

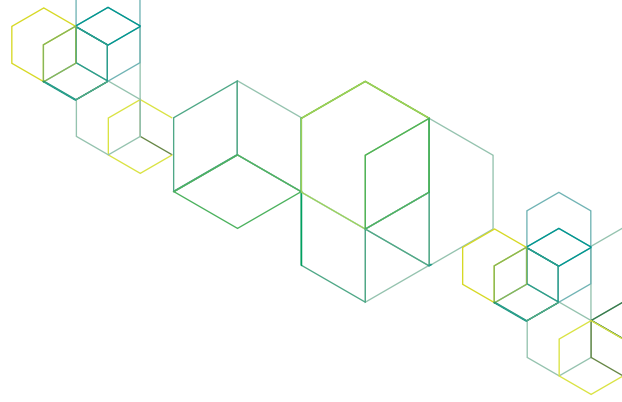


REPUBLIC OF GHANA
MINISTRY OF FOOD
AND AGRICULTURE (MOFA)



GENDER AND AGRICULTURAL DEVELOPMENT STRATEGY II (GADS II)

JUNE 2015



GENDER



AND

AGRICULTURAL DEVELOPMENT STRATEGY II (GADS II)

JUNE 2015





Table of

Contents

ACKNOWLEDGEMENTS	iii
FOREWORD	iv
ABBREVIATIONS AND ACRONYMS	v
EXECUTIVE SUMMARY	vii
Rationale for Gender Equity in the Agricultural Sector	vii
Aims and Objectives of GADS II	viii
Methodology	ix
Scope of the GADS II	ix
 SECTION ONE	 1
1.0 INTRODUCTION	1
1.1 International, Regional and National Policies	1
1.2 Overview of the Gender and Agricultural Development Strategy I (GADS I)	2
1.3 Achievements of the GADS I	2
1.4 Lessons Learnt from GADS I	2
 SECTION TWO	 3
2.0 APPROACHES, GUIDING PRINCIPLES AND GENDER GAPS	4
2.1 Approaches to the Development of GADS II	4
2.2 Guiding Principles	4
2.3 Highlights of the Gender Gaps in the Agricultural Sector in Ghana	4
2.3.1 Gender Gaps in Access to Credit and Financial Services	5
2.3.2 Gender Gaps in Access to Extension Services Delivery	5
2.3.3 Gender Gaps in Access to New Technologies in Agriculture	5
2.3.4 Gender Gaps in Access to and control over Land	6
2.3.5 Gender Gaps in Harnessing the Potential of the Vulnerable in Agriculture	6
2.3.6 Gender Gaps in Agro- Input Support	6
2.3.7 Gender Gaps in Agricultural Engineering Services	7
2.3.8 Gender Gaps in Livestock Production	7
2.3.9 Gender Gaps in Institutional Arrangements and Implementation Procedures	7
2.3.10 Gender Gaps in Agribusiness	8
2.3.11 Gender Gaps in Research and Extension linkages	8
2.3.12 Limitation of the Baseline Study	9
2.3.13 Strategic Direction/Entry Points for GADS II	9



SECTION THREE	10
3.0 GENDER STRATEGIC DIRECTIONS AND FRAMEWORK FOR GADS II	11
3.1 Vision and Mission of GADS II.....	11
3.2 Strategic Objectives of GADS II	11
Strategic Objective 1: Strengthen Institutional Capacity for Gender Responsive Policies, Programmes, Projects, Budgets and Monitoring and Evaluation within the Agricultural Sector	11
Strategic Objective 2: Enhance Equitable Delivery of Agricultural Services and Access to Inputs.....	14
Strategic Objective 3: Enhance Access to and control over Land, Information on Land Rights and Tenure Security	15
Strategic Objective 4: Develop and disseminate Gender Sensitive Appropriate Technologies along the Agriculture Value Chain including climate smart practices	16
Strategic Objective 5: Promote Gender Responsive Agribusiness, Value Addition and Market Access for livelihood and income	17
Strategic Objective 6: Promote Gender Sensitive Research and Extension Linkages	19
Strategic Objective 7: Promote Equal Representation and Participation in Decision making by Women and Men at all levels	20
Strategic Objective 8: Harness the Potentials of Vulnerable Farmers on Social Protection along the Agricultural Value Chain (Rural Women, Youth, Aged, Persons Living with Disabilities and Person Living with HIV/AIDS)	21
Strategic Objective 9: Strengthen Gender Co-ordination among Key Ministries, Civil Society Organisations, Private Sector and Development Partners	22
SECTION FOUR.....	23
4.0 IMPLEMENTATION PROCEDURES	24
4.1 Achieving Gender Equality in the Agricultural Sector	24
4.2 Implementation Structure.....	25
4.3 Proposed Roles and Responsibilities of key stakeholders in the Implementation of GADS II	25
4.4 ACTION PLAN	27
BIBLIOGRAPHY	39
ANNEX 1: LOGIC MODEL - GADS II.....	41
ANNEX II: DEFINITION OF GENDER TERMS AND CONCEPTS.....	44



ACKNOWLEDGEMENTS

The Ministry of Food and Agriculture acknowledges all Ministries, Departments, and Agencies (MDAs) and Metropolitan, Municipal and District Assemblies (MMDAs) who contributed or played a part in the development of the Gender and Agricultural Development Strategy (GADS) II.

Our special thanks go to the West African Agriculture Productivity Programme (WAAPP), a World Bank-assisted project of the Ministry of Food and Agriculture for the financial support to develop the GADS II.

We are grateful to all our Partners (United Nations, development partners, Civil Society Organisations, academia, and the private sector) for their technical support.

To the core gender expert group; Mrs. Mariama Adama Issah (Canada PSU), Apostle Dr. Queronica Quartey (Action Aid Ghana), Dr. Regina Sagoe (Crop Research Institute), Dr. (Mrs.) Wilhemina Quaye (CSIR-STEPRI), Mr. Theophilus Osei Owusu (DAES/MoFA), Ms. Hannah Nyamekye (Chemonics International), Dr. (Mrs) Mary Opoku Asiamah (Director, WIAD), Ms. Paulina Addy (WIAD), Ms. Victoria Aniaku (WIAD) and the entire WIAD staff for their commitment towards enhancing the quality of this document.

We thank Dr. (Mrs.) Wilhemina Quaye of CSIR-STEPRI and Mrs. Joana Opare for the editing and proof reading respectively. We again appreciate Mrs. Mariama Adama Issah (Canada PSU), Apostle Dr. Queronica Quartey (Action Aid Ghana) and Ms. Victoria Aniaku for their guidance and commitment to excellence.

We also acknowledge all who in diverse ways contributed to the development of GADS II.

Our thanks also go to the Consultant, Mr. Wilbert Tengey and his assistant, Mr. Douglas Amoah of the Gender Development Institute, for carrying out the gender analysis of the Agricultural Sector and the development of GADS II.



FOREWORD

The Government of Ghana has made strong political commitment to gender equality and is determined to see this reflect in government policies at all levels. Ghana is signatory to various international conventions, protocols and agreements.

These include the Convention for the Elimination of all forms of Discrimination against Women (CEDAW); the Beijing Declaration and Platform for Action and other instruments for promoting gender equality. The commitment was translated into concrete actions by the establishment of the Ministry of Gender, Children and Social Protection and by integrating gender dimensions into government planning policies. Government is in the process of finalizing the Affirmative Action bill into law that will ensure forty percent (40%) women representation on all decision-making structures. It is also committed to facilitating the processes of removing gender imbalances in all sectors including the agricultural sector. However, challenges still exist in achieving the ultimate goal of gender equality.

The Ministry of Food and Agriculture (MoFA) recognizes the tremendous contribution of women and men in the agricultural sector over the years, and has developed and implemented projects and programmes to address the felt needs of men and women farmers, especially women to ensure gender equity.

The Gender and Agriculture Development Strategy (GADS I) constituting Phase I was developed in 2001 to address the gender inequities in the agricultural sector, adopting gender mainstreaming approach to gender equality. The GADS provided the framework for achieving a gender-sensitive, equitable and efficient agricultural sector.

A shift in policy towards value chains and private sector development as well as lessons learnt over the years, necessitated the development of GADS II to align with the framework of the Food and Agriculture Development Sector Policy II (FASDEP II) and the Medium Term Agriculture Sector Investment Plan (METASIP) including the Ghana Shared Growth Development Agenda II (GSGDA II).

GADS II has nine (9) strategic objectives, sub-strategies to address gaps identified and an Action Plan with broad activities to guide implementation and monitoring. It also covers interventions for other vulnerable groups like the aged, PLWDs and the youth in agriculture as diverse groups contributing to the development of the agricultural sector.

The effective implementation of GADS II will require commitment from all stakeholders at all levels within the agricultural sector. It has a section on key roles and responsibilities for various stakeholders in the sector to enhance the implementation of the strategic objectives.

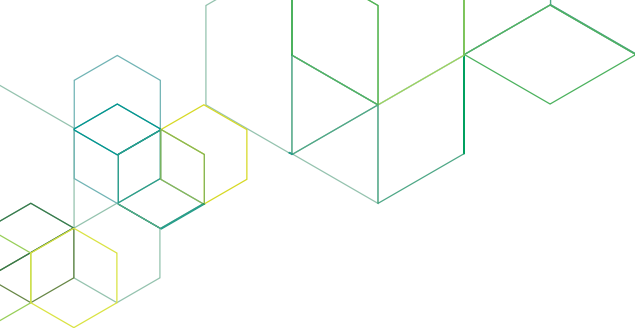
FIFI FIAFI KWETEY

HONOURABLE MINISTER FOR FOOD AND AGRICULTURE



ABBREVIATIONS AND ACRONYMS

AAGDS	-	Accelerated Agricultural Growth and Development Strategy
AEA	-	Agricultural Extension Agent
AGP	-	Agricultural Gender Policy
AIDS	-	Acquired Immune Deficiency Syndrome
AMSEC	-	Agricultural Mechanization Services Centres
APD	-	Animal Production Directorate
APR	-	Annual Progress Report
ARI	-	Animal Research Institute
AU	-	African Union
CAADP	-	Comprehensive African Agriculture Development Programme
CEDAW	-	Convention for the Elimination of all forms of Discrimination against Women
CICoL	-	Civil Society Coalition on Land
CRI	-	Crop Research Institute
CSIR	-	Council for Scientific and Industrial Research
CSO	-	Civil Society Organisation
DADs	-	District Agricultural Departments
DAES	-	Directorate of Agricultural Extension Services
DPs	-	Development Partners
ECOWAP	-	ECOWAS Agricultural Policy
ECOWAS	-	Economic Community of West African States
FAO	-	Food and Agriculture Organisation
FASDEP	-	Food and Agricultural Sector Development Policy
FBOs	-	Farmer Based Organizations
FCPM	-	Fertilizer and Crop Protection Materials
FDA	-	Food and Drugs Authority
FGDs	-	Focus Group Discussions
FRI	-	Food Research Institute
GAASG	-	Gender Analysis of Agricultural Sector in Ghana
GAD	-	Gender and Development
GADS	-	Gender and Agricultural Development Strategy
GCAP	-	Ghana Commercial Agriculture Project
GCU	-	Gender Coordination Unit
GE	-	Gender Equality
GEM	-	Gender Empowerment Measure
GFP	-	Gender Focal Points
GHS	-	Ghana Health Service



GLSS	-	Ghana Living Standard Survey
GoG	-	Government of Ghana
GRB	-	Gender Responsive Budget
GSGDA	-	Ghana Shared Growth Development Agenda
HIV	-	Human Immunodeficiency Virus
HR	-	Human Resource
IMT	-	Intermediate Means of Transport
LAP	-	Land Administration Project
LC	-	Land Commission
M&E	-	Monitoring and Evaluation
MDAs	-	Ministries, Departments and Agencies
MED	-	Monitoring and Evaluation Directorate
METASIP	-	Medium Term Agricultural Sector Investment Plan
MIS	-	Management Information Systems
MMDAs	-	Metropolitan, Municipal, District Assemblies
MoFA	-	Ministry of Food and Agriculture
MoFAD	-	Ministry of Fisheries and Aquaculture Development
MoGCSP	-	Ministry of Gender Children and Social Protection
MOWAC	-	Ministry of Women and Children's Affairs
NEPAD	-	New Partnership for Africa's Development
NGO	-	Non Governmental Organization
PLWD	-	Persons Living With Disability
PLWHA	-	People Living With HIV /AIDS
PPRSD	-	Plant Protection and Regulatory Services Directorate
PSP	-	Policy Support Project
RAD	-	Regional Agricultural Department
RELC	-	Research Extension Linkage Committees
SARI	-	Savannah Agriculture Research Institute
SP	-	Social Protection
UN	-	United Nations
UNCWFS	-	United Nations Committee on World Food Security
UNICEF	-	United Nations Children's Fund
VC	-	Value Chain
WAAPP	-	West Africa Agricultural Productivity Programme
WEV	-	Women Extension Volunteers
WIAD	-	Women in Agricultural Development
YIAP	-	Youth in Agricultural Programme



EXECUTIVE SUMMARY

The Government of Ghana is signatory to various international conventions, protocols and agreements. These include the Convention on the Elimination of all forms of Discrimination against Women (CEDAW); the Beijing Declaration and Platform for Action and other instruments for promoting gender equality.

Furthermore, Government has translated its commitment to these conventions and protocols into concrete actions establishing of the Ministry of Gender, Children and Social Protection (MoGCSP), and by integrating gender dimensions into government planning and budgeting policies. Institutional structures have been established to address challenges of achieving gender equality, and making it central to national development. Government is also in the process of finalizing the Affirmative Action bill into law that will ensure forty percent (40%) women representation on all decision-making structures. Challenges still exist in achieving the ultimate goal of a modernised and structurally transformed agricultural sector with enhanced equitable opportunities and resources for men, women, and Persons Living with Disabilities (PLWDs), the aged and the youth.

Although the principle of equality for men and women was recognized by the UN Charter in 1945, the UN Declaration of Human Rights in 1948 and the 1992 Constitution of the Republic of Ghana, most development practitioners and planners still had challenges when they had to factor or fully address women's specific needs and interests in the development process. The Gender and Agricultural Development Strategy (GADS), 2001, constituting phase I (GADS I), was a bold attempt to correct some of the injustices and bring about fairness, justice and the respect of the potential and capability of women, men, the youth and vulnerable groups to the development process. The GADS I drew its strength from the Accelerated Agricultural Growth and Development Strategy (AAGDS), and the Medium Term Agricultural Development Policy (1991-1995) which clearly identified, for the first time, gender inequalities in the sector as a problem that needed to be addressed.

Rationale for Gender Equity in the Agricultural Sector

Women contribute largely to agriculture by providing labour for planting, weeding, harvesting and processing resulting in seventy percent (70%) of food crop production in the country. They however, reap minimal benefits from investments in the sector (MoFA APR, 2013). Large proportions of the agricultural workforce are women (52%) with a high rate of illiteracy and limited capacity to access and adopt improved agricultural technologies, thus most of them are poor (GAASG, 2014; MoFA Progress Report, 2013). Furthermore, thirty percent (30%) of the country's households are female-headed (GLSS 6, 2014), with low income levels that make them vulnerable to economic shocks. In the 2012 World Development Report, the World Bank estimated that if women farmers in Ghana had the same access to fertilizers and other inputs as do male farmers, overall maize yields would increase by almost one-sixth for the country.

The Food and Agricultural Sector Development Policy (FASDEP) II categorically states that gender inequality in the agricultural sector has undermined the achievement of sustainable agricultural development because programmes and projects are not systematically formulated around different needs of women and men. The report of the mid-term review of the Medium Term Agricultural Sector Investment Plan (METASIP) in 2013 also indicates that the approximate male to female coverage ratio of all projects mapped to the METASIP was 2:1 and very few of the projects had gender inclusiveness as part of the areas of focus within project objectives.

FASDEP II policy direction for the sector focuses on value chain approach to the agricultural sector, emphasizing value-addition and market access. This brings into sharp focus emerging issues in the shifts in policy since the development of GADS I. There is, therefore, an urgent need to develop a GADS II to address emerging gender equality issues within the current thinking and direction of the sector. The GADS II will also scale up the gains and success of the GADS I, and address the gaps that were identified in the Gender Analysis of the Agriculture Sector in Ghana (GAASG), conducted in 2014. Other important developments have been the re-designation of the women's machinery in 2013 from the Ministry of Women and Children's Affairs (MoWAC) to the Ministry of Gender, Children and Social Protection with an expanded mandate to include social protection. Subsequently, there has been a revision of the National Gender Policy and an amendment of the constitution with new legislations that impact women's wellbeing. An example is the Labour Act of 2003, which provides for special care to mothers during a reasonable period before and after childbirth. The key focus area on gender equity and women's empowerment of the Ghana Shared Growth Development Agenda II (GSGDA II) adopts a strategy to develop an Affirmative Action policy to address identified gender imbalances. Government's increasing priorities towards private sector investments in the agricultural sector makes this amendment to the Labour Act very crucial in the protection of women's labour rights.

The need to address both practical and strategic needs of men, women, the aged, the youth and Persons Living with Disabilities (PLWDs), to improve their basic conditions and positions in society cannot be overemphasized.

Aims and Objectives of GADS II

The purpose of this gender strategy is to provide guidance to the Ministry of Food and Agriculture, its agencies, decentralised departments, civil society organisations, private sector and development partners to be more gender-responsive in their programming and interventions. The GADS II has nine strategic objectives based on gaps identified, and recommendations from a gender situational analysis (GAASG, 2014). These are presented below:

Strategic Objective 1: To strengthen institutional capacity for Gender-responsive policies, programmes, projects, budgets and monitoring and evaluation within MOFA;

Strategic Objective 2: To enhance equitable delivery of agricultural services and access to inputs;

Strategic Objective 3: To enhance access to land, information on land rights and tenure security;

Strategic Objective 4: To develop and disseminate gender-sensitive appropriate technology along the agricultural value chain including climate smart practices;

Strategic Objective 5: To promote gender-responsive agribusiness, value-addition and market access for livelihood and growth in incomes;

Strategic Objective 6: To promote gender-sensitive research and extension linkages;

Strategic Objective 7: To promote equal representation and participation in decision-making by women and men at all levels;

Strategic Objective 8: To harness the potentials of vulnerable farmers for social protection (Rural women, the aged, the youth, Persons Living with Disabilities and Persons Living with HIV/AIDS) along the Agricultural Value Chain;

Strategic Objective 9: To strengthen gender co-ordination among key ministries, civil society, the private sector and development partners.

The GADS II provides guidance for integration of gender equality in the implementation of agricultural development policies and programmes; it gives recognition to the potential that men, women, the youth and PLWDs have in accelerating agricultural growth and development. It also recognizes the threat that the HIV/AIDS epidemic poses to the sector. Furthermore, it highlights the need to obtain gender-disaggregated data for planning programmes to meet the diverse needs of the different groups along the Agricultural Value Chain.

Methodology

This section provides a summary of the processes adopted in the production of GADS II. Key reference was made to GADS I, FASDEP I and II, METASIP, GSGDA II and the National Gender Policy. Findings from the Gender Analysis of the Agricultural Sector in 2014 present key recommendations, strategic objectives, baseline information and key guiding principles of social justice, equality and equity. A series of consultative meetings involving key stakeholders were organised to review the GAASG report and define the outline for GADS II.

Scope of the GADS II

GADS II is organised into four sections. Section one gives an introduction to the need to have a strategic framework that supports the integration of gender into agricultural development as stated in FASDEP II. It also presents the rationale, aims/purpose and an overview of the GADS I outlining achievements and lessons learned in agricultural development in Ghana.

Section two describes the approaches used in the development of GADS II and the principles underlying integrating gender into agricultural development in Ghana. It also contains the gender gaps identified in the gender analysis of the agricultural sector in Ghana.

Section three presents the Gender Strategic Framework, which is informed by recommendations from the gender analysis report (GAASG, 2014). It presents a vision, mission, and the approaches to GADS II, the Strategic Objectives and a Logic Model (Annex 1) that will inform the Performance Management Framework to be developed among M&E tools to track changes, lessons learned and reporting.

Section four presents the implementation procedures and conditions for achieving gender equality in the agricultural sector.

A glossary that distils and defines gender terms and concepts used in this document as well as other relevant information is attached in Annex II.



SECTION

ONE

This section presents an overview of the international, regional and national policies which informs the direction of GADS II, and the achievements and lessons from GADS I.

1.1 International, Regional and National Policies

The G8 Cooperation framework to support the New Alliance for Food Security and Nutrition recognizes the importance of food security to development, productive employment and sustained inclusive economic growth. Ghana is making great strides in public and private partnerships in agricultural growth for greater private investments, scaling up of innovations, reducing poverty, ending hunger and achieving gender equality and empowerment of women and girls.

At the regional level, the African Union (AU) has translated the agreed targets for poverty elimination into region-wide strategies that take into consideration local issues of its member countries. Under the AU's New Partnership for Africa's Development (NEPAD), the Comprehensive African Agricultural Development Programme (CAADP), has been developed to accelerate food security in sub-Saharan Africa, with a target growth rate of 6% per annum, while addressing gender as a measure for growth and development. The Economic Community of West African States (ECOWAS) has, in turn, developed an ECOWAS Agricultural Policy (ECOWAP) to address food insecurity in the sub-region in conformity with existing regional and international instruments and commitments. ECOWAP objectives include increased food production and income generation, increased inter-country trade, strengthened producers in organizations and enhanced greater involvement of women in socio-economic decisions that affect household livelihood and opportunities.

At the national level, the willingness to address gender inequality is expressed through the creation of a specific ministry, the Ministry of Gender, Children, and Social Protection mandated to develop policies and coordinate gender equality activities across MDAs and MMDAs. The Ministry of Food and Agriculture's (MoFA) development policy; FASDEP II and the METASIP provide guidance on the direction of the sector towards a more modernised and structurally transformed agricultural sector with enhanced equitable opportunities and resources for men, women, PLWDs, Persons Living With HIV AIDS (PLWHA) and the youth leading to improved productivity along the Agricultural Value Chain and the wellbeing of the populace.

The Ghana Shared Growth Development Agenda (GSGDA II 2014-2017) expects agriculture to lead growth and structurally transform the economy by providing optimal support to small holder farmers, especially women farmers. Gender equality is a crosscutting issue in the GSGDA II to support and promote women empowerment. The Government of Ghana is also considering passing into law an Affirmative Action policy that aims at 40% female representation on all boards, committees, and governance decision-making bodies. Various efforts have also been made at promoting gender integration through legislation, beginning with sectoral policies and the development of the Gender and Agricultural Development Strategy (GADS).

1.2 Overview of the Gender and Agricultural Development Strategy I (GADS I)

The GADS I had eight objectives in all, namely:

1. Enhance institutional capacity of MoFA to address gender issues;
2. Promote production and use of sex and age disaggregated data;
3. Extension service delivery;
4. Improve access by farmers to financial services;
5. Improve access to information on land rights;
6. Improve development and promotion of appropriate technologies in agriculture;
7. Promote the diversification and development of new processed products; and
8. Enhance environmental protection through appropriate agricultural practices.

1.3 Achievements of the GADS I

The GADS I was implemented from 2004 - 2013. An assessment in 2008 revealed that two out of the eight objectives of the GADS I namely, institutional capacity development and development of sex disaggregated data were implemented. An accountability framework, which aligned the objectives of GADS I to the objectives of FASDEP II, and identified the results of GADS I with roles and responsibilities according to directorates, was subsequently developed. This aligned the strategies and indicators to each responsible directorate's mandate which improved coordination in the implementation of GADS I. Gender-responsive Budgeting (GRB) approaches were also adopted. The accountability framework later was approved by MoFA at a meeting involving all directorates. This gave some momentum to the implementation of GADS I applying GRB approaches in planning, programming, implementation and reporting.

Gender Focal Points (GFPs) in MoFA's administrative systems were established to support and co-ordinate gender equality issues from the directorates through to the Regional and District Agricultural departments. Gender-related training of MoFA personnel over the years improved capacity, but due to a high attrition rate, very few staff with gender-related knowledge and skills currently exist within the sector. Targeted-training in gender-responsive budgeting as part of government's priority enhanced knowledge and skills for gender-sensitive planning and gender-responsive budgeting within MoFA. These supported the implementation of gender priority activities within all technical directorates and improved gender integration and co-ordination within the directorates.

1.4 Lessons Learnt from GADS I

Below are the lessons learnt from the implementation of GADS I:

- Disaggregated data were not backed by qualitative information about the situation of women and men; so it was difficult to appreciate the inequities;
- All data generated showed inequities and a growing gap between women and men farmers but they were not analysed to understand how they affected women and men's access to agricultural inputs and resources differently;
- A cos-benefit incidence analysis of MoFA's interventions was not done to assess the impact of women and men's access to agricultural services;
- There was no indication that all directorates were considering addressing the inequities except for the Plant Protection and Regulatory Services Directorate (PPRSD) and the Animal Production Directorate (APD). While the PPRSD identified resourcing the gender desk and involvement of finance and administration in gender mainstreaming activities and planning, the APD targeted 30% of women in their credit-in-kind project while WIAD paid more attention to male involvement in areas that were weak;
- The overall goal was to promote gender equity and gender mainstreaming but there was no indication that continuous gender analysis of the data gathered was being done to inform policy, programming and budgeting; and
- There were no clear gender indicators to guide the work of the directorates. The M&E plan had a column designated "sex disaggregated data where applicable", but gender indicators were not explicitly defined.

The lessons learnt have informed the development of GADS II and will influence its implementation to address the weaknesses highlighted above.



SECTION

TWO



APPROACHES, GUIDING PRINCIPLES AND GENDER GAPS

Section two describes the approaches to the development of GAD II and the principles underlying integrating gender into agricultural development in Ghana. It also contains an overview of the *gender gaps in the agricultural sector to be addressed in GADS II*.

2.1 Approaches to the Development of GADS II

GADS II adopts a two-prong approach to gender integration and equality in the agricultural sector. The first approach is the integration of gender into policy formulation, programming and reporting in the sector. The second approach is gender targeted programming to address practical and strategic gender needs.

The **Practical Gender Needs/Interest** respond to improvements in the basic conditions such as food, nutrition, employment, income and labour savings technologies of women, the youth, the aged, PLWD and men.

The **Strategic Gender Needs/Interest** respond to improvements in the position of women, the youth, PLWD and men in society, addressing their disadvantaged situation which is limiting their access to resources, education, governance and decision-making powers.

2.2 Guiding Principles

Social Justice - guarantee for the enjoyment of the fundamental freedom of women and men without any discrimination, focusing on gender stability in the agricultural sector.

Equality and Affirmative Principle - equality of rights, opportunities and benefits between women and men in all the domains of political, social, economic and cultural life.

Equity - the recognition and respect of all human rights including the fact that the equity between women and men must lead to actions of improvement of the gender situation at all levels, with observance of the cultural diversity that characterizes the Ghanaian society. It is also based on the principle of fairness, access and respect for one another.

Non-Discrimination - the elimination of biases and practices that are based on the idea of inferiority or superiority for any of the sexes, or stereotyped functions of women and men; thus preventing the development and the adoption of an integral gender approach as a strategy of analysis, planning and evaluation of the development issues of the agricultural sector.

2.3 Highlights of the Gender Gaps in the Agricultural Sector in Ghana

In the process of reviewing the GADS I, a gender analysis of the agricultural sector in Ghana was conducted to identify the gender gaps that need to be addressed in GADS II. The gender analysis revealed the current gender dynamics, especially relating to women, youth and vulnerable groups along the Agricultural Value Chain.

The key gender gaps identified in the Gender Analysis of Agricultural Sector in Ghana report (GAASG, 2014) are presented below.

2.3.1 Gender Gaps in Access to Credit and Financial Services

Female farmers were less likely to access credit. Farmers who had never accessed funding of any kind to aid their operations constituted 78.4% of the sample interviewed. Disaggregating by gender 40.4% were women, 11.4% youth and 26.6% men.

- Women's right to access credit was limited due to lack of collateral security. Properties and assets were often registered in the name of husbands. Women, who were household heads especially, had lower resource endowment (land, cattle) to raise collateral for loans.
- Proximity of financial institutions and unfavourable financial market dynamics were found to be the main barriers to accessing funding for agricultural activities, accounting for 70.2% of all the barriers. Other reasons included the absence of financial institutions, unfavourable loan terms to farmers and lack of other external funding sources.

2.3.2 Gender Gaps in Access to Extension Services Delivery

Female farmers were less likely to access extension services along the agricultural value chain. Frequency of access to extension services among male and female farmers was 34.4% and 9.5% respectively.

- Meetings and trainings organized by extension service providers did not consider reproductive roles of women.
- Farmers were found to have better access to extension services than the other players along the agricultural value chain.
- Three out of every four (78.5%) respondents who accessed extension services did so through informal arrangements and unannounced working visits by the Agricultural Extension Agents (AEAs).
- Four main barriers to accessing agricultural extension services identified were: a) proximity to extension agents; b) personal perception of the players that they do not need such services at all; c) lack of knowledge of the existence of such services; and d) inability of people to find service officers.
- Only 13% of AEAs were females. The AEA to farmer ratio in Ghana was 1:1,500 instead of the recommended 1:500 (MoFA, 2013 Progress Report).
- Extension approaches favoured commercial farmers as they were able to give incentives to the AEAs.

2.3.3 Gender Gaps in Access to New Technologies in Agriculture

Approximately 33% of males as opposed to 12% of females had access to new technologies. However, under agro-processing technologies, women dominated.

- Only 8.5% of the respondents had ever participated in field demonstrations of new technologies. Most of them were in relation to how to use various chemicals on the farm and agricultural equipment.

- About 33% of farmers and 25% of processors along the Agricultural Value Chain admitted having access to new technologies in their areas of operations. Only 12% had access to new technologies among the produce traders and marketers.

2.3.4 Gender Gaps in Access to and control over Land

Land ownership and tenure security among female farmers was a challenge. The main challenges in having access to land were related to the processes and the cost. Indigenes were largely found not to have difficulties in accessing land for agricultural purposes. Persons considered “settlers” to the area had a lot of problems. Additionally, socio-cultural factors limited majority of women’s access to essential resources. For example, in some cultures, women could not own land.

- Disaggregating land access by land tenure, the survey revealed that 40.9% of the respondents accessed land through family inheritance, 27.2% hiring of land, 19.4% marital access, 9.1% outright purchase/acquisition and 3.4% others for all players along the agricultural value chain.
- About 90.3% of the respondents indicated not having any form of education or sensitization on existing formal and customary land rights and use.
- Majority (58.7%) of the farmers interviewed cultivated less than 3 acres. Only 11.1% of the respondents who had access to land were able to cultivate 10 acres or more within a farming season. Only 9.1% cultivated 7 to 9 acres, while 21.1% cultivated 4 to 6 acres.

2.3.5 Gender Gaps in Harnessing the Potential of the Vulnerable in Agriculture

The PLWDs were found to be the most under-utilized group of persons in the agricultural sector. This was followed by PLWHAs and the youth. In order to realize the potential of the vulnerable, most players in the industry believed funds should be made available to such groups.

- Less than 25% of the vulnerable respondents indicated that they were being discriminated against in their operations.
- Basis for discrimination included: a) political party affiliation in the distribution of farm inputs; b) not being taken seriously; c) inability of people to operate fully; d) hatred and insults from colleagues and other people; e) acquisition of seed capital; and f) discrimination on the basis of dirty working gear/clothes.

2.3.6 Gender Gaps in Agro- Input Support

Certified Seeds Supply

Small-scale farmers (especially females and the youth) did not have access to certified seeds during planting seasons. Majority of the small-scale farmers used seeds from their own farms. Seeds in the planting seasons were generated by farmers from their previous harvest and stored for planting in the next season. Well-to-do farmers could access certified seeds characterized with good fruiting and higher crop yields. (GAASG 2014, FASDEP 2008:34)

Fertilizer and Crop Protection Materials (FCPM) Supply

From the focus group discussions, cost of fertilizer was high for the rural farmer. There was always a distortion in the supply chain leading to frequent shortages. Proper application of fertilizer was limited among the illiterate and most women farmers. Application of other chemicals to support plant growth and protection were also in similar situation. (GAASG, 2014:127; FASDEP, 2008:43)

Irrigation Practices

Knowledge and skills in irrigation farming among farmers interviewed were limited (GAASG-2014, FASDEP (2008:40). Commercial farmers were better positioned financially to procure pumping systems to irrigate their farms. Small-scale farmers were more vulnerable to climate change effect than commercial farmers.

2.3.7 Gender Gaps in Agricultural Engineering Services

Agricultural Engineering Services provided by MoFA were broadly in the areas of (i) Farm Power Machinery and Transport; (ii) Post-Harvest Management; (iii) Soil and Water Conservation Engineering; and (iv) Rural Technology Information. The various activities were targeted at improving the level of use of appropriate forms of farm power, machinery and other agricultural engineering technologies by farmers, fishermen and agro-processors for agricultural production, consistent with sound and sustainable environmental conservation practices.

- Most machinery and equipment were not women-friendly, especially machines which needed to be cranked for starting. These should be replaced with motors with start buttons.
- Cost of machines was high and financial status of women and risk averseness did not allow them to buy high-capacity machines (tractors/ combines). The use of animal traction technology, especially in the northern regions could be intensified. Group ownership and Agriculture Mechanisation Services Centres (AMSEC) for services could also be explored.
- Training and demonstration of machinery and equipment were usually targeted at men. Most women felt incompetent or afraid to operate high-capacity machines. Energetic and interested women should be targeted, especially on smaller tractors with rotators and seed drills.
- Most agro-processing machines were cumbersome and less women-friendly. Simple labour-saving equipment should be introduced to reduce time and drudgery e.g. cassava graters using motors, single screw press/hydraulic press for de-watering pulped cassava and modernized roasters.
- Gender-friendly agronomic improved farm tools and equipment should be introduced. For instance, hoes being used were too short; as such the health of men and women was being affected.
- Women farmers lacked Intermediate Means of Transport (IMT) to carry their produce from the farm to the farm-gate and to the marketing centres. Facilitating women's access to motor-tricycles, donkey-carts and training them on their usage and maintenance were highly recommended.
- Women groups should be formed to access farm machinery under Agricultural Mechanization Services Centres (AMSEC) programme.

2.3.8 Gender Gaps in Livestock Production

Majority of men in the livestock sub-sector were engaged in the production of both small ruminants (sheep and goats) and large livestock like cattle. Women were engaged in poultry, pigs, small ruminants as well as processing and marketing of the livestock. Despite the gender division of labour, some gender gaps still persist.

- Access to finance to procure and feed the animals was a major constraint to women.
- Inadequate knowledge of officers in gender-related issues at the district level. As such there are gender gaps in livestock production activities at that level.

2.3.9 Gender Gaps in Institutional Arrangements and Implementation Procedures

MoFA had limited institutional capacity to facilitate gender-responsive policy development, planning and implementation. Some operational manuals and guidelines were found to be lacking gender sensitivity. There are limited numbers of staff with the requisite knowledge to integrate gender into their work. Staff are also constrained by lack of logistics and time for gender work as they are engaged in multiple tasks.

Fundamental to the integration of gender into planning, programming and implementation is the existence of a supporting policy. There was however, no gender policy for the agricultural sector of

Ghana at the time of the gender analysis study. Gaps existed regarding the ownership of the GADS I and its mandate within the whole of the agricultural sector. There is therefore, the need for such a policy to legitimise gender integration exercises and commit management to its implementation. The GADS I document which was to serve as a working tool at the implementation level was not available at the Regional and District Agricultural Departments where implementation takes place. It is therefore, crucial for the GADS II document to be effectively circulated in order to demand accountability from implementers.

2.3.10 Gender Gaps in Agribusiness

Ghana's Shared Growth Development Agenda II (2014-2017) emphasises poverty reduction and wealth creation by small-holder farmers as critical for national development. The Food and Agriculture Sector Development Programme II and METASIP point out the need for enhanced growth in incomes in the agricultural sector through diversification into cash crops, livestock, value addition and market access. The policy indicates that, enhanced incomes will reinforce food security through financial access to food. This calls for the need to diversify into cash crops, livestock and agro processing in a more business-oriented manner. Agro- processing or value-addition to agricultural products is in the domain of women. Value addition is laborious and expensive and as such, requires processing equipment to reduce the drudgery. The gender constraints identified in relation to agribusiness activities in the gender analysis study were:

- Ninety-five per cent (95%) of women in the agricultural sector were into agro processing but had limited knowledge in post-harvest management, particularly of perishable produce;
- The use of traditional processing technologies, mostly by women was predominantly laborious resulting in poor product quality and low turnover;
- Limited availability of appropriate women-friendly and labour saving technologies coupled with imbalances in the delivery of extension services had negative impact on the productivity of women farmers and producers.

The above constraints must be addressed by increasing women small-holders' access to processing equipment, information on improved processing technologies and market access.

2.3.11 Gender Gaps in Research and Extension linkages

Research Extension Linkage Committees (RELC) composed of researchers, farmers and departments of agriculture and other key stakeholders at all administrative levels. It seeks to create a platform that makes technology development demand-driven while allowing for more targeted and relevant research which enhances adoption of research results.

Agricultural or adaptive research needs to be gender-responsive meeting the needs of the diverse groups (men, women, youth, aged and PLWD) along the agricultural value chain. The gender analysis study revealed inadequate updated research statistics/information on small- holder farmers, particularly women, to inform policy decisions and programming (research and planning). Most agricultural and adaptive research was not designed from a gender perspective to meet specific gender needs.

Gender-responsive adaptive research should consider the following:

- Research and development of start button machinery and agro- processing equipment that are women-friendly;
- Low-cost processing machines that are efficient;
- Training and demonstration of equipment targeting women as well as men; and
- Consider the gender roles and develop equipment accordingly to various needs along the

agricultural value chain. For example, women mostly transport farm produce from the farm to barns and marketing centres. This activity needs an intermediate transport system to lessen the burden on them.

2.3.12 Limitation of the Baseline Study

The GAASG, 2014 provides the baseline for the development of GADS II. However, some limitations exist in the data provided: the sample size was limited and thus cannot be generalised to reflect the views of the agricultural sector as a whole. The gender/sex disaggregated data provided from both the quantitative and qualitative surveys lack depth and requires more analysis to inform the drafting of GADS II. As a result of the limitation, the Performance Management Framework for GADS II will be done following the collection of more data to help define the baseline that will enable the tracking of gender results.

2.3.13 Strategic Direction/Entry Points for GADS II

Lessons learnt from the implementation of GADS I and the gender gaps identified in the sector's gender situation analysis, as well as the directions of FASDEP II that focus on value chain approaches have informed the strategic objectives of GADS II. The strategic objectives are aligned with the objectives of FASDEP II. Implementation of these objectives will address the gender inequities along the agricultural value chain. The nine (9) strategic objectives are given below as:

1. To strengthen institutional capacity for gender-responsive policies, programmes, projects, budgets and, monitoring and evaluation within MOFA;
2. To enhance equitable delivery of agricultural services and access to inputs;
3. To enhance access to land, information on land rights and tenure security;
4. To develop and disseminate gender-sensitive appropriate technologies along the Agriculture Value Chain including climate smart practices;
5. To promote gender-responsive agribusiness, value addition and market access for livelihood and growth in incomes;
6. To promote gender-sensitive research, and extension linkages;
7. To promote equal representation and participation in decision-making by women, men at all levels;
8. To harness the potentials of vulnerable farmers on social protection along the Agricultural Value Chain (rural women, the youth, PLWDs, PLWHA; and
9. To strengthen gender co-ordination among key ministries, UN systems, and CSOs, the private sector and development partners.



SECTION



THREE



GENDER STRATEGIC DIRECTIONS AND FRAMEWORK FOR GADS II

The gender strategic framework for GADS II is informed by the recommendations from the agricultural sector gender analysis conducted by MoFA in 2014. This section of the GADS II presents strategic objectives, strategies and a logic model with expected outcomes and key actions.

It is expected that the measures outlined will culminate in enhanced opportunities and resources for women, men, persons living with disabilities (PLWD) and youth in the agricultural sector. Ultimately, enhanced institutional capacity, improved food and nutrition security, increased growth in incomes, enhanced market access, improved technology and climate resilience for sustainable and all inclusive development will be achieved within the sector.

3.1 Vision and Mission of GADS II

Vision of GADS II

The vision of GADS II is the realisation of a modernised and structurally transformed agricultural sector with enhanced equitable opportunities and resources for men, women, the aged, PLWDs and the youth, leading to improved productivity along the agricultural value chain and the wellbeing of the populace.

Mission of GADS II

GADS II will work towards creating an enabling environment that is responsive to gender equity in policy formulation, programming, budgeting, implementation and monitoring and evaluation that will provide opportunities and resources for an inclusive sustainable agricultural development.

3.2 Strategic Objectives of GADS II

The strategic objectives of GADS II are formulated based on the recommendations and strategic directions emerging from the GAASG, 2014. There are nine strategic objectives aligned to the FASDEP II programme objectives. Each objective provides a rationale and how the objective would be accomplished to address practical and strategic gender needs.

Strategic Objective 1: Strengthen Institutional Capacity for Gender-Responsive Policies, Programmes, Projects, Budgets and Monitoring and Evaluation within the Agricultural Sector.

One of the broad policy principles of FASDEP II (Objective six (6), states: “All policies and programmes will be designed from a gender perspective, enabling the government to work towards greater gender equality in the agricultural sector”. This broad policy principle/ statement needs to

be elaborated to provide concrete and specific directions and mechanisms for programming; human resource and capacity building; and monitoring and evaluation. The rationale for this principle is further outlined in the Ghana Shared Growth Development Agenda (GSGDA II), which acknowledges limited age/gender disaggregated data/statistics for policy decision and programming and a strategy to intensify the incorporation of age/gender analysis into agricultural research. The GSGDA II also identifies the low-capacity in the production, analysis and use of gender statistics at all levels of planning and decision-making. The provisions of FASDEP II and GSGDA II are in line with the expectations of the 2014 Draft National Gender Policy which binds the sector to take strategic policy actions to address challenges and critical gender issues.

GADS II will develop institutional capacities to enhance gender-responsive policy development, programming, planning, budgeting, monitoring and evaluation. Capacity- building strategies should be directed to targeted needs at national, regional and decentralized departments. Over the period of implementation of GADS I, gender capacities were built to strengthen institutional capacity for gender mainstreaming. However, gender-capacity gaps still exist due to high attrition rate, weak co-ordination mechanisms and limited resources. Gender Focal Points (GFPs) at national, regional and district levels should be well resourced and made functional to co-ordinate gender mainstreaming activities at all the levels. Regional and district GFPs should be re-established with roles and responsibilities. Gender Coordination Units should be established to coordinate gender mainstreaming activities within the decentralized MoFA systems. In order to track changes and progress, a performance management framework will be developed with indicators for reporting and sharing lessons learnt.

Recommended sub-strategies to achieve Strategic Objective 1 are as follows:

1.1 Policy

Develop a gender policy for the Agricultural sector that will provide directives to strengthen and harmonise gender integration into agricultural development processes. In particular, the gender policy will focus on areas of programming, budgeting, other policy formulations, organisational activities, monitoring and evaluation perspectives and their accountabilities, as well as reporting with the view to ensuring a gender- responsive organisational culture;

- Provide a scope for incorporating Affirmative Action in the Agricultural Gender Policy that targets at least forty per cent (40%) of opportunities and resources to women;
- Put in place an effective and efficient gender co-ordination structure to guide policy planning cycles at all levels within the agricultural sector and the decentralised system.

1.2 Programming

- Develop gender-responsive programmes and plans in line with the Ministry of Finance's gender planning and budgeting guidelines;
- Programmes, projects and plans should also adopt the 40% minimum quota for women;
- Integrate gender-responsive planning and budgeting and their implementation at all levels of planning and budgeting cycles;
- Integrate gender into the processes of METASIP revision, planning, programming, implementation, monitoring and evaluation.

1.3 Human Resource/Capacity Strengthening

National Level

- Support the strengthening of Human Resource directorates of organisations within the agricultural sector and those of the Local Government Service for targeted institutionalised gender equality, in-service training and staff performance appraisals as well as potential incentives for recognitions;

- Develop/refine training models on gender and agriculture for staff and training institutions of the sector;
- Strengthen gender technical capacities of staff of organisations within the sector and the Local Government Service to systematically collect and use sex disaggregated data for gender analysis, programming, budgeting and gender results reporting;
- Establish/strengthen networks of GFPs from the agricultural sector and the Local Government Service to support the Gender Unit of MoFA to influence policy cycles to be gender-responsive within the agricultural and related sectors;
- Support the established Gender Co-ordination Units to co-ordinate and direct all gender and development activities, interventions and strategies of the sector and within the Local Government Service, while fostering the development of GFPs networks locally and nationally for influencing policy cycles within the agricultural and related sectors.

Regional Level

- Support Monitoring and Evaluation (M&E) units and directorates of MoFA to develop capacities of Regional Agricultural Departments (RADs) staff to plan, co-ordinate and harmonize GADS II indicators into the sector's M&E framework;
- Improve the gender-responsiveness of RELC in addressing issues of men and women along the agricultural value chain and also increase the participation of women in the RELC and its activities at all levels;
- RADs will provide technical support to mainstream nutrition into all departments' plans, programmes and projects to strengthen nutrition and agricultural linkages for enhanced nutrition through food-based and safety approaches.

District Level

- Support the integration of gender into the district agricultural development strategies and plans;
- Build capacity and networks to improve gender-responsive agricultural district plans and budgets;
- Develop/refine gender-sensitive training manuals for AEAs which incorporate business models along the agricultural value chain;
- Support the development of target-based incentives for AEAs who effectively reach out to more farmers, especially placing priority on women FBOs' needs;
- Strengthen capacities of District Agricultural Departments (DADs) to mainstream nutrition into all departments' plans, programmes and projects towards enhancing nutrition through food-based and food-safety approaches.

1.4 Monitoring and Evaluation

- Support the development of gender-sensitive results and reporting frameworks at all levels (national, directorate, regional, district) to ensure accountability for gender equality within the sector;
- Develop Performance Management Framework and other tools for promoting a gender-responsive M&E and Management Information Systems (MIS);
- Adapt the Women's Empowerment in Agriculture Index (WEAI)¹ to effectively monitor and track gender equality results.

¹ The WEAI measures the empowerment, agency, and inclusion of women in the agricultural sector in an effort to identify ways to overcome those obstacles and constraints. The Index is a significant innovation in its field and aims to increase understanding of the connections between women's empowerment, food security, and agricultural growth. It measures the roles and extent of women's engagement in the agricultural sector in five domains: (1) decisions about agricultural production, (2) access to and decision-making power over productive resources, (3) control over use of income, (4) leadership in the community, and (5) time use. It also measures women's empowerment relative to men within their households.

Strategic Objective 2: Enhance Equitable Delivery of Agricultural Services and Access to Inputs.

The agricultural sector promotes delivery of agricultural services and access to inputs. To achieve these, equitable delivery of agricultural services and access to inputs along the value chain is essential. Services and inputs such as extension services, access to credit and financial support along the value chain, engineering specifically for mechanisation and agro processing services and agro-inputs support in certified seeds, fertilizers, crop-protective materials and irrigation are fundamental to improve productivity.

Access to credit and financial support tend to depend on the type of core activity involved within the agricultural value chain. The level of access to funding from formal financial institutions is generally low, among small-holder farmers, traders, and agricultural processors who are mostly women. However, their access to informal credit (friends, families, *susu* groups, village savings and loans) is quite high but with usually small amounts which hardly meet the cost of production. Though the agricultural sector provides some credit in kind, producers complain about the timeliness and grace period of repayment of the loan. Agricultural Extension Services provided by the agricultural sector are to meet the technological needs of men, women, the youth and PLWDs along the agricultural value chain. MoFA's extension services have been skewed towards men over the years and more efforts are required to meet the needs of diverse groups in the sector.

The GSGDA II also identifies limited access to extension services, especially to women along the agricultural value chain. Strategies to increase access and improve allocation of resources to districts for extension service delivery will thus take into consideration gender sensitivity in addressing socio-cultural issues that limit women's access to extension services and agriculture education.

Mechanized services for farm activities such as planting, cultivation, harvesting and primary processing as indicated in METASIP targets the establishment of at least one private sector-led mechanization centre in each district. This is to provide diversified services to all types of farmers and agro-processors (small, medium, large, crops, livestock, fisheries, men and women). A system of incentives should be established for private sector commercial production of agro-processing equipment. Such a system should attract tax exemption for importation of the necessary materials used for the fabrication of the food processing equipment. Most equipment/machinery procured by MoFA is not gender-friendly as they are very expensive, heavy and difficult to operate. Equipment like rice threshers, for instance, needs to be simple for easy movement by women on the field. Machinery imported under the AMSEC should therefore include appropriate and women-friendly agro-processing equipment and units.

Inadequate use of agro-inputs such as certified seeds and high-yielding varieties, fertilizers, insecticides, crop protective materials and irrigation-based cultivation are contributing to low yields in agriculture. It has also been noted that high costs of fertilizer contributes to its low use in Ghana. Indeed, access to fertilizers and other agro-chemicals are a challenge to farmers, particularly small-holder women farmers who mostly cultivate food crops. Subsidizing fertilizer and making it available could improve agricultural productivity, lessen the burden of farmers and attract the youth to agriculture. Also farmers should be provided with subsidized improved seeds and other planting materials to increase productivity.

These gaps have been acknowledged in FASDEP II with commitments to addressing them to ensure equitable delivery of agricultural services and access to inputs along the value chain.

Recommended sub-strategies to achieve Strategic Objective 2 are as follows:

2.1 Agricultural Extension Services

- Promote at least a quota of 40% in the provision of agricultural extension services to meet the needs of women in the sector along the value chain;
- Recruitment and replacement of staff should consider more female extension officers to bridge the male – female extension ratio gap for increased technology adoption along the value chain by women;
- Adapt and sustain the use of Women Extension Volunteers (WEV) to bridge the gender gaps in extension service delivery.

2.2 Promote Access to Credit and Financial Support along the Agricultural Value Chain

- Develop a database on agro-related financial institutions including gender/sex disaggregated credit information and share with producers, especially women along the value chain;
- Promote innovative credit and insurance schemes for actors along the agricultural value chain, particularly women;
- Promote access to credit in kind to all actors along the agricultural value chain, particularly to women.

2.3 Engineering (mechanisation and agro-processing) services

- Promote increased women's access to appropriate and affordable machinery and equipment through AMSEC;
- Target and support women as well as men, PLWDs and the youth for training and demonstration of machinery and equipment in the sector;
- Support women with labour-saving devices to eliminate drudgery and reduce the workload in women's agricultural activities to enable them engage in other productive work.

2.4 Agro-Inputs Support (certified seeds, fertilizers, crop protective materials, irrigation equipment among others)

- Support agro-inputs that are affordable and accessible to all producers along the agricultural value chain, especially women;
- Promote targeted mechanisms in the provision of agro-inputs for women, considering the 40% quota Affirmative Action and other special agricultural related programmes from government (e.g. fertilizer and seed subsidies, block farms).

Strategic Objective 3: Enhance Access to and control over Land, Information on Land Rights and Tenure Security

The livelihoods of many, particularly small-holder farmers who are mostly women, are based on secure and equitable access to and control over land resources. Land is the main source of food and shelter; the basis for social, cultural and religious practices; and a central factor in economic growth. It is important to note that responsible governance of tenure of land, fisheries and forests is inextricably linked with access to and management of other natural resources such as water and mineral resources. Tenure systems determine who can use which resources, for how long, and under what conditions. The systems may be based on written policies and laws, as well as on unwritten customs and practices. Tenure systems increasingly face stress as the nation's growing population requires food security, and as environmental degradation and climate change reduce the availability of land, fisheries, wildlife and forests. Inadequate and insecure tenure rights increase vulnerability, hunger and poverty, and can lead to conflict and increased environmental degradation.

There are different categories of land users who face problems of access and tenure security issues. These are mostly women, youth and PLWDs who are especially vulnerable groups in access to, control and insecure tenure rights as well as information on land rights. The sector requires a strong co-ordination with institutions, organizations and civil society whose activities impact positively on land access and tenure security arrangements for small-holder farmers.

Recommended sub-strategies to achieve Strategic Objective 3 are as follows:

3.1 Access to Land and Tenure Security

National level

- Collaborate with Land Commission (LC) and land sector agencies to implement gender, land and agricultural investment-related strategies under the Land Administration Project (LAP) II;
- MoFA/GCAP/LC to sensitise producers, especially women on the model lease agreement procedures on land for agricultural investment; and
- Collaborate with Development Partners, Civil Society and Private Sector in the implementation of the United Nations Committee on World Food Security (UNCWFS)/FAO Voluntary Guidelines on the Responsible Governance of Tenure on land.

Regional level

- Regional Agricultural Departments (RADs) co-ordinate with Regional Land Commission, civil society to engage District Agricultural Departments (DADs) to disseminate information on gender, land and agricultural investments.

District level

- DADs should collaborate with traditional authorities and CSOs to educate men and women farmers on existing formal and customary rights to secure land tenure;
- DADs should collaborate with traditional authorities and community leaders to promote increased access to productive land and tenure security for small-holder farmers, especially women;
- DADs should collaborate with CSOs working on land, gender and agricultural investment to disseminate information to communities on land rights to women, youth and PLWDs for secure tenure arrangements; MoFA should liaise with civil society to promote the use of social accountability tools to improve access to productive land and tenure security.

Strategic Objective 4: Develop and disseminate Gender-sensitive Appropriate Technologies along the Agriculture Value Chain including climate smart practices

The Food and Agriculture Sector Development Policy II and its implementation plan, the METASIP including the Ghana Shared Growth Development Agenda (GSGDA) II recommend gender integration into improved agricultural productivity, agricultural mechanization, access to extension services, post-production management, irrigation development, land and water management practices, climate smart agricultural technologies, and agricultural financing among others.

Small-holder farmers, especially women's access to improved technologies and information on food and nutrition, food safety, food processing and storage, market access among others to meet their needs along the agricultural value chain is limited compared to men. There is a dearth of documented research on women's crops and technological needs along the agricultural value chain. These constraints hinder their ability to increase production for increased food security, nutrition and incomes for sustainable livelihoods.

Recommended sub-strategies to achieve Strategic Objective 4 are as follows:

4.1 Environmentally-friendly technologies

- Educate and demonstrate land and water management practices to FBOs including women at community levels.

4.2 Climate-resilient Technologies

- Promote awareness on climate change adaptation and mitigation strategies, especially among actors along the value chain.

4.3 Food and Nutrition Technologies

- Scale up education and demonstrations on food-based nutrition technology dissemination among farm families.

4.4 Food-safety Technologies

- Educate and demonstrate food-safety technologies along the activities of the agricultural value chain to farmers especially women and other stakeholders in the sector.

Strategic Objective 5: Promote Gender-responsive Agri-business, Value-Addition and Market Access for Livelihood and Income

Wealth creation among farmers (men and women) is critical to achieving the Sustainable Development Goals of sustained inclusive and sustainable economic growth, full and productive employment and decent work for all; ending poverty and hunger, achieving food security and improved nutrition for sustainable agriculture; and achieving gender equality and empowerment of women and girls.

FASDEP II points out the need for enhanced growth in incomes in the agricultural sector through diversification of cash crops, livestock, fisheries and promotion of value-addition and enhanced market along the agricultural value chain. There is the need to add value to commodities and develop new products linking them to markets to ensure that incomes are increased within farm families.

Policies and institutional arrangements that support agribusiness activities along the agricultural value chain must consider gender implications and integration to address the concerns of all actors, especially in the drive towards increasing public private partnership in the sector. FBO development is part of the strategy for farmers' access to agri-business services. The aim is to encourage the formation of FBOs at the grassroots, and networking them through a hierarchy of local, district and regional groupings into a national apex.

To achieve sustainable and inclusive economic growth, full and productive employment and decent work for all as well as creating an enabling environment and regulatory frameworks that support women's property rights is crucial. Ensuring labour market participation and share in paid work; easing processes of formalizing businesses; enforcement of labour laws and compliance with standards as well as promoting education skills and training will improve women's productivity, employability, wage and labour rights in agriculture.

Recommended sub-strategies to achieve Strategic Objective 5 are as follows:

5.1 Policy

- Support the provision of an enabling environment and regulatory frameworks that support women's property rights, labour market participation and share in paid work;
- Collaborate with institutions and agencies involved in registration of businesses and regulatory standards to ease the processes of formalizing businesses to support women's business;
- Collaborate with the Ministry of Employment and Labour to enforce labour laws and compliance with standards to protect women's wages and labour rights;
- Review and integrate gender equality into the agri-business policy.

5.2 Institutional Arrangement

- Collaborate with programmes and projects to implement all inclusive gender-responsive and youth-friendly agri-business models, and formalize contractual arrangements that take into consideration labour law requirements and conditions for equity;
- Promote education, skills development and training to improve women's productivity, employability, wage and labour rights;
- Support the development of FBO networks to develop capacities of members at all *levels;
- Support FBO networks, especially women to adopt business approaches and develop business plans;
- Promote Business Development Services of FBOs through strengthening service provisions and value chain financing.

5.3 Value Chain

Crop Production

- Support increased production of market-led cash and food crops among farmers, especially women and the youth for improved income and food security; and
- Support the production of selected women crops such as soy, cashew and sesame along the value chain for increased incomes.

Animal/Livestock Production

- Promote livestock production among women farmers to increase their incomes and improve household nutrition and food security.

Fisheries

- MoFA should collaborate with MoFAD to promote the activities of women in fish processing and marketing for improved food safety, nutrition and income.

Food Processing

- Promote collaboration between WIAD and CSRI (FRI) on agro-processing to improve productivity, income, livelihood and economic wellbeing of women, and farm families;
- Support/enhance women's role in agribusiness through the provision of agro- processing equipment and technologies;
- Build capacity in entrepreneurship and financial management skills.



Women FBOs trained in Soap-making using agro by-products

Marketing

- Increase women's access to markets through the provision of information and improved agribusiness activities;
- Build FBO business capacity for engagement, negotiation and linkage to markets;
- Promote agribusiness activities among farmers, especially women to participate in national, regional and international markets.



Women processing orange-fleshed sweet potato yoghurt

Strategic Objective 6: Promote Gender Sensitive Research and Extension Linkages

Agricultural production and productivity are dependent on research and technology development, application and adoption. Research Extension Linkage Committees (RELC) comprise researchers, farmers and departments of agriculture and other key stakeholders' at all administrative levels. It seeks to create a platform that makes technology development demand driven, while allowing for more targeted and relevant research that enhance adoption of research results. The constraints hindering the effectiveness of the RELC have been identified to include the following: low uptake of research findings by stakeholders, inadequate funding and commitment to agricultural research, inadequate statistics on women farmers to inform research and programming. The RELC, however, does not seem to have been successful in ensuring gender sensitivity as a factor for prioritization of farmers' needs and concerns and there is the need to address this gap for improved gender-responsive research and extension linkages.



Orange-fleshed sweet potato yoghurt

Recommended sub-strategies to achieve Strategic Objective 6 are as follows:

6.1 Research and Extension Linkages

- Promote gender-responsive research and extension linkages by prioritizing and disaggregating by gender, the needs and concerns of farmers within RELCs;
- Support linkages between WIAD and CSIR–Food Research Institute, Crops Research Institute, Animal Research Institute and Savannah Agricultural Research Institute to undertake gender-responsive research based on research priorities identified through the RELC and strengthen extension to farmer linkages;
- Support gender-responsive targeted research towards the development of value chain commodities for food security, income growth and diversification, external markets and linkages to industry.

Strategic Objective 7: Promote Equal Representation and Participation in Decision- making by Women and Men at all Levels

Both men and women contribute to agricultural development in Ghana with women contributing largely to providing labour for planting, weeding, harvesting and processing. Men dominate decision-making channels and power, although women make important informal contributions. They are, however, not visible in the decision-making processes in the sector and this is due to factors such as women's domestic responsibilities, socio-cultural inhibitions and level of illiteracy among others. Considering these factors, increasing women's participation and representation in governance structures, policy development processes, programming, project design and implementation, farmer-based organisations and farm-families decision-making structures, will address the agriculture-related gender disparities in the sector. Women's contributions need to be acknowledged and valued, and made part of the formal system of decision-making. These are in line with FASDEP II, METASIP and the GSGDA II priorities for the sector to address gender gaps.

Recommended sub-strategies to achieve Strategic Objective 7 are as follows:

7.1 Representation

- Promote increased representation, at least (40%) of women, the youth and PLWDs in all decision-making processes and structures at all levels.

7.2 Participation in Decision Making

- Support women with enhanced knowledge and skills to engage in development and decision-making processes at all levels;
- Provide small-holder farmers, especially women, with opportunities to participate in programmes and processes along the agricultural value chain; and



Women and men in a meeting taking decisions together

- Support small-holder farmers, especially women groups' participation, in activities along the value chain for increased access to, and control over productive resources.

Strategic Objective 8: Harness the Potentials of Vulnerable Farmers on Social Protection along the Agricultural Value Chain (rural women, the youth, the aged, PLWDs and PLWHAs)

Social protection is the set of public and private policies and programmes aimed at preventing, reducing and eliminating economic and social vulnerabilities to poverty and deprivation (UNICEF, Social Protection Strategic Framework). The global food, fuel and economic crises of late 2007-2009 left in its wake adverse effects on children, women, PLWDs and families of marginalized and vulnerable people. Countries' progress towards achieving the MDGs in key areas such as poverty reduction, quality healthcare and education, among others, were seriously derailed (UN 2011, The Global Social Crisis). In Ghana, although some statistics indicated that poverty had been halved ahead of the 2015 deadline, the 2010 Population and Housing Census has confirmed fears of researchers and development practitioners about widening regional as well as urban-rural disparities in the poverty reduction efforts. Social development should be placed side-by-side with economic growth and planning. This will help address issues of social exclusion, inequalities and poverty which have a long-term effect on sustainable development. The GSGDA II identifies inadequate integration of youth concerns, gender and vulnerability dimensions into national development plans and decision-making processes and integrates strategies to address them in line with FASDEP II and METASIP priorities.

To ensure basic support for the pro-poor and vulnerable households, individuals and communities, the national draft social protection policy targets the aged, PLWDs, children, the unemployed, families, pregnant and lactating mothers and vulnerable groups. Some of the interventions include cash transfers, universal old-age pension, free health care, benefits-in-kind, nutritional support, and basic services among others. Increasing household food security will improve the situation of farmers on social protection. The collaboration of MoFA with MoGCSP and all related social protection interventions will go a long way to improve household food security.

Recommended sub-strategies to achieve Strategic Objective 8 are as follows:

8.1 Rural Women

- MoFA collaborates with MoGCSP to support the provision of agro-inputs to rural women and also help increase their access to productive resources (land, credit, improved technologies, extension services and market).

8.2 Youth in Agriculture

- Review and redesign the Youth in Agriculture programme to address the peculiar needs of male and female youth along the value chain;
- Support agricultural development colleges and institutions to strengthen entrepreneurial development and agri-business in their curriculum.

8.3 PLWD

- Collaborate with organizations of PLWDs to review and identify peculiar needs of male and female farmers with disabilities along the value chain and design targeted interventions to address them;
- RADs and DADs in collaboration with service providers and input dealers to support male and female farmers with disabilities.

8.4 PLWHA

- In collaboration with MDAs, MMDAs provide HIV/AIDS-related services to farmers, especially women and the youth and monitor infected farmers and affected farm families.



Mr. Bright Wedzi (physically-challenged Farmer) in his piggery.



Mr. Wedzi washing his pigs

Strategic Objective 9: Strengthen Gender Co-ordination among Key Ministries, Civil Society Organisations, the Private Sector and Development Partners

Policies, strategies, programmes and projects perform below expectations due to ineffective institutional partnering and co-ordination as was the case in the implementation of GADS I. The agricultural sector is broad with several MMDAs and other agencies. There is, thus, need for effective partnering, collaboration and co-ordination. Institutions and agencies within and outside MoFA need to partner and network to successfully implement GADS II strategies. Directorates and agencies within MoFA as well as MMDAs, CSOs, the private sector and development partners need to strengthen their linkages to facilitate the implementation of GADS II. To ensure effective co-ordination and implementation of this strategy, MoFA will engage effectively with stakeholders and devise strategies to maximise collaboration outcomes.

Recommended sub-strategies to achieve Strategic Objective 9 are as follows:

9.1 Key Ministries

- The Gender Equality Coordination Unit at MoFA will collaborate with MoGCSP (the Department of Gender), MDAs, MMDAs and DPs on gender-related issues in Food Security and Agriculture to inform the sector policy, planning, programming and monitoring and evaluation.

9.2 Regional Agricultural Departments

- RADs in collaboration with the Department of Gender, civil society and development partners will co-ordinate and provide technical assistance and also monitor gender-related food security and agricultural issues.

9.3 District Agricultural Departments

- DADs in collaboration with the District Assemblies and the Gender Equality Network will implement and report on GADS II.

9.4 Civil Society

- Civil Society in collaboration with key stakeholders will scale up advocacy on the implementation of the GADS II strategies.

9.5 Private Sector

- Private Sector in collaboration with the ministry, development partners, and civil society will integrate GADS II strategies in their business models to respond to the needs of actors along the agricultural value chain.

9.6 Development Partners

- Development partners will align their gender priorities to GADS II and promote a harmonised approach to programming and funding at all levels.



SECTION

FOUR

4.0

IMPLEMENTATION PROCEDURES

This section presents the implementation procedures and conditions for achieving gender equality in the sector. It recommends an implementation structure and roles and responsibilities of key stakeholders in relation to the implementation of the GADS II strategies.

4.1 Achieving Gender Equality in the Agricultural Sector

To achieve gender equality in the agricultural sector in Ghana, all stakeholders should have a basic understanding of gender and its concepts. Knowledge on gender integration and women's empowerment strategies aimed at achieving gender equality should be acquired. It is also important for stakeholders to understand the historical, socio-cultural and economic processes providing knowledge and guidelines to promoting gender equality.

Some basic guidelines for achieving gender equality include:

- Commitments at ministerial, directorate, regional and district levels with strong leadership and political will for promoting gender equity and equality;
- Availability of both human and financial resources at the national, regional and district levels to support gender programmes;
- Commitment of MoFA and its stakeholders in the agricultural sector to implementing activities towards achieving GADS II strategic objectives;
- Actors along the agricultural value chain (women and men farmers, producers, processors, marketers, traders, distributors) should have a fair understanding of gender and development in relation to their livelihood activities;
- Reporting systems of GADS II should be based on analysis, and reports should generate gender and age disaggregated data to feed into the sector's M & E system;
- An accountability framework should be developed as part of the implementation strategies of GADS II;
- Efforts should be made on measuring the impact of strategies and development programmes on both men and women; and
- Gender Focal Points (GFPs) should be re-established and made functional (through the provision of resources) at the national, RADs and DADs levels with roles and responsibilities to support the implementation of GADS II.

4.2 Implementation Structure

- The Gender Unit in WIAD should be upgraded into a Gender Co-ordinating Unit (GCU) and headed by a deputy director. The GCU should be staffed with trained officers who are enthusiastic for change. The unit will be supervised by the WIAD Director and the Chief Director of MoFA;
- The GCU should co-ordinate the implementation of the activities of GADS II at all levels;
- A gender steering committee should be set up within MoFA and should be made up of the Chief Director, Director, WIAD; Director, Policy and Budget, Director, Agribusiness Unit; Gender Co-ordinator, Representations from development partners and CSOs in Agriculture, the private sector and the Ministry of Gender, Children and Social Protection (MoGCSP);
- The gender steering committee should play roles of providing overall strategic directions to the implementation of GADS II and advise on gender integration issues in MoFA.
- A monitoring system should be put in place with the M&E directorate as the lead.

4.3 Proposed Roles and Responsibilities of key stakeholders in the Implementation of GADS II

MoFA Chief Director
<ul style="list-style-type: none"> ■ Overall Supervision of the Gender Co-ordination Unit
Director WIAD
<ul style="list-style-type: none"> ■ Supports the creation and implementation of activities of the Gender Co-ordination Unit
MoFA-Policy & Budget and M&E Directorates
<ul style="list-style-type: none"> ■ Support the implementation of GADS II strategies ■ Support the preparation of specific plans and budget from the broad activities in GADS II action plan ■ Support the development of GADS II Performance Management Framework ■ Support and facilitate the revision of M&E framework and reporting template to incorporate gender indicators for tracking gender results
MoFA Directorates
<ul style="list-style-type: none"> ■ Develop and implement specific activities from broad activities of GADS II action plan that relate to directorates' core programmes ■ Revitalize, resource and support directorate gender focal persons ■ Monitor programmes and generate gender-responsive reports ■ Generate and manage gender statistics to inform policy decisions
MoFA Programmes and Projects
<ul style="list-style-type: none"> ■ Integrate and implement gender sensitive interventions in line with GADS II strategy ■ Support resource allocation to implement GADS II strategies ■ Generate gender disaggregated information/data/statistics
Gender Coordinating Unit
<ul style="list-style-type: none"> ■ Co-ordinate implementation of GADS II activities within the sector ■ Support the development of staff capacity in gender analysis, M&E and reporting ■ Support the development of gender tools/manuals ■ Support MED in the revision of M&E framework and reporting template to incorporate gender indicators for tracking gender results

RADs and DADs

- Develop and implement specific activities in GADS II action plan
- Build capacities of regional and district staff to sensitize/train actors along the agricultural value chain on gender, agriculture and development
- Co-ordinate and monitor gender-responsive activities
- Generate reports with gender disaggregated information/data/statistics

Ministry of Finance

- Support increased resource allocation to gender programmes in the agricultural sector
- Support gender-responsive planning and budgeting training in MoFA

Ministry of Gender, Children and Social Protection

- Support the co-ordination of the implementation of GADS II strategies

Development Partners/Civil Society Organisations

- Support increased resource allocation to implement GADS II strategies
- Increase advocacy and lobbying strategies to enhance the implementation of GADS II activities
- Provide technical assistance to the implementation of GADS II strategies

Private Sector/FBOs

- Improve networking among FBOs
- Promote women participation and representation in FBO activities and other decision-making processes
- Support women empowerment programmes in FBO networking activities along the agricultural value chain

4.4 ACTION PLAN

Strategic Objective 1: Strengthen Institutional Capacity for Gender-Responsive Policies, Programmes, Projects, Budgets, and Monitoring and Evaluation within MOFA									
Results/Outcome:		Gender-responsive Agricultural Sector Policies, Programmes, Plans and Operational Mechanisms							
Strategic Areas/Directions	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)	
1.1 Policy	Develop Agricultural Sector Gender Policy	Agricultural Sector	Agricultural Sector Gender Policy developed	Agricultural Gender policy developed, copies printed and distributed to stakeholders	Jan 2015 to Dec. 2015	MoFA/WIAD/ Gender Co-ordination Unit (GCU)	MMMDAs/DPs/ CSOs	60, 000.00	
	Establish a Gender Co-ordination Unit (GCU)	GCU	Gender Co-ordination Structure of MoFA established	Gender Co-ordination Unit established and functional	Dec. 2015 to Jan. 2016	MoFA/WIAD/ P&BD	MoFA Directorates	2,000.00	
	Launch GADS II at four levels (national, and the three zones of the country)	Agricultural sector staff at the national level/southern/ middle & northern zones	GADS II launched at national and three zonal levels	Number of GADS II launch and locations	Dec. 2015 to June, 2016	MoFA/GCU	MMMDAs/DPs/ CSOs	100,000.00	
1.2 Programming	Develop gender-responsive programmes and plans at all levels of the agricultural sector	MoFA Directorates, RADs DADs	Gender-responsive plans and programmes developed	Number of gender-responsive agricultural sector plans developed	Annually	MoFA RADs/DADs	MMMDAs/DPs/ CSOs	50,000.00	

Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)
1.3 Human Resource	Sensitise agricultural sector staff on GADS II	Staff of MoFA directorates, RADs, DADs other collaborators	MoFA/other staff sensitised on GADS II	Number of sensitization programmes organised on GADS II	Dec. 2015 to Dec. 2016	MoFA/WIAD/HR/Gender Co-ordination Unit	WAAPP/FTF-PSP	120,000.00
				Number of participants sensitised on GADS II disaggregated by sex				
	Build capacities of staff and organisations within the sector on gender-targeted needs	Staff of MoFA directorates, RADs, DADs other collaborators	Capacities of staff in the agriculture sector built on targeted gender needs	Number of staff disaggregated by sex trained on targeted gender needs	Annually	MoFA, HR/Gender Co-ordination Unit	WAAPP/FTF-PSP	120,000.00
1.4 Monitoring and Evaluation	Develop Performance Management Framework and other tools on gender-responsive, Monitoring and Evaluation (M&E) and Management and Information Systems (MIS) at all levels and build staff capacities to use the tools	MoFA directorates, RADs DADs	M&E framework and MIS tools developed and staff capacities built	Gender-responsive M & E framework tools developed and staff capacities built	Feb. to June 2016	MoFA/MED/Gender Co-ordination Unit	RADs DADs	90,000.00

Strategic Objective 2: Enhance Equitable Delivery of Agricultural Services and Access to Inputs								
Results/Outcome: Enhanced and Effective Gender-responsiveness in the Delivery of Agriculture Extensive Services and Agro- Input access								
Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)
2.1 Promote Agricultural Extension Services	Promote agricultural extension services to meet needs of women and men in the sector along the value chain through recruitment of more extension officers, especially women.	Actors along the agricultural value chain	Extension officers, especially females recruited and numbers increased.	Number of female extension officers recruited	Annually	MoFA, DAES/HR/	RADs/ DADs	80,000.00
			Women's needs along the agricultural value chain met through enhanced extension services	Number of farmers in the agricultural value chain reached out with extension services disaggregated by sex	Annually	MoFA/DAES/HR/MED	RADs/ DADs	
			Technology in extension service delivery (e-extension) improved	Number of improved technology adopted by farmers disaggregated by sex				

Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)
2.2 Promote access to credit and financial support	Promote innovative credit (credit in kind) and insurance schemes for actors along the agricultural value chain, particularly, women.	Farmers, especially women	Farmers, especially women's access to credit or input credit increased	Number of farmers that accessed credit or input credit in the sector disaggregated by sex	Annually	MoFA/ WAAPP/ GCAP/MED	RADs/ DADs Financial Institutions/ DPs CSOs	120,000.00
2.3 Promote mechanisation and agro processing	Promote machinery and equipment (AMSEC) that are appropriate and affordable to increase women's accessibility for improved productivity along the value chain.	Farmers, esp. women	Farmers, especially women's access to appropriate machinery and equipment under AMSEC accessed	Number of farmers along the agricultural value chain that accessed machinery or equipment under AMSEC disaggregated by sex	Annually	MoFA/ AESD/MED/ WIAD	RADs/ DADs DPs CSOs	120,000.00
2.4 Promote increase access to Agro-Inputs	Promote affordable and accessible agro-inputs to all producers along the agricultural value chain, especially women.	Farmers, especially women	Women's access to agro-inputs increased	Number of farmers along the agricultural value chain that accessed agro-inputs disaggregated by sex	Annually	MoFA/ DAES/MED/ WIAD	RADs/ DADs Agro-Input Dealers/ DPs CSOs	120,000.00

Strategic Objective 3: Enhance Access to Land, Information on Land Rights and Tenure Security							
Outcome/Result:		Equitable Access to Land and Increased Tenure Security for Women, Men and PLWDs					
Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators
3.1 Promote access to land and tenure security	MoFA collaborates with Land Commission (LC) and land sector agencies to implement gender, land and agricultural investment-related strategies	Male and female producers	Information on land access and tenure security disseminated to actors along the agricultural value chain including women	Number of collaborative activities on dissemination of information on land access and tenure security to producers esp. women	Annually	MoFA/ Gender Co-ordination Unit/ MED	LC/ RADs/ DADs CSOs
				Number of farmers that benefited disaggregated by gender			
							60,000.00

Strategic Objective 4: Develop and Disseminate Gender-sensitive Appropriate Technologies along the Agricultural Value Chain including Climate Smart Practices									
Outcome/Result: Gender-sensitive Appropriate Technologies being Accessed by all Actors along the Agricultural Value Chain									
Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time frame	Responsibilities	Collaborators	Cost (\$)	
4.1 Promote environmentally-friendly technologies	Intensify education and demonstrations on land and water management practices to FBOs including women at community levels	FBOs including women along the agricultural value chain	Education and demonstrations on improved land and water management practices increased	Number of activities on education and demonstrations on improved land and water management practices organised for male and female farmers	Annually	MoFA/CSIR/ WAAPP/ DCS/ Nat/.RADs/ DADs/ RELCs	Gender Co-ordination Unit	70,000.00	
				Number of farmers disaggregated by sex					
4.2 Promote climate-resilient technologies	Increase awareness on climate change adaptation and mitigation strategies among actors along the value chain	Men and women actors along the agricultural value chain	Information on climate change adaptation and mitigation strategies disseminated among actors along the agricultural value chain	Number of activities on climate change adaptation and mitigation strategies organised for male and female farmers	Annually	MoFA/CSIR/ WAAPP/ DCS/ Nat/.RADs/ DADs	Gender Co-ordination Unit	75,000.00	
				Number of beneficiary farmers disaggregated by sex					

Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time frame	Responsibilities	Collaborators	Cost (\$)
4.3 Promote food and nutrition technologies	Scale up education and demonstrations on food based nutrition technologies among farm families	Women and farm families	Education and demonstrations on food based nutrition technologies scaled up	Number of food based nutrition technologies disseminated to farm families	Annually	MoFA/WIAD Nat/.RADs/ DADs	Nutrition Unit of GHS/ DPs/ CSOs	80,000.00
				Number of farmers who benefited from these programmes disaggregated by sex				
4.4 Promote food safety technologies	Educate and demonstrate food safety technologies along the activities of the agricultural value chain to farmers especially women and other stakeholders in the sector	Men and women actors along the agricultural value chain	Education and demonstrations on food safety technologies along the value chain promoted	Number of food safety technologies disseminated to farmers along the agricultural value chain	Annually	MoFA/WIAD/ PPRSD Nat/.RADs/ DADs	GSA/ FDA/ Input dealers	60,000.00
				Number of farmers who benefited from these programmes disaggregated by sex				

Strategic Objective 5: Promote Gender-responsive Agri-business, Value-Addition and Market Access for Livelihood and Growth in Incomes

Outcome/Result: Equitable and Improved Access to Market-led Agri-business Activities

Strategic Areas/ Directions	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)
5.1 Review and Promote a gender-responsive agri-business policy	Support the development of a gender-responsive agri-business policy	Men and women actors along the agricultural value chain	Agri-business policy reviewed and gender integrated	Gender-responsive agri-business policy developed and functional	Dec. 2015	MoFA/ directorates/ agri-business unit/ WIAD	Gender Co-ordination Unit FBOs	5,000.00
5.2 Promote gender-responsive institutional arrangements on all inclusive business models	Support the development of gender-responsive agricultural business models	Men and women actors along the agricultural value chain	Gender-responsive agricultural business models developed	Number of gender sensitive all inclusive agricultural business models implemented	Annually	MoFA/ directorates/ agri-business unit/ WAAPP/ GCAP	MoFA Technical Directorates Gender Co-ordination Unit	30,000.00
5.2.1 Promote agri-business plan development among FBOs	Support agri-business plan development among FBOs	FBOs along the value chain	FBOs capacities in agri-business plans developed	Number of FBOs' capacities developed in business plan development Number of FBOs disaggregated by gender	Jan, 2016 to Dec, 2017	MoFA/ agri-business unit/ WAAPP/ GCAP RADs/DADs	MoFA Technical directorates Gender Co-ordination Unit	100,000.00
5.3 Promote agri-business activities along the agricultural value chain	Support agri-business activities along the value chain	FBOs along the value chain	Agribusiness activities of FBOs supported	Number of FBOs that developed business plans Number of FBOs agribusiness plans supported disaggregated by sex	Annually	MoFA/ Agri-business unit/ RADs/DADs	MoFA Technical directorates Gender Co-ordination Unit	100,000.00

Strategic Objective 6: Promote Gender-sensitive Research and Extension Linkage									
Gender-responsive Targeted Research Developed and Technology Disseminated to Actors along the Value Chain									
Outcome/Result:	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)	
6.1 Support to Research and Extension Linkages	Support gender responsive targeted research and extension linkages towards the development of value chain commodities	All actors especially women along the value chain	Gender responsive targeted research through RELCs developed and disseminated to farmers esp. women	Number of gender responsive research developed	Annually	MoFA/CSIR/ WAAP/MED/ DAES	Gender Coordination Unit	20,000.00	
				Number of farmers along the agricultural value chain that accessed research information disaggregated by sex		Nat/.RADs/ DADs/ RELCs/			
Strategic Objective 7: Promote Equal Representation and Participation in Decision-making by Women, Men at all Levels									
Equitable Gender Representation and Effective Participation in Decision-making in all Delivery Structures and Mechanisms									
Outcome/Result:	Broad Activity	Target Institution	Output	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)	
7.1 Promote Representation of all actors especially women in activities along the value chain	Promote increased representation and participation (at least 40%) of women in all decision-making processes and structures at all levels of the sector through advocacy programmes	All actors, especially women along the value chain	Representation and participation of Women, youth, PLWD in all programmes along the agricultural value chain increased	Number of farmers along the value chain that participated in all activities at all levels in the sector disaggregated by sex	Annually	MoFA Directorates/ MED/ Gender Co-ordination Unit	MMDAs RADs DADs	60, 000.00	

Strategic Objective 8: Harness the Potentials of Vulnerable Farmers on Social Protection along the Agricultural Value Chain (Rural Women, Youth, Aged, Persons Living with Disabilities and Persons Living with HIV/AIDS)								
Outcome/Result: Basic needs of Farmers on Social Protection along the Agricultural Value Chain met Equitably								
Strategic Areas/ Directions	Broad Activity	Target Institution	Output/ Institution	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)
8.1 Promote the provision of agro-inputs	Promote the provision of cash transfers as agro-inputs to rural women on social protection schemes to increase access to productive resources	Rural women working along the agricultural value chain	Agro-inputs as cash transfers provided to rural women on social protection schemes	Number of rural women on social protection schemes receiving agro-inputs as cash transfers	Annually	MoFA/YIAP/DAES/WIAD Nat/.RADs/DADS	MoGCSP/Min. of Employment	15,000.00
	Develop the entrepreneurial skills of the youth along the agricultural value chain	Youth under the Youth in Agriculture Programme	Skills of youth in agribusiness along the agricultural value chain developed	Number of agribusiness trainings organised Number of youth disaggregated by sex	Annually	MoFA/YIAP/Agribusiness unit/DAES/WIAD Nat/.RADs/DADS	MoGCSP/ Min of Employment	20,000.00

Strategic Areas/ Directions	Broad Activity	Target Institution	Output/ Institution	Indicator	Time Frame	Responsibilities	Collaborators	Cost (\$)
8.3 Support the promotion of agri-business activities of PLWDs in the sector	Promote targeted agri-business activities among PLWDs in the sector	PLWD under the Social Protection Scheme	Agribusiness activities of PLWDs supported	Number of agri-business activities of PLWD supported	Annually	MoFA/YIAP/ Agri-business unit/ WIAD/ DAES Nat/.RADs/ DADs	Association of PLWD/ Gender Co-ordination Unit	10,000.00
				Number of PLWD disaggregated by sex				
8.4 Promote the provision of services to HIV/ AIDS infected farmers and affected farm families	Promote the provision of services to HIV/ AIDS infected farmers and affected farm families along the agricultural value chain	HIV/ AIDS infected farmers and affected farm families	HIV/ AIDS infected farmers along the agricultural value chain provided with services	Number and type of services along the agricultural value chain provided to HIV/ AIDS infected farmers	Annually	MoFA/DAES/ WIAD Nat/ RADs/ DADs	Association of PLWHAs	5,000.00
				Number of HIV/ AIDS infected farmers disaggregated by gender				

Outcome/Result: Strong Co-ordination and Collaboration among Key Stakeholders in the Agricultural Sector

TOTAL ESTIMATED BUDGET

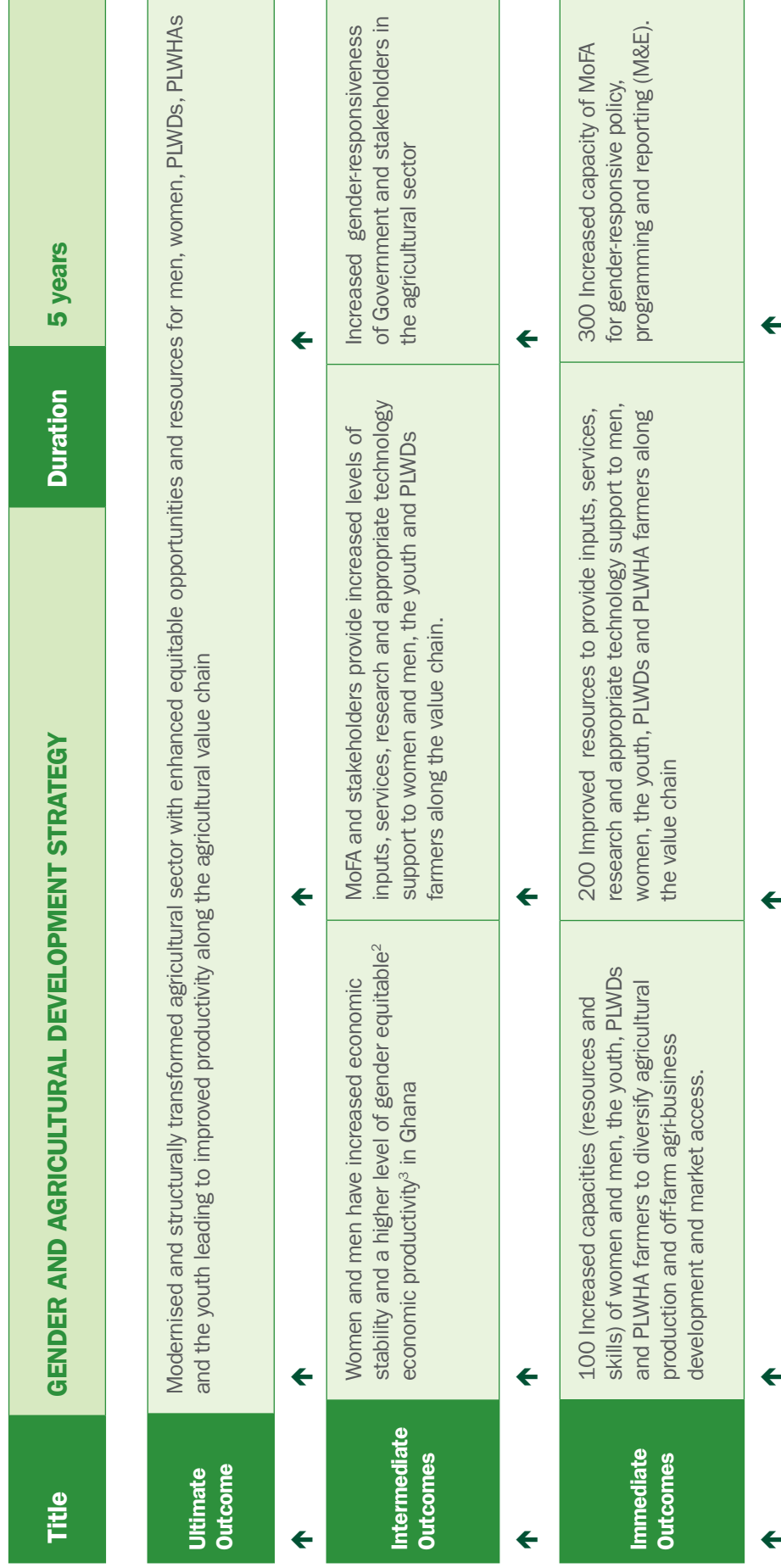


BIBLIOGRAPHY

- African Development Fund, Human Resource Development Department (ADF-OSHD). Ghana Country Gender Profile, 2008 Report.
- Agyekwena, B. (2009). Multifunctional Platforms: Their socioeconomic impact on rural livelihoods. A case study of six communities in the Northern Region. Available at
- www.scribd.com/doc/32795083/Multi-functional-Platforms-in-Northern-Ghana
- Baden S. et al (1994). *Background paper on gender issues in Ghana*, Report prepared for the West and North Africa Department, Department for Overseas Development (DFID), UK. Bridge Development. Gender Report No 19. Available at [<http://www.ids.ac.uk/bridge>]
- Commonwealth Secretariat (2001), *Gender Mainstreaming in Agriculture and Rural Development: A Reference Manual for Governments and Other Stakeholders*.
- Duncan, B. A and C. Brants (2004). *Access to and Control Over Land from a Gender Perspective. A Study Conducted in the Volta Region of Ghana*. FAO, SNV, WILDAF. The Advent Press, Accra, Ghana.
- Food and Agriculture Development Policy II, (2008)
- Gender Assessment of the Ghana Energy Sector (2010). International Network on Gender and Sustainable Energy.
- Ghana CEDAW Report (2012). *Convention on the Elimination of All Forms of Discrimination against Women. Combined 6th and 7th periodic reports of State parties*. United Nations, June 2012.
- Ghana Poverty Reduction Strategy (2003-2005): *An Agenda for Growth and Prosperity*. February 2003.
- Ghana Shared Growth and Development Agenda: 2010 - 2013, Volume 1.
- Ghana Statistical Service, Ghana Health Service and ICF Macro. 2009. *Ghana Demographic and Health Survey 2008*. Accra, Ghana: GSS, GHS, and ICF Macro.
- Kabutha, C. (2010). *Gender Assessment: Ghana Agricultural Development and Value Chain Enhancement (ADVANCE) Program*. AOTR, USAID/Ghana.

- Leach, F., Fiscian V., Kadzamira, E., Lemani, E. and P. Machakanja. (2003). An investigative study of the abuse of girls in African schools. Department of International Development (DFID) UK.
- Medium Term Sector Implementation Plan (2008)
- Millennium Challenge Corporation (MCC) Gender Policy. May 18, 2011.
- Millennium Challenge Corporation (MCC) Gender Integration Guidelines, March 2011.
- Ministry of Food and Agriculture (2006). Annual Progress Report 2006. Ministry of Food and Agriculture [MoFA], Accra: Ghana.
- Ministry of Women and Children (2009). Ghana's Third Progress Report on the implementation of the African and Beijing Platform of Action and Review Report for Beijing +15. MoWAC/UNDP/UNFPA. September, 2009.
- National Development Planning Commission (2011). Implementation of the Ghana Shared Growth & Development Agenda: 2010-2013, 2010 Annual Progress Report.
- National Nutrition Policy (2014)
- Ministry of Women and Children's Affairs (MoWAC) and United Nations System: UNDP/UNFPA. 2010.
- Oduro, A., Baah-Boateng and L. Boakye-Yiadom (2011). Measuring the Gender Asset Gap in Ghana. Woeli Publishing Services, Accra, Ghana.
- Opare and C. Wrigley-Asante (2008). An Assessment of Gender and Agricultural Development Strategy (GADS). A report submitted to the Ministry of Food and Agriculture, September 2008.
- Oppong, C. (2005). Conjugal resources, power, decision-making and domestic labour: some historical and recent evidence of modernity from Ghanaian families. Accra, University of Ghana, 2005
- Tsikata, D. (2009). Affirmative Action and the prospects for gender equality in Ghanaian politics. Abantu for Development, Women in Broadcasting and the Friedrich Ebert-Stiftung. Accra: Ghana, 2009.
- Women's Manifesto for Ghana (2004). Gender and Energy for Sustainable Development: A toolkit and Resource Guide. Bureau for Development Policy, Energy and Environment Group.
- Wamukonya, Njeri. (2002). A Critical Look at Gender and Energy mainstreaming in Africa. Draft paper available at www.un.org/womenwatch/daw/forum-sustdev/Njeri-paper.pdf
- Wrigley-Asante, C. (2012). Out of the dark but not out of the cage: women's empowerment and gender relations in the Dangme West District of Ghana. *Gender, Place and Culture: A journal of Feminist Geography* 19:344-363
- Wrigley-Asante, C. (2008). "Men are poor but women are poorer: Gendered Poverty and Survival strategies in the Dangme West District of Ghana." *Norwegian Journal of Geography* 62 (3):161-170.
- World Bank Development Report, 2012: Gender Equality and Development

Annex 1: Logic Model - GADS II



² Ghana uses the 1997 UN Economic and Social Council's definition of gender mainstreaming – "...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all policies and programmes in all political, economic, and societal spheres so that women can benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

³ Productivity includes on and off-farm economic activities and agri-business development and market access.

OUTPUTS

<p>110 Increased representation and participation (40%) of women in all decision-making processes and structures at all levels of the sector</p> <p>120 Increased entrepreneurial skills of women, the youth, PLWDs and PLWHAs along the agricultural value chain</p> <p>121 Increase targeted agri-business activities for women, the youth and PLWDs in the sector</p> <p>130 Support agri-business activities and business plan development among FBOs along the value chain</p> <p>140 Increased agro-inputs as cash transfers to rural women to increase their access to productive resources on social protection scheme</p> <p>150 Increased gender-responsive targeted research and extension linkages towards the development of value chain commodities</p>	<p>210 Increased agricultural extension services to meet the needs of women and men in the sector along the value chain through the recruitment of more extension officers, especially women</p> <p>220 Increased innovative credit (credit in-kind) and insurance schemes for actors along the agricultural value chain particularly, women</p> <p>230 Increased machinery and equipment (AMSEC) that are appropriate and affordable to increase women's accessibility for improved productivity along the value chain.</p> <p>240 Increased affordable and accessible agro-inputs to all producers along the agricultural value chain, especially women</p> <p>250 Increased education and demonstrations on land and water management practices to FBOs including women at community levels</p> <p>260 Increased awareness on climate change adaptation and mitigation strategies among actors along the value chain</p> <p>270 Increased education and demonstrations on food- based nutrition technologies dissemination among farm families</p> <p>280 Increased education and demonstrations on food safety technologies along the activities of the agricultural value chain to farmers, especially women and other stakeholders in the sector</p> <p>290 Increased services along the agricultural value chain to PLWHA farmers and affected farm families</p>	<p>310 Agricultural Gender Policy developed</p> <p>320 Gender coordination structure unit set up</p> <p>330 GADS II launched and staff sensitised on GADS II</p> <p>340 Gender-responsive programmes and plans developed at all levels of the sector</p> <p>350 Tools for promoting gender-responsive Monitoring and Evaluation (M&E) and Management and Information Systems (MIS) developed at all levels and staff capacities built to use the tools</p> <p>360 Improved co-ordination and collaboration among key stakeholders to enhance implementation of GADS II strategies</p> <p>370 Gender-responsive agri-business policy developed</p> <p>380 Gender-responsive business models developed</p> <p>390 MoFA collaborates with Land Commission (LC) and land sector agencies to implement gender, land and agricultural investment-related strategies</p>
---	---	---

ACTIVITIES			
	<p>110-00 Implement 40% quota for women in decision-making at all levels</p> <p>120-00 Train women and men in agri-business and entrepreneurship along the value chain</p> <p>120-01 Train the youth, PLWDs and PLWHAs in agri-business and entrepreneurship along the value chain</p> <p>130-00 Train FBOs to develop business plans</p> <p>140-00 Support rural women with inputs as cash transfers to increase their access to productive resources on a social protection scheme</p> <p>150-00 Identify research and extension needs of women farmers and design solutions to address them</p>	<p>210-00 Recruitment of more women extension officers</p> <p>220-00 Facilitate access to credit and insurance schemes, particularly for women along the value chain</p> <p>230-00 Provide women friendly machinery and equipment to improve efficiency and productivity</p> <p>230-01 Facilitate access to labour-saving devices and rural transport such as donkey-carts, motor king cycles, and processing equipment, particularly for women.</p> <p>240-00 Provide agro-inputs to all producers along the value chain, especially women</p> <p>250-00 Scale up education and demonstrations on food-based nutrition technologies dissemination among farm families</p> <p>260-00 Create awareness on climate change adaptation and mitigation strategies among actors along the value chain</p> <p>280-00 Scale up education and demonstrations on food safety technologies along the activities of the agricultural value chain to farmers, especially women and other stakeholders in the sector</p> <p>290-00 Provide services along the agricultural value chain to PLWHA farmers and affected farm families</p>	<p>310-00 Develop an agricultural gender policy</p> <p>320-00 Establish a gender co-ordination unit within MoFA</p> <p>330-00 Launch GADS II and train staff</p> <p>340-00 Develop gender-responsive plans and budgets at all levels</p> <p>350-00 Develop gender-responsive Monitoring and Evaluation (M&E) and Management and Information Systems (MIS) at all levels</p> <p>350-00 Train staff at all levels to use the tools</p> <p>360-00 Co-ordinate and collaborate with all key stakeholders to enhance implementation of GADS II strategies</p> <p>370-00 Develop a gender-responsive agri-business policy</p> <p>380-00 Develop gender-responsive business models</p> <p>390-00 Collaborate with Land Commission (LC) and land sector agencies to implement gender, land and agricultural investment-related strategies.</p>



ANNEX II: DEFINITION OF GENDER TERMS AND CONCEPTS

Empowerment

It is the process of increased opportunity for women and men to control their lives. Empowerment of women or men includes increasing their power to make decisions, to have their voices heard, to put things on the agenda, to negotiate and to challenge outmoded customs.

Equality and Affirmative Principle

The revised strategy is based on the principle of the equality of rights, opportunities and benefits between women and men in all the domains of the political, social, economic and cultural life. This is an ultimate goal which will eventually be reached.

Equity Principle

The revised strategy is based on the recognition and respect of all human rights including the fact that the equity between women and men must lead to actions of improvement of the gender status at all levels, with observance of the cultural diversity that characterizes the Ghanaian society. It is also based on the principle of fairness, access and respect of one another.

Gender: Refers to the socially determined differences between men and women, such as roles, attitudes, behaviour, and values. Gender characteristics are assigned to men and women during their childhood and are expected to be followed. For example, in some societies, women are considered dependent on men; in other societies, women are decision-makers, or men and women equally make decisions. Gender characteristics vary across cultures and time. Thus, they are amenable to change.


Gender Awareness: Gender awareness is an understanding that there are socially determined differences between women and men based on learned behaviour, which affect their ability to access and control resources. This awareness needs to be applied through gender analysis into projects, programmes and policies.

Gender Balance: The attempt and conscious effort made to ensure equality in the representation of women and girls relative to men and boys. It often ends up being a more equitable representation than an equal representation of the group of people described above.

Gender Bias: To promote circumstances that permits and supports the status of men as above the status of women in work, family, and beliefs. Gender bias gives a predisposition to men over women based primarily on social teachings about women or men.

Gender Blind: Having no recognition as an essential determinant of the life choices available to people in society.

Gender and Development (GAD): Is an approach that was developed in the 1980s to overcome the perceived weaknesses of the Women in Development (WID) approach. Rather than focusing exclusively on women, this approach is concerned with relations between women and men, particularly inequality in power-sharing and decision-making. GAD tries to address profound causes of gender inequality through integrating gender in the policy-making process in all



sectors, at all levels, focusing on implementation of necessary steps to ensure that all members of the society equally enjoy the fruits of development.

Gender Disaggregated Data

They are basic information / statistics broken down to present the situation of women, men, boys and girls. These data are very useful for project planning, implementation and impact assessment processes. They are also useful in the analysis of organizations and institutions from a gender perspective.

Gender Discrimination

Prejudiced treatment of an individual or group based on a gender stereotype (may also be referred to as sexism or sexual discrimination).

Gender Division of Labour

It is the assignment of different tasks and responsibilities to women and men. Gender-based assignment of tasks is learned and pervaded by all members of a given community or society.

Gender Empowerment Measure (GEM)

It is a measure of agency. It evaluates progress in advancing women's standing in political and economic forums. It examines the extent to which women and men are able to actively participate in economic and political life and take part in decision-making. While the GDI focuses on expansion of capabilities, the GEM is concerned with the use of those capabilities to take advantage of the opportunities of life. The GEM on the other hand, measures political participation and decision-making power, economic participation and command over resources.

Gender Equality

It is a situation where men and women have equal opportunities to access and control socially valued goods and resources and can benefit equally from development intervention.

Gender Equity

It is the process of being fair to both men and women. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, where equality is the end. Equity leads to equality.

Gender Gap

The observable (and often measurable) gap between women and men on some important socio-economic indicator (e.g. ownership of property, access to land, enrolment at school), which is seen to be unjust, and therefore presents the clear empirical evidence of the existence of a gender issue.

Gender Integration: Gender integration is the process of ensuring that women and men have equal access and control over resources, development benefits and decision-making at all stages of the development process, projects, programmes and policy.

Gender integration refers to the process or a strategy towards the goal of gender equality that was developed in 1990s. It refers to the values, behaviours, practices, ideas and conventions that dictate the way the majority of people, organizations, communities and society function.



It involves making men and women's concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all sectors of society.

Gender Lens: Reviewing policies, programmes, beliefs and behaviours with an awareness of the impact they have on the lives of women and girls; looking for the impact of gender discrimination.

Gender Neutral

Exhibiting the assumption that sector-policies benefit women and men equally.

Gender Perspective

Gender perspective is a way of (a) analysing and interpreting situations from a viewpoint that takes into consideration the gender constructions in society (for women and men) and (b) searching for solutions to overcome the gaps.

Gender Prejudice

Reflects characteristics that are foisted on women and men but fails to recount actual individual abilities. For example, housework is women's work, not men's. Gender prejudice often limits an individual in doing what he or she is able to do.

Gender Roles

They are behaviours that are expected of men and women. Gender roles are learned and vary across cultures and over time. They are amenable to change.

Gender-Sensitivity

Encompass the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions.

Gender Stereotype


They are popularly held ideas about men and women. For example, the ideas that a woman's place is the kitchen, men are the bread winners in the family. Men do not cry in public, women are weak and tender. Gender stereotypes are learned and vary across cultures and affected by time. They are amenable to change.

Gender Training

Gender training is a systematic approach of sharing information and experiences on gender issues and gender analysis, aimed at increasing understanding of the structures of inequality and the relative position of men and women in society. It goes beyond awareness-building to actually providing people with the knowledge and skills that they need in order to change personal behaviour and societal structures.

Gender-Inclusive Language

This is language which challenges the assumption/tradition of masculine nouns, pronouns and adjectives to include both male and female. Examples of gender-inclusive language are 'staff-hours' (rather than 'man-hours'),



‘chairperson’ (rather than ‘chairman’) and ‘he or she’ (rather than ‘he’). Gender-exclusive language, by subsuming the female in the male, acts as both a cause and an effect of the invisibility of women’s contribution.

Gender-Neutral Policies

These are policies that are seen as having no significant gender dimension. However, government policies seldom, if ever, have the same effect on women as they do on men, even if at first sight they may appear to exist in a context where gender is irrelevant. Thus, policies which may appear to be ‘gender-neutral’ are often ‘gender-blind’, and are biased in favour of males because they presuppose that those involved in and affected by the policy are males, with male needs and interests.

Gender-Sensitive Indicators

An indicator is a statistical measurement that shows the change in a particular context over a given period of time. A gender-sensitive indicator is therefore a measurement of gender-related change over time. For example, a gender-sensitive indicator could show the change in the number of women studying agriculture, relative to men and over a period of about a decade.

Gender-Specific Policies

These policies take into account gender differentials, and target women or men specifically, but leave the current distribution of resources and responsibilities intact.

Lack of Gender Awareness

Is the shortage of information and knowledge about gender issues and their impacts on experiences and development results of men and women, boys and girls.

Non-Discrimination Principle

The revised GADS is based on the elimination of biases and practices that are based on the inferiority or superiority idea for any of the sexes, or stereotyped functions of women and men; thus, preventing the development and the adoption of an integral gender approach as a strategy of analysis, planning and evaluation of the development issues of the agricultural sector.

Organizational Culture

It is the set of norms, structures, systems, and relations of power within an organization. Organizational culture is often gendered, meaning constructed rights, roles, responsibilities and identities of the dominant sex in the organization, and this is usually male.

Practical Gender Needs

These emanate from the actual conditions women and men experience due to the roles ascribed to them by society. Often, women’s practical gender needs are related to their roles as mothers, home-makers and providers of basic needs. Meeting the practical gender needs of women and men does not necessarily change their relative position in society.



Principle of gender planning and budgeting

The revised strategy is based on the conviction that gender issues must be incorporated in legislation, policies, programmes, strategies, action plans, budgets, methodologies, assignments and in any other decision-making approaches along the agricultural sector. This principle is the key for the success of the strategy.

Principle of Social Justice

The GADS II document is based on the principle of the application of social justice as a guarantee for the enjoyment of women and men's fundamental freedoms without any discrimination, focusing on gender stability in the whole agricultural sector.

Sex

Identifies the biological, genetically determined differences between women and men and is not amenable to change. Only a very small proportion of the differences in roles assigned to men and women can be attributed to biological or physical differences based on sex. For example, insemination is a male sexual role; pregnancy and childbirth are female roles.

Sexism

It is the economic exploitation and social domination of members of one sex by the other, specifically of women by men.

Sex-Disaggregated Data

This is data collected – via questionnaires, observation or other techniques – that reveal the different roles and responsibilities of men and women. Having data disaggregated by sex is extremely important to being able to assess the impact of a project on women separately from its impact on men. Status of women (or men) is the term used to compare socio-economic conditions of women (or men) with corresponding conditions of men (or women). For example, women have lower status than men in political life, which is seen in lower rates of women at decision-making levels.

