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INITIATIVE ON
Diversification in East
and Southern Africa

A Framework for Gender Equality and Social Inclusion in Agribusiness Transformation in East and Southern Africa

MARCH 2023

**WP5: Empower and engage
women and youth in
agribusiness ecosystems**

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Abbreviations

ESA	East and Southern Africa
GESI	Gender Equality and Social Inclusion
NALEP	National Agriculture and Livestock Extension Programme [Kenya]
NGO	Non-governmental organization
PLWD	People Living With Disabilities
SMEs	Small and Medium Enterprises
UU	Ukama Ustawi, the CGIAR Initiative on Diversification in East and Southern Africa
WP	Work Package



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Executive Summary

Eastern and Southern Africa (ESA) is a climate hotspot, with more than US\$45 billion in agricultural production at risk from higher temperatures, shorter growing seasons and more extreme droughts and floods. The CGIAR Initiative on Diversification in East and Southern Africa (Ukama Ustawi) supports climate-resilient agriculture and livelihoods in 12 countries in ESA by helping millions of smallholders intensify, diversify and reduce the risks in maize-based farming through improved extension services, small and medium enterprise development, supporting governance frameworks and increased investment with a gender and social inclusion lens.

Ukama Ustawi (UU) will foster an agribusiness ecosystem that serves farmers, with a focus on women and youth, will reduce poverty and bolster livelihoods and create jobs for 11.3 million farmers and their families. Work package 5 of UU focuses on engaging and empowering marginalized groups, particularly women and youth, in agribusiness through gender equality and social inclusion.

A Gender Equality and Social Inclusion (GESI) approach is fundamental to agribusiness transformation in the Eastern and Southern Africa region. Work package 5 aims to bring about inclusive and scalable agribusiness innovations through targeted GESI support to UU ESA work packages 1-6. To achieve this, we produced this GESI framework on social,

economic, political, and institutional barriers and opportunities to more inclusive agribusiness in the ESA region. This framework will ensure that planned interventions under UU are designed and implemented to empower more women and youth as farmers, agribusiness owners, and actors with voice and visibility across agribusiness value chains.

The GESI framework was produced by reviewing relevant literature and talking to agribusiness stakeholders, especially women and youth, in four initial countries: Ethiopia, Kenya, Zambia, and Zimbabwe. Key learnings from the consultations and secondary analyses are:

- transformative change requires tackling social norms, values and cultures that perpetuate gender inequality and social hierarchies.
- there is comparatively less attention to the exclusions experienced by marginalized youth (male and female).
- women's work in agriculture is concentrated in production and in low-value markets – which provide few opportunities for gainful outcomes.
- diverse, multiple factors hold back women from engaging and benefiting from agribusiness – including women's responsibility for domestic work which often takes precedence over all other factors whilst hardly being recognized.
- affirmative GESI policies mostly fail to translate to practice due to the lack of human capacity and financial resources.
- de-risking of challenges caused by climate change are gendered. Proposed de-risking solutions must be tailored to include women and youths as well.
- building GESI know-how and capacity among private sector is key to scaling up good GESI practices especially through demonstrating that being Gender Smart is Being Business Smart with high profitability.
- GESI interventions work best when a holistic approach is adopted, allowing interventions across the agribusiness value chain.





SECTION 1:

Introduction

East and Southern Africa (ESA)—A Climate Hotspot

More than US\$45 billion in agricultural production is at risk of failure in ESA through higher temperatures, shorter growing seasons and more extreme droughts and floods. These changes will negatively impact agriculture, which shapes the livelihoods and food security of over 65 per cent of the population and makes for 30 per cent of the region's Gross Domestic Product (GDP) (IFAD, 2022).

CGIAR Initiative on Diversification in Eastern and Southern Africa aims to support 11.3 million people (of which many are small holders) transition to climate-resilient agriculture and livelihoods by fostering an agribusiness ecosystem that allows intensifying, diversifying, and reducing risks in maize-based farming systems in 12 countries in the region. This will be done primarily through improved extension services, small and medium enterprise development, enabling governance frameworks, and increased investment.

A Gender Equality and Social Inclusion (GESI) Approach is Pivotal to Transforming Agribusiness

Women provide more than 50 per cent of the agricultural labor force and play a key role in ensuring family nutrition and food security in Africa and in ESA. Not only do they grow food in most of Africa's subsistence farms, women, also own one-third of all small and medium-sized enterprises (SMEs) and are economically more active as farmers and entrepreneurs than women in any other region of the world. Yet, significant gender gaps in productivity, wages, and entrepreneurial growth opportunities makes agriculture, ironically - a key driver of gender inequality in Africa.

Africa is also at the cusp of a youth bulge. Around 100 million young people entering the workforce in Africa over the next 10 years will need to find work in agriculture. However, poor access to land, natural resources, infrastructure, finance, technology and knowledge and low returns from agriculture continue to turn youth away from food systems. Youth engagement is not only important from a demographic and socio-economic perspective, but also crucial to the future of agrifood systems. The average age of a farmer in Sub Saharan Africa is 60 years.

Without attention to gender equality and social inclusion, agribusiness interventions will not transform current experiences of food insecurity and malnutrition, which impacts most women and youth from marginalized, vulnerable communities. Malnutrition will further undermine the future by having children not developing to their full potential Marindaa et al. (2023). Work package 5 supports all six UU work packages in the design and implementation of gender equal, inclusive, and scalable agribusiness innovations in ESA.

The Ukama Ustawi GESI Approach to Agribusiness Transformation

UU aims to pilot technical, bio-physical, and financial de-risking interventions to transform ESA agrifood systems to greater sustainability, climate resilience, and profitability. This GESI framework is designed to ensure that these planned interventions are designed and implemented to engage and empower more women and youth as farmers, agribusiness owners, and actors with voice and visibility across agribusiness value chains. Recognizing that the future of agribusiness in the ESA comes with environmental as well as social challenges¹, this framework informs UU researchers and partners on the “how-to” in designing, financing, and implementing of agribusiness innovations that address both the symptoms of crosscutting inequalities, as well as enable a shift in structural and systemic barriers to inclusive economic empowerment.

Through a review of past and current agribusiness interventions in the region, WP5 provides evidence on and opportunities to more inclusive agribusiness in the ESA region and provides the rationale for targeted GESI innovations and interventions in UU ESA work packages 1-6.

¹ <https://www.icrw.org/can-businesses-benefit-from-empowering-workers-and-promoting-gender-equity-in-agricultural-workplaces/>



This GESI framework was produced by reviewing relevant literature and talking to women and youth agribusiness stakeholders in four countries: Ethiopia, Kenya, Zambia, and Zimbabwe. Our findings show that:

- Women and youth, particularly from vulnerable and marginalized groups, are excluded from agribusiness innovations and interventions, and are under-represented in relevant forums, dialogues, and platforms. When targeted, these interventions happen in isolation (women or youth only) which undermines understanding the nature of exclusions.
- Gender equality and social inclusion principles are accepted in agriculture policies and strategies, but in practice, there is resistance among both public and private stakeholders to discussing and acting on these issues.
- Gender inequality and social exclusion are a combination of social, economic, political, and institutional barriers and challenges, that are not easy to tackle. Simply targeting women and youth will not work. Transformative change will require complementary changes to policies, technological innovations, financing priorities as well as behavioral change among key public, private, and civil society stakeholders (Solidaridad, 2021; Farnworth et al. (2020).

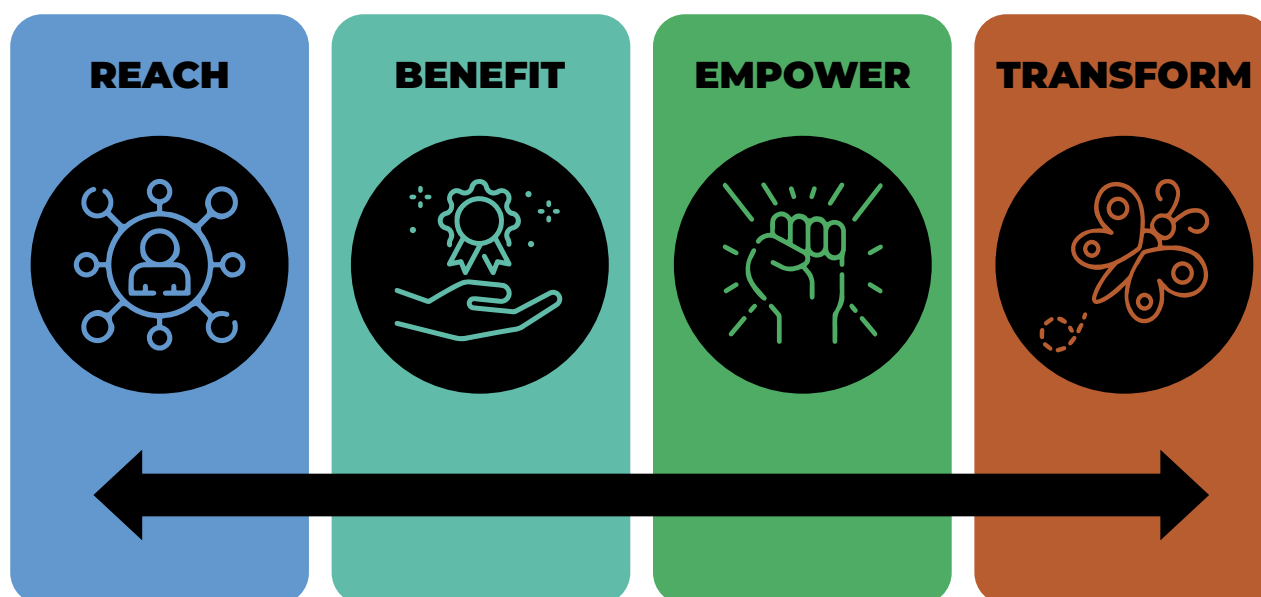
This evidence provides the rationale for a suite of gender-responsive agribusiness interventions and innovations that can reach, benefit, empower, and transform women and youth:

- **REACH:** agribusiness entry points that specifically target women and youth particularly from marginalized groups;
- **BENEFIT:** design and implement a portfolio of capacity strengthening

initiatives to build skills, provide targeted knowledge, financing, and new opportunities, that can allow women to transition from backend, unpaid agriculture roles, and strengthen agency and recognition for youth in agriculture;

- **EMPOWER:** inform and scale up interventions that reduce gender tensions and social exclusions by addressing rights, equity, agency, and recognition for women and youth as key actors in the future of agribusiness;
- **TRANSFORM:** design to scale up agricultural interventions that go beyond empowering women to changing gender norms and attitudes by addressing structural and institutional barriers, mobilizing the power of collective, and involving men and women to make decisions at the household and societal levels.

FIGURE 1. Reach, benefit, empower and transform - the ideal characteristics of gender responsive agribusiness interventions



This GESI framework is presented as three key sections:

- 1. EVIDENCE:** A GESI meta-analysis of social, economic, political, and institutional barriers and opportunities to more inclusive agribusiness in the ESA region;
- 2. CONCEPTUAL FRAMEWORK:** the rationale for gender-inclusive, responsive and transformative change processes;
- 3. ACTIONABLE PATHWAYS:** a suite of options to reach, benefit, empower and transform marginalized women and youth corresponding to UU ESA work packages, which can be scaled up for adoption by other public, private and civil society actors operating in the agribusiness sector.



SECTION 2:

Presenting the GESI Framework

Evidence: Social, Economic, Political, and Institutional Barriers and Opportunities to Inclusive Agribusiness in ESA

In 2022 and early 2023, the UU WP5 team and our partner, Solidaridad conducted consultations and case study analyses in Kenya, Zambia, Zimbabwe, and Ethiopia with women (=100) and young (=22) agribusiness entrepreneurs as well as with public, private, and civil society actors at local and national levels. The purpose of these consultations was to understand and map barriers as well as opportunities for inclusive agribusiness as the baseline for designing targeted GESI interventions through UU. While the global food systems agenda has prioritized gender equality and social inclusion, there is little knowledge and insight on the complexity and contextuality of these underlying causes of these inequalities (Njuki et al. 2022). Transformative change is most likely to happen when targeted interventions are designed to act on key barriers to change.

Collation and analysis of the data from the consultations provides evidence of diverse inequalities, pointing to how and where exclusions happen. Corresponding to this framework, we note that gender and other social inequalities are multiple, experienced at individual and systemic levels, and in both formal and informal spaces, processes, and practices of agriculture.

We provide an overview of these challenges in Figure 2 (see Annex 2 and 3 for a detailed narrative).

FIGURE 2. The diversity and complexity of gendered inequalities in agribusiness
(Source: Authors)

CONSCIOUSNESS/CAPABILITIES

- **gendered norms:** women/youth are expected to not take initiatives on their own, to defer decision-making to elder men (heads of households) especially in relation to investments
- **lack of targeted support, peers, and role models:** particularly for marginalized groups
- **lack of know-how:** on agriculture for business, value chains, accessing credit, markets

RESOURCES

- **gendered, patriarchal access to productive land:** masculine inheritance cultures and practices impacts women and young girls
- **intra-household disparities:** lack of education, information, extension, infrastructure (transport), capital, social capital, collateral and therefore access to credit
- **innovative technologies:** women lack knowledge, access to institutional support, capital to invest in new technologies and practices

INFORMAL NORMS AND EXCLUSIONARY PRACTICES

- **domestic care work:** unpaid domestic care work impacts women and young girls from engaging in profitable, productive livelihoods (agribusiness)
- **masculinity and patriarchy:** disallow women from challenging poor decisions and behaviors of men

FORMAL RULES AND POLICIES

- **gendered agribusiness value chains:** women's work is mostly in production, and their engagement reduces further along the value chain
- **markets:** poor connectivity and mobility and gendered norms and practices limit women from exploring better paying markets/platforms
- **poor implementation of gender-aware policies and strategies:** institutional stakeholders not capacitated to address gendered inequalities

The Urgency and Need for Gender Transformative Change in Agribusiness

In our consultations, we were informed that policies and interventions are in place in these four countries to tackle gender inequality and social exclusion in agriculture. However, gaps in implementing these policies and strategies as was pointed out in the discussions, are also supported by past research and secondary data. We mention a few examples below to validate this.

Ethiopia has [seven gender focused policies](#)² including the 2017 Gender Equality Strategy for Ethiopia's Agriculture Sector. However, past research shows that implementation is poor, and because structural (systemic) causes of inequality remain unaddressed, there has been little, tangible progress on gender transformative change (Druckza et. al. 2020).

The Swedish International Development Cooperation Agency supported the Government of **Kenya's** agriculture and other related ministries in **Kenya** to develop a [Gender Policy for the Agriculture Sector](#) in 2012 as a means to complement the National Agriculture and Livestock Extension Programme (NALEP II). NALEP II is a strategic initiative contributing to the Agricultural Sector Development Strategy, and to Vision 2030 of the Government of Kenya. The development of the Gender Policy was informed by past analyses that showed interventions to improving gender aware approaches in agricultural programs were key³, as despite national level commitment and willingness among implementing actors, most interventions, because of the lack of a gender-responsive approach, were by design targeting adult male farmers, excluding women as well as male youth. In sum, the 'overall impact of NALEP's intervention upon changing gendered patterns of access to, and control over, productive resources was unclear' (Farnworth and Obuya 2010).

A 2021 [CGIAR review](#) of Kenya's 2012 Gender Policy for the Agriculture Sector concluded that the implementation of the policy varies widely across the country, due primarily to lack of requisite human and financial capacity to implement the policy. Systemic, structural inequalities by gender remain unaddressed, for example, there has been little change in [women's ownership of land](#). More importantly, in a changing landscape, there is currently little attention to 'forging public private partnerships, as an enabling environment for the successful uptake of the policy'⁴ (Waithanji, 2021).

A [2021 study](#) in **Malawi** and **Zimbabwe**, shows that generalized interventions to mainstream gender in agriculture often fail to tackle gender-power relations at play in local contexts, which marginalize not only women, but also poor men (Khoza, 2022).

Among the various analyses, there are more positive reports from **Zambia**. A 2010 [gender analysis](#) of the Agriculture Support Program in Zambia noted changes in gendered norms and practices in agriculture as an outcome of programs that tackled these issues at a household level. Positive outcomes have also been reported more recently (2022) on the

² <https://www.sciencedirect.com/science/article/pii/S0277539520301187>

³ <https://cdn.sida.se/publications/files/sida61283en-gender-aware-approaches-in-agricultural-programmes-kenya-country-report.pdf>

⁴ https://cgspace.cgiar.org/bitstream/handle/10568/116804/Policy%20note%20on%20Kenyas%20draft%20agriculture%20sector%20Gender%20Policy_.pdf



Global Agriculture and Food Security Program (GAFSP)⁵ by addressing diverse barriers to gender equality: ‘making agriculture technology, extension, and other interventions more gender-sensitive; ensuring women’s equitable access to income-generating activities and employment; promoting women’s leadership and decision making in farmers’ organizations and self-help groups; ensuring women’s equitable access to agriculture-related productive assets and training opportunities; and raising awareness of women in improved nutrition, food preparation, and feeding practices’. However, as recently as during the COVID-19 pandemic, a [UN Women](#) conducted gender assessment in Uganda, Kenya, and Mozambique, found that rural women have generally been left out of fiscal response packages. This recent study is a reminder that despite being key agricultural producers, marginalized rural women in ESA continue to be excluded from supply chains in commodity markets, subsidies for agricultural inputs such as fertilizers and pesticides as well as subsidized fuel prices.

From the consultations and these secondary analyses, the key learnings are:

- transformative change requires tackling social norms, values and cultures that perpetuate gender inequality and social hierarchies
- there is comparatively less attention to the exclusions experienced by marginalized youth (male and female)
- women’s work in agriculture is concentrated in production and in low-value markets – which provide few opportunities for gainful outcomes
- diverse, multiple factors hold back women from engaging and benefiting from agribusiness – including women’s responsibility for domestic work which often takes precedence over all other factors
- affirmative GESI policies mostly fail to translate to practice due to the lack of human capacity and financial resources
- building GESI know-how and capacity among private sector is key to scaling up good GESI practices
- GESI interventions work best when a holistic approach is adopted, allowing interventions across the agribusiness value chain.

⁵ https://www.gafspfund.org/sites/default/files/2022-09/00817%20Gender_Final-LR1.pdf

Conceptual Framework: Addressing Gender Equality and Social Inclusion in Agribusiness

Our meta-analysis (see Appendices 2 and 3) indicates three key barriers to inclusive agribusiness, namely unequal access to resources; lack of agency and capability; and, exclusionary formal and informal institutional norms and practices in agribusiness.

FIGURE 3. Three key barriers to inclusive agribusiness



Unequal access to resources: Women and youth in ESA form the bulk of the population grappling with fundamental weaknesses in the agriculture sector, which traps them in poverty and inequality, primarily through insecure access to essential resources such as land, credit, and markets (IFAD, 2022). Recent [CGIAR research mapping climate-agriculture-gender-inequality-hotspots](#) shows that women’s lack of assets (land, capital, labor, agricultural inputs, climate-smart technologies and social and institutional networks) or access only to lower-value assets—makes them much more vulnerable than men to climatic shocks and stressors, including the ability to respond to, adapt to or mitigate climate impacts. It is important to add here that a focus on women (in agriculture) as a category fails to capture the reality of complex, intersectional experiences, and patterns of vulnerability (McDougall et al., 2021). Tackling these barriers are key to enabling the most marginalized groups to become resilient to new challenges, in moving from subsistence to productive agriculture and agribusiness.

Lack of agency and capability: The [CGIAR research mapping climate-agriculture-gender-inequality-hotspots](#) also highlights that discriminatory social norms and gender roles limit women’s agency and capability—across institutional levels—from the household up to key decision-making forums and processes. A [review in 2020](#) of climate change threats to smallholders across regions and countries shows that ‘climate change impacts, including crop and income losses has increased the proportion of women in agricultural employment (Slavchevska et al. 2019)’. An increasing “feminization of agriculture” mainly due to social norms that restrict women’s (but not men’s) mobility causes a ‘rising participation of women

in both subsistence and commercial agriculture is leaving women in many regions more vulnerable to climate variability and shocks'. Climate impacts will further 'exacerbate existing gender-related social problems, including putting more women and girls at risk for early marriage, gender-based violence, and other forms of exploitation'.

The agribusiness environment is said to be overtly masculine (by, for, and of men), creating unique challenges for women, including reduced bargaining and negotiating capabilities

(Reemer & Makanza, 2014; FAO, 2016).

Exclusionary formal and informal **institutional norms and practices** in agribusiness: Unequal access to resources, as well as lack of agency and capability are shaped by exclusionary formal and informal norms and practices. Formal and informal institutional norms and practices impact key disparities including: 'longstanding gender disparities in access to and agency over key resources—chiefly land, labor, financial capital, and climate-relevant information'⁶.

The unequal gender division of labor for domestic and productive work explains why men tend to dominate in the productive, paid segments of the economy, while women, who bear the burden of domestic responsibilities, move between reproductive and productive work, the latter often in 'informal' types of labor and employment (Elson, 1999). In more recent times, increasing male outmigration is seen to have increased women's work in both subsistence and commercial agriculture, but without access to resources, infrastructure and services, or the ability to make investment and other key decisions. Even when men are migrants, 'agricultural decision-making continued to be in men's hands, with women remaining as farm workers, or, at best, supervisors'⁷ (BMGF, 2020). Yet, despite these challenges, many women have overcome primary barriers and function as agribusiness entrepreneurs. However, there is evidence that women-owned businesses tend to lag behind male-owned enterprises in terms of their size, profitability, productivity, potential to grow, and ability to withstand economic and climate-related shocks (OECD, 2017).

The point we want to emphasize here is that while there has been progress in addressing gender gaps in land ownership, agriculture labor and wages, making infrastructure and improved technologies more accessible to women and youth; there is still relatively less attention to gender-power disparities in agribusiness value chains, including institutions, systems and processes that shape access to quality goods, markets, and business relations (Reemer & Makanza, 2014; Kruijssen et al., 2018).

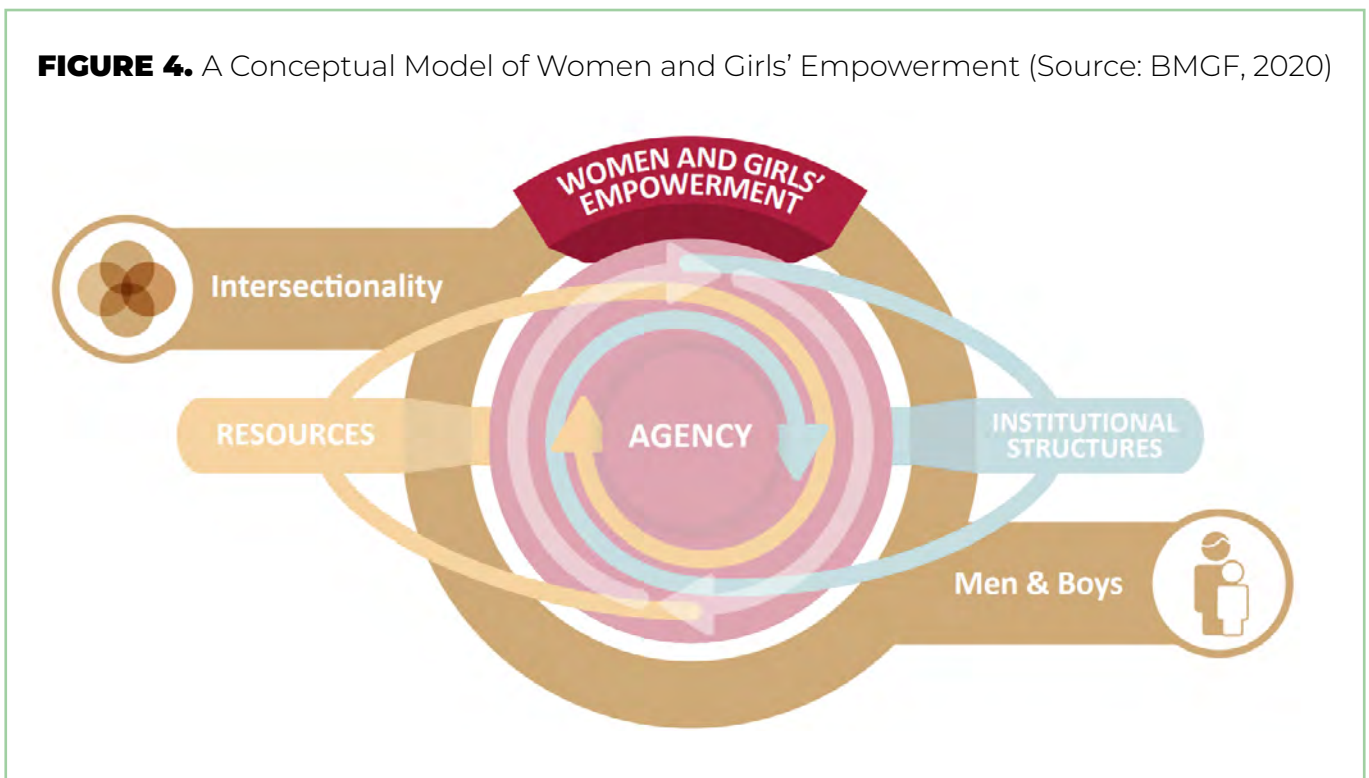
In sum, targeting women as a homogeneous group will not address the complexity and deep rootedness of gendered value chains. A GESI approach needs to be multi-pronged – acting on all the three issues discussed above (resources, agency/ capability and institutional norms and practices).

⁶ https://www.gatesgenderequalitytoolbox.org/wp-content/uploads/BMGF_GACC_Final.pdf

⁷ https://www.gatesgenderequalitytoolbox.org/wp-content/uploads/BMGF_GACC_Final.pdf

A conceptual framework that allows addressing the root causes of gender inequality and social exclusion, focuses on acting intentionally on these three key barriers to change (Figure 4). Presented by the Bill & Melinda Gates Foundation, the framework, termed the “Women and Girls Empowerment Framework”, pays explicit attention to intersectionality, that is, that inequalities by gender that intersect with inequalities by age, class, race, ethnicity, caste, religion, sexual orientation, gender identity, and other social markers of difference (BMGF, 2020).

FIGURE 4. A Conceptual Model of Women and Girls’ Empowerment (Source: BMGF, 2020)



Key principles of the women and girls’ empowerment framework include:

- **Agency:** women and girls are not just program beneficiaries; they are agents capable of change for their individual and collective needs.
- **Intersectionality:** inequalities by gender intersect with inequalities by age, class, race, ethnicity, caste, religion, sexual orientation, gender identity, and other social markers of difference. Focusing on gender alone can mask disparities in the conditions and relative empowerment of women and girls within and across contexts. Using an intersectional lens that considers gender and the multiple aspects of identity and status is crucial to understanding a woman or girl’s relative empowerment or disempowerment.
- **Men and boys’ inclusion:** women’s empowerment cannot happen by focusing only on women: efforts must consider social relationships with the men and boys⁸. Power relations will only shift when women and girls can negotiate their relationships.
- **Ongoing transformation:** empowerment is an ongoing change process and transforming power relations, giving women and girls more control and more choice.

⁸ Farnworth and Obuya (2020). <https://repository.cimmyt.org/handle/10883/20934>

- **Access and control of resources:** transformation occurs when women and girls increase access to and control over resources.
- **Influencing structures:** transformation occurs when women and girls influence and change the institutional structures that shape their lives and futures.
- **Collective action** is a powerful tool for social transformation at a societal level.
- **Multi-level:** transformation of power relations must happen at both individual and societal levels.

Corresponding to these principles, UU partner, Solidaridad's 2021 work in the ESA shows that transformative change requires enabling interactions between:

- A vibrant and strong **civil society** helping safeguard rights and responsibilities across institutional levels (household, community, markets) and ensure that public and private policies, and mechanisms are inclusive and gender transformative.
- A responsible **private sector** committed to implementing inclusive business models for sourcing, production, trade, and investments, and;
- A supportive **public sector** enforcing norms and regulatory frameworks that ensure inclusive production, trade, and consumption.

Bringing the focus back to Ukama Ustawi, the question to now ask is:

How can this framework be translated into an action plan for a gender equal, socially inclusive and climate resilient agribusiness?

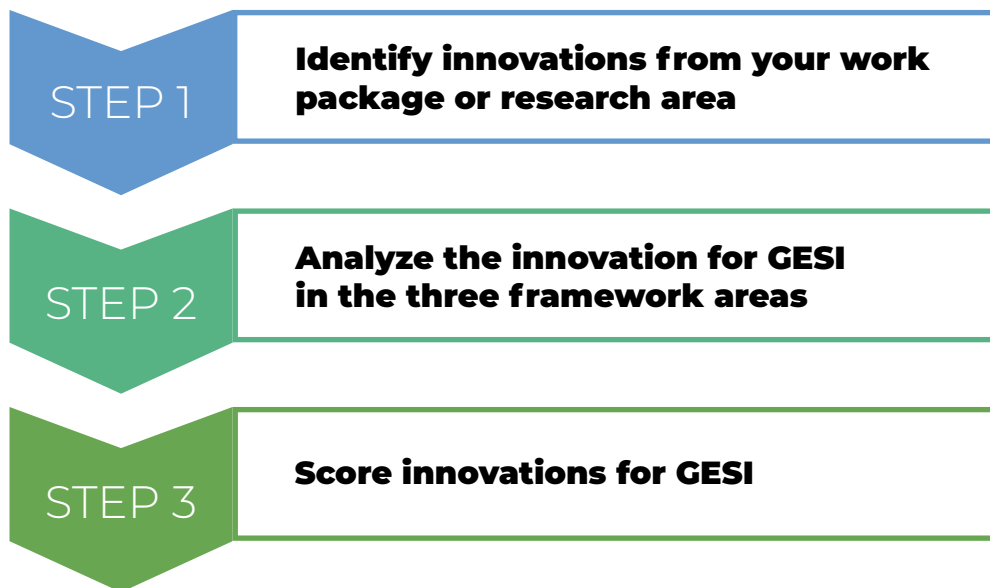
Actionable Pathways: GESI-Informed Agribusiness Interventions and Innovations in Ukama Ustawi

Innovations are not gender-neutral

Rietveld and van der Burg (2021; 1) note that 'agricultural innovations are considered paramount in solving poverty, food insecurity and malnutrition, however, their potential gender differences are often poorly understood'. Their analysis of two case study technical innovations in Uganda found that on the one hand, gender norms impacting women's mobility and control over household resources means that women and men are differently able to engage in innovation processes. On the other hand, the innovations altered gender roles and relations, but did not unambiguously contribute to increasing gender equality (ibid; 9, 10).

In this section we look at key UU innovations in STEP 1. We provide options and considerations within these according to our framework (section 3) to reach, benefit, empower, and transform marginalized women and youth in STEP 2. This is followed by a gender equality and social inclusion score in STEP 3.

FIGURE 5. Three step process to identify actionable pathways



STEP 1

Identify innovations from your work package or research area

The UU work packages focus on the following activities:

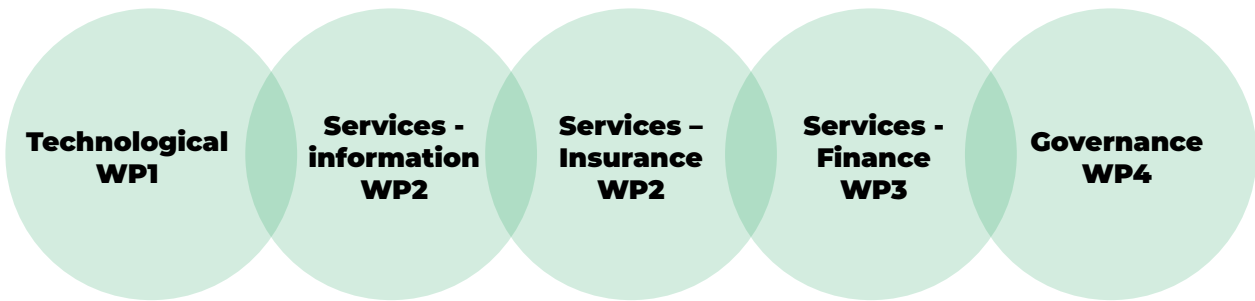
- 1. WORK PACKAGE 1:** Diversifying and sustainably intensifying production by assessing needs and options for the introduction of **crops, livestock, mechanization** and **irrigation**, applying innovations in **value chains** and building capacity while scaling to larger farming communities.
- 2. WORK PACKAGE 2:** Reducing risk and digitalizing value chains by co-designing and delivering “Innovation Package” **bundles of digital agro-advisory systems** and research management products—including **mobile apps, TV programs** and **social media**—to build resilience and improve productivity.
- 3. WORK PACKAGE 3:** Supporting and accelerating value chain business enablers in maize mixed systems by using CGIAR’s expertise and partner network to unlock access to **funding, investment, and tailored technical assistance.**
- 4. WORK PACKAGE 4:** Promoting the **governing** and enabling of multifunctional landscapes for sustainable diversification and intensification with a focus on strengthening the evidence base for decision-makers.
- 5. WORK PACKAGE 5:** Empowering and engaging women and youth in agribusiness ecosystems by mapping challenges and opportunities to address gender and social inequality and applying **inclusive and coordinated interventions** for transformative change.

6. WORK PACKAGE 6: Scaling innovations and coordinating CGIAR and partner activities in the region through a scaling hub that uses the “scaling readiness” approach to inform, activate and bring to scale innovations that respond to regional or country demand.

The UU initiative has identified 78 core innovations to prioritize and scale. From this list, we identify 13 innovations that are relevant for integrating a GESI focus (See Annex 4). The innovations are broadly categorized into technological, services (information, finance, insurance) and governance (Figure 6). We also identify the associated work package(s).

FIGURE 6. Types of innovations in Ukama Ustawi (Source: Authors).

Note: WP = work package



STEP 2

Analyze the innovation for GESI in the three framework areas

In Table 1 we outline how to consider GESI in the design of innovations and interventions in relation to the three framework areas (section 3): **resources**; **agency** and capability; and **institutional structures**, norms, policies, and practices in agribusiness. Each of these elements has sub-areas that are based on the assess stage of WP5 in 2022. We provide a list of GESI considerations for each sub-area. These considerations come from insights gleaned during the assess stage and from the literature (see, e.g., detailed guides and checklists in Asian Development Bank (2020) and ACIDI-VOCA (2016)). Use of these considerations in interventions and innovations by UU work packages provide actionable pathways to gender equal, socially inclusive, and climate resilient agribusiness ecosystems in the region.

Note: in Table 1 we refer to “women,” “youth,” or “social groups.” Gender equality and social inclusion means that all social groups “women, youth, people living with disabilities, and other marginalized groups” are included in innovations and interventions. GESI refers to an intersectional focus that considers these intersecting inequalities.

STEP 3

Score innovations for GESI

Following the consideration exercise in Step 2, each innovation or intervention can receive a gender scoring (Box 1).

BOX 1. GUIDANCE FOR GESI SCORING OF INNOVATIONS

2 = principal; means that GESI is the main objective and is fundamental to the research design and expected results pertaining to the deliverable. Findings with regard to gender will be among the key findings, but not necessarily the sole findings. Survey data will be sex-disaggregated. An example might be an output analyzing the relationships between gender and access to land.

1 = significant; means that GESI is an integral dimension of the research topic, but not necessarily the principal reason for the deliverable. Findings should include at least one specific to gender. Survey data will in general be sex-disaggregated. An example might be an output analyzing the preferences of different groups for varietal traits, where gender is one dimension of characteristics of members of groups.

0 = not targeted; means that the research team has determined that GESI is not a relevant dimension for the work.

Source: Adapted from CGIAR Research Program on Policies, Institutions, and Markets (PIM)

For example, let's take the innovation "Shamba Shape Up," which educates farmers on basic and innovative farming practices. It is an educational television program broadcast; in Kenya there are 26 weekly, 30-minute episodes during the main cropping season for selected agricultural products, in English and Swahili. The Shamba Shape Up audience is very diverse, with women making up half the TV show viewership (Geopoll, 2020). Youth are another audience for the show. However, GESI is not the principal focus of the show; rather, it is an integral part of what the producers consider. Thus the innovation would receive a score of "1."



TABLE 1. GESI Considerations within Innovations by Framework Elements (Resources, Agency, Institutional Structures) (STEP 2)

RESOURCES Assets that one has or can use individually or collectively. Access to and use of resources are shaped by social relations and practices, cultural norms, values and beliefs and local and social contexts.		
Specific area identified in the assess stage	GESI considerations	WPs targeted
Technology	<ul style="list-style-type: none"> ➤ Do women's⁹ social and economic status enable access to and use of new technologies? ➤ Are technologies designed to intentionally reach, benefit, empower, and transform women? 	WP1
Land	<ul style="list-style-type: none"> ➤ Who are decision-makers about production within households? ➤ Do women inherit agricultural land and property? ➤ Do women own cultivable land? ➤ Can youth access or own cultivable land? ➤ Are women and youth growing subsistence, low-value, or high-value crops? ➤ Are women's agricultural products in demand in local or tertiary markets? ➤ Is value addition possible for agricultural products managed by women? ➤ Do women have access to markets? 	WP1 WP4
Livestock	<ul style="list-style-type: none"> ➤ Do women or youth own or can they inherit livestock? ➤ What types of livestock do marginalized groups own, manage, and trade? ➤ Do women and youth have access to markets to buy, sell, and trade livestock and livestock produce? ➤ Is income from livestock important for women? Can they make decisions related to income from livestock? 	WP1
Mobility and transport	<ul style="list-style-type: none"> ➤ Are there social norms in place regarding women traveling outside the home? ➤ Do marginalized groups have access to transport? ➤ Are women expected to stay overnight for training? 	WP1 WP2 WP3

⁹ **Note:** in the table we refer to "women," "youth," or "social groups." Gender equality and social inclusion means that all social groups are included in innovations and interventions. For brevity we use various terms with the understanding it can apply to all social groups.

Mechanization	<ul style="list-style-type: none"> ➤ Are the mechanization innovations designed for use by women? ➤ Do women and youth have capital or access to credit to obtain mechanization? ➤ If training and information are being offered with the technology, is it designed for and targeted to women and youth? ➤ Are there social norms regarding who can use mechanization innovations? 	WP1
Finance	<ul style="list-style-type: none"> ➤ Are investment policies designed to target women and youth? ➤ Are financial literacy programs in place to enable women to improve knowledge and access to financial opportunities? ➤ Are there financial products targeting women, and vulnerable and marginalized groups? How are these different from more generic financial products? ➤ Are soft loans (i.e., loans favorable to the borrower) available to female farmers? ➤ Do public and private investment schemes have an inclusive financial strategy? ➤ Do women access finance from different sources than men? ➤ Who influences women's financial decisions? 	WP3

AGENCY AND CAPABILITY

The ability of individuals to engage in, inform and shape decision-making and leadership, including through collective action.

Specific area identified in the assess stage	GESI considerations	WPs targeted
Knowledge and information	<ul style="list-style-type: none"> ➤ What mediums are women and youth most likely to access and use for obtaining agricultural information? ➤ Is agricultural information broadcast in local languages? ➤ Are agricultural broadcasts made at suitable times for all social groups? ➤ Do extension programs target women, youth, and marginalized groups? ➤ What are literacy levels of women or marginalized groups? ➤ What are levels of ICT use for different social groups? ➤ Do gender and age of extension staff match that of their clientele? 	WP2

Capacity	<ul style="list-style-type: none"> ➤ Are training times and venues suitable for all participants? ➤ Are there special programs to allow girls to remain in school? ➤ Are there special trainings available for women and youth? 	All WPs
Empowerment	<ul style="list-style-type: none"> ➤ Is there leadership training for women and youth? ➤ Are women’s empowerment programs in place? ➤ Are mentoring programs available for young people? ➤ Are there efforts to share success stories to encourage women and youth participation? ➤ Are there quotas for women or youth in leadership in social groups or cooperatives? 	All WPs

INSTITUTIONAL STRUCTURES

Formal and informal rules and practices, norms, and policies that shape and influence agency and access to, and control over resources. Institutional structures operate at the family, community, market, and state levels, and shape relations among individuals and social groups.

Specific area identified in the assess stage	GESI considerations	WPs targeted
Domestic labor	<ul style="list-style-type: none"> ➤ Are women recognized for the domestic chores they perform? 	WP1
Time poverty	<ul style="list-style-type: none"> ➤ Do the innovations require additional labor time that might interfere with domestic chores? 	WP1
Social and cultural norms	<ul style="list-style-type: none"> ➤ Are there social norms that discriminate against marginalized groups? ➤ Are women, youth, and people living with disability included in leadership positions? ➤ Do women have voice in local institutions? 	All WPs WP4



Policies, laws, regulations	<ul style="list-style-type: none"> ➤ Is there political will for GESI? Is GESI part of development dialogues? ➤ Are there clear implementation strategies regarding GESI in programs? ➤ Are GESI monitoring and evaluation indicators available in programs? ➤ Is there adequate representation of women in policy formulations promoting GESI? ➤ Can women inherit property? ➤ Can women own land? ➤ Are mechanisms in place to intentionally bring in marginalized groups? ➤ Do policies address women, youth, and people living with disability? ➤ Is there a women and youth desk in each ministry? ➤ Is gender equality a law? 	WP1 WP4
Projects and programs	<ul style="list-style-type: none"> ➤ Are measurable GESI indicators in place? ➤ Are GESI targets set? ➤ Are grant funds available for business run by marginalized groups? ➤ Are there quotas in place for women and youth inclusion? ➤ Is a sexual harassment policy in place? ➤ Are there rules against discrimination? ➤ Can marginalized groups physically access the project? 	All WPs
Social capital	<ul style="list-style-type: none"> ➤ Are women and youth involved in groups that can support them? ➤ Is finance available through women's or youth groups? 	All WPs



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APPENDIX 1:

Glossary

Term	Definition and source
Agency	Individual decision-making, leadership, and collective action (BMGF, 2020). This means the ability to be able to participate in decisions about ones life and wellbeing..
Agribusiness	Business related to farming and farming-related commercial activities.
Capability	The extent to which, or ability of a person to achieve a desired outcome.
Gender	Socially constructed identities of women and men, which are determined by behaviors, norms, roles, and relationships expected of and between groups of women and men. Gender identities vary from society to society, but across societies they tend to place women as subordinate and unequal to men.

Term	Definition and source
Institutional structures	Formal and informal rules and practices, that shape and influence agency and access to, and control over resources. Institutional structures operate at the family, community, market, and state levels, and shape relations among individuals and social groups (KIT).
Intersectionality	Various attributes of social groups that can contribute to inequalities based on gender, race, religion, ethnicity, disability, age, indigeneity, and other characteristics. Combined, these intersectional inequalities vary across societies, and are key in determining inequalities and exclusions that make some individuals more unequal than others.
Marginalized groups	Those excluded from political, social, cultural and/or social spaces based on social identities – which can be gender, race, religion, ethnicity, disability, age, indigeneity, and other characteristics. Marginalization impacts a sense of dignity, ability, and opportunities to take part in society.
Inclusion	Ensuring that practices, policies and structures provide equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority or vulnerable groups.
Equality	Ensuring that every individual has an equal opportunity to make the most of their lives and talents. Equality also refers to the idea that no person should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.
Gender Equality and Social Inclusion (GESI)	An approach to tackle gender inequality in ways that are informed of intersectional inequalities and marginalization. This approach goes beyond just targeting women, and requires paying attention to deep-rooted norms, values, biases, hierarchies in power that disable equal rights, responsibilities, and opportunities for all women and men, girls, and boys. GESI tackles discrimination in culture, values, norms, and social relations that normalize inequality; gaps in laws, policies and in the structure and functioning of formal and informal institutions. GESI is about ensuring that all members of society have equal opportunities, access to resources, and are represented in processes of decision-making that relate to social, economic, and political issues that impact their lives and livelihoods.
GESI approach to agribusiness (in UU)	An approach that recognizes and aims to tackle exclusion of women, youth, and other marginalized groups from agribusiness innovations and interventions. In UU, we will target these groups with an aim to also tackle deep-rooted social norms, values, and biases that result in inequalities in agribusiness opportunities.
Resources	Tangible and intangible capital and sources of power that one has, or can use individually or collectively (BMGF, 2020).



APPENDIX 2:

Analysis of Reports

Method of Analysis

This analysis has been done by using a process of documenting emerging themes. Looking at the discussion provided from the three regional workshops held in Kenya, Zimbabwe and Zambia as well as the report by Solidaridad, we first identified themes for each separate workshop, and then merged them together to come up with a number of emergent themes that speak to either challenges and barriers, or opportunities and enablers. It should be noted that in some workshops 'challenges' and 'barriers', and 'opportunities' and 'enablers' were discussed separately, however this was not the case for all. As such we have pooled 'challenges' and 'barriers' together, and 'opportunities' and 'enablers' together for analysis purposes.

Identifying emergent themes per workshop occurred as follows: Step 1: read through the report as a whole; Step 2: read through the report and pool point together that have similar intent or meaning; Step 3: finalise groupings under themes and identify working titles for

each theme. Note we have used the wording as it was used in the workshop reports to pool themes together. Lastly, in some cases one point may speak to more than one emergent theme, in these cases they would appear in both themes.

Once emergent themes were identified for each workshop, these themes were compared, and where themes overlapped, they would be merged as one theme. In this way we then came up with a unified list of emergent themes that speaks to all the workshops.

We first present our emerging themes in Section 1, and then show the themes per report in Section 2. Thus Section 1 is the outcome of the analysis conducted in Section 2.

Section 1: Amalgamated Emergent Themes across All Workshops

Challenges/Barriers

Burden of the domestic sphere

Women tend to be overburdened by domestic chores and demands on their time from family and community. Despite this important role that they play, domestic labour is generally undervalued and women receive no compensation. We see the impact of this in a number of areas:

- Women's time for productive work is severely limited
- Women often produce for household consumption only, and if they sell it is at the farmgate or local market only
- Men are able to be more successful in productive roles than their female counterparts

Intrinsic challenges (speaks to limited enabling environment)

The enabling environment for women to be successful in agri business are often not in place. Issues such as low levels of education and high levels of poverty exacerbate this. This means that women are often relegated to low-paying activities or are only able to plant low-value crops. The enabling environment should be gender responsive—for example the introduction of new technology should take women's positionality and needs in consideration.

Power hierarchies and lack of agency

In many communities women have a general low capacity to act—in other words they have low levels of agency. In these cases, women are easily overshadowed by men, and defer to men when it comes to decision making (even in cases where they own the business) or providing inputs or express needs when involved in development projects.

Difficulty moving through the value chain

Depending on the commodity, women tend to be concentrated in particular segments of the value chain. For example, many of the barriers and challenges occur in the initial stages of the value chain (for example inputs and production) and may block women from moving through to other stages.

Socio-cultural norms and beliefs as barriers

Despite many advancements in understanding gender issues, the presence of patriarchal cultural systems still have a detrimental impact on women and their ability to take part in agribusiness. For example, factors such as lack of access to land, inheritance practices, unequal access to education and limited decision-making power continue to expand the GESI gaps. In many communities these norm and values are pervasive so much so that women are even unable to request loans without the consent of their husbands or fathers.

Access to credit and finance

Access to credit and finance has been highlighted as a prominent challenge and barrier to women being useful within agribusiness. Some issues that have emerged are that initial lending costs are high and generally there is a lack of financial support, and women struggle (due to their position in society, family and household) to access to finance due to a lack of collateral to secure credit.

Access to knowledge and information

Lack of knowledge and information is an important barrier to women successfully participating in agribusiness. In particular related to agribusiness the following knowledge gaps has been identified:

- Farming as a business
- Value chains
- How to access credit
- Market needs and demands
- What and when to produce

In addition, it has been noted that there is a paucity of on-the-ground support for women, specifically technical support, support from extension services and even role models that women can identify with.

Locked into a poverty cycle

Poverty is a significant barrier to women being able to take part in agribusiness. Being locked into a poverty cycle means that women are unable to plan for the future or enter into ventures that requires capital investment. Moreover the burden of the domestic sphere makes this even more unlikely for women as immediate concerns of the family in terms of food and survival may overshadow other plans.

Access to resources

Access to resources typically impedes women's ability to take part in agribusiness. The types of resources and amount may differ depending on context, however the following have been mentioned:

- Transport to projects – often times these are in locales far away and many women do not have access to reliable transport and have to walk
- Infrastructure – women tend not to own the infrastructure required for agribusiness

- Lack of adequate knowledge
- Reliable and sustainable access to land is a major stumbling block for women especially in terms of patriarchal practices and laws that are still being adhered to in many communities.

Access to markets

Given that fact that most women have been relegated to the domestic sphere where their exposure to markets are limited to the farmgate of local market, access to other more lucrative markets may be daunting and even debilitating. There are a number of issues raised in terms of access to markets:

- Due to cultural norms and values, women often have to make do with low prices for their goods as they are unable to negotiate with men (or men are unwilling to negotiate with women)
- Inadequate market information
- Lack of technical support
- Poor connectivity to better markets of inputs and products

Un-safe working environment

A safe working environment is essential for women to be able to actively participate in agribusiness. This is both as employees and as employers. Low paying jobs and insecure environments where women are exposed to gender based violence increase the obstacles women face and their ability to be successful in agribusiness

Negative policy environment

Despite the elaborate effort to address gender concerns in the socio-economic and political development agenda in many countries, there still exists gender gaps. Some of these gaps in the policy landscape is due to the lack of specific policy guidelines to address gender and social inclusion issues at both cooperative and group level, and weak implementation and enforcement of policies and laws to promote gender equity and social inclusion at both cooperative and group level.

Opportunities/Enablers

Policy, governance and political will

GESI should be a priority at the highest level. This can be achieved by having adequate representation of women in policy formulation discussions to promote GESI; clear implementation strategies with good monitoring and evaluation frameworks; policy initiatives such as a young and women desk in each ministry, or a GESI focal person in every ministry; and political will towards GESI advancement.

Intentional GESI actions, activities and prerequisites

In order to advance GESI and move away from GESI as a “box-ticking” exercise we need GESI intentional actions, activities and prerequisites be it at government or project level. For example, one could formulate measurable GESI indicators; one could set GESI targets (ie. a percentage of a cohort); and make sure GESI related issues features prominently on the development agenda.

Raise capacity and awareness

Capacity development and awareness raising is an important way in which one can build agency and create an enabling environment for women to be more successful within the sphere of agribusiness. This theme relates to many of the other challenges and opportunities raised, for example:

- Training in financial literacy to empower women agripreneurs e.g., balance sheets and profit-and-loss accounts.
- Creation of awareness of gender relations and associated inequalities.
- Availability of information in media that is time sensitive to women's domestic shores, available in a local language and accessible and inexpensive
- Sensitize, inform and educate agribusiness ecosystem stakeholders on market dynamics through increased and continuous training opportunities for all agripreneurs, and keeping proper records.
- Leadership training and support for women, for example in lobbying and advocacy.

Access to credit and finance

Access to credit and knowledge about financing is essential for women's success in the sphere of agribusiness. Not only is it an essential part of the business, but it is also an opportunity to help women move beyond the shackles of patriarchal norms and values. However, this does not only require access, but also an understanding of the particular situation and needs of women. For example, women may need more help to understand lending tools and techniques, as well as requirements such as collateral. These are elements of access to credit and finance they may not have encountered due to being limited to the domestic sphere. Suggestions for support are:

- Formulate financial products targeting women, and vulnerable and marginalized groups.
- Provide knowledge about agribusiness and finance.
- Linkages to financial services.
- Consider providing soft loans to female farmers.
- Improve financial inclusion, for example by helping communities to utilize funds, and inclusive financial strategy by government.
- Gender centric funding and leadership.

Attitude to learning

Evidence shows that women are eager to learn despite the various barriers and challenges.

Build agency

Agency to act is an important tool that can be utilized by women and vulnerable groups to enter into agribusiness and make a success of it. There are a number of ways in which one can build agency with women that goes beyond training, they are:

- Sensitization of women on their self-worth and the importance of their voice to build their confidence by raising their awareness on their value.

- Change the culture of discrimination against women, vulnerable and marginalized groups by empowering women and youth in innovations, creating networks and unstintingly sharing information and using technology to change cultural norms.
- Share success stories radio & social media encourage participation of women and youth addressing challenges.
- Target women and youth economic empowerment gender centric funding and leadership. Eg. Inclusion in local leadership as councillors, gender centric market access.

Utilise what is already there

While there is still a way to go, there are existing establishments and networks that can be utilised or used as a stepping stone to further GESI achievements. This means that having a good understanding of the current context is valuable in determining GESI activities.

Create networks and partnerships

Networks and partnerships are a strength that does not emerge overnight but requires persistence and nurturing. In the agriculture industry where women are not seen as 'natural' participants, it is often difficult for women to foster these without help and assistance. However, having said that, women already have networks and of their own that can be utilised and that should be nourished.

Moving past patriarchal norms and values

One of the most important ways that women can be supported in the world of agri business is by moving beyond norms and values that are fuelled by patriarchal values. One can do this through encouraging a change in land inheritance practices (in some cases this may require a change in law or policy) and discouraging those norms and customs that are harmful to women and their full participation in agribusiness.

Access to market

Since women are often stuck in the domestic sphere, access to markets beyond the farm gate is essential. This may be daunting, however through capacity development programs, partnerships and GESI focussed interventions one can create opportunities for women. Example of how this may be done are: the creation of a secondary market, to include what women are currently producing or, improving market access by facilitating high end/low end producers and limiting middlemen.

Access to resources

Access to resources is fundamental to women successfully participating in agribusiness. In many cases access to resources is impeded not only because of access to funds, but also because of historical gender inequalities. Land in particular is a major resource, and access to it is steeped in socio-cultural norms and values which is difficult to negotiate and change. One of the ways in which women's access to land can be strengthened is to improve access to land documentation to the traditionally excluded groups such as the disabled, illiterate, women, youth by making sure it is available in local languages and available in accessible formats. Access to resources can also be about access to infrastructure, transport, facilities (for example cold storage or milling) and even large livestock.

Meaningful participation and leadership

The importance of authentic participation and the provision of women's leadership opportunities within in the value chain is an important element to success for women in agribusiness. It's important for women to not only be included to "boost" participation numbers by women but also the quality of their inclusion and at different levels of the organisation or institution. Overcoming 'inclusion for inclusion's sake' is therefore essential.

Section 2: Emergent Theme Analysis per Workshop Country

Kenya Workshop: Challenges/Barriers

Burden of the domestic sphere

- Overburdened by domestic chores and agricultural labor.
- Undervaluation/no compensation for domestic labor, exacerbated by insufficient education and unemployment.
- Women often produce for household consumption. When they sell, it is at the farmgate or in local markets near their homes.
- Finally, women's mobility is so constrained that they are mainly involved in farmgate and local market trading but have very limited involvement in cross-county trading.

Intrinsic challenges (speaks to limited enabling environment)

- Undervaluation/no compensation for domestic labor, exacerbated by insufficient education and unemployment.
- Relegation of women to low-paying activities, for example, concentration of women in low-value crops such as beans, while men are concentrated in high-value crops such as coffee and tea.
- Low education and high poverty.
- Agricultural technologies are generally not gender responsive.

Power hierarchies and lack of agency

- Low intrinsic capacity to act (lack of agency).
- Women feeling powerless to challenge men's decisions e.g., men sell laying chickens to buy alcohol despite the wife being the owner of the of the chickens.

Difficulty moving through the value chain

- Depending on the commodity, women tend to be concentrated in particular segments of the value chain. For instance, in the fish value chain, they are concentrated in retail, and in production for tea.

Socio-cultural norms and beliefs

- Presence of patriarchal cultural systems that are condescending toward, and impractical for, women.

- Even though policies have been developed, there is little or no will to implement them.
- Factors such as lack of access to land, education and decision-making continue to expand the GESI gaps.

Access to credit

- Initial lending costs are high.

Access to knowledge

- Women lack knowledge on farming as a business.
- Low education and high poverty.
- Extension services are generally not available.
- No capacity, skill and knowledge to venture into agricultural value chains, especially due to limited access to affordable credit, limited knowledge on market need/demands and lack of appropriate role models.

Locked into a poverty cycle

- Vicious cycle of poverty, for example, households sell highly nutritious (protein) animal-source foods such as chickens, eggs, fish and milk to buy cheaper and bulkier more filling non-nutritious carbohydrates such as maize meal.
- Low education and high poverty.

Kenya Workshop: Opportunities/Enablers

Policy

- Adequate representation of women in policy formulations to promote GESI.
- Laws: for example, cooperatives law that requires an increasing number/proportion of women borrowers; law of succession that allows women to inherit property; the national affirmative action two-thirds gender rule; new women- and youth-friendly 2020 Cooperative development policy sessional paper No. 4 that enables women and youth to join cooperatives without owning land through the focus on 'Promoting socioeconomic development'.

Intentional GESI actions and activities

- Projects and initiatives should be intentional on GESI.
- Efforts to mainstream women, youth and PLWD needs in development agenda, e.g., urban infrastructure.
- Context-specific interventions—cultural change is progressive: some changes are slower than others and can stretch across generations.
- Formulate measurable GESI indicators.

Raise capacity and awareness

- Awareness and capacity-building of women.
- Capacity development: availability of training in financial literacy to empower women agripreneurs e.g., balance sheets and profit-and-loss accounts.

- Creation of awareness of gender relations and associated inequalities.
- Knowledge sharing: Availability of information in media: there are television and radio programs in multiple local-language and other stations that expose viewers to multiple perspectives of agribusiness ecosystems.
- Sensitize, inform and educate agribusiness ecosystem stakeholders on market dynamics through increased and continuous training opportunities for all agripreneurs, and keeping proper records.
- Leadership training and support for women, for example in lobbying and advocacy.

Access to credit

- Access to credit: digital lending is available and accessible for women and youth, and it requires no collateral. Women get high credit scores and can borrow incremental amounts. Table banking is available for women.
- Formulate financial products targeting women, and vulnerable and marginalized groups.

Attitude to learning

- Context-specific interventions—cultural change is progressive: some changes are slower than others and can stretch across generations.
- Willingness of women to learn (a behavior more pronounced to women than men), and to apply lessons learned: they have been observed to carry and consult notebooks.

Build agency

- Sensitization of women on their self-worth and the importance of their voice to build their confidence by raising their awareness on their value.
- Change the culture of discrimination against women, vulnerable and marginalized groups by empowering women and youth in innovations, creating networks and unstintingly sharing information and using technology to change cultural norms.

Women in leadership and decision making positions

- Efforts to include women in management are yielding fruit, as demonstrated by instances of women-led dairy cooperatives and community-based organizations. These women leaders are involved in strategic planning, with some organizations establishing minimum standards for GESI.

Zambia Workshop: Challenges/Barriers

Access to credit and finance

- Lack of financial support.

Unequal power relationships

- Being overshadowed by men.

Access to resources

- Location/position of projects are hard to reach.

- Lack of adequate knowledge -lack of machinery -inadequate transport.
- Lack of mechanization for cassava planting, digging, peeling and chipping. Hard to reach production sites.
- Poor transport -poor market.

Access to information

- Access to information on what to produce.
- Inadequate market information.
- Lack of technical support.
- Poor connectivity to better markets of inputs and products.
- Poor coordination.

Access to markets

- Low prices -Most women are not allowed to get loans from their spouses.
- Inadequate market information.
- Lack of technical support.
- Poor connectivity to better markets of inputs and products.

Zambia Workshop: Opportunities/Enablers

Utilise what is already there

- Already existing establishments.

Move beyond perceptions (of who farmers are)

- Custodians of the farming program (80%) labour force.

Create networks and relationships

- Networking.

Intentional GESI pre-requisites

- Recognition by governments, donors and royal establishments.
- Most projects require at least 40% of women's participation.

Access to credit and finance

- Financial support available.
- Knowledgeable about agribusiness.
- Linkages to financial services.
- Gave soft loans to female farmers -123 farmers given farming inputs (fertilizer).

Personal attitude

- Passion/commitment.
- Location/position of projects.

Policy (and implementation)

- Good political will.
- Consistency value chain-specific government policies.
- Clear implementation strategies with good monitoring and evaluation frameworks.

Moving past patriarchal notions of land ownership and inheritance

- Encourage land ownership.
- Discourage harmful norms and customs against women.
- Sensitization on supportive attitudes among women.

Capacity building

- Train women & youth on the value of cassava farming.

Zimbabwe Workshop: Challenges/Barriers

Socio cultural barriers

- Cultural institutions unfair for women- women do not inherit land & other basic resources.
- Gender roles—labour divisions.

Access to resources

- Cultural institutions unfair for women- women do not inherit land & other basic resources.

Access to finance

- Lack of access to finance, lack of collateral to get credit.

Locked in a poverty cycle

- Women empowerment initiatives do not consider the time poverty of women.

Domestic sphere

- Males take productive roles while women busy with non-productive roles & lack of improved technology that reduce the time poverty of women.

Zimbabwe Workshop: Opportunities/Enablers

Policy

- Policy initiatives a young & women desk in each ministry, women focal person in every ministry.
- Ministry of women affairs & gender commission.
- Proportional representation at policy level.
- National development strategy on gender on education - Affirmative action Universities.
- Gender equality bill-waiting to be presented on parliament.
- Policy development for encouraging uptake of produce from local women and youth.
- Policy environment, youth women & other excluded groups- supportive policy framework that includes consultation of these groups.

- Equal participation in policy formulation and decision making.
- Participation of women in politics: to eject abuse, harassment, intimidation that cannot e.g., workplace sexual harassment.

Access to finance and credit

- Financial inclusion recently issued by reserve bank.
- Improving financial Inclusion, help communities to able to utilize funds, inclusive financial strategy by government, explain needs and disseminate funds.
- Reducing number of middlemen involved, good appreciation of business.
- Gender centric funding and leadership.

Capacity building and awareness raising

- Awareness created on gender equality & social inclusion, CSOs- village level training.
- Communication and dialogue creation, information disseminate and knowledge on exporting product.

Transport

- Rural women & youth have less access to licences for transporting agricultural products.

Access to market

- Creation of a secondary market, to include what women are currently producing e.g., sweet potatoes.
- Improving market access, improve women access to market only facilitating high end/low end producers no middlemen.

Access to resources such as land

- Access to land for production of women crops & commercialize the crops.
- Value addition promotion for crops women is currently growing e.g., sweet potatoes.
- Access to resources: Increase % of women own land, the land audit outcomes must be addressed, improve access to land documentation on land application to excluded groups such as illiterate, women, youth forms translated into local languages push or advocate for traditional & local leaders for foster social power balances. Improving access to large livestock, e.g., Cattle.

Partnerships and networking

- Inclusion of relevant partners for information on market access, for example Ministry of Trade and Ministry of Transport.

Building agency

- Sharing of success stories radio & social media encourage participation of women and youth addressing challenges.
- Target women and youth economic empowerment gender centric funding and leadership. E.g., Inclusion in local leadership as councillors, gender centric market access.

Education

- Education of stakeholders' dialogue and consultation with collages, schools & universities.

Fundamental structural issues

- Address fundamental structural issues language, disability excluding issues, informal institutions promoting exclusion.

Solidaridad Report: Challenges/Barriers

Power hierarchies

- While more women are occupying formal roles (for example in the coffee industry)—this has not guaranteed a change in power relations and how benefits flows and to whom.
- Producer organizations often still adhere to traditional roles, and capacities of women and men are not valued or developed. Policies, rules, and regulations of organization are not gender friendly. Often, the longer the history (from colonial background) of the cooperative rules and regulations the more difficult to change.
- Women coffee producers have long been marginalised as invisible labour in the coffee production process. We see them in the roles of wage labourers or self-employed. However, their representation in leadership and decision making in the chain is still very low.
- Fluctuating and poor market prices that mostly affect the small holder tea farmers, where the majority of women, youth and PWD fall.
- Women have limited knowledge on tea nursery; thus, they are hardly involved in decision making on siting and establishment of the nurseries.

Access to markets

- Local traders give access to markets to both women and men. They are within easy reach, however; the price is often low.
- Markets are, however, more accessible for men in cultures where the ladies are not supposed to go far from the house. In that case, the ladies must organize her husband/son/uncle and discuss with him his % of the sales.
- International traders are often further away, and they are usually men, making it more difficult for women to access them. These traders often have a strong focus on profit making alone, without obligations to their (external) stakeholders.
- Women have, limited access to better markets, thus depend on men to market their produce.

Access to finance

- Access to finance by women is also very low. Although women's savings and credit groups act as a connector, women's overall limited access to suitable finance for economic activities is severely limited.
- The perennial challenge of women having no control over land continues to hamper their meaningful participation within the coffee value chain since land is a key resource in accessing credit facilities.

- In Uganda and Kenya (related to tea growing) much of the land is owned by men with very few women owning land. As a result, this affects women's access to credit facilities. Since women are not allowed to own land, the title deeds are normally in the names of men and yet any credit giving institutions normally require say a land title as security.

Access to knowledge and information

- Inadequate knowledge and access to information among the women and youth about quality practices within the coffee value chain given their limited participation in resource allocation and decision-making.
- During interviews with key informants at meso level in both Kenya and Uganda, it was noted that there is inadequate knowledge among female farmers on climate smart agriculture technologies which promote sustainable agricultural practices.
- Assumptions re flows of information - Extension is often directed towards men only, while it is often women who perform many of the tasks. It is usually assumed that men who are given extension services will share that with members of the household, which is often not the case (limited trickle-down effect). Extension services are organized to reach mostly men (in terms of location, time, language, literacy level, method, pictures).
- Women have limited knowledge on tea nursery; thus, they are hardly involved in decision making on siting and establishment of the nurseries.
- Women and youth depend on the advisory services provided by the supervisors and estate owners who are mainly men.
- Limited knowledge and information on tea growing best practices especially among small-holder farmers groups who are often women.

Access to land

- The perennial challenge of women having no control over land continues to hamper their meaningful participation within the coffee value chain since land is a key resource in accessing credit facilities.
- In Uganda and Kenya (related to tea growing) much of the land is owned by men with very few women owning land. As a result, this affects women's access to credit facilities. Since women are not allowed to own land, the title deeds are normally in the names of men and yet any credit giving institutions normally require say a land title as security.

Division of labour

- Women are involved mostly in production, and they do a lot of work compared to the men, yet benefits are not equally divided.
- Male dominance and work divided according to traditional roles. This relegates women to manual labour and increases their workload.
- Female farmers' workload hinders their access to extension services and information does not reach most of them.
- Women and youth are hired to provide labour for nursery activities that are tedious such as potting, weeding and watering but payment is low.
- Women have constraints of time and do not engage in more learning like better agronomic practises or attend other training on value addition due to limited time.

Access to resources

- Limited access to quality seedlings which are fast growing, drought and disease resistant was also noted by meso level actors as a key challenge limiting participation of women and youth in coffee value chains.
- Women may have no choice of the seeds used.
- Women have limited access and control of inputs.
- Women have limited /lack money to buy the necessary input.
- Poor road network affecting mobility and market access, especially during the rainy season given the limited transport means for vulnerable groups.

Un-safe working environment

- Gender-based violence is more pronounced in the marketing segment within the value chain because of men having more access and control over the income generated from coffee sales.
- Low wages and insecure and unsafe jobs for women and youth.

Negative policy environment

- Despite the elaborate effort to address gender concerns in the socio-economic and political development agenda, there still exists gender gaps. The policy environment takes care of gender issues in the coffee value chain. However, the concern is implementation of the laws and policies. There are very good policies but are they put into action?
- Related to tea value chain: Lack of specific policy guidelines to address gender and social inclusion issues at both cooperative and group level.
- Related to tea value chain: Weak implementation and enforcement of policies and laws to promote gender equity and social inclusion at both cooperative and group level.
- Despite tea being a priority commodity, there is no regulatory framework for tea development and hence no guidelines for enhancing gender and social inclusion. This calls for inclusion of gender mainstreaming component in the final Tea policies of Uganda and Kenya.

Low levels of education

- At weighing (tea) the men may cheat the women, particularly the illiterate, the kilograms picked.
- Men are the majority in supervision because women have low education level, face unfavourable working conditions and too much domestic workload.

Appropriate infrastructure and equipment

- Some of the inputs and equipment are not women friendly (tea cultivation).

Solidaridad Report: Opportunities/Enablers

Inclusive social and political environment (enabling environment)

- An enabling environment can support expanded choices for men and women.
- Formation of specialized women and youth finance schemes such as women banks and coffee micro-finance schemes to enable them access credit facilities with favourable terms and conditions.
- Support the development and implementation of guidelines to facilitate gender and social inclusion in the tea value chain.
- Support the development and implementation of guidelines to facilitate gender and social inclusion and address sexual harassment in the horticulture value chain within companies, cooperatives and groups.

Engagement and networks

- Key success factors for women to be successful in the coffee value chain, they must get engaged in value addition programmes and brand their coffee to tap into growing consumer demand for more product information and fairness for players along the value chain.

Meaningful participation and leadership

- The importance of authentic participation and the provision of women's leadership opportunities within in the value chain. It's important for women producers not only being included in cooperatives as members but also the quality of their inclusion and the importance of empowerment. One of the most significant challenges is overcoming 'inclusion for inclusion's sake' and ensuring that institutions support a shift in power dynamics, allowing women to have space, decision-making power, and leadership opportunities.
- Meaningful participation and leadership can be supported through organisation structures that focusses specifically on this power imbalance.
- Support special programs for women, youth and PWD to enable them meaningfully to participate in the tea industry including taking up key leadership positions at group, cooperative and company levels.
- Create slots for women and youth representatives on the horticulture organization/ associations' board. This would enhance articulation of women and youth issues.

Training and capacity building

- Support targeted training and capacity building programmes for women, youth and PWD to empower them to take up leadership positions in the cooperatives and other farmer groups.
- Conducting gender awareness campaigns targeting men and tea company owners and management.
- Promote awareness for gender and social inclusion issues to reduce/eliminate gender biases and social exclusion in tea growing companies.
- Extension workers should use local language to enable the illiterate farmers, particularly the women understand and internalize the agronomic practices and their application.

Access to resources

- Support women and youth farmer groups, associations access quality agro-inputs to prevent and control pests and diseases.

Access to market

- Support farmer groups, associations to get certification which will enable them access premium prices on the market.

Improve accessibility to finances

- Village saving and loan associations (VSLA) are proven to increase accessibility to finances. Thus, the youth and women that are financially vulnerable can be organized in groups to pool finances so that they enhance purchasing power for quality seeds and farming equipment/tools.
- Promote the provision of gender responsive advisory and financial services to women and youth groups.





APPENDIX 3:

Summary of Reports

Partners reports	Objectives	Methodology and approach used
<p>SOLIDARIDAD: Reclaim Sustainability! Program - East (Uganda & Kenya) and Southern Africa</p>	<ul style="list-style-type: none"> • To examine inequalities resulting from multiple identities of RS! target clients-farmers, miners and workers of coffee, tea, food products and gold value chains. • Identify opportunities, challenges, and gender-specific indicators, outcomes and potential activities that can be adopted to inform gender and social inclusion activities across the commodity areas and impact pathways. • Goal was to generate information on gender relations, gender issues, constraints, opportunities, and inequalities in the sectors at the micro, meso and macro level. Hence the tools and frameworks followed a gender and intersectional lens. 	<ul style="list-style-type: none"> • Conducted at 3 levels: - micro, meso, macro. • Used an intersectional and gender lens applied through the ABC strategy- <ul style="list-style-type: none"> - Analyze and address barriers for participation - Balance power relations - Create togetherness based on shared interest and values • Used the Harvard and Moser gender analysis frameworks, the gender analysis matrix and tools, for example the activity profile, the access and control profile gendered decision-making tool. • Framework combined the USAID Gender Equality and Social Inclusion (GESI) and Gender and Social Exclusion Analysis (GSEA) models. • Data collection and analysis consisted of both primary and secondary data.

Partners reports	Objectives	Methodology and approach used
<p>IITA: Workshop Report on Gender Equality and Social Inclusion (GESI) in Agribusiness Ecosystems in Zambia</p>	<ul style="list-style-type: none"> • To conceptualize GESI in Agribusiness Ecosystems. <ul style="list-style-type: none"> - Identify and collect data on successful agribusiness projects in Zambia. - Address gender-based constraints for women, youth and persons with disabilities active participation in agribusiness ecosystem in Zambia; and establish a pan ESA GESI agribusiness network. 	<ul style="list-style-type: none"> • Used a workshop approach with stakeholders comprising government agencies, NGOs, traditional leaders, female and youth farmer groups and individual farmers were brought together to discuss and share experiences on various aspects of GESI in Agribusiness for sustainable livelihoods.
<p>WORLD FISH: Workshop Report on Gender Equality and Social Inclusion in Agribusiness Ecosystems for Multidimensional Mapping of Opportunities and Challenges - Kenya</p>	<ul style="list-style-type: none"> • To identify the challenges or barriers that inhibit the inclusion of women, youth and people living with disabilities (PLWDs) from participating in agribusiness ecosystem and from benefitting from available opportunities. • To understand how social networks and digital platforms can catalyze GESI. • To inform the development of a pan-ESA digital network. 	<ul style="list-style-type: none"> • Followed a gender-disaggregated (men-only/women-only) focus group discussions (FGDs) workshop approach. • Stakeholders: business associations, agribusiness actors, researchers, and relevant government ministries, bureaus of standards, universities, youth groups, bankers, veterinarians, media, and funders.
<p>IFPRI: Workshop Report on Inclusive agribusiness - Zimbabwe</p>	<ul style="list-style-type: none"> • To identify key stakeholders in agribusiness. • To discuss bottlenecks and opportunities to more inclusive agribusiness. • To discuss next steps for work package 5 activities in Zimbabwe in 2023-2024. 	<ul style="list-style-type: none"> • Followed a participatory approach with mixed groups of stakeholders (businesses, networks, governments, academia, and research) responding to specific questions.

APPENDIX 4:

Ukama Ustawi Innovations for GESI Consideration by Work Package

Work Package 1: Technological innovations – target and include women and youth in:

- Community-based approaches to climate adaptation
- [Sustainable Financing for Off Grid Solar Irrigation](#)
- Smallholder mechanization in mixed maize-legume systems

Work Package 2, 3: Services innovations (information, training, insurance, finance) – target and include women and youth in:

- [Amaizing](#) Soil moisture-based index insurance product for maize
- Bundled Solutions of Index Insurance with Climate Information and Seed Systems to manage Agricultural Risks ([BICSA](#))
- Risk-contingent credit [product](#)
- [Hello tractor](#)



- [Picture-based index insurance](#)
- [LendXS](#) solutions
- [Sustainable Financing for Off Grid Solar Irrigation](#)
- Participatory Integrated Climate Services for Agriculture ([PICSA](#))
- [Shamba Shape Up](#) edutainment television show
- [iShamba](#) - Mobile phone weather, price, and agro-advisory service

**Work Package 4:
Governance innovations
– include women, youth,
and marginalized groups
in discussions and
decisionmaking**

- A Hybrid [Approach](#) to Decolonize Formal Water Law in Africa
- Strategic diagnostic to design, evaluate and implement integrated water storage solutions
- [Pan African Bean Research Alliance](#)

**All work packages should
use the existing GESI
tools/innovations:**

- Gender in Irrigation Learning and Improvement [Tool](#)
- [GENNOVATE](#)
- Gender Empowerment Index
- Gender Transformative Multiple Use Water Services [Approach](#)
- [Youth in agribusiness](#) model

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The [CGIAR Initiative on Diversification in East and Southern Africa](#) aims to help smallholders transition to sustainably intensified, diversified, and derisked agri-food systems based on maize in 12 ESA countries. Specifically, it seeks to enable 50,000 value chain actors, including farmers (at least 40% women, 40% youth), to adopt climate-smart maize-based intensification and diversification practices and one million to access digital agro-advisory services. Emphasizing the role of the private sector in driving such transformation, UU targets to support at least 30 start-ups and SMEs.

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