministry of Agriculture, Food and Fisheries	Zambia
Mr. Fredrick Mulenga	Principal Extension Officer, Forest Resource Management Project, Ministry of Environment and Natural Resources	Zambia
Mr. D.R. Tshikesho	Project Co-ordinator, Northern Regions Livestock Development Project (NOLIDEP), Directorate of Extension and Engineering Services, Ministry of Agriculture, Water and Rural Development	Namibia
Ms. Vicky Naudili	Chief Agricultural Extension Officer, Northern Regions Livestock Development Project (NOLIDEP), Directorate of Extension and Engineering Services, Ministry of Agriculture, Water and Rural Development	Namibia

FACILITATORS

Ms. Clare Bishop-Sambrook	Agricultural Economist/Gender Specialist	Wales
Dr. Mrs. Grace M. Malindi	Agriculturalist/Gender Specialist, Ministry of Agriculture	Malawi
Mr. Wellings W M Simwela	Agriculturalist/Gender Specialist, Department of Forestry Headquarters	Malawi

IFAD STAFF

Ms. Vibecke Kubberud	Co-ordinator, Gender Strengthening Programme	Italy
Ms. Rahel Getachew	Programme Assistant, Gender Strengthening Programme	Italy

APPENDIX 5: PROJECT PROFILES

Smallholder Flood Plains Development Programme (SFPDP), Malawi Duration: 1998 – 2005

Objectives/Components	Gender Objectives	Experiences with Gender Mainstreaming/Strategies Adopted	Needs Identified
<ol style="list-style-type: none"> 1. Enhance the income of the poorest of the poor 2. Improve the nutritional and health status of the rural poor 3. Improve the food security of the rural poor 	<ul style="list-style-type: none"> • Address the marginalisation of females on resource allocation • Mandate FHH with the operation of the schemes 	<ul style="list-style-type: none"> • Involvement of women farmers in training about various irrigation activities • The programme has incorporated a senior female officer in some of the implementation areas 	<ul style="list-style-type: none"> • Lack of training in gender issues • No provision for conducting household and community PRAs to act as a baseline for addressing food security, nutrition and income enhancement

Northern Regions Livestock Development Project (NOLIDEP), Namibia Duration: 1995/96 – 1997 (Pilot Phase); 1998 – 2003 (Implementation Phase)

Objectives/Components	Gender Objectives	Experiences with Gender Mainstreaming/Strategies Adopted	Needs Identified
<ol style="list-style-type: none"> 1. Sustainable range land management 2. Livestock support services 3. Animal health and veterinary services 4. Training 	<ul style="list-style-type: none"> • To assist poor female and male headed households to acquire goats and donkeys • To create awareness among men and women farmers about improved technologies • Decentralisation of animal health services • Capacity building of project beneficiaries 	<ul style="list-style-type: none"> • The activity has become popular among the community where more than 70% of beneficiaries are women. During the 2000/01 financial year, 151 households received 1098 goats and 12 donkeys • Field days and demonstrations displaying the results of forage trials were organised • Training sessions on the use of draft animal power were conducted successfully • 11 veterinary Rural Extension Centres were constructed to facilitate stock insemination, farmers training, and supply of drugs • Male and female Community Animal Health Agents were trained and supplied with vet kits to serve their communities • Training was given to both men and women on leadership and group organisation, business management, building construction, tailoring, cooking, water point management, and HIV/AIDS awareness. HIV/AIDS volunteers were trained 	<ul style="list-style-type: none"> • Training of beneficiaries in small stock management • Promotion of indigenous forage species • Assist poor women and men to acquire draft animals • Need for a revolving fund for buying animals and supplies of drugs • Continuous refresher courses for Community Animal Health Agents to improve their knowledge • Promotion of HIV/AIDS awareness amongst volunteer workers and programmes

Southern Province Household Food Security Programme (SPHFSP), Zambia
Duration: Initially 1996 – 2001; Extended to 2002

Objectives/Components	Gender Objectives	Experiences with Gender Mainstreaming/Strategies Adopted	Needs Identified
<p>Alleviate chronic malnutrition and improve the long term resilience of rural households to food insecurity and to stabilise their access to food over the medium term</p> <p>Components in Phase 1 (1996 – 2001):</p> <ol style="list-style-type: none"> 1. Participatory extension and research: enhance farmers' resilience to drought and stabilise crop production 2. On-farm seed multiplication and distribution: to increase the availability of improved drought-resilient food varieties 3. On-farm storage to stabilise food supplies over the seasons through reduced post harvest losses 4. Animal production and health: to strengthen the capacity of vet services to reduce losses of livestock and small ruminants 5. Rural water supply: to rehab 300 shallow wells. 50 dams; construct 150 new deep and 75 shallow wells 6. Rural roads rehabilitation: rehab 500 km feeder and develop 250 km village access tracks on self help basis 7. Community development fund: financial support for deserving community projects to enhance food security and IGAs 	<ul style="list-style-type: none"> • Target most vulnerable households, especially FHHs • Integrate both women and men household food security interventions in programme implementation 	<ul style="list-style-type: none"> • Programme interventions failed to reach out to most vulnerable households, most of whom are FHHs • Low attendance by women in meetings and mixed groups • Cultural barriers still prevalent • Control of productive resources is still largely dominated by men • Mixed sex work groups are more successful than single sex groups • Rural farmer groups more coherent among women; men's groups tend to be short lived • More men die of AIDS than women • More orphan children are found in FHHs than MHHs 	<ul style="list-style-type: none"> • Appreciation of gender concerns by field staff still not clear, hence need for sensitisation and training • Gender empowerment not quite understood by field staff • Gender focused monitoring instruments not fully developed • Gender analysis still weak • Targeting and reaching out to vulnerable FHHs still difficult • Women require more capacity building than men • Increase funding to empower more women through IGAs • HIV/AIDS training to concentrate more on menfolk as endangered species
<p>Components in Phase 2 (Jan 2001 – Dec 2002):</p> <ol style="list-style-type: none"> 1. Core Programme replaces component approach from Phase 1. Core Programme sets out to empower 80 selected communities to generate measurable outcomes of improved gender balanced household food and nutrition security 2. Non core programme areas: limited support in key agricultural interventions to enhance household food security 	<ul style="list-style-type: none"> • Target areas of high malnutrition incidences, especially among under 5s • Remove gender bias experienced during the first phase of programme implementation • Promote gender equity in IGAs • Promote farmer to farmer diffusion • Assist vulnerable households to attain food security 	<ul style="list-style-type: none"> • The programme will work with women to monitor under 5s malnutrition trends • Still developing appropriate monitoring instruments to capture gender focused impact assessment • Yet to observe balance of men/women's involvement in village revolving fund for IGAs • None of 17 community agric workers (CAWs) trained were women (because low literacy levels, jealous husbands not permitting wives to be trained with other men) • Inadequate budget limiting accessibility to FHHs 	<ul style="list-style-type: none"> • Field staff to learn how to handle women • Gender focused M and E instruments • IGA business/technical skills training, especially for women • Recruit and train at least 50% women as CAWs through functional literacy and sensitising husbands • Avail financial opportunities to increase efforts to reach most vulnerable households

Smallholder Irrigation and Water Use Programme (SIWUP), Zambia
Duration: Initially April 1996 – 2000; Extended to 2002

Objectives/Components	Gender Objectives	Experiences with Gender Mainstreaming/Strategies Adopted	Needs Identified
<ol style="list-style-type: none"> 1. Reinforcement of the informal irrigation sector 2. Transfer of Government operated schemes to the farmers 3. Community development 4. Institutional strengthening 	<ul style="list-style-type: none"> • Integration of FHH into irrigation activities • Involvement of women in irrigation scheme leadership • Allocation of land/plots in irrigation schemes to FHH/women • Reduction of workload for women by adoption of appropriate irrigation technologies 	<ul style="list-style-type: none"> • Increased participation of women in farmers' training on various aspects of irrigated agriculture. Currently female participation in farmers training ranges from 29% in Eastern Province to 51% in Western Province, with an overall increase of 6% in 2000. • About one third of treadle pumps are accessible to female farmers • There are major differences in the access/use of benefits from gardening between male and female farmers 	<ul style="list-style-type: none"> • Gender training for staff and farmers • Deliberate effort to involve women in decision-making • Development and promotion of gender friendly irrigation technologies • Empowerment of female farmers to own plots/land for irrigation and to control benefits generated • Introduction of high value crops

Smallholder Enterprise and Marketing Programme (SHEMP), Zambia
Duration: November 2000 – 2007

Objectives/Components	Gender Objectives	Experiences with Gender Mainstreaming/Strategies Adopted	Needs Identified
<ol style="list-style-type: none"> 1. Facilitate formation and strengthening of farmer enterprise groups and develop local capacity to form such groups 2. Improve physical access to input and output markets in concert with market linkage initiatives 3. Promote diversification in production and marketing of smallholder outputs 4. Improve capacity for legal, policy dialogue and formulation and for building consensus on market linkage principles 5. Facilitate cost-effective competitive and efficient network of agribusiness/trading enterprises serving smallholder farmers 	<ul style="list-style-type: none"> • To involve both women and men in programme implementation monitoring and evaluation using the participatory process approach • To increase women participation in income generation activities • To support female-focused market linkage initiatives 	<p>SHEMP is only 4 months old and is yet to record experiences on gender mainstreaming.</p> <p>Strategies adopted include:</p> <ul style="list-style-type: none"> • Employment of two facilitators who will work with women's groups in the focal areas and assist them in developing project proposals • Involving women in the focal area planning process, monitoring and evaluation of SHEMP 	<ul style="list-style-type: none"> • Gender training of community leaders • Training in business skills • Integration of gender in programme interventions

Ministry of Agriculture Food And Fisheries, Zambia
Approaches: Up to about 1990, Women in Development. From 1990 to date, shift to Gender in Development

Objectives/Components	Gender Objectives	Experiences with Gender Mainstreaming/Strategies Adopted	Needs Identified
Component: <ul style="list-style-type: none"> • Gender and Rural Sociology Objectives: <ul style="list-style-type: none"> • To provide advice on socio-economic and gender issues • To conduct gender studies • To ensure incorporation of gender issues in policies and programmes 	Long Term Objective: <ul style="list-style-type: none"> • To promote gender mainstreaming in order to ensure gender equity in resource allocation and access to agricultural services 	<ul style="list-style-type: none"> • Few male gender trainers • The position of gender focal point (at Principal level) is too low to be effective in terms of influencing policy making, programme implementation, monitoring and evaluation • Misunderstanding of gender concepts by staff and farmers • The desire that gender training sessions be facilitated by both men and women • The assumption that all female staff are gender sensitive • District agricultural committees in charge of agricultural development at district level are male dominated • Some officers who have been trained in gender report farmer participation by gender • Non-appreciation of gender disaggregated data • Small budgetary allocations are set aside for activities aimed at reducing gender imbalances • Gender aware staff lack practical skills in handling gender issues 	<ul style="list-style-type: none"> • Gender sensitisation for heads of departments and farmers • Training of trainers in socio-economic and gender analysis to create a core team of gender trainers • Training of district subject matter specialists in gender analytical skills and techniques • Review of agricultural training institutions' curricula to incorporate gender • Distribution of the national gender policy • Gender sensitive indicators for monitoring and evaluation systems • Establishment of provincial and district gender focal points • Gender training for provincial and district gender focal points

APPENDIX 6: DRAFT PROGRAMME FOR ACTION PLANNING WORKSHOP

Lilongwe, Malawi: 2 – 7 April 2001

Monday 2 April

- 09.00 – 10.00 Official Opening of Workshop
Ministry of Agriculture, Malawi
Mr Gary Howe, Director, Africa II Division, IFAD
- 10.00 – 10.30 Malawi Gender Policy
*Mrs I. Matenje, Director of Gender, Ministry of Gender, Youth and
Community Services*
- 10.30 – 11.00 Tea/coffee break
- 11.00 – 11.05 Welcome and Purpose of Workshop
Ms Vibecke Kubberud, Gender Strengthening Programme Co-ordinator
- 11.05 – 11.30 Introductions and Administration
Mr Wellings Simwela, Facilitator
- 11.30 – 12.00 An Overview of IFAD's Gender Strengthening Programme
Ms Vibecke Kubberud, Programme Co-ordinator
- 12.00 – 12.30 Introduction to Gender Concepts and Issues
Mr Wellings Simwela
- 12.30 – 14.00 Lunch
- 14.00 – 15.30 Gender and Poverty Analysis of PRA Data: Introduction to the Data
Ms Clare Bishop-Sambrook and Mr Wellings Simwela, Facilitators
- 15.30 – 16.00 Tea/coffee break
- 16.00 – 17.00 Gender and Poverty Analysis of PRA Data: Gender Analysis Framework
- 19.00 Workshop Reception hosted by IFAD

Tuesday 3 April

- 08.30 – 10.30 Gender and Poverty Analysis of PRA Data: Group Work
- 10.30 – 11.00 Tea/coffee break
- 11.00 – 12.30 Gender and Poverty Analysis of PRA Data: Group Work (continued)
- 12.30 – 14.00 Lunch
- 14.00 – 15.30 Gender and Poverty Analysis of PRA Data: Group Work (continued)
- 15.30 – 16.00 Tea/coffee break

16.00 – 17.00 An Overview of Gender Mainstreaming at Project/Programme Level
Mr Wellings Simwela

18.00 – 19.30 Strategies for Working with the Poorest of the Poor: Community
Development and Multisectoral Approaches
Discussion

Wednesday 4 April

08.30 – 10.30 Participatory Impact Assessment: Tools and Techniques
Dr Mrs Grace Malindi, Facilitator

10.30 – 11.00 Tea/coffee break

11.00 – 12.30 Participatory Impact Assessment: Tools and Techniques (continued)

12.30 – 14.00 Lunch

14.00 – 15.30 Development of Gender Sensitive Indicators

15.30 – 16.00 Tea/coffee break

16.00 – 17.30 Strategies for Working with National Gender Framework
Poster Session and Discussion

Thursday 5 April

Field Trip

Friday 6 April

08.30 – 10.30 Action Planning: Step 1: Activities and Outputs

10.30 – 11.00 Tea/coffee break

11.00 – 12.30 Action Planning: Step 2: Workplans and Resources

12.30 – 14.00 Lunch

14.00 – 15.30 Action Planning: Step 3: Monitoring, Impact Assessment and
Indicators

15.30 – 16.00 Tea/coffee break

16.00 – 17.00 Action Planning: Step 4: Budget

Saturday 7 April

08.30 – 10.30	Consolidation of Action Plan
10.30 – 11.00	Tea/coffee break
11.00 – 12.30	Preparation of Grant Proposals
12.30 – 14.00	Lunch
14.00 – 15.30	Review of Action Plans
15.30 – 16.00	Tea/coffee break
16.00 – 17.00	Close of Workshop
19.30	Workshop Dinner Hosted by Government of Malawi