A gender strategy for ACGG

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At the end of tomorrow we have agreed

1. The change we want to see
2. How we want to measure the change
3. How we use what we learn for adaptive programming
4. What to do, and by whom?

And hopefully we have created motivation and excitement to work with gender concerns in order to achieve more gender equity and contribute to women’s empowerment.
GENDER STRATEGY
JOURNEY
Gender Strategy Process: Activities

**Phase 1 (Nov 2016 – Jan 2017)**
- Kick-off of gender strategy process during PMT (Nigeria)
- Setting up advisory group

**Phase 2 (Feb-April, 2017)**
- Three country visits
  - Tanzania (March)
  - Ethiopia (April)
  - Nigeria (May)

**Phase 3: (June 2017 onwards)**
- Coaching trajectory

**Phase 4 (September 2017 onwards)**
- 2-day workshop to agree on building blocks for gender strategy with key staff and prepare implementation plans
- Finalize strategy
Gender Strategy Process: Outputs

1. Inception report
2. Tanzania trip summary report
3. Ethiopia trip summary report
4. Nigeria trip summary report
5. Baseline gender analysis guide
6. On-farm testing gender screening tool
7. Synthesis of 3 country entry points: on-farm testing + IP
8. Guidance note on women’s representation in IPs
9. Pilot ACGG empowerment tool
10. Implementation plan format
11. Country coaching plans
12. Gender strategy building blocks document
Gender Strategy: Recap of what it is

- Will guide **how to integrate gender** in a meaningful, effective and feasible manner

- Provide basis for **common understanding** of what gender integration means in the context of the project

- Clarify the **change expected** (goals) and **mechanisms** through which change is expected to happen (focusing on **LINKS**)
What are they key elements of the Gender Strategy

• Conceptual Framework
• Boundaries
• Goals & Action Areas
• Gender responsive ACGG ToC
• Gender integration in program intervention areas: on-farm testing and innovation platforms
• Gender responsive M&E
• Implementation Plans
Theory of Change of ACGG

- Farmer-preferred Genetics
- Improved Semi-scavenging Management Practices
- Market Access
- Increased Production and Productivity
- Women Empowerment
- Increase in Income
- Improved Dietary Diversity
- Improved Livelihoods
- PPPs
ACGG CONCEPTUAL FRAMEWORK

• An understanding of gender as relational

• Focus on four dimensions of gender relations:
  
  – Gender division of labour
  – Access to and control over resources (focus on gender constraints in chicken production)
  – Intra-household decision-making (control over benefits with focus on intra-household dynamics)
  – Gender norms

• Entry points for gender integration throughout the ACGG project research/intervention/activity cycle
Empowerment of women chicken producers

Gender Division of Labour
- Women responsible for food security, child care and care for the sick
- High work burden = time poverty of women
- Few women in value chain above producer's level
- Women in functions of authority

Norms & Values
- Women expected to stay close to homestead and reproductive tasks
- Assumption man is the 'know and + breadwinner'
- Employment in chicken value chain until marriage
- Men take over when productivity and scale increases
- Independent decision-making by women
- Women in female-headed households have more control

Access to and Control over Resources and Benefits
- Male ownership of land, assets and income
- Bias in extension towards men
- Women's limited access to resources:
  - Inputs (feed, vaccines etc.)
  - Knowledge, skills
  - Capital, credit, savings
  - Markets, social networks
  - Transport, mobility
- Women's access to improved breeds
- Women's control over income

Intra-Household Decision-Making
- Weak bargaining position of women
ACGG and Women Empowerment

- Women’s empowerment central in ACGG program purpose and “placing women at the centre” is one of the 5 key pillars of ACGG

- WE not explicitly defined in ACGG – but approach:
  - Directly targeting gender inequalities in the mainstream content of ACGG’s work thru capturing gender disaggregated data on constraints that limit women’s participation in ACGG
  - Ensure increased representation of women as staff of ACGG (enumerators, facilitators of CIPs, and representation of women in IPs)
  - Developing awareness and building capacity (focus on partners)
Challenging assumptions

Through our ToC analyses with you, we were able to challenge implicit assumptions about how women’s empowerment happens:

I. That women are automatically empowered because they are the ‘target’ beneficiaries of ACGG: However, we cannot focus on women without engaging men. Women live in the context of social relations.

II. That women will get empowered and benefit from ACGG because they look after the chicken. However, even if women are doing most of the work, they might not be able to control it or benefit.

III. That women’s access to chicken will result in women’s empowerment. However, women might have access to the resource but NOT control key decision nor benefits.
ACGG working definition on women’s empowerment

Empowerment of women chicken farmers is a **process** of developing a combination of expanded **choice** and strengthened **voice**
**Choice**

Ability of a woman chicken farmer to influence choices that affect her life and future as a successful chicken producer and to contribute to family’s wellbeing. Influenced by:

- whether ACGG engages directly with her to solicit information about her experiences and preferences
- her access to AND control over key resources (services, inputs, markets)
- her access to AND control over benefits (income and nutritious animal protein/food)
Voice

Ability of a woman chicken farmer to speak up and be heard, and to shape and share in discussions and decisions (public and private domains) that affect her life and future as successful chicken farmers. Influenced by:

- ACGG efforts to create a safe spaces for women to express their concerns, and the responsiveness of the program to concerns expressed.
- The extent to which women get recognized as knowledgeable chicken farmers in ACGG, at the community level and in their households.
Implications of understanding women empowerment

• Dynamic process that concerns change of gender power relations – not linear but dynamic

• This change happens as women increasingly exercise agency and grow self-esteem, and as resources are redistributed so that women’s access to resources increases

• It is about shifting institutional structures that shape women’s choice and voice at the HH level and community but also in the ACGG program

• Importance of feed-back loops as this is about more than empowering individual women, but also about engendering systems
Boundaries of Gender Strategy

1. Aligned with ACGG program purpose
2. Based on gender assessment of concrete entry-points in program implementation
3. Leveraging existing opportunities
4. Goal oriented and supported by M&E
5. Giving space for country teams to plan within their context
6. Considering project time-line (until end 2019) and resources available (ACGG country teams and ILRI)
Gender strategy’s dual emphasis

1. The **mainstream of ACGG’s technical research** so that there is data to analyze:
   
a. short and long term impact of the project on gender relations and women’s empowerment (how does improved technology impact gender relations?) and
   
b. gender dimensions of technical research questions (how do gender relations impact technology adoption?)

2. The **day-to-day development operations** of ACGG related to the lives of participating chicken farmers
Gender Strategy Goals

1. To adapt ACGG research design, tools and processes and innovation platforms to the different needs and concerns of both women and men

2. To achieve more gender equity in access to ACGG resources including technology, knowledge/skills and other services

3. To achieve progress towards women’s empowerment including expanded choice and strengthened voice

4. To contribute to developing the evidence-base on gender dynamics of chicken value chains
Gender Strategy Action Areas

On-farm testing

1. To increase the understanding of the gendered dynamics of trait preferences to inform decisions on the release of farmer preferred genotypes
2. To identify and respond to the gendered constraints of women and men farmers in their access to services, inputs, and markets
3. To improve the understanding of how intra-household gender dynamics affect the distribution of benefits of improved chicken production

Innovation platforms

4. Ensure that CIPs are gender responsive in all aspects (from preparation to reporting) to enable that women speak up and that their voices are heard
5. Establish feed-back loops between IPs at different levels to ensure that strategic gender concerns emerging at community level inform national actions
6. Increase women’s NIP representation
7. Integrate gender into the mainstream of NIPs + strengthen the evidence base so innovations and solutions are gender responsive
GENDER STRATEGY
INTERVENTION & ACTION
AREAS:

ON-FARM TESTING