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USAID/East Africa: Report on the Regional Workshop on Gender, Agriculture, and Global Climate Change, March 20-23, 2012



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USAID/East Africa

Report on the Regional Workshop on Gender, Agriculture, and Global Climate Change, March 20-23, 2012

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The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

PREFACE

This report summarizes the proceedings of a regional workshop on integrating attention to gender into agriculture and global climate change programming in East Africa that took place from March 20-23, 2012 in Dar es Salaam, Tanzania.

The workshop was the final phase of an activity jointly supported by the USAID Washington's Office of Gender Equality and Women's Empowerment (GenDev) and USAID/EA Office of Regional Economic Growth and Integration (REGI) and implemented by DevTech Systems, Inc. (DevTech) under the Short- Short-Term Technical Assistance and Training Task Order (Contract Number GEW-I-01-02-00019). The workshop built on the findings of two reports on the intersection of gender, agriculture, and climate change in East Africa that had been prepared as part of USAID/REGI's preparation for its Feed the Future Multi-Year Strategy.

Table of Contents

ACRONYMS	ii
1. BACKGROUND.....	1
2. WORKSHOP DESIGN	1
3. CONDUCTING THE WORKSHOP.....	4
Welcome.....	4
Vote with Your Feet	4
Changes in the USAID Policy Landscape, Procurement Procedures, and the Women’s Empowerment in Agriculture Index (WEIA).....	5
Gender Analysis Framework	7
Gender Disparities, Agriculture, and Climate Change	8
Gender Relations and Assets	17
Case Studies and Good Practices: USAID Programs.....	18
USAID/Kenya	18
USAID/Tanzania	20
USAID/Uganda.....	21
Closing.....	22
4. Evaluations.....	22
Annex 1: List of Participants.....	25
Annex 2: Workshop Agenda.....	27
Annex 3: Evaluation Comments	29
Annex 4: “Open Space” Discussion Questions	33
Annex 5: References and Resources.....	36
References	36
Other Resources.....	37

List of Boxes

Box 1: Gender, Agriculture, and Climate Change Initiatives in Southern Africa	2
Box 2: Asking the right [illustrative] questions to address Gender-Based Constraints ..	13
Box 3: How do women experience changes in trade policy and regional integration? ..	14
Box 4: What are assets?	16

List of Tables

Table 1: Gender Inequality Rankings of East African Countries.....	9
Table 2: Types of Funding for Illustrative Activities in Climate Change Programming ..	12
Table 3: General constraints and gender-based constraints in regional trade	15

ACRONYMS

ACTESA	The Alliance for Commodity Trade in Eastern and Southern Africa
ADS	Automated Directive System
ASARECA	Association for strengthening Agricultural Research in Eastern and Central Africa
BFS	Bureau for Food Security
COMESA	Common Market for Eastern and Southern Africa
EA	East Africa
FTF	Feed the Future
GBV	Gender Based Violence
GCC	Global Climate Change
GDF	Gender Dimensions Framework
GENDEV	Office of Gender Equality and Women's Empowerment
M&E	Monitoring and Evaluation
OECD-DAC	Organization for Economic Cooperation and Development-Development Assistance Committee
REGI	Office of Regional Economic Growth and Integration
RFA/RFP	Request for Application/Request for Proposal
SOW	Scope of Work
USAID	United States Agency for International Development
WEAI	Women's Empowerment in Agriculture Index

1. BACKGROUND

This report summarizes the proceedings of a regional workshop on integrating attention to gender into agriculture and global climate change (GCC) programming in East Africa. It was held March 20-23, 2012 in Dar es Salaam, Tanzania. It was an outgrowth of an eighteen month process to identify key gender issues in the East Africa region as part of USAID/East Africa's (USAID/EA) development of its Feed the Future multi-year strategy. The workshop was jointly supported by the USAID Washington's Office of Gender Equality and Women's Empowerment (GenDev) and USAID/EA Office of Regional Economic Growth and Integration (REGI) and implemented by DevTech Systems, Inc. (DevTech) under the Short- Short-Term Technical Assistance and Training Task Order (Contract Number GEW-I-01-02-00019).

The first phase of work consisted of a desk study that provided an overview of gender issues related to agriculture and climate change.¹ The second phase involved interviewing stakeholders in East Africa, identifying the capabilities of potential partners, and considering possible programming options in light of the new strategic directions being developed by USAID/EA/REGI. This investigation was captured in a second report.² The workshop constituted the final phase of the task order including dissemination of the two volumes of the report and the presentation of a gender integration training workshop.³

The 46 workshop attendees represented seven East African countries (Ethiopia, Kenya, Malawi, Mozambique, Rwanda, Tanzania, and Uganda). In addition to staff members from USAID/Washington, USAID/EA, and these seven field missions, the workshop included USAID partners: NGOs, private sector firms, and international organizations. A full list of participants is included in Annex 1.

2. WORKSHOP DESIGN

The studies on gender, agriculture, and climate change identified gender disparities in East Africa related to access to productive assets, restrictive social norms, discriminatory social beliefs, and areas of capacity building. In addition, discussions with stakeholders found that:

¹ Jennifer Olson, Deborah Rubin, and Edna Wangui, "Gender, Agriculture, and Climate Change: An Analysis for USAID/East Africa" (2010) Prepared for DevTech Systems. USAID: Washington, D.C. http://pdf.usaid.gov/pdf_docs/PNADT677.pdf

² Deborah Rubin with Sarah Ossiya and Olive Muthoni, "USAID/East Africa Gender Assessment for Agriculture and Climate Change" (2012) Prepared for DevTech Systems. USAID: Washington, D.C.

³ Additional workshop materials can be found at: http://www.devtechsys.com/gender_training/regi/training_materials.html

- Partners and stakeholder groups hold many misconceptions about gender, conflating women and gender.
- Sex-disaggregated data is spotty and gender analysis limited.
- Significant gaps exist between institutional gender policies and capabilities to implement gender-responsive programs.
- Women need assistance in growing their businesses, but analysis of which services and how to deploy them is lacking.
- Women's regional networks face struggles in maintaining communication and coordination and need more support. There are barriers to communication and networking among and between researchers, policy makers, technical staff, and activists which affect the development programs and policies.

The topics for the workshop were developed in consultation with staff members at USAID/EA/REGI by phone and email and finalized during a meeting in February 2012 based on findings of the reports completed in Phases One and Two. The goal of the workshop was to develop knowledge, understanding, and skills related to the integration of attention to gender issues in USAID agriculture and climate change programming.

The workshop objectives included:

- To provide an overview of gender issues in the East Africa region, building on the findings of the USAID/East Africa report on gender, agriculture, and climate change;
- To introduce participants to the new USAID principles/policy for gender equality and female empowerment;
- To familiarize participants with key gender terms and approaches to conducting a gender analysis;
- To apply principles of gender analysis to Feed the Future and Global Climate Change Initiative programming areas in the East Africa region;
- To review Monitoring and Evaluation requirements on gender equality under Feed the Future and to introduce the Women in Agriculture Empowerment Index;

BOX 1: GENDER, AGRICULTURE, AND CLIMATE CHANGE INITIATIVES IN SOUTHERN AFRICA

Renewed interest in developing concrete approaches to address gender inequalities in the agriculture sector and in identifying the gender dimensions of climate change has been building. Work on the intersection of these three issues, however, is only beginning. USAID/EA/REGI has been in the forefront of efforts to look at gender issues in both climate-smart agriculture and in climate change activities. In addition to conducting the studies and workshop described in this report, USAID/EA/REGI has also lent support to a regional workshop by Common Market for Eastern and Southern Africa (COMESA) on this topic that helped to inform the tripartite climate change program. The new program includes a new gender advisor in the COMESA's climate change unit, as well as plans to include gender indicators in the program M&E system and to hold an annual meeting on climate smart agriculture that includes gender representatives.

See http://www.gcca.eu/usr/Intra-ACP/Description-of-the-Action_COMESA_revised-annex1_feb2012.pdf

- To allow for sharing of knowledge and experiences, pitfalls and best practices, among the participants; and
- To provide participants with resource materials on gender equality and women's empowerment and practical guidance on integrating gender in their activities.

The presentations and activities were organized to maximize opportunities for discussion both about the presentations and about topics of interest to the participants. Rather than deciding the discussion topics in advance, the workshop used an adaptation of a technique called "Open Space Technology" (Harrison 1997), which allows workshop participants to guide the direction of the discussions. The technique involves soliciting ideas for discussion from the group. Each "Open Space" discussion (see Annex 2) allowed participants to offer suggestions in plenary to explore further by discussion in small groups. The suggestions were written on papers that were posted on the wall and grouped into themes. Participants divided themselves into four to five groups, each one discussing one of the themes chosen for discussion for that session. Participants were instructed that they could stay in one group or move to another group as the discussion issues were resolved or no longer interesting.

The REGI workshop took place over three and a half days in total. Some of the training materials built upon existing materials developed Short-term Training and Technical Assistance (STTA) Task Order managed by USAID's Office of Gender Equality and Women's Empowerment (GenDev), while others were adapted for to the needs of East Africa Regional programs and the bilateral mission programs of the countries represented at the workshop. The workshop schedule also included a variety of speakers from the missions and implementing partners, as well as at least one gender expert in the region.

The topics included:

- A review of new USAID gender policies, tools, and procurement issues;
- A review of the US Government's Feed the Future and Global Climate Change Initiatives;
- Background on gender issues in the East Africa Region related to agriculture and climate change;
- An introduction to gender analysis and the concepts of gender-based constraints (GBC) and opportunities;
- An introduction to gender issues linked to ownership, access, and control of asset; and
- Case studies of USAID programs.

Summaries of these presentations and discussions are included in the next section.

3. CONDUCTING THE WORKSHOP

Welcome

The workshop at the DoubleTree Hotel in Dar es Salaam, Tanzania was opened by Kurt Low, USAID/EA/REGI Office Director, on behalf of the regional mission. He described the efforts that had been taken by REGI over the previous year and a half to inform the mission Feed the Future (FTF) multi-year strategy with a gender perspective, culminating in the workshop.

Daniel Moore, USAID/Tanzania, Acting Deputy Director, welcomed the group on behalf of the mission in Dar es Salaam. He commented on the increasing interest in gender issues over the past ten years since he had first worked in the region. He recalled one occasion where he was traveling with a senior Ministry of Agriculture official. At that time, there was little recognition of women as independent economic agents or as a potential focus for investment. The official only viewed rural women as a source of unpaid labor for the family farm. Today, there is much greater recognition of the importance of addressing gender inequalities to promote economic growth in the region.

Deborah Rubin, the facilitator of the workshop, presented the workshop objectives and agenda. The presentations, handouts, and other reference materials are available at http://www.devtechsys.com/gender_training/regi/training_materials.html.

Vote with Your Feet

To open up the training, the group participated in exercises known as “vote with your feet.” The facilitator reads or shows a statement to the group. They are asked to stand up and move to one side of the room if they agree with the statement and to the other side of the room if they disagree. Each side presents the arguments to support their position and a short discussion ensues. The exercise forces people to confront their stereotypes regarding gender and to consider the evidence behind their beliefs.

Two statements were read. The first, “Targeting households headed by women is the most effective way to promote poverty reduction.” Many people agreed with this statement until it was pointed out that the actual number of households headed by women is relatively low, so that it was difficult to promote this as the “most effective” way to promote poverty reduction, even if it was a desirable intervention because it assisted those who are often among the most vulnerable.

The second statement was, “Quotas for women to improve their political representation are discriminatory and are detrimental to women’s equality.” This statement initiated lively debate, with the majority disagreeing with the statement. A few men and women however pointed out that in some communities there was a risk of a backlash against

women if those who became politicians were not as capable as the men and that could in the short run be “detrimental to women’s equality.”

Changes in the USAID Policy Landscape, Procurement Procedures, and the Women’s Empowerment in Agriculture Index (WEIA)

Jeannie Harvey, Gender Advisor (USAID/Washington/BFS), provided a review of the new gender policy. There have been many new policies and/or guidelines issued by the Agency recently, including on evaluation, project design, and strategy development. In March 2012, just a few weeks prior to the workshop, a new policy on gender equality and female empowerment was released, replacing the previous policy from 1982 and action plan of 1996.⁴

The Gender Equality and Female Empowerment Policy is the result a consultative process within the agency between Washington and field staff members. The policy demonstrates the seriousness of USAID’s new efforts to institutionalize attention to gender in its programs. It will be enhanced by the release of new wording later this year related to gender integration in the Agency’s operational manuals, known as the Automated Directive System (ADS). The policy states that “Gender equality and female empowerment are now universally recognized as core development objectives, fundamental for the realization of human rights, and key to effective and sustainable development outcomes” (USAID 2012: 3).

The policy directs USAID to work explicitly towards these three outcomes:

- Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services economic, social, political, and cultural;
- Reduce gender-based violence and mitigate its harmful effects on individuals and communities; and
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies (USAID 2012:1).

Harvey noted that under the new policy, each mission will engage with its Gender Focal Point to introduce the gender policy to mission staff and to identify ways to gain needed technical expertise on gender, by relying on its own staff, on expertise from Washington, or by drawing on partners and other consultants under a variety of mechanisms.

There were many questions about what the policy changes might mean for programs and about the type of support that USAID/W might be able to provide to missions to assist them in working towards the goals of the policy. Harvey expressed her

⁴ www.usaid.gov/our_work/policy_planning_and_learning/documents/GenderEqualityPolicy.pdf

willingness to take the questions back to Washington and to try to find the answers for them.



Later in the workshop, Sharon Phillips, Gender Advisor (USAID/W/AFR), spoke on gender issues related to the project design phases and the evaluation of proposals for grants and contracts. She explained that the process of project design now needs to incorporate findings from a

gender analysis conducted during the planning stages. It should identify gender-related constraints and opportunities as well as the causes of those constraints. The design should also include activities that will reduce the specific disparities during implementation. The M&E system requires the collection of sex-disaggregated data for all people-level indicators and that the performance monitoring plan includes sex-specific targets and gender-equality indicators so that the effectiveness of the design activities can be adequately measured.

In another exercise, Rubin asked the workshop participants to review and analyze two different requests for proposals (RFPs) to consider how they might improve their approach to gender in light of what had been presented at the workshop.⁵ With “Promote Gender Equality and Female Empowerment” now one of the seven operational principles of USAID, it is critically important for staff to identify and address gender issues at all stage of the program cycle, from strategy, to design, and through to evaluation. The new project design guidance specifically notes that gender analysis is mandatory (one of eleven possible analyses) during the analytical review; that projects should seek eliminate gaps between men and women and to consult with both men and women who are stakeholders for the proposed activities. Possible entry points for addressing gender issues are many. For example, in the development of the concept paper, include team members with gender expertise on the project design team. Consideration of gender issues is part of the definition of the problem, developing the log frame, identifying and analyzing stakeholders/partners, and reviewing existing research.

Reviewing the two RFPs, participants noted that one was significantly more attentive to gender issues. Whereas one of the RFPs had no mention at all of gender issues, the

⁵ The RFP was utilized for this exercise; however, it was clarified during the workshop that a RFP (implementing mechanism) is not the same as a project according to the new Agency project design guidance.

other had conducted a gender analysis and included the results in the RFP, identifying gender constraints that would affect implementation of the activities. It included a gender analyst as one of the key personnel; and also included the different impacts of climate change on men and women. In the words of one participant, “This RFP doesn’t just consider gender for gender’s sake (i.e., “ticking the box)” but integrates gender issues throughout the project design. The exercise illustrated that small changes in wording can make a big difference in how a potential contractor or grantee will respond, with important implications for the path taken in project implementation.

Gender Analysis Framework

To bring all the workshop participants to a common awareness on concepts Rubin gave a presentation on a framework for gender analysis, looking at four key dimensions of gender relations: Access to Assets, Knowledge and Beliefs, Practices and Participation, and Policies, Laws, and Institutions. The cross-cutting issue of power affects each of these four dimensions.⁶ Examples illustrating each of these dimensions were drawn from situations in the region.

In a separate session, the concepts presented in the framework were used to explain the process of identifying gender-based constraints and opportunities. Plenary discussions using illustrative photographs helped participants to think about both how to document existing disparities as well as how to hypothesize about the causes of those disparities, whether in access to assets, different types of knowledge, levels of participation, or in the structure of different institutions.

Participants came to understand the relationship between appropriately identifying a gender-based constraint and designing a project to overcome it. They also saw the link between the activities and how the M&E systems can be used to track and measure how well those activities reduce levels or areas of gender inequality identified at baseline.

Harvey and Rubin also led a presentation and short discussion on the new Women’s Empowerment in Agriculture Index (WEIA).⁷ To respond to gaps in existing methods of measuring women’s empowerment, specifically in the agriculture sector, USAID, the International Food Policy Research Institute, and the Oxford Poverty and Human Development Initiative developed the Women’s Empowerment in Agriculture Index (WEAI). Through two sub-indexes, the WEAI measures women’s empowerment in the

⁶ The presentation of the gender analysis framework used in this training builds on and adapts the “Domains Framework for Gender Analysis” developed by Deborah Rubin and Deborah Caro of Cultural Practice LLC under USAID contracts (the WID IQC and the Health Policy Initiative). The framework is a tool for exploring how gender relations shape social life.

⁷ Several documents about the index are available at <http://feedthefuture.gov/article/release-womens-empowerment-agriculture-index>

agriculture sector relative to men on individual, regional, and country levels adding knowledge on the linkages between women's empowerment, food security, and agricultural growth. The first sub-index measures five domains of empowerment (5DE) through ten different indicators. The 5DE and ten indicators include:

1. **Production:** (i) input in productive decisions, (ii) autonomy in production;
2. **Resources:** (iii) ownership of assets, (iv) purchase, sale or transfer of asset, (v) access to and decision on credit;
3. **Income:** (vi) Control over use of income;
4. **Leadership:** (vii) Group member, (viii) speaking in public; and,
5. **Time:** (ix) workload, (x) leisure.

Each domain contributes to twenty percent of a woman's empowerment score. Indicators are weighted equally within each domain. Empowerment is considered to be achieved with a score of eighty percent through an adequate combination of indicators or when empowerment is achieved in four out of the five domains. The 5DE also shows when a woman is "sufficiently" empowered in a particular domain, but not "sufficiently" empowered overall.

The second sub-index, the Gender Parity Index (GPI), measures the gender parity within the household between the primary adult male and female decision makers. Households without a primary adult male and female decision maker are not included the GPI. The 5DE contributes to ninety percent of the aggregate country- or regional-level WEAI and the mean GPI value contributes to the remaining ten percent. The WEAI was piloted in Bangladesh, Guatemala, and Uganda.

The group had many questions that the presenters were not yet able to answer, given the newness of the index, launched only on March 8, 2012. These included concerns about who was responsible for doing the data collection for the index as well as who would do the analysis, and how the information might be used – if at all – to tweak existing implementation efforts and/or to design new activities. USAID has followed up with additional information about the index's use (see <http://feedthefuture.gov/article/me-blog-series-womens-empowerment-agriculture-index-twitter-chat-follow>).

Gender Disparities, Agriculture, and Climate Change

Several different speakers set the stage for the group on the related topics of gender, agriculture, and climate change over the first two days of the workshop. Rubin started the discussion by providing an overview of the findings of the two reports prepared as background for USAID/REGI's FTF and GCC strategies. She gave background on the types of gender inequalities present in the region, measured by the Global Gap Index and UNDP's Gender Inequality Index (Table 1) as well as in agriculture, education and gender-based violence.

Table 1: Gender Inequality Rankings of East African Countries

USAID/EA Countries	Global Gender Gap (2010) (134 countries)			HDI (2010) Gender Inequality Index (169 countries)
	Overall rank [Africa]	Economic Growth	Education	
Burundi	-	-	-	166 [79]
Central Afr Rep	-	-	-	159 [132]
Congo (DRC)	-	-	-	168 [137]
Djibouti	-	-	-	147 [not ranked]
Ethiopia	121 [21]	74	129	157 [not ranked]
Kenya	96 [15]	82	102	128 [117]
Rwanda	-	-	-	152 [83]
Somalia	-	-	-	not ranked
Sudan	-	-	-	154 [106]
Tanzania	66 [7]	57	114	148 [not ranked]
Uganda	33 [5]	42	107	143 [109]
Zambia	106 [17]	88	119	150 [124]

Sources: Hausmann et al. 2011; UNDP 2011.

In sum, the reports noted that to achieve REGI's climate-smart agriculture and trade goals, the regional mission could adopt the following programing principles, understanding that specific interventions implement by country missions would look different from place to place:

- Build on positive efforts of African regional institutions (ARIs) to move toward gender equality
- Target gender-based constraints to agricultural productivity
- Strive to overcome gender-based constraints in the promotion of adaptation to climate change
- Strive to overcome gender-based constraints to regional trade and transport
- Foster equitable participation in decision-making processes at all levels
- Improve sex-disaggregated, gender-sensitive data collection on regional issues
- Promote the use of gender analysis
- Promote the use of gender analysis by policymakers and policy analysts as a tool to improve the enabling environment
- Improve knowledge of the performance of US Government (USG) investments in supporting women and reducing gender inequalities in agricultural and nutrition programs.

Specific suggestions for the Regional mission included the following options for each of the three regional objectives:

To Increase Trade Flows

- Support gender sensitive programs and effective representation of women in regional institutions
 - COMESA: capacity building for women in agribusiness
 - The Alliance for Commodity Trade in Eastern and Southern Africa (ASARECA): capacity building of female scientists/researchers
 - Association for strengthening Agricultural Research in Eastern and Central Africa (ACTESA): integration of HIV/AIDS, gender, and value chain programs

To Support Strategic Partnerships

- Implement appropriate gender components in regional trade corridor program
- Promote capacity-building of women as change agents in value chains
- Promote integrating attention to gender in value chain programs

To Support Regional Services

- Coordination of information and expertise for integration of gender in program design, implementation, and M&E
- Gender training and collaboration of gender focal points in the region



Kenyan farms along the Rift Valley

Francesca Nelson, a Senior Agriculture and Nutrition Advisor (USAID/EA/REGI), spoke about the FTF initiative. To start, she asked a series of provocative questions as to how seriously the development of FTF global strategy has taken gender issues into account. She noted, for example, that the Democratic Republic of the Congo is not one of the FTF priority countries, despite the extreme gender disparities and conditions of food insecurity there. She also noted that FTF's focus on key geographical zones and its choice of priority value chains and their emphasis on staple grains do not explicitly include those that benefit women either

economically or nutritionally. Another point acknowledged the importance of the adopting a “whole of government” approach, but noted that currently it does not emphasize linkages with health and nutrition units such as the Centers for Disease

Control. Finally, Nelson asked to what extent gender issues are considered in choosing host country partners.

Nelson briefed the group on the three legs of the food security stool: availability, access, and utilization, noting that nutritional status has essentially straight-lined in the region over the past 20 years, with 9 million children under 5 showing stunting and 5 million underweight. She argued that these numbers would likely be higher if existing programs had not been implemented, but that there is much more that could be done.

In the discussion of her presentation, it was noted that nutritional goals are still a part of FTF but that the funding for achieving nutrition-related objectives has frequently been cut, both at the regional and country mission levels. Others commented on the difficulties of using health funds to achieve food-related nutritional objectives.

Nelson spoke further about the 1000 days partnerships to reduce underweight and stunting from the ante-natal period through age two. The focus on this period to improve nutrition reduces physical stunting and mental impairment that otherwise cannot be overcome by later interventions. A variety of efforts to boost nutrition include, among others, addressing food safety such as aflatoxin contamination and increasing food fortification with large manufacturers.

To conclude, Nelson spoke about the most effective ways to achieve poverty reduction, arguing that there is a limit to what can be done through investments in agriculture alone. She remarked that higher percentages of women's labor in agriculture generally correlates to lower levels of economic development and that moving people out of agriculture typically offers a greater likelihood that they are moving out of poverty. Proven pathways out of poverty include: i) policies for cheap food; ii) protection of intellectual property rights (including pro-technology policies); and iii) free education, since illiteracy (whether or men or women) hampers growth.

Julie Fischer, Team Leader, Global Climate Change & Environment Team (USAID/EA/REGI), presented on USAID's Global Climate Change strategy and the specific climate considerations in the region. She stated that the regional climate is changing and that it is changing in specific and measurable ways. Temperatures are rising and there is greater variability in rainfall, although rain patterns will differ across the continent: decreasing in South and West Africa but both decreasing and increasing in East Africa, according to location. There are more extreme weather events occurring and that creates greater uncertainty about weather patterns. Crop failures are increasing and farmers will have to shift their crop choices to accommodate, using different inputs. Vegetation and water resources are also changing. All of these changing will have different effects of men and on women given their different socially defined roles and responsibilities. Men and women will also respond differently to the

push and pull of climate-related migration. Fischer gave examples of adaptation activities that might be appropriate for women, such as improving soil quality and moisture retention, or the introduction of improved cook stoves, but she urged the group to consider carefully whether such activities would increase labor, especially women's labor, and whether or not women were being considered in the decisions to adopt new technologies or practices, such as conservation agriculture. If labor needs were likely to increase, what other options or "work-arounds" could assist women to participate without create unfair burdens on their time and effort?

Participants were keen to understand the implications of the different funding options for climate change programming (Table 2) linked to the broad pillars of adaptation, clean energy, and sustainable landscapes.

Table 2: Types of Funding for Illustrative Activities in Climate Change Programming

DIRECT FUNDS	DIRECT FUNDS	(MOSTLY INDIRECT) FUNDS
Improve access to science and analysis for decision making	Establish effective governance systems for climate resilience	Identify and disseminate actions that increase climate resilience
<ul style="list-style-type: none"> Developing tools for information dissemination or building capacity among information providers in order to deliver climate information and services that meet the needs of user groups and decision-makers in sectors like agriculture, health, water resources, coastal and disaster management Providing support for modeling, mapping, and research to better understand climate impacts in specific regions or sectors 	<ul style="list-style-type: none"> Strengthening government and local community response and communications capacity for climate change-related disasters, such as floods Building capacity among decision-makers to use hydro-meteorological data to inform climate-resilient planning Building capacity of public health systems to respond to climate risks Developing public communication strategies and education programs 	<ul style="list-style-type: none"> Increasing water storage and water use efficiency to deal with increased variability in water supply Introducing and enforcing flood management plans and zoning and building codes to reduce vulnerability to rising sea levels and storm surges Developing affordable micro-insurance Products that cover vulnerable populations against drought risks Risk reduction through activities such as flood and famine early warning systems or negotiation of trans-boundary water issues

Source: Fischer presentation 2012

Three additional presentations during the workshop by Rubin further addressed the **gender dimensions of climate-smart agriculture**, regional trade, and nutrition programming in East Africa.

Climate smart agriculture “sustainably increases productivity, resilience (adaptation), reduces or removes greenhouse gases (mitigation) and enhances achievement of national food security and development goals” (FAO 2010). In addition to the points that were mentioned in Nelson and Fischer’s presentations, it is recognized that impacts of climate change in East Africa will affect men and women differently because of their different roles and responsibilities and that without investments in alternative energy infrastructure, the time burden of provisioning the household with fuel and water will likely increase. Women, like men, can be vulnerable to negative impacts of climate change as a result of physical, social, economic, and environmental conditions, but they are not victims. Building resilience to the consequences of climate change involves:

- reducing the likelihood and severity of crises;
- building capacity to buffer or absorb shock;
- creating and enhancing communities’ or families’ ability to respond; and
- reducing the impact of crises.

To achieve these outcomes, it is suggested that USAID programs i) work with African regional organizations to strengthen their capacity to create gender-responsive policies supporting climate-smart agriculture; ii) support regional centers of agricultural research to develop crops and livestock varieties for changing climatic conditions/extreme weather that are accessible to both men and women; and iii) support regional networks of climate scientists, with attention to increasing the numbers of women scientists. Questions such as those listed in Box 2 can clarify the relevant gender-based constraints to address in program or project design.

**Box 2: ASKING THE RIGHT
[ILLUSTRATIVE] QUESTIONS TO ADDRESS
GENDER-BASED CONSTRAINTS**

- Were women’s groups included in stakeholder consultations? Do the policies consider and provide for M&E systems on the potential impacts [of activities] on men and women?
- Do proposed climate-smart agricultural techniques add or reduce women’s time and labor burdens?
- Are extension and advisory systems providing information about these techniques and technologies to both men and women farmers?
- Do land and tree tenure systems allow both women and men to benefit from payment for environmental service systems?
- Was research on gender aspects of climate change reviewed?
- Have women and gender-sensitive men been part of the policy development process?
- Are there ways to support opportunities for women to study climate science and to join networks of climate scientists?

According to Rubin, there have been few, if any, efforts thus far to establish baseline data, implement gender-responsive activities in climate-smart agriculture, and then evaluate the results. The process of gender integration in climate smart agricultural interventions is only just starting to be developed and refined. Some key principles for ensuring that interventions address both gender and climate-smart agriculture include:

- Establishing baseline data on the population that is involved in the activity that include sex-disaggregated data on patterns of activity (such as time and labor allocation) as well as on ownership, control, and access to key productive assets (such as land, labor, equipment, animals, and natural resources including trees, water sources, and grazing; see Box 4).
- Document current practices used to adapt to changing weather conditions from both men and women; engage men and women in monitoring weather conditions; provide climate information to both men and women.
- Ensure that recommended practices such as conservation agriculture, adoption of new crops, or tools are designed to reduce environmental degradation without adding women's time and labor burdens.
- Ensure that programs which involve payment for environmental services are organized to make payments to men and women in the household or community in an equitable manner, benefiting those who labor as well as those who own.
- Target agricultural extension and advisory services with content on productivity and climate change adaptation and/or mitigation to both men and women, using their respectively preferred channels for communication. Introduce new crop mixes with attention to both their resilience under changing climate conditions as well as the nutritional benefits of complementary or simultaneous plantings.
- Revise and refine vulnerability and risk assessments to better reflect gender dimensions of agricultural systems under the threat of extreme weather events.

BOX 3: HOW DO WOMEN EXPERIENCE CHANGES IN TRADE POLICY AND REGIONAL INTEGRATION?

- **Entrepreneurs and producers** may be affected by increased competition by cheaper markets that flood the marketplace.
- **Job seekers** may see an increase in employment opportunities in export-oriented sectors.
- **Wage workers** may be at risk of losing jobs as firms replace labor-intensive tasks with technology upgrades to remain competitive or as firms move to countries where wages are lower.
- **Consumers** may see the benefits of trade in the reduction of prices for goods and services that are liberalized.
- **Caregivers** may experience an increase in time spent on caring for children, the elderly and the sick as tariff reductions affect governments' ability to fund social services.

Rubin gave a presentation on addressing **gender issues in the context of regional trade**. Women are very active as cross-border traders in the region and are a growing number of entrepreneurs. But trade policies are rarely developed with explicit consideration of the gender dimensions of their impact, although they are affected by these policies in a number of ways (see Box 3). Much of the advocacy surrounding women and trade has focused on bringing more attention to women's issues into trade negotiations and getting more women into the negotiation process.

The group discussed the difference between general constraints to growing trade in the region and the gender dimensions of those constraints, with some examples shown in Table 3.

Table 3: General constraints and gender-based constraints in regional trade

General Challenge	Revised to reflect impact of Gender Disparities
The high cost of doing business in the region	Women's lower levels of ownership of land and other property, access to education, business development skills, and credit limit their ability to start and expand business. The poor transport infrastructure exacerbates risks to women's personal safety and strengthens social attitudes against their mobility.
Tariff and non-tariff barriers that limit the flow of goods	Women, especially smaller traders, have little knowledge of trade regulations and prefer to (or have to) to operate outside the formal systems (Masinjila 2010).
Low productivity and market access	Women are central to African agriculture (FAO 2011) but typically get little information from extension advisory services and are less likely to get market information that would increase productivity and market engagement.
Low levels of competitiveness	Women owned enterprises are small; barriers to expansion include the time and labor burdens of their domestic responsibilities; lack or cost of credit to expand businesses.

Recommendations to overcome gender-based constraints to regional trade and transport include:

- Assisting regional business and trade networks (with special attention to women-only groups) to address the distinctive needs of women entrepreneurs;
- Supporting regional networks in their efforts to provide technical assistance to women entrepreneurs and to enhance their ability to enter into and sustain cross-border trade activities;
- Helping these regional networks to advocate for improved services from bank and other financial institutions to improve financial literacy for women entrepreneurs and women's access to foreign exchange services;
- Designing systems of resource allocation to explicitly reward women's unpaid contributions to household production; and,
- Supporting these networks and associations to strengthen outreach to women and participation by women in their governance structures.

The regional mission as well as the country missions can monitor regional trade programs to strengthen equitable access to the rewards from agricultural and trading enterprises in the following ways:

- Improve customs tracking systems to collect sex-disaggregated data on visas issued for trade and business purposes to measure gendered impact of trade reforms.

- Design financial services to enhance women-owned firms' ability to participate in regional trade, e.g., helping small businesses now operating nationally to expand to larger businesses that can function effectively across borders; enhancing mobile phone financial services; developing no- or low-collateral loan opportunities.
- Support efforts to increase the participation of women-owned firms in program activities, e.g., develop inventories of such firms.
- Increase support to women and women-owned firms operating in transport services.

Box 4: WHAT ARE ASSETS?

Productive assets are defined as resources or things that can generate products or services that can be consumed or sold to generate income. Assets are also stores of wealth that can increase in value. Typically these include:

- *Natural resource capital*: land, water, trees, genetic resources;
- *Physical capital*: agricultural and business equipment, houses, consumer durables, vehicles and transportation, water supply and sanitation facilities, and communications infrastructure;
- *Human capital*: education, skills, knowledge, health, nutrition;
- *Financial capital*: savings, credit, and inflows (state transfers and remittances);
- *Social capital*: membership in organizations and groups, social and professional networks;
- *Political capital*: citizenship, enfranchisement, and effective participation in governance.

Source: Meinzen-Dick et al. 2011

In a presentation on **gender issues and nutrition**, Rubin pointed out that nutrition is both a woman's issue and a gender issue. The facts of menstruation for all women and pregnancy, childbirth, and lactation for many creates large nutritional burdens for them, including specific needs for iron, calcium, and micronutrients as well as extra protein and calories. Anemia (a lack of iron) for example, has been linked to increased maternal mortality and low productivity, affecting 42% of pregnant women and 47% of girls worldwide. But nutrition is also a gender issue, reflecting the particular relationships between men and women. For example, social expectations for many women in most developing countries assign them the providers of agricultural labor, food preparation and feeding, and caregiving—while also restricting men's involvement with children and food. Similarly, who gets pregnant, when, and how often are shaped by socio-economic factors: not only gender, but also age at marriage, access to contraceptives, and religious beliefs.

Among the promising practices linking attention to gender relations, agricultural practice, climate change, and nutrition are:

- Linking microcredit support with nutrition education;
- Choosing to invest in those value chains that can absorb women's participation, provide benefits to them in income generation, and which have nutritional value as well; and,
- Developing year-round gardens growing nutritionally complementary crops.

Gender Relations and Assets

The role of assets in helping small holder farmers to grow has recently become a hot topic. It is now recognized that households and individuals hold and invest in different types of assets and that the ability to amass and maintain assets are an important aspect of managing risk and overcoming shocks. Yet not a great deal is understood about the different ways that men and women acquire, use, and dispose of important productive assets (tangible and intangible) such as land, labor, animals, buildings, natural resources, education, financial capital, and social networks and so on (Box 4). It is acknowledged that assets are usually unequally distributed between men and women. Men and women typically own different types of assets, and women usually have fewer assets than men or own assets of less value (Doss, Grown and Deere 2008; Meinzen-Dick et al. 2011).

Jemimah Njuki, formerly a Team Leader of the Poverty, Gender and Livelihoods Team at the International Livestock Research Institute and moving on to CARE International, gave a presentation exploring the intersection of gender and assets. She explained how assets give a person the capability to be and to act independently. The assets owned by men and women determine what livelihood options they can pursue. Men and women not only have different types of assets, but they have different types of rights over assets: rights of use and rights of decision-making. Women may have rights to use the milk of a cow, for example, that is owned by her husband, and to sell it milk or to make butter and sell that, but she may not have the right to sell or slaughter the animal itself or to treat it if it is ill.

Intrahousehold dynamics affect the way men and women in the same family manage their assets. Men and women often spend their income differently. Thus women's control over income has important implications for household welfare—and their asset accumulation. Research has shown that putting income in the hands of women typically leads to better nutritional and educational outcomes for their children. Assets that help women to earn income therefore have benefits not only to them but to future generations (Quisumbing 2003).

In closing, Njuki identified three programming ways to reduce the gender gap in assets:

1. Develop programs that increase the stock of agricultural assets, e.g., through asset transfer programs;
2. Design programs that increase the returns to assets; and
3. Develop activities that help to reduce risk.

Case Studies and Good Practices: USAID Programs

The program included presentations about USAID supported activities in the region. Each of these is briefly summarized below. They demonstrate the diversity of ways in which men and women's needs are being addressed, often in innovative ways, by USAID partners. Most of the presentations discussed below are also available on the workshop website,

http://www.devtechsys.com/gender_training/regi/training_materials.html.

USAID/Kenya

Beatrice Wamalwa, Program Management Specialist (USAID/Kenya), presented an overview on "Gender Dimensions in Community-Based Natural Resource Management" that have been part of the missions' programming over the past few years. She started with a brief review of the agricultural and climatic conditions in Kenya, and followed that by a discussion of the implications of the ecology and economy for women's opportunities in a context of gender disparities. Women in Kenya typically face constraints in accessing productive assets like land and capital and experience time poverty in fetching water and fuel over long distances, putting pressure on time for other productive activities and school attendance. Wamalwa's presentation supported Fischer's point that women's limited decision power reduces their ability to invest in adaptation or mitigation activities such as tree planting, carbon sequestration, or to participate in local governance in ways that might address climate change. Recent changes in Kenyan laws however are helping to improve the enabling environment, such as the new land law (2011) and other policy reforms including in land reform support as part of the Matrimonial Property Bill, the declaration of equal rights in the Land Policy and examples of women gaining rights in community tenure systems in Lamu (on the coast) and their representation and role in community land use planning in Kitengela (near Nairobi).

Achievements in addressing gender disparities included:

- Increasing gender equality in access to water and sanitation by reaching women in USAID-funded WASH activities, some 45% of the 400,000 beneficiaries
- Empowering women's leadership in community tree planting, agroforestry, and conservation agriculture through USAID's support to the Green Belt Movement
- Working with women (44% of 50,000 farmers) to promote conservation agriculture, carbon financing, and improved cook stoves under the TIST program.
- Working with women in wildlife conservancies to raise their participation in community governance and to increase their income from "nature-based enterprises" (bringing in revenue of US\$ 300,000 in FY 2011)

Pro-MARA Program

Praxides Nekesa is the Gender Specialist on the USAID-funded PRO-MARA Program, implemented by TetraTech ARD in Kenya.⁸ The program is helping to restore forests and water catchment in the upper Mara basin of the Mau Forest Complex applying “people-centered” and gender-sensitive approach to strengthen land and resource tenure and community-based resource management. The program operates under four components with the following objectives: to clarify and strengthen the current property rights and obligations of key stakeholders in the Upper Mara River Basin; to develop new markets for goods and services whose production and sale can enhance conservation and improve sustainable natural resource management in the watershed; and to promote equitable management of land and forests for environmental goods and services.

The project is trying to address several gender issues. First, it is seeking to increase the participation and representation of women in decision-making within the communities. As noted earlier by Wamalwa, Kenyan women face constraints in public engagement; typically they do not show up to meetings with local officials, and are not encouraged to speak up when they are present. The PRO-MARA Program has noted some small but slow improvement in getting women to come to meetings. A second challenge is the security of land tenure for women. Despite recent changes to the land policy, women’s names are still not included on land titles. This lack of access to and ownership of land also constrains women’s ability to participate in some of the more sustainable natural management activities being promoted under the program. A third challenge is the high level of conflict in the region, and the fear that it creates for women about their physical safety. Discriminatory social norms restrict women’s opportunities in many ways.

The PRO-MARA Program has achieved success in building the skills of community members to improve their ability to adapt to climate change, and women and youth have been targeted with special initiatives. For example, being helped to create tree nurseries and to sell seedlings as an income-earning activity; getting training on beekeeping; and receiving training with improved cook stoves. A new cooperative has also been assisted, the Soitaran Multi-purpose Cooperative Society Limited (over 300 members), to help market farmers’ products (e.g., milk, Irish potatoes, etc.) and to advocate for and conduct a range of conservation efforts in the Mau forest.

⁸ http://www.tetrachard.com/ard/index.php?option=com_k2&view=item&id=452:promarahomjan2012&Itemid=55&lang=us

USAID/Tanzania

USAID/Mission Gender Workshop

Only a few weeks prior to the workshop, USAID/Tanzania had held its own one day event to discuss gender issues in agricultural value chains. Several of those who had attended were also at this workshop and they reviewed their discussions with the participants. The meeting had included representatives from each of the Tanzania agricultural projects. The group, which included USAID staff, the Chiefs of Party and other staff, including the gender specialists, agreed to form a task force on gender issues that would continue to meet periodically to discuss common issues, whether problems or solutions that the individual teams have experienced.

The idea of a sector-wide gender task force linking USAID staff and partners was well-received by the group and noted as a “best practice” for missions and partners.

Tuboreshe Chakula, USAID/Tanzania Feed the Future Processing and Consumption Project

Joel Strauss, M&E Specialist, gave an overview of the Tuboreshe Chakula Project.⁹ It is implemented by Abt Associates, and is working to transform Tanzania’s agro-processing industry in maize, rice, and oilseed processing to dramatically increase the supply of and demand for nutritious and fortified foods, especially among vulnerable populations in the food insecure regions of Morogoro, Dodoma, and Manyara. The project’s two activities are to: i) increase competitiveness of agro-processors and ii) increase the consumption of fortified and blended nutritious food products. Currently, Tanzania has laws regulating fortification in some foods, such as wheat, but not others, such as rice. Encouraging mills to fortify foods in this environment is one of the project’s main challenges.

Thus far, only a small number of women-owned millers have been identified and engaged in the project, but women are targeted as the end-users of the fortified products. During group discussion, it was suggested that a formal gender assessment be conducted as part of the project, both to identify ways to make it possible for additional women-owned enterprises to become involved in grain milling and manufacturing of the fortified products, and to identify ways to test the acceptability of the new products.

NAFAKA project, USAID/Tanzania Feed the Future Staples Value Chain Project

Elizabeth Temu, Gender Specialist, gave a presentation about the gender dimensions of the NAFAKA project. NAFAKA is implemented by ACDI/VOCA and works together with Tuboreshe Chakula (described above) to improve smallholder farmers’ productivity

⁹ <http://www.abtassociates.com/NewsReleases/2011/6-14-11---Abt-Associates-to-Improve-Nutrition-and.aspx>

and profitability in maize and rice value chains.¹⁰ The project works with rural communities in Feed the Future targeted regions in the Southern Agricultural Growth Corridor, as well as in Dodoma and Zanzibar. In collaboration with the Tanzanian Ministry of Agriculture, the project will conduct value chain analyses of local maize and rice to identify entry points for their strengthening.

The project hired a gender specialist to carry out a gender assessment in conjunction with the value chain studies, and gender-based constraints, e.g., on time, mobility, and participation, are being considered so that women's incomes along with those of vulnerable farmers and young people can be increased through capacity building and targeted solutions.

Fintrac Inc.

Laura Harwig, Gender Specialist, gave a presentation on the way that Fintrac approaches gender integration in its work and what they have found to be among the “best practices” that have been successful. Fintrac is a US-based, woman-owned consultancy company that focuses on agricultural activities. In her presentation, Harwig explained that because gender-based constraints are expressed in different ways in different countries and cultural contexts, the company does gender analyses at the start of each of its projects. Follow-up assessments are done at mid-term and at the end of the projects. Regular attention to gender issues in monitoring and evaluation including disaggregating all relevant data by sex helps them to make changes as needed during implementation.

Among the best practices they regularly use include:

- Training extension staff to be champions for gender equality
- Ensuring that meetings and trainings are held at times and locations convenient to women participants
- Developing technologies and practices that help to reduce time and labor demands on women.

USAID/Uganda

Ruth Sempa, Project Management Assistant, and Dianna Darsney de Salcedo, Vulnerable Populations Unit Leader (both of USAID/Uganda), gave an overview of the newly designed “Community Connector” project, which will be implemented by FHI360 in conjunction with a group of Ugandan NGOs. This innovative activity that is part of the mission's Feed the Future programming links support to agriculturally-based livelihood activities to improvement in families' nutritional status. It has incorporated direct attention to gender issues in this integrated nutrition and agriculture intervention. The project has developed a gender strategy that builds on i) frequent gender analyses (and

¹⁰ <http://www.acdivoca.org/site/ID/tanzania-staples-value-chain-NAFAKA>

reanalysis), ii) treatment of the household as a unit of both men and women and their children; iii) recognition of the way that men's influence, power, and authority influence livelihood decisions; and iv) intentional efforts to transform inequitable gender relationships into more equitable ones.

The project will provide a range of “basic” interventions including financial services, capacity building, and behavior change efforts, as well as “situational” interventions linked to the analysis of community issues. In addition, the project will have a learning component that will develop a randomized control trial to test two pathways for achieving improved nutritional status of children: increasing women's power in household decision-making (usually through increased income) and/or increasing men's knowledge of nutrition and of children's nutritional needs. In the literature these are usually framed jointly as a “win-win”; in this case, the project will test whether one route is more effective than the other.

The approach builds on the experiences of the Gender Informed Nutrition Agriculture activity that was carried out in three districts in southwest Uganda from 2005-2008. Monitoring and evaluation of the project including the randomized control trials will be conducted with the assistance of the Nutrition Collaborative Research Support Program based at Tufts University.

Closing

Tom Hobgood, Team Leader for USAID/Tanzania Feed the Future, gave a closing statement on behalf of the mission. He noted how much more substantive attention has emerged on the topic of gender in agriculture in recent years at all levels of USAID.

Kurt Low, USAID/EA/REGI Office Director, thanked the participants and presenters for their attention and efforts during the workshop. In his final comments, he charged the group to identify what each of them could do as change agents for gender in their own work programs and to consider how they could carry the learning from the workshop back to each of their missions. He asked: “What will you do with the knowledge that you have gained in the workshop to integrate gender into your own work?”¹¹ and “How can you become a gender champion?”

4. Evaluations

The evaluation process was a simple one. At the close of the workshop and before breaking for the final lunch, participants were asked to answer three questions:

¹¹ This question became one of the evaluation questions for the workshop with the answers listed in Annex 3.

- **What worked/What did you like?**
- **What did you not like/what didn't work?**
- **What will you do now to integrate gender into your own work?**

There were very few comments related to the core components of the program or in response to the findings of the regional gender assessments. Jeannie Harvey's presentation on the new gender policy was very well-received and appreciated. The presentation on the Women's Empowerment in Agriculture Index was noted as one of the less helpful sessions. People were interested and eager to know more but there is not yet much information about how it will be implemented in the field or by whom. The presenters referred the participants to additional information on the USAID website.

Among the components of the training that received the highest marks were the presentations by the implementing partners and guests. Jemimah Njuki's presentation on gender and assets was described by one as excellent and engaging and remarked upon by six others as particularly good. The specific presentations by partners and by other USAID missions were also highlighted, reinforcing the value of using this type of training workshop as an opportunity for missions and partners to exchange their experiences. There were other positive comments as well on the value of sharing experiences.

Given the experimental use of the "open space" technique, it was helpful to see that the discussion format received several positive comments and that the approach was not singled out for criticism. The discussions themselves were often lively. Several participants commented that they found the process to be an interesting way of deciding what topics should be discussed.

Most of the participants were pleased with the extent to which the presentations and materials provided specific and concrete examples and good practice and most seemed satisfied with the program. There were others, however, who express disappointment that the training was not sufficiently "technical." Another person noted the difficulty of addressing all the varied levels of expertise among the attendees.

Changes to the agenda and the enthusiasm of people in the discussion groups led to delays and some difficulty in staying on schedule. A few people noted this as a criticism.

Actual responses are presented in Annex 3.

Annex 1: List of Participants

USAID/East Africa: Workshop on Gender, Agriculture, and Global, Climate Change, March 20-23, 2012

	Last Name	First Name	Organization	Title	Email
1	Bechtel	Amber	USAID East Africa	Program Office, DLI	abechtel@usaid.gov
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28	Njuki	Jemimah	ILRI (former)/CARE (future)	Team Leader, Poverty, Gender and Livelihoods Team/ Program Leader, Women in Agriculture Program	jemimah.njuki@gmail.com
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44	Trevors	Tanya	USAID Tanzania	Senior Nutrition Advisor	ttrevors@usaid.gov
45	Walls	Colleen	USAID AFR/SD	AAAS Fellow	cwalls@usaid.gov
46	Wamalwa	Beatrice	USAID Kenya	Program Management Specialist (Strategic Planning & Gender)	bwamalwa@usaid.gov

Note: Not all participants attended all day for each day of the training.

Annex 2: Workshop Agenda

Day 1: March 20, 2012

8:00 to 9:00	Welcome, Introductions, and Overview Vote with Your Feet Exercise
9:00 to 10:30	Changes in the USAID Policy Landscape
10:30 to 10:45	Coffee/tea break
10:45 to 12:00	Gender equality and inequality in East Africa
12:00 to 13:00	Lunch
13:00 to 2:45	Discussion of report: Regional Gender Assessment on Agriculture and Climate Change “Open Space” discussion
2:45 to 3:30	Key Gender Terms and Concepts Introduction to a Framework for Gender Analysis
3:30 to 3:45	Coffee/tea break
3:45 to 4:45	Gender-based constraints and opportunities
4:45 to 5:00	Summary of Day 1
5:00 to 6:00	Reception

Day 2: March 21, 2012

8:30 to 10:30	Initiative Overviews <ul style="list-style-type: none"> • Feed the Future • Global Climate Change
10:30 to 10:45	Coffee/tea break
10:45 to 11:45	USAID/Kenya: Gender Dimensions of Community-based Conservation and Adaption
11:45 to 12:30	Plenary Group discussion
12:30 to 1:30	Lunch
1:30 to 2:30	Gender Issues in Climate Smart Agriculture: Implementation Challenges Gender Issues in Climate Smart Agriculture: Best Practices
2:30-3:30	Gender M&E under Feed the Future
3:30 to 3:45	Coffee/tea break
3:45 to 4:45	Empowering Women in Agriculture Index
4:45 to 5:00	Summary of Day 2

Day 3: March 22, 2012

8:30 to 8:45	Vote with Your Feet
8:45 to 9:45	Gender Issues in Regional Trade
9:45 to 10:30	Discussion: Open Space Activity
10:30 to 10:45	Coffee/tea break
10:45 to 12:00	Gender Issues in Access to and Control over Assets
12:00 to 13:00	Lunch
1:00 to 2:15	Approach and Best Practices to Gender Integration (Fintrac)
2:15 to 2:45	Project Description: Tuboresha Chakula (Abt Associates)
2:45 to 3:30	Project Description : Tanzania Staples Value Chain-NAFAKA (ACDIVOCA)
3:30 to 3:45	Coffee/Tea break
3:45 to 4:15	Report on Gender Workshop: USAID/Tanzania
4:15 to 5:00	Integrating Gender into Solicitation Documents
5:00 to 5:15	Summary of Day 3

Day 4: March 23, 2012

8:30 to 9:30	Gender Approaches to Linking Agriculture and Nutrition
9:30 to 10:30	Uganda Case Study: Community Connector project
10:30 to 11:00	Project Description: PROMARA Kenya (ARD)
11:00 to 11:15	Coffee/tea break
11:15 to 12:00	Management Issues: What's a Manager to Do? Open Space Discussion
12:00 to 12:30	Closing Remarks
12:00 to 13:00	Lunch

Annex 3: Evaluation Comments

1. What worked/What did you like?

Organization of workshop and the “Open Space” technique used for discussion

- Discussions after the presentations
- The discussions made among the teams
- Great sharing
- Workshop approach of participants using their questions/problems for discussion groups was very helpful
- Vote with your feet exercises were interesting more next time!

Session on Gender and Assets

- Assets and gender it has really worked
- Gender and Assets section [equaled] technical training for some. It was great, I'd like more!
- Assets presentation was excellent! Very engaging
- Most of the presentations, particularly the GCC integration and the one on Assets
- Jemimah's [Njuki's] presentation [on assets]
- Issues of assets was superb too; Realized the complexity of gender integration in programming of interventions

Partner and Mission examples of “good practice” and experiences

- The presentations and experiences from IPs
- Involving more implementing partners at regional and bilateral levels in such workshops
- Partner presentations
- Partners presentations
- The examples of partner/Mission presentations helped illustrate practical gender strategies
- Specific examples

Policies and Procurement

- Very valuable to review all the new policies and changes coming about at USAID and how they intersect with FTF, gender issues, etc.
- Conversations and instructions on new gender requirements in program design and project SOW/RFA development
- RFP section
- RFP section
- RFP exercise was helpful and interesting; in depth understanding to me

- RFP exercise was a learning exercise on how to integrate gender in our program activities
- Good for both Missions partners and Washington common understanding
- RFP/FRA assessment exercise real eye opener into how we should assess RFP from a gender point of view

General comments

- Gender presentations
- Very good presentations
- Sharing
- Gender constraints and opportunities
- Examples of application of gender analysis, RFP, SOWs, etc.
- 1st ever EA gender training inspiring for me
- I am glad I came and learned a few things that I didn't know I didn't know
- Documents given the gender analysis indexes
- M&E indicators
- Learning more about Women ad Ag Index
- Country reports
- Gender sensitive indicators and integration of gender at all stages in project cycle
- Gender inclusion in the planning process clearly expounded
- Guide to gender integration into Feed the Future value chains
- The aspect of integration gender became much clearer to me, I am really excited!
- Realized that it is crucial to carry out Gender Analysis to inform the programming process

2. What did you not like or what didn't work?

Content

- The theories
- The overrated emphasis on women and the trivialization of men in advancing the gender agenda
- I did think we would have more technical information. Feels like we stopped that in favor of more abstract discussions
- Women's Empowerment in Agriculture Index (5 comments); one noted "the presentation was not clear yet important"
- Sequence of subject matter was not logically building on momentum
- Lots of Feed the Future and Global Climate Change, but not enough links to integrating gender into these programs
- Lots of time on presentations from partners some more useful than others but lots of time on this overall

- More practical conversations on monitoring gender impact and who undertakes these evaluations
- Pending clarity on USAID requirements on gender
- Key issues for the region were not strongly highlighted
- The link to M&E could have been enhanced further

Logistics

- The documents in the soft copy should reach us when we will go to the office for work (one week)
- Next time (if ever there be another workshop) let different local IPs present their projects' achievements and challenges
- I would really like to know if there is follow-up training and more info on Gender Studies
- Since some people are at different levels of understanding, I suggest sending a reading list before the course

Timing

- More structured schedule we didn't really go with the agenda
- Time for questions were limited
- Difficult to fit everything into schedule ran out of time
- Limited time for best practices
- Difficult to fit everything into schedule ran out of time
- Workshop could have been condensed into 3 days

Nothing (2 comments)

3. What will you do NOW to integrate gender into your own work?

Planning and Gender Analysis

- Design my next project with better gender background
- The training will help me in designing the Value Chain development activity under FTF and integrating gender
- Disseminate the new policy and make the Mission open its eyes to the changes that are coming
- Would like to lobby for gender set-aside funding in order to take care of special gender requirements such as gender analysis

Implementation

- [Prepare] an action plan with concrete activities
- Review project to better understand and explain gender implications.
- Work with mothers and fathers of children under 5 years (FGD)

Monitoring and Evaluation

- Monitor implementation of gender issues in projects/programs
- Be aware of gender requirements in the projects I manage
- As I am an M&E focal person I should employ the indicators and the procedures in the course of my work in the office

General efforts to be more attentive to gender issues

- Assist team members to understand the importance of considering gender in program/project design and implementation
- Look for better gender integration in projects, not just the '2 sentences'
- Learn, learn and learn and be more proactive
- Internalize the documents
- Write a report to my office
- Take time to sit and share the thoughts with my team
- Work with Jeannie in Washington
- Find a way to hire Cultural Practice and Deborah to help us out in country!
- Cooperate more with other GI specialists to learn, assist and share more on gender projects and activities
- Hope to be a gender advocate in mission
- Hope to learn more about gender
- Hope to actually work on project designs/RFPs and SOWs where I can integrate gender
- Integrate gender more on our teams
- Make changes through innovative approaches; e.g., form a gender committee to make different techniques; support the office in learning about gender and contribute to the gender work
- I will enhance my efforts to integrate gender in my work, I liked the comment from one speaker which challenged us by saying that "we all have a role to play" I indeed think that is true! Thanks for the workshop.

Annex 4: “Open Space” Discussion Questions

The questions below were posted by the workshop participants and grouped into topics for discussion themes. Some questions (at the end of the list) were posted but not discussed. In some cases, this was because the topic was covered during a presentation; in other cases the questions were narrowly focused and simply did not garner enough interest for a discussion during the workshop. The list of questions reflects concerns of the participants and can inform future workshop topics. It should also be noted that some of the questions are at odds with the principles presented at the workshop but are included here to ensure a full reporting of participants views.

Do policies matter?

- Especially if policies are not implemented or not enforced at institutional or community levels
- How can we reduce the disconnect between policy at the regional level and implementation by the member states [in the region]
- How can we get gender policies and decisions to trickle down to the beneficiaries?
- How can we reduce the Field-Washington disconnect?
- Why does USAID create such fancy and complex rubrics, strategies, modalities and processes, when all the pictures [diagrams] in this workshop are so basic and simple?
- Can't USAID policies be revised to allow for co-mingling of funds (e.g., FTF and Climate Change funds)?
- How do we better integrate GCC, FTF, and gender programs within the confines of funding parameters? Are there any good examples?
- How well have FTF goals and principles used data on gender inequalities in choosing program areas and/or interventions?
- How can we more effectively use agriculture funding to support nutrition interventions?
- How can better links be created between economic growth and education programming at the regional level?
- How can we distinguish between a “gender issue” and competition for resources?

Defining and Sharing “Best Practices” on Gender Integration

- What are best practices related to gender integration?
 - Something that works to improve gender relations and/or the status of women relative to men; that is replicable; that is scalable; that generates ideas; that is shared in useful ways
- Are there examples of best practices from other donors?
 - Also need to coordinate and collaborate more effectively within USAID, in country, and for global planning

- Could there be set up a multi-donor trust fund or other type of donor forum to share experiences?
- [Measuring] the impact of implementing partners [work]; Expectations and Reporting requirements for implementing partners
- And “so what”? After we get raw data from programs, what do we do with it or how can we share data with other teams?
- What do you do after the analysis? It’s just a piece of paper unless we have the knowledge to address the constraints in the programs.
 - We need to utilize the findings to inform new program design implementation, M&E
 - Better dissemination of findings
- How do we get to the point where “everyone does gender”?
- What are the lessons learned from gender achievements?
 - Households that have joint planning and decision-making are more successful than those without
 - Highly integrated program implementation
- For M&E, what can we do beyond sex-disaggregating the data?
- How can we make AORs/CORs more accountable?
- How can we find [within USAID] more support for gender integration into technical work?

Gender Integration from Project Design through Evaluation

- Are there key questions to ask in the project design process to incorporate attention to women and men more effectively?
- In the Request for Proposals/Applications, [how to make] gender an evaluation criterion?
- Gender interventions have to be included in the project design
- How to integrate gender priorities into Implementation and Procurement Reform (USAID Forward) efforts at missions?
- Integrating gender into program and project budgets
- How to “do no harm” when supporting women’s empowerment projects?
- How to build enabling environments with men, boys, and communities?
- Promote further regional gender capacity building through the USAID university, including more indepth level training and the creation of a gender issues, sex-disaggregated data base for programming.

Gender and Culture

- Addressing the challenges of encouraging men and women to work together

- How can we ensure that women retain control over assets that are involved in agricultural efforts and the income that results from agricultural and microenterprise activities?
- How does religion affect gender? We [are discussing] cultural problems but not mentioning religion.
- All the gender experts in the room are women – this sends the wrong message. Why are there not more men who become gender specialists?
- Gender is defined as the relationships between men and women, but most of the photos of gender interventions show only women. How do these interventions also impact men and the relationships between men and women?
 - It was noted that the use of photos with women helps to document the reality of the situation on the ground
- What efforts can be taken in making sure that we do not translate gender attention into activism?
- Can women become more successful participants in the economic process without displacing men?

Questions posted but not discussed in a group:

- How to address gender-based violence in agricultural value chain programming?
- Should the emphasis be on helping smallholders access markets or on producing food for self-sufficiency?
- Need to seriously address issues of reproductive health to be able to realize gender intervention benefits.
- How would health interventions contribute to the elimination of fuel wood emissions that affect a big number of females (e.g., respiratory infections)?
- At what level do you anticipate women [will be able to] own land: as a spouse, daughter, or widow? When would [she] get a title deed?
- Would USAID FTF and GCC funding be better spent by simply providing all people with cell phones?
- What do cell phone companies now that the development agencies don't? [In regard to adopting new behaviors and finding appropriate incentives]?
- How can missions address cultural norms in discussions on inclusive development for the LGBT group?

Annex 5: References and Resources

References

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UNDP 2011 Sustainability and Equity: A Better Future for All. New York: UNDP. (Table 4) http://hdr.undp.org/en/media/HDR_2011_EN_Table4.pdf

Other Resources

Many resources on gender, agriculture, and climate change are available at the USAID website (<http://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment>) and in the two reports on the region that were distributed electronically to the participants on a flash drive. Other resources that were mentioned during the workshop include:

www.c-changeprogram.org

This website documents innovative approaches to behavior change and communication programs. It includes a piece on “Changing Gender Norms, Engaging Men in Reproductive Health and HIV Prevention Programs, and Reducing Gender-Based Violence” from Tanzania among its many excellent resources.

www.bridge.ids.ac.uk

Offers synthesis and analytical reports, news items, and resources gender advocacy and mainstreaming efforts by bridging gaps between theory and practice

www.svri.org

This website reports on the sexual violence research initiative with data and reports from around the world and many good sources in Africa.

www.igwg.org

The Interagency Gender Working Group Site is organized by USAID’s Health Bureau and offers training materials, analytic reports, and a range of documentation on gender. Its current priority areas include gender-based violence, youth and gender; constructive men’s engagements, and the gender implications of HIV/AIDS.



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DevTech Systems, Inc.
1700 North Moore St.
Suite 1720
Arlington, Virginia 22209

<http://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment>

<http://www.devtechsys.com/practices/gender/>