GENDER TRAINING

USAID Feed the Future Food Processing and Post-harvest Handling Innovation Lab (Food Processing Lab, FPL)
16-18 August 2014
Dakar, Senegal

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USAID GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY (MARCH 2012)

Goal: to improve the lives of citizens around the world by advancing equality between females and males, and empowering women and girls to participate fully in and benefit from the development of their societies.

SOURCE: WWW.USAIN.GOV
Under this policy, USAID investments are aimed at three overarching outcomes:

- Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services economic, social, political, and cultural;
- Reduce gender based violence and mitigate its harmful effects on individuals and communities; and
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision making in households, communities, and societies.

SOURCE: WWW.USAIND.GOV
USAID GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY (MARCH 2012)

Seven guiding principles underpin this policy, reflecting key features of the USAID Policy Framework 2011-2015 and the parameters of the USAID Forward reform agenda:

1. Integrate gender equality and female empowerment into USAID’s work;
2. Pursue an inclusive approach to foster equality;
3. Build partnerships across a wide range of stakeholders;
USAID GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY (MARCH 2012)

Seven guiding principles underpin this policy, reflecting key features of the USAID Policy Framework 2011-2015 and the parameters of the USAID Forward reform agenda:

4. **Harness science, technology, and innovation to reduce gender gaps and empower women and girls;**
5. **Address the unique challenges in crisis and conflict affected environments;**
6. **Serve as a thought leader and a learning community;**
7. **Hold ourselves accountable.**
Gender equality concerns women and men, and it involves working with men and boys, women and girls to bring about changes in attitudes, behaviors, roles and responsibilities at home, in the workplace, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for males or females.
Female empowerment is achieved when women and girls acquire the power to act freely, exercise their rights, and fulfill their potential as full and equal members of society. While empowerment often comes from within, and individuals empower themselves, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment.
Gender integration involves identifying, and then addressing, gender inequalities during strategy and project design, implementation, and monitoring and evaluation. Since the roles and power relations between men and women affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis.
To better empower women agricultural producers to reach their full potential, Feed the Future promotes women’s leadership in agriculture, fosters policy changes that increase women’s land ownership, and strengthens their access to financial services. Through the initiative, female farmers are encouraged to adopt new agricultural technology aimed at increasing productivity and reducing unpaid work.
Feed the Future builds on best practices and programs from across the U.S. Government and the international community to achieve scale in advancing gender equality and women’s empowerment. Targeted programs and investments seek to enable women farmers in Feed the Future focus countries to access and control physical and financial assets to improve women’s agricultural output to achieve production parity with men. The benefits of increased productivity and income for women have the potential to amplify across families and generations.
FEED THE FUTURE: INVESTING IN WOMEN AND AGRICULTURE

- Women make up 43% of the agricultural labor force in developing countries
- Women farmers are less productive than men due to less access to land, water, seeds, training, and credit
- If women had the same access to productive resources as men, they could increase farm yields by 20-30%
- This increase in agricultural output could reduce the number of hungry people in the world by up to 150 million people

SOURCE: WWW.USAGID.GOV
One of the core principles of Feed the Future is accountability through measuring progress toward food security goals. Gender equality and women’s empowerment are critical to achieving sustainable development, so Feed the Future monitoring and evaluation systems comprehensively track how programs have impacted women and men, as well as the dynamics between them.

This effort will employ three targeted and diverse approaches:

1. Disaggregation of data by sex;
2. Impact evaluations that examine critical questions related to gender equality, gender integration, and women’s empowerment;
3. The development and utilization of the Women’s Empowerment in Agriculture Index.
FEED THE FUTURE: MEASURING GENDER EQUALITY

In order to better measure returns on investments in women and agriculture, Feed the Future partnered with the International Food Policy Research Institute and the Oxford Poverty and Human Development Initiative to develop the **Women’s Empowerment in Agriculture Index**. This innovative and rigorous tool is tracking rural women’s empowerment relative to men in five key domains in Feed the Future focus countries.

The Women’s Empowerment in Agriculture Index measures women’s roles and engagement in the following five areas:

1. Decisions over agricultural production;
2. Access to and decision-making power over productive resources;
3. Control over use of income;
4. Leadership roles within the community; and
5. Time use.

SOURCE: WWW.USDAID.GOV
MEASURING THE GENDER IMPACT OF FEED THE FUTURE

Gender equality and women’s empowerment play a prominent role in FTF hypotheses and strategies, the FTF monitoring and evaluation (M&E) system aims to comprehensively track gender impacts through three main approaches:

1) engendered performance monitoring,
2) gender-focused impact evaluations, and
3) the development and utilization of the Women’s Empowerment in Agriculture Index.

Through these three targeted and diverse approaches, USAID will garner a deeper understanding of how FTF has impacted women, men, and the dynamics between them.

SOURCE: WWW.USAID.GOV
MEASURING THE GENDER IMPACT OF FEED THE FUTURE

Engendered Performance Monitoring

The FTF monitoring and evaluation approach is committed to rigorous measurement of the direct impact FTF programs have on beneficiary populations, with a critical focus placed on women. Through gender disaggregated data, FTF can track the impacts of investments on women and men and measure the progress of women’s achievements as compared to men’s.

For household (HH) level indicators, data should be disaggregated by “gendered household types” – that is:

1) HH with male and female adults,
2) HH with male adult, no female adult, and
3) HH with female adult, no male adult.

SOURCE: WWW.USAFID.GOV
MEASURING THE GENDER IMPACT OF FEED THE FUTURE

Gender-Focused Impact Evaluation

FTF has developed a Learning Agenda that outlines critical questions about the effectiveness of FTF programming that the Initiative seeks to answer, primarily through impact evaluations. Improved Gender Equality and Women’s Empowerment is one of six themes under the Learning Agenda, and the prioritized questions FTF seeks to answer under that theme are:

1. Have FTF interventions to increase inclusive agricultural sector growth and improve nutrition increased women’s participation in paid employment and increased their incomes; reduced gender gaps in terms of production inputs; and/or improved the empowerment of women? Which interventions have generated the greatest impacts?

2. Have FTF supported capacity-building and increased leadership/management opportunities for women led to increased participation of women in leadership roles in the community?

3. Have FTF programs that emphasize gender equality and the empowerment of women led to reduced poverty and hunger?

SOURCE: WWW.USDAID.GOV
4. Have FTF interventions advancing commercialization in value chains:

- changed access to, ownership of, or control over land for men and women?
- affected access to paid employment or types of employment for men and women?
- led to increases or decreases in unpaid work for men or women?

5. How have FTF interventions changed decision-making by women and men on agricultural production, nutrition, and use of income?

6. Have FTF interventions changed risk-reduction strategies pursued by men and women to cope with shocks (health-related, agro-climatic, economic, socio-political)?

SOURCE: WWW.USAIMD.GOV
The Women's Empowerment in Agriculture Index

Women are a primary focus of USAID Feed the Future’s (FTF) first-level objective, “Inclusive Agricultural Sector Growth”, a concept which is both broad and multi-dimensional. To simplify the objective’s measurement, the FTF initiative further defines the concept and women’s relationship to it as “the improvement of women’s roles and engagement throughout the various areas of the agriculture sector, as it grows, in both quantity and quality” and operationalize that improvement by measuring change in the following domains:

1. Women’s role in household decision-making around agricultural production
2. Women’s access to productive capital
3. Women’s income and expenditures
4. Women’s individual leadership and influence in the community
5. Women’s time allocations

To measure changes in Women’s Empowerment in Agriculture through those five domains, the BFS has developed an index in partnership with the PPL Bureau, International Food Policy and Research Institute (IFPRI), and the Oxford Poverty and Human Development Initiative (OPHI), Oxford Department of International Development at the University of Oxford.

SOURCE: WWW.USAID.GOV
BREAK
KEY CONSTRAINTS FOR WOMEN

1. Access to and decisions on credit;
2. Workload;
3. Control over use of income.

SOURCE: WWW.USAID.GOV
WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX (WEAI, OR THE INDEX)

The WEAI is embedded within the larger Feed the Future initiative, the goals of which are to sustainably reduce global poverty and hunger through the dual objectives of stimulating inclusive agricultural growth and improving the nutritional status of women and children.

How the WEAI Is Constructed

The WEAI is composed of two sub-indexes: the five domains of empowerment index and the gender parity index (Alkire et al. 2013).

The first sub-index—the five domains of empowerment (5DE) index—assesses women’s empowerment in five general areas, or domains:

1. Decisions about agricultural production (“Production decision making”): Sole or joint decision making power over food or cash-crop farming, livestock, and fisheries, as well as autonomy in agricultural production.
2. Access to and decision making power over productive resources (“Access to productive resources”): Ownership of, access to, and decision making power over productive resources such as land, livestock, agricultural equipment, consumer durables, and credit.
3. Control over use of income: Sole or joint control over income and expenditures.
4. Leadership in the community (“Community leadership”): Membership in economic or social groups and being comfortable speaking in public.
5. Time allocation: Allocation of time to productive and domestic tasks, and satisfaction with the time available for leisure activities (IFPRI, USAID, and OPHI 2012).
WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX (WEAI, OR THE INDEX)

These five domains are measured using 10 indicators. Each indicator is given a value of 1 if the respondent has exceeded a given threshold for the indicator and a value of 0 if the respondent falls below the threshold.

The weighted sum of these 10 indicators is the empowerment score or 5DE score of the individual. A person is defined as “empowered” if her or his score is 80 percent or higher.

SOURCE: WWW.USAIMD.GOV
WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX (WEAI, OR THE INDEX)

The 10 indicators and their corresponding weights are:

- Input in productive decisions (1/10)
- Autonomy in production (1/10)
- Ownership of assets (1/15)
- Purchase, sale, or transfer of assets (1/15)
- Access to and decisions on credit (1/15)
- Control over use of income (1/5)
- Group member (1/10)
- Speaking in public (1/10)
- Workload (1/10)
- Leisure (1/10)

SOURCE: WWW.USAID.GOV
WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX (WEAI, OR THE INDEX)

GENDER PARITY INDEX

The second sub-index—the gender parity index (GPI)—measures women’s empowerment relative to that of men by comparing the 5DE profiles of women and men in the same households.

A woman is assumed to achieve gender parity if her achievements in the five domains are at least as high as those of the primary adult male in her household.

The GPI reflects the percentage of women who have achieved parity and, in cases of gender disparity, the average empowerment gap that women experience relative to their male counterparts.

While the 5DE score is calculated using all women in the sample, the GPI score is not calculated for women living in a household where no adult male is present.

SOURCE: WWW.USAIMD.GOV
WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX (WEAI, OR THE INDEX)

GENDER PARITY INDEX

The overall WEAI is constructed by calculating the weighted average of the 5DE and GPI as follows:

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\text{WEAI} = (0.90 \times 5DE) + (0.10 \times \text{GPI})
\]

It thus gives a broad picture of women’s empowerment by showing not only the proportion of women who are empowered and have gender parity but also, for the remainder of women, the depth of their disempowerment and gender disparity.

Values for the WEAI and its sub-indexes range between 0 and 1, with higher numbers indicating greater empowerment.

SOURCE: WWW.USAIMD.GOV
WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX (WEAI, OR THE INDEX)

Limitations of the WEAI

While the WEAI provides a rigorous measure of empowerment relevant to agriculture, it is subject to some limitations:

• WEAI results may not be representative of the empowerment of all adult women in a country, because respondents in the WEAI survey are primary decision makers and may be more empowered than other women in their households.
• Women who are not involved in agricultural decisions may appear disempowered even if they are engaged in decision making on nonagricultural activities.
• Women in households that do not have a male decision maker are likely to be identified as empowered because of the WEAI’s focus on decision making questions.
• Other domains of empowerment not captured in the WEAI, which focuses solely on agriculture, may be more relevant to specific desired outcomes, such as nutritional status.

SOURCE: WWW.USAGID.GOV
Gender as a Cross-cutting Issue

1. Women are heavily involved in the agriculture sector at all levels from work in the field to post-harvest processing and marketing. According to USAID/Senegal’s 2010 Gender Assessment, women’s opportunities to participate in economic life are limited, thus more effort must be devoted toward integrating women into agricultural development plans.

2. This FTF strategy scales up capacity building in female-owned business management, institutions and organizations led by and benefiting women.

3. Senegal’s FTF value chain approach will combat constraints that prevent increases in investments where female entrepreneurs invest heavily, contributing to a long-term perspective that is socio-economically sustainable.

4. Gender goals will be achieved through improved access to finance and improved capacity of women in the areas of processing and commercialization, the areas where the lion’s share of value are gained.

5. In the maize value chain and in the secondary focus millet and fisheries sub-sectors, the strategy also concentrates on processing and commercialization where woman-led activities are most important.

SOURCE: WWW.USAIND.GOV
USAID/KENYA FEED THE FUTURE FY 2011-2015 MULTI-YEAR STRATEGY

Gender as a Cross-cutting Issue

1. It is estimated that nearly half or 44 percent of Kenya’s smallholder households are managed by women. This is largely attributed to rapid rural to urban migration by men in search of employment.

2. Women are active at every point in the food chain and are often responsible for protecting the safety and wholesomeness of food in their households.

3. By FY10, female-headed households comprised 49 percent of households that benefited from USAID/K assistance. Strategies that contributed to increased women’s participation included decentralized extension approaches that are tailored to suit women’s time schedules, promotion of gender-balanced crops and leadership training for women, and use of embedded business development service (BDS).

SOURCE: WWW.USAID.GOV
USAID/KENYA FEED THE FUTURE FY 2011-2015 MULTI-YEAR STRATEGY

The Kenyan FTFS will support activities that economically empower women and improve the nutritional status of women and children. Building on USAID/K’s past successes in gender and value chains, the FTFS will:

• Increase women’s gains by expanding support to nutritious horticultural and staple food crops;

• Promote private sector response by which small improvements to the informal milk chain, where women and the poor and ultra-poor predominate, could lead to healthier and more affordable options;

• Through the FTF Innovation Engine, seek innovations that promote local-level processing of fortified foods, such as/through —posho mills that are easily accessible and affordable to rural women;

• Catalyze social innovation approaches that reduce gender inequalities in agricultural production and benefits from production – such as innovations in agricultural labor saving technologies and practices to reduce women’s labor burden, linking women to extension and markets and promoting farming as a family business;

• Undertake gender-value chain assessments for each of the targeted sub-sectors in FTF geographical areas to guide implementation; and

• Scale-up training on integration of gender in value chains to all FTFS partners.

SOURCE: WWW.USAID.GOV
LESSONS LEARNED

- Recommended Reading from the literature: “Adoption of cowpea...” by Ibro, G., et al., Adoption of cowpea hermetic storage by women in Nigeria, Niger and Burkina Faso, Journal of Stored Products Research (2014), http://dx.doi.org/10.1016/j.jspr.2014.02.007
- Discussion.
OUR PROJECT

The central gender related questions for this project are:

1) what are the roles and needs of the different genders in the post-harvest segment of the value chain, and

2) how can these needs be addressed while ensuring gender equity?
OUR PROJECT

Our research team will address gender issues through the following areas:

1. Gender analysis of roles and needs
2. Ensure gender-friendly technologies and delivery systems
3. Empower farmers, with a special emphasis on women and youth
4. Foster women and youth’s participation in benefits from post-harvest programs and increase their access to the assets
5. Build capacity, with a special emphasis on women