

AFRICA REGION

The UNDP-Africa, World Bank & ISNAR Workshop on Gender and Agriculture in Africa Effective Strategies For Moving Forward

BACKGROUND AND SUMMARY

1.1 Since the Nairobi Women's Conference of 1985, much progress has been made in Africa on the identification of key gender issues in the agricultural sector. Greater consensus has emerged on the critical gender issues among country stakeholders (smallholder farmers, non-governmental organizations, governments, research institutions) and bilateral and multilateral donors. Results and outcomes have however remained lackluster and inadequate, even in areas where the issues are clear. Issue-identification and analysis dominate the debate even today, and there is an urgent need for a shift to a focus on results and solutions, with an emphasis on learning. Although some interventions have successfully addressed particular aspects of gender disparity (improvements in the education sector were noted) and increased the participation of women in economic activities, successes have been few and far between. Most donor interventions have frequently not followed the direction suggested by sound, existing analytical work: such were the views of the participants at the Nairobi Gender workshop organized in May 1999 by the World Bank, UNDP-Africa, and ISNAR.¹ The Ministry of Agriculture, Kenya hosted the deliberations.

1.2 What are the reasons for this lackluster performance according to the participants? Interventions (including in the research area) have by and large been supply or donor driven and not sufficiently responsive to demand. Inadequate monitoring and evaluation has led to a lack of understanding of results at the field level. The lack of (or insufficient) holistic mechanisms has led to the absence of suitable cross-sectoral packages of interventions that are necessary to effectively address many of these issues. Regulatory and legal frameworks continue to discriminate against women and do not provide an equitable framework for change. There has been a perceptible disconnect between prevailing statutory norms and customary values; the latter have not evolved to meet the constantly shifting paradigms emerging from the more individualistic approach of privatization and liberalization policies. The AIDS epidemic has been a critical factor, changing the nature and capacity of the farming households. On a brighter note, smallholder farmers who participated in the workshop reflected that some cultural shifts were taking place within households. One of the women panelists had inherited land from her husband despite customary laws: attitudes were changing at the grassroots level, albeit slowly.

¹ ISNAR is one of the 16 centers of the CGIAR based in The Hague, the Netherlands. ILRI (the International Livestock Research Institute) and ICRAF (the International Centre for Research on Agro-forestry) are two other CGIAR centers based in Nairobi, Kenya.

1.3 Participants acknowledged that donors had undertaken significant and useful analytical work in bringing some of the issues to the fore, but felt they had not addressed many of these issues forcefully and effectively. One minister said that the Bank might still be in an "Ivory Tower of Analysis." Lack of coordination and approaches among donors challenged the already over-burdened human resource capacity of the country. There was an overarching feeling that donors may be working within paradigms that are not necessarily consistent with the realities in Africa.

OPENING SESSION

1.4 Agriculture is the mainstay of the African economies. Commercialization of agriculture, characterized by a shift from household subsistence to cash crop production, helps households improve their resources. The sector is still at a relatively underdeveloped stage, however, and has put African primary producers at a serious disadvantage, leaving them with very few options beyond grappling with subsistence farming. The factors that impede greater productivity in agriculture are both natural and man-made and include changing global climatic conditions, civil strife, misguided priorities in the utilization of resources, other disincentives in farming such as poor rates of return, dwindling agricultural human resources and inappropriate technologies, among others.

1.5 For Sub-Saharan Africa to achieve growth and sustainable development, participants felt that making the links between gender and agriculture is critical. In many countries, gender has become an issue for much concern and debate in these modern times. This visibility to the issue was a welcome initiative because the urgent need for Africa to utilize all its resources, human as well as material, has become imperative in the face of stiff competition and the danger of marginalization resulting from globalization. Research has confirmed that the women here put in between 50-100% more efforts than men in agriculture and bear the burden in other productive activities.

1.6 Participants pointed out that in terms of gender, women are more disadvantaged in agricultural production due to their triple roles, heavier workload, lack of easy access to productive resources and institutional support services and other socio-cultural factors and practices. Land privatization undermines women's right of access to land as they become marginalized in land issues, social status and decision-making. The land rights that African women enjoy under the customary laws are in danger of being lost during the transition to a market-based tenure system. African rural women find it particularly difficult to obtain credit because of their low levels of education, weaker rights to land and lack of alternative collateral acceptable to formal financial institutions. The social marginalization of women makes their situation much worse. Innovative interventions are required to improve women's access to credit, particularly designed to target the majority of rural women. Weak access to land and security of tenure among African women is also compounded by their little or no access to research, technological information and extension services. The tendency to by-pass the female is also influenced by the very nature of the extension services, which is predominantly male. Indeed, many new agricultural innovations have tended to increase women's workload in production and post-harvest processing. Many policies and good intentions have not yet touched the

lives of the majority of the women in rural Africa. This underscores the need to accelerate gender rights in the service of increased agricultural productivity in Africa.

1.7 Some essential conditions are required for Africa to move from subsistence farming and being a primary producer: it must have the ability to provide the required productive resources and institutional support services, increase its productivity, human, material, financial and other resources and other related interventions. Women and youth need to be given the opportunity to be involved and participate in the production system. There is a global responsibility to provide Africa with the tools for it to develop itself for the benefit of humanity.

DONOR & AGENCY STRATEGIES IN GENDER AND AGRICULTURE

1.8 A number of donors presented their strategies at this session. They included the FAO, UNDP, African Development Bank (AfDB), International Service for National Agricultural Research (ISNAR),² the Consultative Group on International Agricultural Research (CGIAR),³ and The World Bank. Donors said they are increasingly focusing on gender issues. In some cases, as in the case of the FAO, the importance of gender issues had led even to a refocusing of the organization's vision and the establishment of an action plan with the additional issues of gender and forestry being addressed seriously.

1.9 Donors highlighted the need for gender disaggregated data to assist in incorporating gender issues upstream in the policy context. They also emphasized the need to focus on rural women, because poverty was largely a rural and women's issue. In Kenya, for example, a refocus on women and rural poverty is essential and the strategy should be to work with the existing resources and institutions, such as the women groups, to have an impact; the work must be facilitated by the existing ministries and other institutions. Creation of additional social capital is an imperative for sustainable development, as is promoting technology use and increasing grassroots interaction.

² ISNAR assists developing countries in promoting appropriate agricultural research policies, sustainable research institutions, and improved research management. To maximize the impact of its work in developing countries, ISNAR focuses on three objectives:

- Enhancing the capacity of agricultural research organizations to respond their client's needs and to emerging challenges
- Expanding global knowledge on agricultural research policy, organization, and management
- Improving developing countries access to knowledge on agricultural research policy, organization, and development.

The organization's work also aims at institutionalizing the gender program, work with other research bodies to adopt better research methodologies and to make ISNAR accountable to the rural women.

³ Established in 1971, the CGIAR is an informal association of fifty-eight public and private sector members that supports a network of sixteen international agricultural research centers. CGIAR's budget in 1998 was fully funded at US \$340 million. CGIAR is best known as the scientific community behind the "green revolution" of the 1960s. Its mission has expanded over the past forty years and also aims at food security and poverty eradication in developing countries through research, partnership, capacity building and policy support. It also aims at promoting agricultural development based on the environmentally sound management of natural resources.

1.10 Donor agencies felt that even the smallest push to address gender issues could create an avalanche. ISNAR and CGIAR have three programs that are relevant to the workshop agenda. The CGIAR and gender diversity program began in 1991 to meet the need for providing work environments that are equitable and satisfying to staff of diverse backgrounds. The program has led to strengthening of the recruitment and retention of highly qualified women scientists and professionals, increasing from 12% to 16% between 1991-97. To maintain the competitiveness as international employers, many centers also introduced various gender conscious policies and services. Now, efforts are being made to recruit more qualified women scientists and professionals in order to meet the 25% level. The *Participatory Research and Gender Analysis Program* is a system-wide program in participatory research and gender technology started in 1996 that aims to move beyond isolated experiments to assessing, through empirical case studies, how gender analysis and other methods for user differentiation and gender sensitive participatory research contribute to technology development and institutional innovation. The third initiative involved setting up the Center for International Tropical Study (based in Colombia), under the PRGA program, in order to broaden participation in technology development while taking into account emerging differences in the technology use in projects such as agro-forestry and fishing.

1.11 UNDP, underscoring the importance of partnership work with NGOs, has taken the initiative to reflect the work of both men and women in the regional context and in 45 African countries, of which 23 selected for review are in Sub-Saharan Africa. The study shows that tremendous impact has been made in strengthening women through capacity and institutional building. Inadequate work has been, however, recorded in gender mainstreaming, which should not be an end in itself, but which encompasses technical and political processes. The lessons learnt by the UNDP are that countries are putting efforts in investments and gender advancement of women by incorporating gender into larger programs. Relevant questions are the extent to which gender analysis is used in the targeted programs, whether there are gender experts in order to achieve the right results, and what are the linkages between gender policy and practice. Also, how can people be made to participate if there is no local ownership, and do practitioners have access to quality data.

1.12 UNDP has adopted a Strategic Results Framework (SRF), which is more outcome- oriented and has shown that gender mainstreaming is still limited. Where it is done, it is always subject to different conditionalities and narrowed to achieve specific goals rather than being used to achieve equality and viewing women as development agents in themselves. There is therefore a need to articulate women-specific projects. Among the major challenges encountered are the inability of educated urban women to go and work in the rural areas where the vast majority of women live. Another emerging challenge is the need to widen the interaction of the stakeholders with those on the ground and translate the expertise into investment into people's own lives. An incentive system is recommended to attract change agents to the rural areas.

1.13 The African Development Bank, AfDB, has embraced a new vision of poverty alleviation through gender mainstreaming and focus on the environment, which led it recently to revise its agricultural and other sectoral policies. The AfDB is committed to

implement a multi-sectoral approach and to enhance a participatory approach. Agricultural research with respect to women technology is still limited, but the Bank has embarked on training and provision of support to literacy programs incorporating health and nutrition, water management, sanitation and training of the official member- country planners. The AfDB lending program seeks to promote access to credit, resources and property ownership, and to focus on reform of the land tenure system and provision of assistance in capacity building. In 1992, the Bank developed guidelines to mainstreaming gender in agriculture and other sectors. In 1997, the Bank set up the African Development Fund Micro-Finance Initiative (AMINA) in order to support capacity building of micro-financing institutions and NGOs. Sixty percent (60%) of the clientele of the institutions and NGOs involved in the program are women. The program has also been instrumental in the establishment of 12 women in development (WID) projects, mostly in agriculture, credit and literacy. The AfDB uses country policy and institutional development assessments as a tool in assessing performance.

1.14 The World Bank's work in institutionalizing and internalizing gender is aimed at narrowing the gender disparity and at being an instrument in poverty reduction. The Bank's work in Africa is focused on rural operations; it adopted a village level participation approach in the agricultural sector in 1997 to reach the most vulnerable groups, including women, and give them leverage to address problems of equity and to enhance their role. The Bank's Community Action Approach is based on the vision of prosperity through empowerment by decentralizing power to communities to enable the women agriculturalists to scale up their capabilities. It also aims at accelerating development and being instrumental in poverty eradication. The Bank's research results have shown that donors should facilitate and not drive the countries' development agendas in their attempt to encourage self-reliance and less donor dependency. Other key areas of the Bank's programs include addressing the problems of land and credit and explicitly bringing out the link between education, gender and agriculture.

1.15 A number of key issues were raised during the discussion. One participant emphasized that the focus must be on rural women and that in shifting of funding from social to domestic issues, strategies to train without social mobilization could be counterproductive. Low educational levels and regressive socio-cultural practices account for the poor impact of empowerment efforts in rural areas. This makes the ministries of education and culture important for the success of gender mainstreaming. Researchers in technology development must take into account the tastes and preferences of the rural end users of the products and must be sensitive and use gender responsive analyses tools.

STATUS OF RESEARCH & KNOWLEDGE ON GENDER & AGRICULTURE⁴

1.16 Gender analysis is still marginal due in part to dysfunctional bureaucracies. Research findings indicates that the tools for analyses are available but are seldom used. Gender issues are dynamic due to the changing terrain of politics, AIDS pandemic and environmental changes. Research planning models must be reoriented to fit the new challenges for scientific research to be relevant. This calls for a change of attitude on the part of researchers to be more listeners and learners.

1.17 Discussions at the workshop pointed out that major policy shifts with gender implications have taken place in the agriculture sector in most African countries since independence. They have shown that institutional failure and not inappropriate policies explains the lack of performance in the agricultural sector and is largely responsible for declining agricultural productivity in Africa.

1.18 Participants felt that reforms allowed for greater consultation with the stakeholders at lower levels in setting agriculture research priorities and regional integration. But they also felt that decision making within regional research bodies is male dominated and there has been little evidence of gender awareness in these bodies until after the report of the second review of the special program for African Agricultural research in 1997. Subsequent efforts at linking technology development with transfer have led further research that promotes the participation of farmers through on-farm trials.

1.19 Even with the policy shifts, participants felt that the institutions designed to support a male dominated, export-oriented agriculture have hardly changed in response to the needs of the environment, and they are the in charge of supporting the female dominated small-scale sector. They feel this is obviously a wrong fit. The Initiative for Development in Agriculture (IDEAA), an action research and fellowship program, has sought to transform agricultural service delivery institutions so that they become responsive to the needs of small-scale farmers in southern Africa. The change agents form multi-disciplinary teams representing different institutions and use participatory approaches to service delivery that gives communities a sense of ownership of the process. While the strategy was to augment the fellowship initiative by empowering the

⁴ Participants included: **Ms Lilian Kimani, Kenya, Agricultural Research Institute, KARI**, the main national institution for research in Kenya, which was established in 1979 as a semi autonomous institution to generate agriculture technology in support of crop and livestock sectors. KARI carries out research on crops such as coffee & tea, livestock, soils and water, and socio-economics. The staff number 4450, out of which 440 are scientists. It has a network of 23 main research centers in the country and 45 research programs for commodities and factor research. **Mr. Teklu Tesfaye, Ethiopian Agricultural Research Organization.** The Debre Zeit Agricultural Research Center, established in 1953 as a satellite experimental station for the Alemaya College of Agricultural and Mechanical Arts (now Alemaya University of Agriculture), is the oldest research center in the country. The main research center, the Institute of Agricultural Research (IAR), was established in 1966, with a mission to formulate national agricultural research guidelines, co-ordinate national agricultural research, and undertake research in various agro-ecological zones in Ethiopia. In the nineties, the IAR was split into federal research centers. Within the federal government system, the organizational and structural dynamics of the national effort led to the creation of the Ethiopian Research Organization (EARO) in 1997.

farmers, the process involved equipping them with skills in advocacy negotiation, lobbying, leadership and making available a range of technological options suited to their conditions. As farming communities develop these capacities, they begin to demand the services they need.

1.20 Participants pointed out that the roles women play as farmers, processors in agriculture and their responsibility for family maintenance have been widely recognized. As key stakeholders in agricultural production in Sub-Saharan Africa, women produce up to 80% of all basic foodstuffs. They contribute 46% of African farm labor and this percentage is estimated to be higher in some countries. Kenyan women contribute 80% labor for food production and 50% labor for cash crop production respectively and only get 7% of the information on agriculture extension. And women head many more households when men are away.

1.21 Professional women, who could provide a vital link between policy and the women farmers, however, are grossly under-represented at policy-making levels in most organizations. Women in 44 Sub-Saharan African countries held only about 3.4% of the professional agricultural positions in 1984. Women have different needs, and despite their contributions in agriculture, they lack the productive resources and services.

Major Changes in Research Paradigms and their Implications for Gender

KARI provides an example of a paradigm shift in the research thrust from the 1980s. The process started from initially carrying out research for scientific purposes, to client responsive research with a move towards adaptive research, to a farming system approach to research extension and training (FSA-RET), to participatory research, and subsequently in 1995, to gender sensitive research. In the 21 century, the paradigm shift will reflect the emphasis on research for economic development, and incorporate gender, partnerships and a higher degree of professionalism in research.

KARI has initiated a gender sensitization program that has helped to change scientists' attitudes, enabling them to understand the concepts and apply GAM and tools at work. Gender-sensitive data is beginning to emerge as scientists start to apply a gender perspective in the research cycle. Asking the right questions can ensure that the technology supported is relevant for both male and female farmers.

Questions include:

In characterization – what are the roles of men and women?

Who makes the decisions, who controls resources? Whose problem is it? Who will benefit?

Trials - who needs to know how to spray tomatoes?

On whose plot should the trials be set? Credit - for whom?

Training - for spraying tomatoes, is it for men or women?

Evaluation of technology on soy been cooking or new tomato varieties—is it for men> Women? Or both?

interdisciplinary research which considers gender as a researchable variable. Also needed are guidelines to assist researchers in incorporating gender in the research planning process and in the criteria for setting research priority, and for review and evaluation. Institutionalizing gender in the planning, technology generation and transfer process requires a change in attitude and perception. Gender should not be perceived as a male versus female issue, but as a responsibility of capacity building, sensitization and awareness creation about gender in agricultural research.

1.24 Participants raised the question of whether the African woman is more visible today than before in agricultural research. Some felt that it still was not possible to answer this question, which makes the case for stocktaking on issues of research and gender challenges compelling. There has been a shift in orientation since the immediate post colonization period from large scale to small-scale farming. While these changes have gender implications at regional and sub-regional levels, gender issues have become more complicated with increasing globalization, privatization, and scarcity of resources. Consequently, these changes must be examined for their capability of dis-empowering women. Policy effectiveness can be achieved only if their implementation has a positive impact on; that requires also strengthened change agents.

1.25 Serious gaps remain, however, which prompt the question of whether there should be a change in policy or in the implementation process. To address the gaps, both men and women who are gender sensitive must be brought on board. Enough resources must be directed into the research work. There is a strong case for the need for women in gender research, but their numbers must be scaled up for upward social movement. This would have the benefit of making the woman farmer more visible.

1.26 Women's role in policy and implementation management institutions must be properly defined. The discussants expressed concern that the poor state of underdevelopment of agriculture and poverty in Africa is aggravated by the fact that most African countries are primary producers. A challenge to researchers is to harmonize modern research and traditional technology to ensure food security. Institutional failure has had extremely negative effects on the implementation success of the research, as the institutions do not serve the purpose for which they were set up. This has led to the alienation of research. Structural adjustment programs have compounded food insecurity and poor capacity building. The challenge posed by the AIDS scourge must also be brought into the context of wider research to assess its impact on socio-economics and to develop appropriate containment strategies.

GENDER AND LAND ISSUES⁵

1.27 Land plays a vital role as it influences credit and the extent to which it can be availed, as well as access to agricultural extension and technology. In Africa, where societies are patriarchal, the tendency has been for men, who own the land, to give directives to the women who do most of the farm work. Women predominantly undertake the actual work, but in matrilineal as well as in patrilineal African societies, it is the men who control land ownership. Land succession and inheritance follows on male lines, and females have only a minimal entitlement. The tendency to perceive the man as the head of the household has relegated the rights of the woman.

1.28 Some countries in Africa have attempted to address the gender and land question. Tanzania, Eritrea, Ethiopia, Uganda and Kenya have enacted laws that are meant to empower women in land matters. But there are constraints on the actual implementation

⁵ Participants included: Lady Justice Owour, Judge, Supreme Court of Kenya, Ms Vanete Klein, Land Bank in South Africa. Ms Gladys Mutukwa, Consultant on Gender, Women and Law in Development, Gender and Land in Zambia

of these legislations mainly due to the repugnant traditional and social practices and beliefs, where the woman is still seen as a lesser person. Therefore, it is evident that the statutes are not adequate and must reflect the issues of gender and gender equity, advocacy and the aspirations of the wider society. This calls for a coalition of all progressive forces for change based on a common futuristic vision.

1.29 **Kenyan** women's access to land and the mechanisms that have been created to deal with gender and land issues were discussed by participants as a country level illustration of the issues. Ownership of real property is usually a private family affair. The general public would normally come to know about the title to the property in a very subtle way: when the man of the house dies and legal battles begin among people who perceive themselves as the deceased's relatives and therefore beneficiaries to the estate. In 99% of the cases, it is the women who would need to litigate after the man died. A casual glance at the newspaper column that advertises the death of the relatives and auctions of property for non-payment of mortgages reveals an interesting aspect of women's access and legal ownership of land. Property usually belongs to men, but if it happens to belong to a woman, then it must have been used to guarantee a man a loan. It is common to see in newspaper advertisements and death announcements that a woman is going to be buried in her father's or husband's land. The reality is that most women do not own land. The law itself does not acknowledge the limited access that women may have over land. It is true that they are greatly disadvantaged, disempowered and marginalized.

1.30 The genesis of this imbalance in Kenya is found in the dual system of law, statutory and customary, that has served to create conflicts and confusions. The diversity and disjuncture between customary and statutory laws has acted in detriment of women's interests. The prevailing situation is that access to land is mainly through family transfers, through government grants for which women usually do not qualify, and through commercial transactions.

1.31 Customary law mostly regulates the transmission of land through familial lineage. Kenya being a patrilineal society, it follows that male lineage will be the greatest. Female members are rarely the beneficiaries of this type of transmission. Inheritance is another method of transmission, and for most people, affords the greatest opportunity of owning landed property. Only 20% of the country's land is arable and the rest is classified as arid and semi arid land; population is estimated at 28 million with a rapid growth averaging 3.0% p.a.; and per capita land availability has greatly diminished. Customary laws systematically exclude women from having the absolute rights over land. The Succession Act, while stipulating that both men and women have equal rights to inheritance, also provides that where a man dies intestate, the devolution of any agricultural land that he owned shall be governed by the man's customary law, thus favoring the male relatives. This attests to the fact that the legal framework is in itself a limiting factor, and allows for discrimination. The widow only inherits a life interest in any agricultural land that the husband may have had, which in effect is terminated when she remarries. Widows' inheritance rights in principle therefore do not exist. When a marriage is dissolved under customary law, the family of the woman is expected to return the bridal wealth they had earlier received.

1.32 The Contract Act Laws of Kenya (Cap 23) allow any adult person of sound mind to enter into a binding contract. This includes women who may enter into commercial transaction for the purchase of land. Despite land tenure laws that allow everyone to own land, very few women actually do so. Most laws, which apparently are gender neutral, are actually discriminatory when applied to certain groups. Land purchase requires huge financial resources that are not readily available to men and women alike. However, men have the distinct advantage of having inherited land from their families, which they can use as collateral to obtain credit from financial institutions. Until recently, banks required that wives obtain the consent of their husbands before applying for loans. Land transactions involve a plethora of legislative enactments, bureaucracy and regulations that serve as barriers to the acquisition of land. This often makes it necessary for men to mediate on behalf of women who have been disadvantaged in acquiring education. The principle of family law that provides that property acquired during the duration of marriage be divided between the parties in the event of the dissolution of the marriage according to their contribution does not take into account the unpaid labor of a woman such as childbearing, breast-feeding and services which cannot be expressed in monetary terms.

1.33 The land reform process poses a problem for women according to the participants. It was felt that the conceptual framework was ill conceived, because it imposed colonial changes such as privatization of land or its ownership destabilized the historical relationship based on reciprocity that existed between African men and women. Most constraints affecting women can be addressed by legislative enactment. It can be argued that there has been no conscious effort by the government to discriminate against women as far as the acquisition of property is concerned. The constitution guarantees the Right to Property, irrespective of sex. The Married Woman's Property Act of 1882 also empowers married women to acquire property in their own names. The Equality Bill, now before the parliament, has in its provisions the prohibition of any form of discrimination based on sex in allocation or disposition of property.

1.34 The government has, over the years, developed several policy documents highlighting the need for giving special attention to problems facing women. In 1976 a women's bureau was established under the Ministry of Culture and Social Services. It is to be replaced by the National Council for Gender Development, which is a broad-based effort to address gender insensitivity in development policies and programs. The National Development plans also stress the importance of the role of women in agricultural participation. Gender equity is considered a necessary condition for achieving all primary development objectives such as reduction of poverty, wider access to health, education, land and capital. Achieving gender equality and equity is needed, particularly at the policy level.

1.35 Participants pointed out that the history of **South Africa** is that of dispossession of the black majority, and is poignantly marked by past polarization of a society in which women occupied the inferior position of power. There are 55,000 large, white commercial farmers, most of whom are male, who own all prime agricultural land in the country. Land dispossession was a cornerstone of apartheid because it rendered black people, the majority in South Africa, homeless in their own country, their only use being

to provide cheap labor in agriculture, mines and industry. Because the migrant labor system took men out of the rural areas to work in the mines and in cities, black women were left largely to fend for their families from the small pieces of land to which they had access. Because of women's inferior power positions in traditional rural communities and their poor access to resources such as land, water, subsidies continues to be through their male counterparts. This results in triple oppression for black rural women: by the fact that they are black, because they live in rural areas, and because they are women. This has resulted in extreme poverty, especially in the case of female-headed households.

1.36 The realization that women's equality is linked to access to resources and sustainable livelihoods has led to the current social, political and economic transformation. The South African government has a good profile for gender. The constitution and laws are gender sensitive. Institutions have been created to promote gender equality, these include: the Gender Commission, Office for the Status of Women and the Human rights Commission. There is good representation of women in parliament, cabinet and senior government levels. Representation is poor, however, in the private sector and lower government levels. Government policies are good but their implementation is poor, partly because of complex gender challenges. The policy is concerned mostly about addressing the problems posed by racially skewed imbalances with the objective of deracializing agriculture. The critical challenge is to move beyond addressing only racial imbalances to focussing also on gender imbalances.

1.37 The Land Bank is a development financial institution established in 1912 for the purpose of supporting agriculture. As a parastatal institution reporting to the ministry of land and agriculture, The Land Bank is changing its mandate towards institutional and product delivery / service transformation. Part of the new mandate is to extend rural financial services to rural women in particular, as they were recognized as playing a key role in subsistence agricultural practices. The Land Bank has no specific gender strategy and reliance is more on individual commitment. It has stepped up the micro-finance benefits for women. There are now more minorities and women in management positions. There is however need to investigate the barriers to women's independent access to finance and other resources. The Land Bank has what it calls its 'staircase of products' with the bottom step being the micro-finance product called "step up "and the step at the top of the staircase being the platinum product. Every step has a product, which makes larger amounts of money available. The Bank's strategy is to start with those who commercial banks consider unbankable, give them small loans that are easy to access, and then promote them up the staircase until they can enter the commercial farming products. Although the emphasis of the bank's new products is to address historical imbalances so as to deracialize agriculture, many benefits have flowed to women who accessed the products. A coordinated effort is needed in this endeavor, as finance alone is not sufficient, which calls for capacity building and enhanced collaboration between the government and the various civil society organizations. Gender issues involve intricate complexities, so a special effort by all is needed, including sharing of more information on the barriers to women's independent access to resources, while recognizing race, class and gender differences in addressing the needs of the poor and not giving up the fight.

1.38 Participants felt that the issues in **Zambia** could be treated within the context of the wider Southern Africa because, although the countries are not homogenous, the women in the region have similar problems. A quotation from the former Tanzanian president, Julius Nyerere, in 1984 perhaps sums up the state of women in Africa, "women of Africa toil all their life on land they do not own and produce all that they do not control and may end up with nothing if they are divorced or die." The quest for gender equality is not an issue of economics alone but of human rights as well. For sustainable development, effective participation by both men and women must be translated into an action plan with clear policies for women to have self-esteem. In the Southern Africa and the sub region, there has been a scramble for land. The legal provisions are important, therefore, as the force behind this scramble could be attributed to the external forces of privatization and foreign direct investment, which do not cater to women's interests. Issues of land reform and poverty alleviation go together. A relevant question in this scenario is how the law can be used to play a catalytic role for the women to spearhead the process of change. Just like in Kenya, equal rights are provided by law, but women do not have access to land.

1.39 The new Land Act stipulates that land can be sold to anybody with the assent of the President, but the economic constraints basically mean that this could lead to alienation and to treating unequal people equally. With the new paradigm of privatization, there is a valid fear that this Act may turn citizens into squatters in their own country. A gender policy was adopted in March 2000 by the government that put in the principle that 50% of land sold should go to women; yet, this affirmative action was thrown out by Parliament. The Beijing Platform that gave provision for land has also not been implemented. The requirement therefore is to develop implementable solutions.

1.40 Participants also addressed the issue that most countries in Africa are in different stages of conflict and, or reconstruction. This complicates gender relations and land matters, and affects women's productivity adversely, especially through dispossession and dislocation. The problems of ownership after conflict and the impact of AIDS on ownership and productivity must be highlighted and urgently addressed because they disempower women. Developing institutions such as the family courts to focus on the problems of widowhood and dispossession of women and the harmful practices that surround them is important, as is extending this to the problem of disinherited children as well. A serious setback is that African economies are not growing and that cultural practices must be adapted to the changes taking place. It is necessary to empower men in order to empower women. One way forward at the country level is to translate the laws into languages understood by different people. Success calls for strong community based organizations, strong civil society and partnership. This is achievable, especially through educating land board officers and society at large.

1.41 In **Papua New Guinea**, in contrast, people continue to maintain traditional patterns of land ownership. Development in Africa is ahead of Papua New Guinea and Melanesia, where land is communally owned but individually used. It is not registered and there is a patrilineal and matrilineal system of land ownership; land inheritance as a system of ownership is powerful in determining the rate of land distribution. Three percent of the land is registered for state use. The largest contribution to the GDP has

been from mining and petroleum, but the women have been excluded in all these processes. Land mobilization has become critical, therefore, in enabling women to own land. Fear of globalization has been grossly exaggerated. In the north, the private sector has worked with the donors successfully using the customary land system. But it is imperative that the communities have equities to become true shareholders in the use of land. Major development projects usually do raise the problems of equity. This underscores the need for a strong land tenure system to ensure women their ownership benefits in land distribution.

1.42 **Uganda** has benefited from the new paradigm of gender mainstreaming. Strong women's movements facilitated the social mobilization of the villagers and empowered them to generate consensus on important issues such as land tenure. A project on land tenure started that UNDP coming to assess the land component stalled because of the slow constitutional review process that took two years to complete. After this, NGOs and women's groups disseminated the results through seminars, etc., and as a result, women who started agitating for Land Law. The Mutemba Amendment that gave protection of user land for matrimonial homes proved very controversial with respect to property co-ownership between husband and wife and did not cover properties that had been purchased by the man. The challenge in Uganda is to translate the law and sensitize women at the grassroots. Gender and culture are dynamic, and land issues always spill into cultural ones. The AIDS pandemic has also brought in new challenges, necessitating the introduction of a clause to protect children orphaned as a result of HIV/AIDS.

1.43 In the **Gambia**, land is not as important an issue as it is in Eastern Africa. Land is communal and access was not a problem. Women grow crops in the lowlands along the river banks and cultivate rice among other crops. Men do their farming on the uplands. Now, a rapid population increase shift has led men to revert to lowland rice cultivation and has forced women to shift to the uplands to grow groundnuts. This resulted in a problem and a Board to redistribute land was set up in the 1980s with funding from IFAD; a condition was that women be given equitable rights to land ownership. The Land Board is composed mainly of men and there have been suggestions that more women be recruited to effect the implementation of the Land Laws.

ACCESS TO CAPITAL, SERVICES AND TECHNOLOGY

1.44 Access to capital, services, and technology is the cornerstone for rural development and an instrument of change to the extent that it reflects the state of development of a people. Women generally lack access to all three.

1.45 The 1985 Nairobi "Forward Looking Strategies for the Advancement of Women" included the following clause: "Emphasis should be placed on strategies to assist women in generating and keeping income, including measures designed to improve women's access to credit. Such strategies must focus on the removal of legal, customary and other barriers and strengthening women's capacity to use the existing credit system". Fifteen years have gone by since many African countries signed the Nairobi document, but barriers still loom large. There is need for greater political commitment.

1.46 In **Kenya**, for example, participants stated that women have limited or no access to credit from formal institutions. A survey carried out by the World Bank showed that only three percent of the female farmers obtain credit from formal financial institutions, compared to 14 percent of the male farmers. This may not be very different from other countries in the region. There are many constraints that restrict women's access to credit. There are macro level, socio-cultural, institutional and general constraints. There is a general lack of an enabling environment in terms of appropriate laws, policies and regulations to facilitate women's access to productive resources, especially credit. In fact, some laws are discriminatory and out dated, but even where the laws have been amended, there are no adequate mechanisms for implementing them. Consequently, women continue to be discriminated against. The privatization process and financial liberalization that is taking place all over the region have not been gender sensitive, and the prevailing weak economic status of women will not allow them to acquire privatized farming enterprises unless the government holds the same in trust for them. Women are a new market segment that banks should nurture.

1.47 In **Uganda**, participants felt that the experience also confirmed that women's access to capital and credit to farmers is poor, but this has arisen partly because of lack of information and ignorance on the part of women farmers. Slow response in the adoption of new technology explains why famine is common across the villages, and poor yields also are related to poor technology use. Resources are often wasted in the rural areas partly because of poor marketing, which undermines savings, as well as cultural practices that prioritize activities such as weddings, baptism parties and extravagant funerals. This has been compounded by the AIDS pandemic, which drains more resources for sustenance of the sick. Another problem is that people refuse to change their eating habits so that if, for example, their staple food is maize, they will be reluctant to plant another crop, even if the staple food crop is not doing well. This results in food insufficiency and hunger.

1.48 Women's own attitudes can also be fatalistic and discourage them from entering profit-making ventures. Traits like aggressiveness, talkativeness and thrift are considered un-woman-like. This contradicts the principal of a marketing drive, competition and profit, which are at the heart and soul of entrepreneurship. Women's multiple roles as breadwinners and child bearers also have negative physical and psychological effects that may hinder farming success. The social role assigned to women and the traditional hierarchy is an obstacle to freedom of movement for the woman farmer. General constraints include, among others, illiteracy, restrictive credit conditions, lack of decision-making positions or posts, and an inadequate number of women model farmers.

1.49 Participants from **Ghana** said that women did not have equal access to credit. An example was given where women started a factory through financing from one donor: this money was not adequate, however, to service the machines before the business picked up, forcing the women to look for another financier for maintaining the machines. An important question in most cases is whether women are able to utilize the credit properly, without the necessary technical assistance and support; for example, extension services provide little help and must be expanded beyond just home economics. Conceptually, women are given the role of home agents and are not viewed as farmers,

so that it is difficult to target women for training them as extension workers because of lack of adequate incentives. Other problems include a poor attitude on the part of the women themselves; women extension workers who do not talk to other women; extension methodologies that do not encourage active participation by women; and extension officers that concentrate on male farmers because women were not perceived as farmers. Successful interventions would include improving women's salaries, hiring more women as extension workers, gender training for senior government officials, and developing a close relationship between researchers and change agents. Such a strategy proved successful in Ghana and the number of women extension workers increased to 52 %.

1.50 The AfDB financed Day Care centers in **Senegal** to reduce women's reproductive roles and promote their productive ones; each center had about 60 children. Two thousand children were educated by UNICEF funding, which helped to promote primary education in rural areas, thus responding to young people's needs and helping to reduce rural-urban migration. The Bank also supports functional literacy classes and encourages the girl child to opt for science courses. The Bank has a project that supports micro institutions to enhance the skills of their personnel in management and it supports capacity building through donor co-ordination as well.

1.51 It is ironic that labor and energy saving technology is still not widely available in Africa. The urban-rural gap is large with a greater number of the poor living in rural areas. This must be understood before supporting new technology. Agricultural services are weak, with one extension agent to a 1000 farmers in some countries; extension would be more meaningful if agriculture was profitable; and zero grazing increases the women's burden. Greater partnership among researchers at the international level and clear links to the needs and priorities of farmers are needed. Including the local farmers' vision is therefore a prerequisite in the programs. Evolving a sustainable local funding initiative is also important, and exchange programs among the farmers have also been successful exchange programs among the farmers.

1.52 Speakers felt that researchers with little or no contacts with the farmers determine the nature of technology, and that development agents need to consider the aspirations of the technology end users. For example, the female farmers in one country rejected the high yielding cowpea developed by the researchers "because it takes too long to cook." New programs should be developed for women and the extension agents, there should be lobbying for additional funding by banks, and extension messages should be broadened and made gender aware.

IN TOUCH WITH REALITY

1.53 A panel discussion with men and women farmers of the African countries was organized to understand whether the discussions at the workshop had realistically captured issues confronting poor farmers⁶. The panelists came from the area where dairy

⁶ Rosemary Gathara – Farmer, Kiambu, Kenya, Wangari Kimani, Peter Njoroge, and James Njoroge

keeping and coffee growing is the mainstay of economic activity. They face such problems as lack of extension services; the fact that farmers are not updated on new agricultural methods; and government financial constraints. The co-operative societies to which the milk and coffee beans are delivered are financially mismanaged, and usually, there are no meaningful interactions between co-operatives and farmers. Dysfunctional bureaucracy worsens the situation. One of the major problems is payments' delay that at times spread over three years, and in the worse cases, non-payment for the products. Desperation and poverty forces the farmers to sell their products to the middlemen at a loss.

1.54 Marketing problems have made farmers sell their products below market rates. Poor physical and social infrastructure, coupled with high cost inputs has put constraints on farmers' competitiveness. Gender imbalance is also a serious issue, mostly because male household heads put little effort in actual farming but claim payment from the sale of the final products by virtue of being owners of the land. Low efficiency is worsened by unavailability of loan and credit facilities, and use of outdated technology leads to low crop yields. Inadequate water supply forces women to go for long distances to fetch it and translates into lost time. Another limiting factor is unfair competition from large-scale farmers with higher financial capability, which is compounded by brokers who exploit the situation.

1.55 Soil exhaustion is also a major constraint, and insecurity because of poverty is a major problem. When extension agents come at all, they do so without the inputs, and ask the farmer to provide the inputs as well as remunerate them. The only benefit farmers have from these extension agents is the pruning of coffee, because it does not require a lot of inputs. However, they pay the officers directly for their services.

1.56 At the family level, land and other productive resources are mainly owned by the male household heads, who collect the money from the small sale proceeds. Women gain little from their labor, therefore, and have no control over the money from whatever is sold. Poor performance and failure in agriculture has led to high school drop out rates among the farmers' children, and resulted in child delinquency and teenage pregnancies, which put farmers in an even tighter situation. Women are unpaid farm workers responsible for bringing up children and managing the home, but their male counterparts seem not to be appreciate these roles. Tradition requires that the woman be submissive to her husband, and non-compliance means domestic chaos. A woman could be likened to a goods train or a beast of burden. Take the example of her contribution in milk production, particularly from the zero grazing cow: the woman plants the food for the cow, cleans the cow pen thoroughly twice a day and gets water for the cow. Collecting water is a particularly hard task and involves walking long distances. Then she milks the cow and sells the milk. The man gets to collect the paycheck for the milk proceeds because it is now sold to cooperatives. The only benefit the woman gets is the little milk she uses for tea, as does the man. Women can do better if they are left to manage their projects without interference.

1.57 To enhance their monetary status, rural women organize themselves in groups to pool their contributions, which they use to educate their children, and meet their other

financial requirements. This initiative for capacity creation is not currently operational because of the deepening levels of poverty and the inability to raise the bare minimum of financial resources. Women continue to play a central role in the education of their children, however, and in planting and harvesting crops; this appears to be the trend for women the world over. Most farmers have abandoned their coffee farms out of frustration because of non-payment and other related marketing difficulties and are shifting to subsistence farming. Maize and beans are the most popular substitutes for coffee. Milk cooperatives are not any better: farmers now sell milk to brokers for daily cash payment, money which is spent daily, resulting in low saving rates and the deepening of poverty.

1.58 Farmers appealed to the Bank and the government to streamline the management of the co-operative societies where they can get monthly payments which will enable them to save, and this will result in their children going to school. Liberalizing the market without instituting adequate social safety nets has worsened the situation.

1.59 Based on the problems identified by the farmers, the workshop participants recommended budget support for Kenya and its strategies to ensure that it reaches its intended target. The worsening of poverty in Kenya over the years is partly due to a policy shift from emphasis on services for small-scale farmers as it was in the 1960s. This coincided with a global shift characterized by the coffee glut in the world market, reduced commodity prices and high input costs, and was translated into a threefold increase in the cost of production from 1986 to-date. This has been worsened by the fact that most of the Kenyan coffee factories operate at 15% of the installed capacity. The Kenyan scenario is complicated by high recurrent expenditure (85%), part of which services the extension officers for “non-performance.” The commitment to change is not matched by the will for implementation at government level.

1.60 On budget support, the workshop participants underscored the fact that more funding should be directed to the field ministries as opposed to the desk ministries, as is done in Uganda. Contradictions arose about whether to use fertilizers or organic farming to tackle the problem of soil exhaustion, since the use of fertilizers has adverse effects on the soils. The discussants noted the extent of bureaucracy and red tape, exemplified by the experience of one farmer who had to spend two years to get the title deed to her late husband’s land. Regarding the question of how they could use a US \$ 100,000 grant if given one, the farmers responded the following:

- Investing in the physical and social infrastructure – especially the rural access roads, equipping the hospitals, as it has been noted that most people die of minor ailments.
- Educating their children and establishing a fund for the very poor children who cannot afford to go to school
- Investing in water supply

1.61 Based on the farmers’ presentation, workshop discussants recommended streamlining statutes that govern inheritance and property ownership and extending benefits by giving tenure security to slum dwellers. Equality in property ownership between men and women must be instituted. The problems of those living in semi-arid

and arid areas must also be recognized. A multi-disciplinary team that presents them with options and potential opportunities as well as marketing ideas is essential, so that the communities can have a menu of choices of the services to choose from. But the problem with this kind of participatory approach is that people always chose what they have seen. This makes broadening the menu options based on cost benefit analysis important, and calls for continuous monitoring and adjustment.

1.62 How are the farmers organized at the ground level to demand accountability? And why do they insist on donor co-ordination at the ground level? These were some of the questions posed by the discussants, to which the farmers responded that:

- There are two types of farmer organizations, the smallholders, who mostly market their products through the co-operatives, and the large-scale farmers. The dysfunctional bureaucracy acts as a check on the progress of the small-scale farmers.
- It is only when donor funding is directed to specific projects that it can reach the farmers, given that the government has not been able to do much.
- The workshop recommended that a favourable reward system be developed. But donor funding is still necessary for implementation of the interventions.

MEASURING GENDER-DISAGGREGATED OUTCOMES IN AGRICULTURE

1.63 Participants stressed that the importance of measuring the gender-disaggregated outcomes in agriculture can not be overstated. Agriculture as a sector has got many layers that influence the policy outcomes, for instance, lack of extension services, lack of teachers, marketing resources, etc. The immediate environment may have little influence over the outcome of a project, so that broader analyses of the external factors become necessary. Agriculture cannot be treated in isolation: benchmarks have to be established, as well as measurable indicators, monitoring and evaluation systems, and tools that capture changes in outcomes and impacts.

1.64 Change needs to be captured at different levels: policy (legal and political), program, and household. At the policy level, it is important to understand whether the focal points should be the target in extension services, marketing, resource allocation and staffing. It is equally important to understand whether the customary and statutory law undermine the legal framework. Some focus should be placed on the relevant Acts of parliament, ratification of conventions, gender policy, affirmative actions and the levels of representation. The program level should focus on prevailing development issues such as who is affected, whose needs are being addressed, what is the level of involvement of men and women in design and implementation of the program, labor issues, access to and control of resources, levels of decision making and control of benefits. At the household level, the focus should be on the time- use patterns, resource use and control and control over benefits, decision-making and welfare household status.

1.65 Evaluation is always comparative and entails measuring changes or differences with reference to some goal, objective or benchmark agreed upon by the evaluators, e.g. the proportion of the female population involved in agriculture that owns land compared to the male population, to another country or to a different moment in time. So the logic of evaluation is to establish the evaluation purposes and then to select the goals,

objectives, or benchmarks to evaluate, identify the specific indicators or measures to use, and finally decide on the data collection methods and/ or sources. Benchmarks and indicators are only meaningful in relation to the purpose, goals, or objectives to which they refer. Thus identifying and selecting a set of benchmarks or indicators for gender in agriculture in Africa will only make sense with reference to what is being measured and why. Selecting benchmarks and indicators entails reaching a consensus about the meaning and importance of the measures, and should involve a process of consultation prior to adopting the measures.

1.66 Because of the importance given to quality and effectiveness, performance or outcome, different units within the World Bank, of which OED is one, are carrying out evaluation. As a part of all World Bank operations, M&E is carried out more successfully for inputs, outputs and outcomes than for impact evaluation. Developing tools and indicators for gender M&E is part of a larger process to make available the tools for integrating gender and gender analysis and M&E into World Bank operations. The Bank does not have a database on agriculture, but is collecting and collating meaningful statistics that can be used for gender and agriculture: a list of indicators and other tools on agriculture can be downloaded from the Internet. There have been a number of Gender Monitoring and Evaluation efforts in the World Bank. The Bank carries out surveys in different countries and provides details on gender-disaggregated data. The Bank is collaborating with a team of rural development experts in Africa and other regions, to select meaningful indicators and benchmarks to measure, with the rationale for their selection, the goals being measured, and possible methods and sources of data.

1.67 The Ministry for Community Development, Gender and Labor, in **Uganda** is measuring gender by collecting information on gender and disaggregating data by gender. But the data on agriculture is inadequate. By using the national census and the national bureau of statistics, the Ministry has come up with some source of disaggregated data on age, sex, and education and trained the personnel on data analysis. UNFPA, through the national population secretariat, has instituted data units in 45 districts. It is evident, for example that many children have dropped out of school to take care of their younger brothers and sisters, orphaned as a result of AIDS. The Districts have different peculiarities and therefore require differing interventions. The way forward is decentralization. The Ugandan constitution is gender friendly and includes the interests of the disabled. Effecting change democratically and maintaining continuity is a challenge that requires serious attention. The government must take the lead in project monitoring and evaluation. To empower women, men must be made to understand and appreciate the needs of women, and all data must be gender disaggregated to ensure accurate targeting of interventions.

1.68 The presentations narrowed down the importance of accurate data, which most African countries apparently lack. More effort is required on the part of African countries to generate their own database at country levels. For a good program, definition of objectives is a prerequisite for interventions and monitoring. Evaluation is to compare what we have with what we want. The World Bank has injected large amounts of funds into projects in Africa, thus, it should be monitoring and evaluating the project progress. Project failure could be attributed to ineffective evaluation.

1.69 There is a strong need for a paradigm shift as good evaluation cannot be done with poor accountability. So long as this deficiency is not rectified, donor dependency cannot end. Co-operation between the Bank and the stakeholders is critical in identifying key national indicators. Development of the database on gender by the Bank may not have a positive impact for the rural African women, most of who have no access to the computers, and, as such, a more practical approach to the African problems has to be developed.

1.70 The participants suggested that perhaps a relevant question is what comes after developing gender-disaggregated data. Part of the problem in Africa is poor civil society and unaccountable governments. Cost benefit analysis of the data collection should be done to determine the extent to which it translates into the use for which it is meant. Training data collection agents should be done prior to actual data collection. The tools of data collection must be relevant and cut across the divide of qualitative and quantitative data. Monitoring and adjustment should be built into the programs. Disaggregating data gives a bird's eye view of the inequalities that exist, and thus forms the basis for designing the intervention policies; it also makes women visible in statistics.

THE WAY FORWARD

1.71 Donor organizations appreciated that the discussions were candid and stressed that they needed to be taken seriously. They emphasized the need to consider dynamism of the societies in the Bank's programs. Some of the emerging issues captured in the discussion, and which require close attention are:

- The need for closer partnership between the donor organizations, to erase the notion of competition. However, sometimes partnerships look like competition.
- Dissemination of information, this is to be enhanced by the Bank.
- Consideration of the effects of customary and traditional law and their relevance to agriculture and the historically embedded complex networks of beliefs, which may hinder mainstreaming. These must be addressed by enhancing community level participation, as a way of capacity building as well. More stress should be laid on Information Education Campaign (IEC) to extend the benefits of interventions.
- The World Bank is considering the HIV/AIDS pandemic as a priority and has developed strategies to contain its spread.

1.72 Some of the conflicts that may work counter to mainstreaming must be addressed: for example, technological improvements, which are much sought out, can adversely affect women. The donors' vision must be integrated with that of local farmers. A two-year intervention period is inadequate for assessing sustenance of the program; a longer time frame is required for proper assessment. Evaluation is a dynamic process that requires constant adjustments and innovations, so as to reach the set benchmarks, This implies that the indicators should be few but easily recognizable. Promising work on gender profiles needs continuous assessment to create more trust among stakeholders.

Capacity building at the rural level calls for decentralizing and strengthening community-based institutions.

1.73 Among the questions yet to be answered is why have we not moved forward. Gender issues are evolving quickly, particularly in agriculture because of population pressure, so that there is often a feeling of shooting at a moving target. Donors sometimes push governments to generate revenue through deregulation such as privatization and resorting to market forces, and this has adverse effects on the women. HIV/AIDS undermines the basis of production by increasing the dependency ratio and leading to a shortage of labor. Gender strategies must therefore be adaptive and responsive, meaning that they must confront emerging issues. Most African economies are in decline and supporting women at this point of need would have a catalytic effect for economic recovery, while failure of the support system will perpetuate poverty. Women respond differently to different stimulus than men. Although empirical and scientific knowledge about gender has expanded, one critical concern is that, in trying to get everything, women have achieved almost nothing. Outdated laws pose some of the constraints; the laws governing inheritance in Kenya, for example, date back to 1875.

1.74 On gender and agriculture, the convergence of ideas is crucial for the consolidation of the gains made. There is also a conflict between the micro and the macro levels in the sectoral analyses of the economies: the international institutions and governments focus on macro-stability issues and market related reforms, whereas the focus within countries is usually on implementation of development programs at the exclusion of the gender issue. Public funds may be appropriated, for example, for implementing gender and women related programs and policies and also in promoting development of rural micro-credit systems. Public funds can be used to improve credit, but deficits must be contained as private funds usually do chase higher returns. Improved marketing is critical for favorable farm/ commodity prices.

1.75 Gender development is also affected by donor coordination, yet international institutions and governments focus on macro-economic stability issues, market related reforms such as liberalization and privatization. Rarely do they directly or specifically discuss gender issues. Conflicts have been noted between the donor agencies. There is more competition than complementarity, for instance, in the UNDP and the World Bank programs, thus leading to duplication and cannibalizing of resources. Indeed, there must be a coordinated development approach with set priorities in policy formulation and making. Donor funds that do not reach the farmer cannot, in effect, increase the farmer's productivity. Clear intervention strategies to take care of women's workload must be instituted. The goal is to provide a threshold to increase resource mobilization, raise access to credit, increase rural saving ratios and strengthen household decision making power.

1.76 Africa needs a comprehensive development approach, and the question of accountability is important. The practice of blaming the IMF or the World Bank cannot continue. The citizens of the individual countries must take responsibility even though the Bretton Woods institutions are not totally exonerated from blame. Strategic partnerships with donors and end users must be forged to leverage the effectiveness of the

work of change agents. The Bank will conduct a stock taking exercise to synthesize agricultural achievements and assess what has been learnt from researchers in order to assist countries in addressing gender issues in a sustainable and effective manner.



GENDER AND AGRICULTURE IN AFRICA

EFFECTIVE STRATEGIES FOR MOVING FORWARD

MAY 3-4, 2000

DETAILED AGENDA

May 3, 2000

9:00 – 10:30 SETTING THE STAGE

Chair: Mr. M. Nyirongo, Deputy Resident Representative, UNDP

Welcome: Mr. Harold Wackman, World Bank Country Director for Kenya

Workshop Objectives: Ms. Jan Piercy, Executive Director and Chairperson, Committee on Development Effectiveness, World Bank

Opening Remarks: Hon. Chris Mogere Obure, Minister, Ministry of Agriculture, Government of Kenya

Key Note Address: On behalf of H.E. Hon. Vice-President of Gambia, Mrs Aissatou Saidy-Njie,

Hon. Hassan Sallah, Secretary of Agriculture, Gambia

(COFFEE BREAK)

11:00 – 12:30 2. SUBJECT: DONOR & AGENCY STRATEGIES IN GENDER AND AGRICULTURE

CHAIR: MS. MEG TAYLOR, OMBUDSMAN, INTERNATIONAL FINANCIAL CORPORATION

PRESENTATIONS:

FAO: Mr. Daniel Gustafson

ISNAR: Ms. Helen Hambly-Odame

UNDP: Ms. Achola Pala

AfDB: Ms. Ina Lodewyckx

WB: Ms. Shimwaayi Muntamba

DISCUSSION

2:30 – 2:00 Lunch

2:00 – 3:30 3. SUBJECT: STATUS OF RESEARCH AND KNOWLEDGE ON GENDER AND AGRICULTURE IN AFRICA

CHAIR: MS. VICKI WILDE, CGIAR

PRESENTATIONS:

Ms. Ruvimbo Chimedza, Zimbabwe, *Agricultural Research Policy in Africa*

Ms. Lilian Kimani, Kenya, Agricultural Research Institute, *Gender and Agricultural Research Policy in Africa*

Mr. Teklu Tesfaye, Ethiopian Agricultural Research Organisation

DISCUSSANT: Ms. Christine O. Lalobo, Uganda

(COFFEE BREAK)

3:45 – 5:45

4. SUBJECT: GENDER AND LAND ISSUES

CHAIR: Mr. Shem Migot-Adollah, Permanent Secretary, Ministry of Agriculture, Kenya

PRESENTATIONS:

Hon. Lady Justice Effie Owour, Judge, Court of Appeals, *Gender and Land in Kenya*

Ms. Venete Klein, Land Bank, *Gender and Land: The South African Experience*

Ms. Gladys Mutukwa, Consultant on Gender, Women and Law in Development, *Gender*

and land in Zambia

DISCUSSANT: Ms. Achola Pala, UNDP

6:30 – 8:00 COCKTAILS (ALLAMANDA ROOM)

May 4, 2000

9:00 – 10:30

5. SUBJECT: ACCESS TO CAPITAL, AGRICULTURAL SERVICES, AND TECHNOLOGY

CHAIR: MR. NOAH NIKAMBULE, PS, MINISTRY OF AGRICULTURE, SWAZILAND

PRESENTATIONS:

Ms. Ina Lodewyckx, African Development Bank

Ms. Juliana K. Dennis, Ghana

Ms. Joy Tukahirwa, Uganda

DISCUSSANT: Hon. Tadelech Haile Micheal, Minister, Women's Affairs, Ethiopia

(COFFEE BREAK)

11:00 – 12:30 6. SUBJECT: WOMEN'S ACCESS TO CAPITAL, SERVICES, & TECHNOLOGY

CHAIR: Ms. Mary Okelo, Kenya

PANEL DISCUSSION WITH WOMEN & MEN FARMERS

DISCUSSANT: Deverias Chikosi, Malawi

12:30 – 2:00 Lunch

KEY QUESTIONS FOR EACH SESSION

All participants are expected to review the questions below and be prepared to actively engage in discussion for each of the session topics.

Session I: Setting the Agenda

- What are the objectives of the workshop?
- Perspectives of Different Stakeholders

Session II: Donor Strategies

- What are goals in the area of gender and agriculture?
- What have donors achieved in this area?
- What do donors perceive as the constraints to equitable development in this area?

Session III: Status of Research and Data

- What are the key areas of research that have been undertaken in gender and agriculture in Africa?
- Are women more visible in agricultural research policy and management today?

Session IV: Gender and Land Issues

- What is the status of women's access to land?
- What mechanisms have been created for dealing with gender and land issues?
- How have donors dealt with these issues in their projects?

Session V: Women's Access to Capital, Services & and Technologies

- What are the constraints to women's access to productive resources, such as capital, services and technologies?
- How can research and development interventions address these barriers?
- What is the comparative advantage in this area for donors?

Session VI: Measuring Results

- How do you measure impact?
- How would you measure project impact on beneficiaries?
- What would the indicators for measurement be?
- What are the differing methods for measuring impact?