Gender Strategy:

Integrated Crop and Goats Project, Tanzania

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Table of Contents

1 Introduction

Projects implementation activities affect men and women differently; specific steps are often needed to make sure women and the marginalized are included and benefit in efforts to increase growth in the agriculture sector. Despite increased gender awareness, well-documented research findings, and the increasing availability of information on women's roles and responsibilities in agriculture, attention to gender is not yet mainstreamed in ways that maximize the benefits, impact of policies and programs in the agricultural sector that promotes equality of opportunities.

In all societies men and women play different roles, have different needs, and face different constraints. *Gender roles* differ from the productive, reproductive and community development roles of men and women, although they may overlap in nearly all societies. Women's reproductive roles may extend their gender roles to custodians and child rearing, general care giving, household maintenance and community services.

Gender roles are socially and culturally based and historically specified roles for both men and women; sanctioned and reinforced by multi- institutions and mediated by other identities (ethnicity, class, and age) (Kabeer, 2003) and may lead to inequity. Throughout the phase of projects, it will be important to acknowledge that women and men have different and special needs and more often than not women tend to be disadvantaged relative to men in terms of access to and control over the means of production; both men and women cannot be effectively treated as a homogeneous group because race/ethnicity, class, age, disability and sexual orientation, among other factors, create differences among women and between women and men (Longwe, 1991). It will be important for a project of this nature to also recognize the systemic and structural nature of inequality where some women can be more privileged than men, and men can also become disadvantaged through societal change. This will create awareness, sensitization and commitment of project implementers to a process whereby development interventions work towards women's and men's increased empowerment and equality.

Gender is only one of many constraints to increasing agricultural productivity; indeed, resource endowments such as farm size or social factors, such as tribe or caste, may have a greater influence on factors of production than gender. But, within each social and economic group, gender mainstreaming in project activities from the project design to the impact assessment stage can help to identify key gender-based challenges, opportunities and pathways to assist in transforming gender relations in ways that can lead to improved project outcomes that will benefit both men and women equally. Tracking gender equality and mainstreaming gender in projects makes it possible to examine the comparative positions of women and men in relation to resource ownership, roles, decision making, management and rights over benefits. This is useful in enabling systematic approaches, appropriate changes in methodologies and interventions to be made in a timely manner to promote gender equality and equity in directions that will be beneficial.

1.1 Why gender?

Mainstreaming Gender in Agriculture: A business Case

Gender issue is a core development objective in its own right. It is also smart economics because gender issues shape the totality of production, processing, distribution and consumption within an economy and condition men's and women's jobs and tasks. Greater gender equality can

enhance productivity, improve development outcomes for the next generation, and make institutions more representative (WDR, 2012). This fact is exemplified recently in a report on the state of food and agriculture; closing the gender gap in agriculture would generate potential gains not only for the agriculture sector but for the society as well (FAO, 2011).

Gender disparities in access to and use of productive resources: There are consistent gender disparities in access to and benefits from technologies, services and inputs across developing countries. Gender related constraints reflect gender inequalities in access to resources and development opportunities. Despite the significant roles women play in agriculture and food security they continue to have a poorer command over a range of productive resources and services than men (World Bank 2001; FAO, 2011). So, while 40-60% of farmers in Sub Saharan Africa are women, they control less land (women constitute less than 20% of all land holders), and are less likely to use purchased inputs such as fertilizers, improved seeds, mechanical tools and equipment.

Participation in and benefits from markets: Female membership in agricultural marketing cooperatives is generally low, yet women play a major role in the agriculture sector. Women also lack important information on prices for marketing systems which is often provided by extension agents. Poor female farmers tend to occupy particular niches in the marketing systems. Women tend to trade specific commodities such as fresh and highly perishable produce. More generally agricultural product markets in Africa are gendered because of the gendered access to transport, with the consequence of women traders being concentrated in local markets, and men trading in more formal domestic, regional and international markets. Men have better access to information on prices and marketing systems through their intensive marketing networks (Baden, 1998).

Men and women are impacted differently by technologies and other interventions: Many agricultural projects still fail to consider the basic questions of differences in the resources, status of men and women, their roles and responsibilities and the potential impacts of interventions on these. Often there is an assumption that as long as there are improved technologies or interventions, they will benefit men and women equally when in fact they may not. Men and women are also impacted differently by and have a role to play in managing emerging threats such as climate change, HIV/AIDs epidemic, displacement of subsistence farmers with industrial land uses, increasing commercialization of resources that may result into backlash for women and others.

Intra-household dynamics matter as households do not act as one when making decisions. Quisumbing and Maluccio (2000) found that targeting development interventions to one person within a household can potentially decrease the effectiveness of development interventions. They show that allocation decisions within a household are not always based on consensus and can undermine women's access to critical resources. Quisumbing (2003) has found that inequality in resource distribution between men and women has both economic and social consequences. This distribution is determined by the "bargaining power" within a household.

Ensuring that both men and women are heard in research and policy processes through meaningful representation in decision making and policy bodies, in management positions, in research and development is an important component of reducing gender inequalities.

Promoting women's organizations and building women's social capital can be an effective tool for women's empowerment. It can be an effective way to improve information exchange and resource distribution, increasing access to resources such as credit, improving women's bargaining power in marketing and managing of their income. Working in groups can help women retain control of income generated from their enterprises.

A focus on gender can increase the productivity of agriculture and livestock systems, and improve food security and nutrition: Increasing access to productive resources by women to be at par with those of men would increase farm yields by 20-30% (FAO, 2011). This in turn would raise agricultural output in developing countries by 2.5-4%, reducing the number of hungry people by 12-17%. Going by the number of hungry people in 2010, such gains in productivity could reduce the number of hungry people by between 100-150 million (FAO, 2011). Improvements in women's status and increases in resources controlled by women are associated with increased allocations toward education and improving child health and nutrition (Quisumbing and Maluccio, 2000; Hallman, 2000). There have been innovative measures to increase women's resources including credit programs targeted to women, interventions to increase women's access to markets, and others that aim to enhance women's income-generating and decision-making ability. These interventions in turn lead to improvements in a range of other development outcomes such as improving child health and nutrition, as well as increasing women's status and eliminating gender differences in asset accumulation. For example evidence suggests that women spend up to 90% of their incomes on their families while men only spend 30-40% of their incomes on their families (FAO, 2011). A large number of studies have linked women's income and greater bargaining power within the family to improved child nutrition status, health outcomes and educational attainment (Smith et al, 2003; Thomas, 1997, Garcia, 1991). Findings from the International Food Policy Research Institute's (IFPRI) Gender and Intra-household Research Program have shown the importance of the explicit focus on gender in promoting household poverty reduction**.**

In summary ignoring gender concerns can lead to project failure and create backlash. Also, careless attempts to change established gender relations can lead to negative outcomes. Therefore the challenges associated with social change in this context are quite real and significant. In general, however, ignoring gender issues can result in projects that are technically successful but negatively affect both women and children. Research activities in these themes must take these differential impacts into consideration to ensure that proposed solutions contribute to the current and future improvements in various development outcomes.

1.2 Key gender issues in crop and livestock production in Tanzania

In Tanzania, livestock is an important component of the economy. It provides 30% of the agricultural GDP. The types of livestock owned are divided by gender with men owning animals such as cattle, and women owning smaller animals like poultry and rabbits. Women own 1.9% of the cattle while men own 98.1%. Despite gendered differences in animal ownership, women take on the burden of caring for all the animals. Their responsibilities include milking the cows twice a day, looking after the young animals, fetching water for the cattle, cleaning and up keeping the animal shelters. Additionally, women tend to be responsible for 82.7% of the milking of animals and 95% of milk marketing. Based on the 2002 Tanzania population census, there are about 58,314 farming households in the Mvomero district. Farmers are about 142,155 of which female

farmers are 70, 833. In Kongwa district, there are about 60,301 households, with an average size of 4.9 persons. The number of farming households amount to 54,271, of which female farmers are 21, 102. Of the two districts, the major sources of livelihood are crop and livestock production (Kongwa and Mvomero District Council, 2011).

In Tanzania's mixed crop-livestock systems dual-purpose crops are one of the only ways to provide both food and feed in the small land holdings characteristically owned by poor farmers without necessitating an increase in farm inputs, including water. The key challenge is to translate interdisciplinary research into relevant agricultural development options that enable optimal system performance (Lenné and Thomas, 2006). Overcoming this challenge is expected to contribute considerably to higher outputs from the systems and may contribute to poverty reduction and elimination of food insecurity. If development efforts in mixed crop livestock systems are to improve food security outcomes and contribute to poverty reduction, gender concerns need to be carefully considered and integrated into program design and implementation. Two areas of particular relevance to gender in mixed crop-livestock research include gendered roles and responsibilities and gendered differences in access to and ownership of productive assets.

One particular productive asset that women own disproportionately less of is land. For agricultural interventions in mixed crop livestock systems to contribute to poverty reduction, access to and ownership of land, as well as control over income from land is considered critical. In Tanzania women especially in rural areas are estimated to provide 60% of food production (Amati and Parkins, 2011). Though they are the main producers of cash crops they are unable to own land, and have little control over incomes generated through agricultural activities (Amati and Parkins, 2011). Various sources document similar findings from cassava and sweet potato studies in Tanzania. Nweke and Enete (1999) found that across 131 cassava farming households in Tanzania women in female headed households were more likely to own crop fields due to the fewer number of adult males living in these households. This finding is partly demonstrated by results from Njuki et al (2011) which found that across 237 households, male headed households owned and cultivated significantly larger sizes of land than female headed households.

Studies on sweet potato farming show that in some regions of Tanzania though women are 100% responsible for planting, weeding, processing and storing sweet potato, men are responsible for 70% of rural area marketing (Kapinga et al, 1995), which implies a certain level of control over incomes generated from farming activities. Male farmers in Tanzania have been found to control most of the profits from commercialised cassava sales, while women control incomes from small cassava sales often using the money to buy household goods and support their children's education (Curran and Cook, 2009). Therefore, interventions that increase the amount of income under women's control can increase household welfare outcomes, such as food security, child, and education levels.

Livestock, compared to land and other physical assets are among the only productive assets that women can easily acquire and own (Rubin et al, 2010), however, in small-scale crop farming, not much empirical research has been conducted on rural women's roles in livestock keeping and the possible benefits from livestock-related interventions (Kristjanson et al, 2010). The view that women are more likely to own small stock such as chicken, goats and sheep rather than larger animals such as cattle and camels tends to be unsubstantiated and is often supported by little statistical evidence (Bravo-Baumann, 2000). Therefore, interventions that seek to increase

women's livestock holdings must determine the extent of gendered differences in access to and ownership of different livestock species (Njuki et al, 2011)) in order to improve outcomes.

There is however an emergence of studies that investigate gendered differences in livestock species ownership. For example, data from a recent study in Tanzania shows that women were more likely to own goats than cattle (Njuki et al, 2011). These data also showed that men owned a significantly higher number of goats than women because for every 1 goat owned by women, men owned 14 goats. While women may own more goats than cattle, the benefits they can gain from small stock needs to be more clearly understood if interventions with crops in mixed systems are to contribute to welfare benefits. In order to do less harm than good, women's domestic responsibilities combined with their labour roles as crop and livestock farmers must be carefully considered as part of development projects which seek to improve food security in mixed crop livestock systems. If these gendered divisions are overlooked, it is likely that this may limit the opportunities for men and women in particular may be able to exploit in an effort to improve their livelihoods.

2 Description of the project

2.1 Project Purpose

The Crop and Goat project (CGP) is a three and a half year project funded by the International Development Research Centre (IDRC), Centre de Recherché pour le Development International (CRDI) and Canadian International Development Agency (CIDA) and implemented by Sokoine University of Agriculture (SUA) Tanzania in partnership with University of Alberta (U of A) and International Livestock Research Institute (ILRI).The project's purpose is to improve food security and human nutrition through an integrated programme of dairy goat cross-breeding and goat milk production that is coupled with cassava and sweet potato production for food and feed. The project aims to work intensively with over 120 households in two districts to introduce food security improvements through collaborative efforts with households, farmer groups, district extension officers, local non-government organizations and several national and international research agencies.

2.2 Project Goal

The project seeks to improve food security and human nutrition through an integrated programme of dairy goat cross-breeding and goat milk production that is coupled with cassava and sweet potato production for food and feed.

2.3 Project Objectives

The general objective of the project is to improve household income, food security and wellbeing of poor and women-headed households in agro-pastoral communities through the introduction of a community-based crossbreeding programme for dairy goats, and improved participatory farm trials for cassava and sweet potato varieties that will contribute to household consumption, animal feed rations, and cash-crops in local markets.
The specific objectives are:

1. To improve the milk production potential of indigenous goats through crossbreeding, improved management and control of major diseases.

2. To test and evaluate improved sweet potato and cassava varieties that has the dual purpose of improving food security and nutrition at household level and the development of locally available and cost effective rations for dairy goats.
3. To investigate the livelihood strategies, production potential, and marketing possibilities of local goats and crops in the study areas
4. To analyze the impacts (productivity, environmental, gender and empowerment, food security and nutrition) of integrating improved goat breeds with sweet-potatoes and cassava into an agro pastoral farming system.

2.4 Project components

CGP Project components and activities that comprise of gender integration include the components described in figure1. These include food security system, system wide analytical tools and households' food and nutrition improvement that will involve comparative baseline for both men and women; subsequent household livelihood surveys along with comparative household data at each survey period (between project household participants and non-participants within the same community).

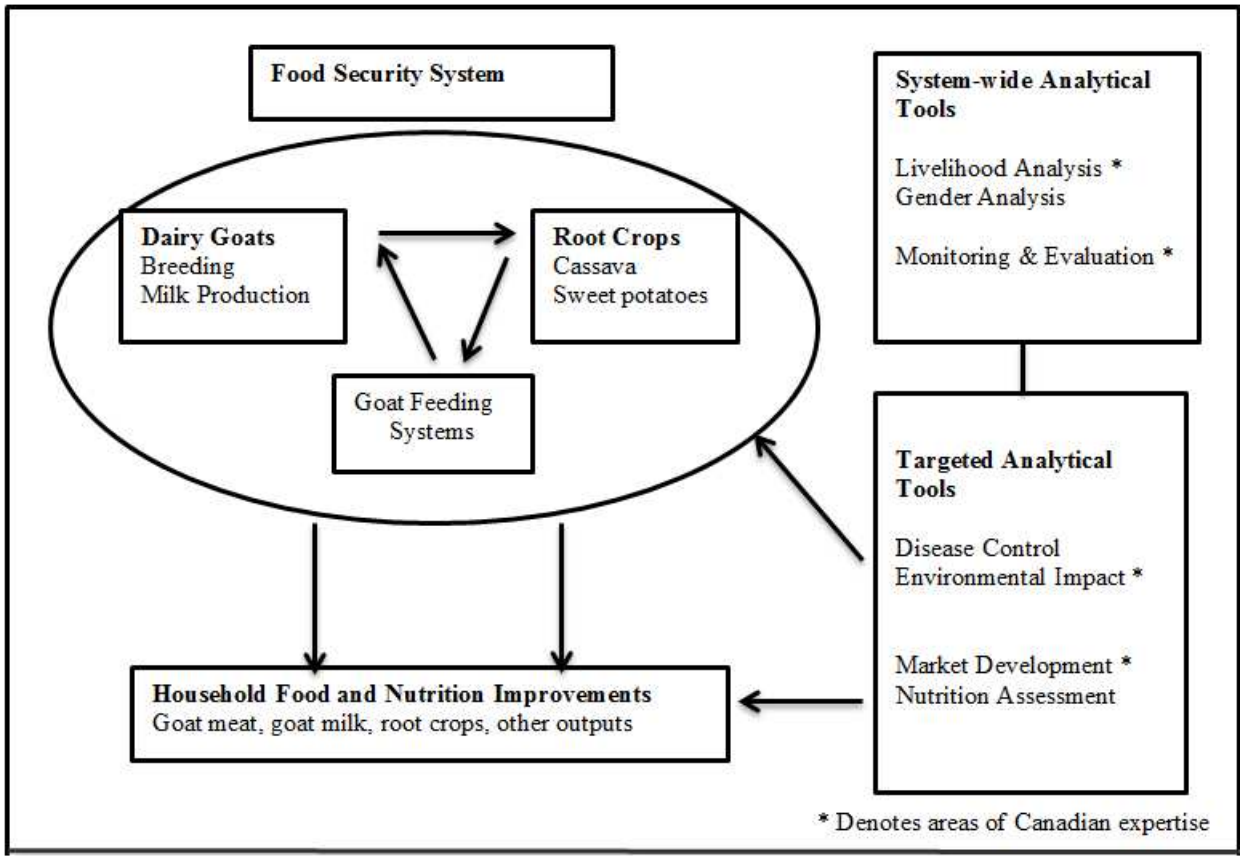

Figure 1: CGP project Components

3 Goals and objectives of the gender strategy

The goals of this gender strategy is to define the role that stakeholders will play in stimulating and facilitating efforts, both in-house and with partners partaking in CGP project, to overcome constraints and take advantage of opportunities to promote gender equality and equity within project communities, catchment areas and outliers. It is a reflection of the increasing awareness that gender equality and equity are important prerequisites for agricultural growth and sustainable development.

The project is committed to mainstreaming gender issues and integration with particular emphasis on the gendered aspects of food security improvements, household level impacts, market access, equitable distribution of benefits and the empowerment of women and disadvantaged.

Objectives of the strategy are to:

1) Ensure that project interventions meet the practical and strategic needs of both men and women because often overlooking women's needs undermines the success of agricultural development interventions.
2) Identify gendered constraints, opportunities and orthodoxies to dairy goat production and marketing, the current livestock ownership patterns, decision making, division of labour and management as this is likely to increase benefits for both men and women from the interventions.
3) Promote sustainability, gender-sensitive strategies that aim to improve the economic status of, and opportunities for women will be designed, implemented and systematically monitored and evaluated. These strategies include programming support to gender equitable approaches among stakeholders.
4) Contribute to the specification and identification of target gender-related variables within the key project milestones which is intended to serve as starting point for the broader research question on how integrating crop and goat farming can bring benefits to women and men.
5) Hold implementers/stakeholders accountable to engender projects objectives, deliveries, outcomes and impacts. This action can make visible the gaps between these commitments and their actual implementation and impact, and can thus be used to hold commitment-makers accountable for their actions, or their lack of action.
6) Assess challenges to success, and adjust programmes and activities to better achieve gender equality goals and reduce adverse impacts on women and men.
7) Assist project implementers to identify how interventions can be adjusted to achieve their maximum impact, and where resources can be reallocated to improve overall development and gender equality.

4 Areas for gender integration

Gender analysis and integration is an integral component of the project specific attention to the gendered aspects of food security improvements, household level impacts, market access, amongst others. Gender analysis during the baseline studies will identify gendered constraints and opportunities to dairy goat production and marketing, the current livestock ownership patterns, division of labor and decision making. In the household modeling, this data will be used to examine the likely impacts of the introduction of dairy goats and improved cassava and sweet

potato varieties on gender variables such as labour and decision making. Specific gender targeting will be done for capacity building, membership in groups and provision of dairy goats and breeding bucks. Some women groups as well as female-headed households will be targeted for improved goats and crop varieties – with attention to the inclusion of marginalized households. The responsibility and accountability for the integration of gender in the project and programmes and subsequent implementation will rest with the Project Manager, research leaders leading different project components under the guidance of the gender focal persons within SUA and ILRI. If gender dimensions are not included within individual study areas, it will be up to the study leader to demonstrate how gender analysis is not relevant for a give study or activity.

Gender will be integrated in the different stages of the project as shown in Figure 2.

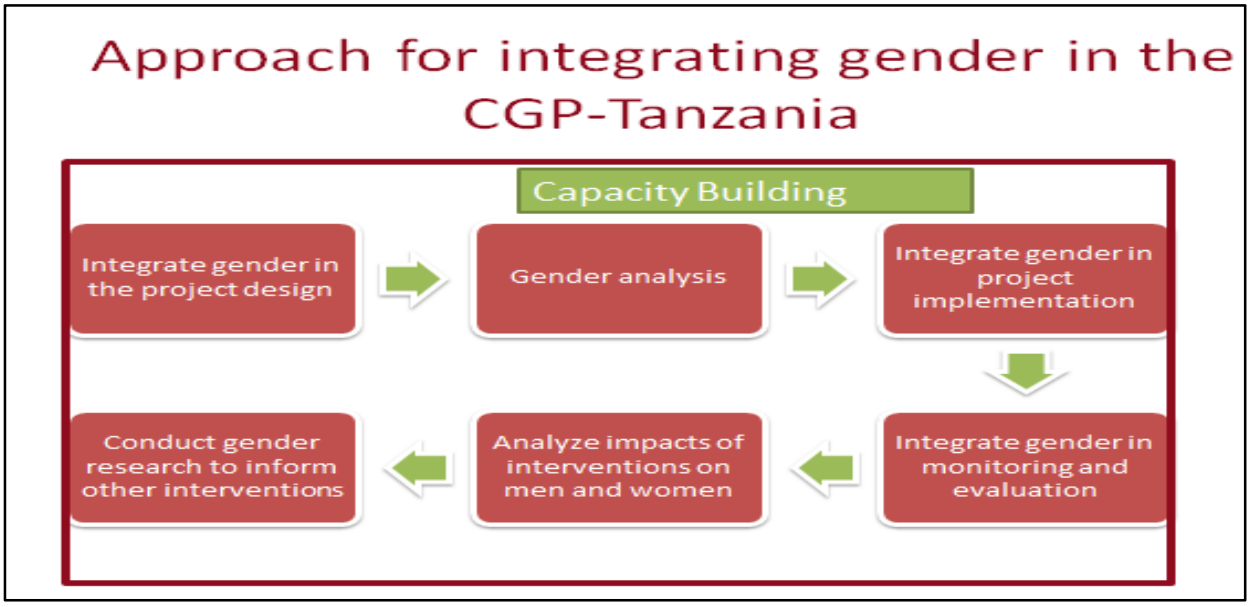

Figure 2: Approach for integrating gender in the CGP

In addition to integration in these components, research methods will integrate gender in their implementation, data collection and analysis. There will be specific gender research carried out within the project. Capacity building for gender integration will be essential both at staff and community level.

4.1 Gender training and awareness

Project partners and stakeholders need to be gender aware and develop the capacity to promote gender equality and equity.

4.1.1 Staff training

Gender mainstreaming is the responsibility of each and every CGP staff / partners / stakeholders and will require widespread commitment. All implementers responsible for developing and implementing project need skills for effectively integrating and using gender transformative approaches in this project. Staff and team leaders need be gender aware and develop the capacity to promote gender equality and equity.

Two types of trainings should be done (i) general gender awareness and analysis training and (ii) specific training. The general gender awareness training should be undertaken by all staff and partners working on the project irrespective of their roles within the project. It should cover such aspects as introduction to gender, gender transformative approaches, gender sensitive facilitation skills and gender analysis.

The specific gender training should be tailored more to the functions and roles of different team members and partners and would for example cover such aspects as integrating gender in monitoring and evaluation, collecting sex disaggregated data, using gender transformative approaches in groups among other topics. Some of this specific training can be workshop based or experiential. The specific training should be systematic, continuous, and adapted to the duties and responsibilities assigned to teams within project activities to ensure proper application of gender approaches, methodologies and equity of interventions for project beneficiaries. All staff/team leaders responsible for developing and implementing project objectives need skills for effectively integrating and using gender transformative approaches in this project. The project gender focal person will lead the identification of the training topics and organize for the staff training.

The first staff training and capacity building to engender project activities has been conducted (see Annex 1 and 2). All new staff to the project should undergo a gender orientation and undergo the first training on gender awareness.

4.1.2 Community training

Gender awareness and sensitization in the communities must be periodically conducted by gender focal persons to take care of the already highlighted issues discussed by the project communities during the FGDs. When communities sit down to dialogue periodically and bring to the fore gender issues arising from the CGP will create more understanding, challenge and address the distribution of resources and power relationships between women, men and youths and others in the community. These actions will help to build community capacities on how to handle gender issues that may occur during the phase of the project. It will also help in changing stereotyped, rigid and cultural mind sets on gender issues for lobbying and advocacy. Training at community level will also lead to the process of engaging men and boys in changing gender inequalities especially those that relate to socio-cultural issues.

The community training should be conducted using democratic participatory tools which should be adapted to the local and cultural milieu. This will actively examine questions and change certain orthodoxies and imbalances rather than taking advantage of existing rigid norms on the basis of achieving project objectives. In addition to general gender awareness, training should be targeted to different stakeholders based on needs assessment e.g. women may require training on leadership, negotiation skills, conflict resolution and goat feeding. All training activities on other project components e.g. goat production, root crop production, group management should include a gender component that raises the relevant gender issues and how to address them. All component trainers will liaise with gender focal person for the project to integrate gender issues where necessary, support the delivery of the component during training activities.

4.2 Representation

Gender issues are linked to cultural values, social attitudes and perceptions. To improve the gender focus of an activity, it is not sufficient to get more women to participate. Their participation is however the first critical indicator of their involvement and subsequent benefits. For key project activities such as training, exchange visits, technology evaluations, field days etc, both men and women participation should be proportional to their population. That means that the ideal ratio of men to women in these activities should be 50:50. This will ensure that men and women have equal chances of participating and benefiting from increased knowledge and other resources of the project. It should be noted however that the quality of their participation, and how they experience the relevance of the activity, is equally or more important and this needs to be monitored.

Staffing levels should also reflect these ratios and advertisements for positions, long term or short term should be geared towards achieving this ratio for different levels of jobs within the project.

4.3 Gender analysis

Gender analysis is a tool /set of tools to assist in strengthening development planning, implementation, monitoring and evaluation, and to make programmes and projects more efficient and relevant. It goes beyond cataloguing differences between men and women to identifying inequalities and assessing relationships between women and men. It helps us to frame questions about women and men's roles and relations in order to avoid making assumptions about who does what, when and why and can significantly increase efficiency, sustainability, and equity in interventions. The aim of such analysis is to formulate interventions that are better targeted to meet both women's and men's needs and constraints. Key to this is placing the issues that women say are of particular importance and concern to them on the main agenda of those institutions which shape women’s and men’s lives.

The project will use gender analysis as a system-wide analytical tool to explore questions of male and female ownership of livestock and related resources, decision-making, labour activities, and a host of other gendered factors. This analysis will inform interventions to reduce gender inequalities, address men and women’s constraints and take advantage of existing opportunities to achieve gender equality. By doing this, gender analysis will help ensure the provision of interventions that are needed by men and women farmers and are appropriate to their circumstances.

For market related activities, a gendered market analysis will be conducted which will inform the market engagement strategy. For example, whereas women commonly control informal markets such as local goat milk distribution, men are more involved in formal markets for the marketing of sweet potatoes. Therefore, we will identify opportunities for women to have more access to formal markets and cash-based economic activity in general.

For the CGP project, gender analysis is an on-going process that must be strictly carried out through various facets of the project. The results derived from the analysis shall be used to inform design of intervention.

An initial gender analysis that has been carried out has focused on the use of focus group discussions to analyse

- Roles of men and women in root crop and goat production
- Access to, control and ownership of productive assets including land, livestock (goats)
- Decision making patterns with regards to root crop and goat production and marketing
- Men and women farmers perceptions of the benefits from and costs of improved dairy goats and improved varieties of cassava and sweet potatoes

A mid project and end of project gender analysis using the same adapted tools should be conducted to analyse changes in these key variables. This could be conducted by the research team or through project students.

4.4 Integrating gender in project implementation

Integration of gender into project activities should use the project cycle to ensure that gender is integrated in all key points of the project. This is an easy and practical way of integrating gender in projects /programmes (Figure 3)

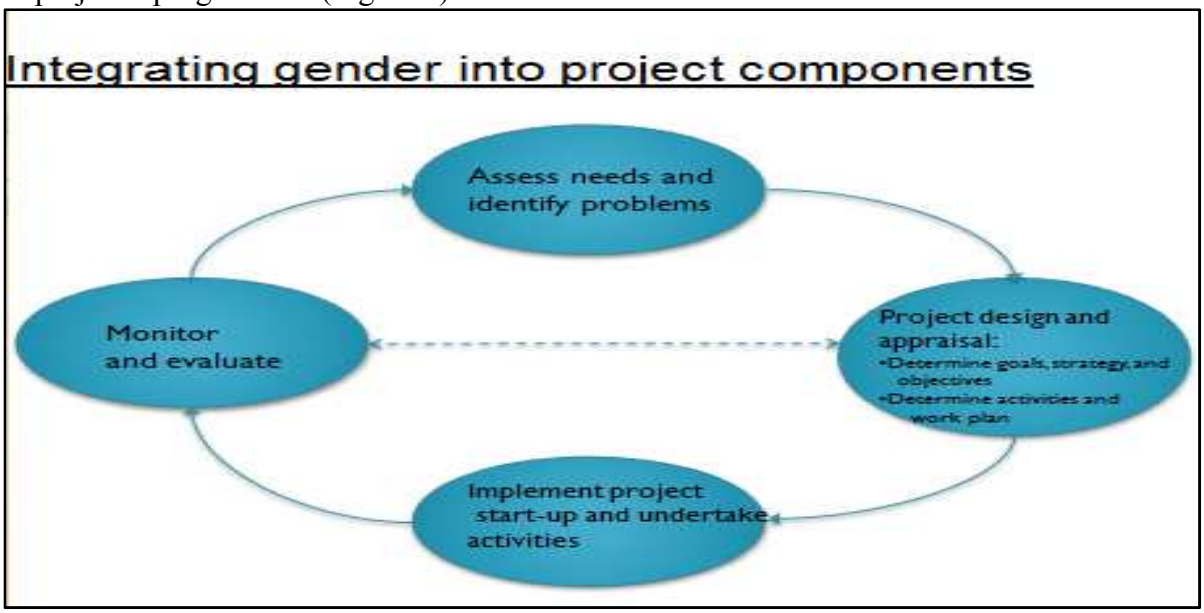

Figure 3: Project Implementation Cycle

4.4.1 Integrating gender into planned project activities

For the CGP Tanzania project, there are six areas where gender should be integrated within project activities. Some of this has already been done during the project development process.

***(a)* Integrate gender in the project design**

For CGP Tanzania project, gender is already integrated in the problem statement, introduction and justification of the project. FGDs has already identified men and women's needs, constraints, opportunities and preferences for technologies, with regard to the issue of focus, from literature

review, expert opinions, pre-project consultations and other sources of data. Where demographic data are used in the problem statement to characterize the target population, these should be disaggregated by age and sex (not only sex of head of household but men and women farmers). In analyzing the context in which the project will be implemented, the gender relations and inequalities that exist should be identified and documented. These may include constraints in access to resources and assets, information, and labor. Identifying what the issues are is a pre-requisite for integrating gender in a practical and systematic way through the rest of the project.

(b) Identifying priorities, setting goals and objectives A gender-blind priority-setting process is not likely to yield a gender-balanced project portfolio. Addressing gender issues in priority setting requires examining which crops and animals, which markets are selected for research and what women's roles and potential benefits from these are. If priority setting processes are done with stakeholders, both men and women should be involved in the process. Projects should define gender responsive goals and objectives. This can be done at two levels (i) gender as a stand-alone research objective /research topic (i.e. strategic gender research) or (2) it is a crosscutting thematic research area in which gender analysis is used to inform and deepen other research themes. Making objectives or research questions gender responsive goes beyond adding such statements as "including women, or especially women" at the end of the objective.

In the CGP, gender is mainly a cross cutting thematic research whereby we are using gender analysis to inform project implementation. There is however stand-alone gender research questions (described below)

(c) Research approaches: Two approaches are used in the project: integrating gender in other analytical approaches and gender analysis and research as an approach in itself**.** Each of the analytical approaches in the project should integrate gender. For example, the environmental impact assessment should have a specific focus on impacts on men and women, participatory technology development should have a focus on both men and women's needs for technologies and involve men and women in the testing, evaluation and selection of technologies.

Gender analysis is a critical analytical approach in the project, situated to identify gender issues that the project needs to address especially with respect to ownership of goats and other resources by men and women, labour issues, technology development, market access, food security and nutrition.

Each proposed activity should integrate gender systematically and in a transformational way. For the activities for year 2012, see Annex 1 and 2 describing how gender has been integrated in these activities.

(d)Work Plans, Staffing and Budgeting
The work plan should describe all the activities that will be carried out to deliver on the gender objectives and the gender strategy. It is not enough to have gender responsive goals and objectives if these are not followed by activities to achieve them.

In developing the work plan, project teams will ask themselves whether the gender specific activities are sufficient to deliver on the goals and objectives of the project. If the objective is to increase women's ownership and control over goats, what are the gender specific activities that

will make this happen, if it is to increase men and women's income, what are the specific activities that will lead to women's management of income?

Each project activity should have appropriate staffing levels and gender expertise to carry out these activities.

When making the annual and quarterly budgets, money allocated for gender activities including training should be clearly ear marked, specified and allocated. This ensures that gender is not an add- on activity for which no budget is allocated.

4.4.2 Specific gender activities and gender research

In addition to integrating gender in the implementation of the project activities and the approaches used, there will be specific gender research activities carried out within the project. These include but are not limited to;

- **Targeting of women and female headed households for certain activities and resources:** Low ownership of livestock, land by women may lead to specific targeting for goat and seed distribution to women and female headed households. While this does not apply to all, some of these female-headed households are very poor and even limited participation in the project may tax these households beyond acceptable levels. Therefore, to facilitate involvement of these very poor households, we will encourage several households to work together, collectively build goat houses, fencing, farm plots and materials for on-farm root crop trials. Targeting may also involve working with women groups in the selected communities.

- **Capacity building for staff and communities on how to mainstream gender in project activities/ components:** staff and community training on gender to enable implementation of gender activities, and to enable involvement of community members including men and boys in changing social relations that cause gender inequalities.

- **Specific gender research** for example focusing on changes in gender relations, access to and ownership of livestock by women as a result of the project, looking at women's market participation and implications of market linkages on gender relations and women's economic empowerment.

4.5 Gender in Monitoring, Evaluation and Impact Assessment

4.5.1 The monitoring and evaluation framework

The project will implement a dual M&E system with a project M&E and a community democratic monitoring and evaluation system. This will be to ensure that the communities participating in the project and the project team have feedback mechanisms. Further, that the community articulates their aspirations and expected results from the project and keep the project team accountable for delivery.

This means that the processes, approaches and the results of the project will be monitored and evaluated both using standard indicators as well as community indicators. M&E research will focus on the incentives for partners and especially communities at local level to participate in

M&E, the implications of this for the design of the M&E system and whether this type of M&E does improve the communication within and performance of the project.

Some of the key outcomes of the project will be measured using multiple indicators; both standard and community indicators. The community indicators will be used in rapid participatory evaluations and appraisals.

Different tools for monitoring and evaluating different types of outputs, outcomes and processes including rapid assessments, participatory tools such scoring and ranking, participatory impacts diagrams for community outcomes and impacts and outcome mapping for changes in behavior and practice amongst partners will be used at different frequencies (monthly, biannually and yearly) to collect data at different levels (district level, community level, HH level, or group level).

Integration of gender in the monitoring, evaluation and impact assessment system of the project is critical in ensuring impacts for both men and women beneficiaries are well measured. This integration is made possible by using tools that are structured and semi structured to collect gender disaggregated data

The M&E framework for CGP Tanzania project rests on the results chain and theory of change. This M&E involves making and documenting changes from project activities based on the project goals, objectives, outputs, outcomes and project impact as shown in Figure 4.

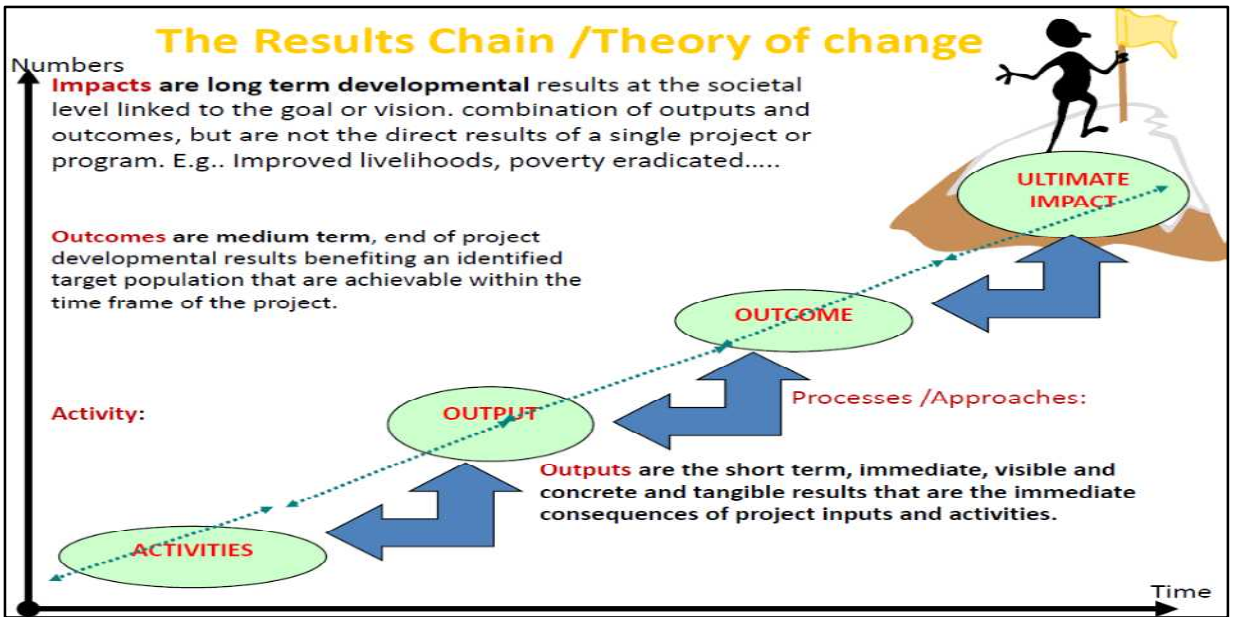

Figure 4: The Result Chain

There are several ways in which gender will be integrated in the monitoring, evaluation and impact assessment system. These are described below;

4.5.2 Gender specific outcomes and indicators

In addition to key outcomes such as adoption of improved technologies, the project should have gender specific outcomes and indicators to monitor changes in gender relations. These should be part of the standard outcomes and indicators in the M&E and impact assessment system. Some of these include but are not limited to;

- Changes in gender roles, time use, power relations, and labour allocation in the target communalities as a result of the project
- Changes in intra-household decision making processes (e.g. decisions on land use, sale or disposal of livestock etc)
- Income management by women
- Reduction in gender disparities in asset ownership including livestock

Their usefulness of these gender outcomes and indicators lies in their ability to highlight changes in the status and roles of women and men, thus measuring whether there is progress towards gender equality.

Community outcomes and indicators should be obtained from men and women separately. There is evidence that men and women place different values to different outcomes and indicators and it is crucial to capture these differences and ensure they are measured.

4.5.3 Disaggregating indicators and data

In addition to the specific gender outcomes and indicators, other outcomes and indicators will be disaggregated by gender. This will enable measurement of project benefits to men, women and children within the households as a result of the interventions. The outcomes and indicators will be specified with gender as a variable in the monitoring, evaluation and impact assessment framework.

All data at various levels (monitoring, evaluation, impact assessment) will be disaggregated by sex. This will include; monitoring data for example on participation, training, technology evaluation, distribution of goats and root crop planting materials etc; evaluation data on adoption and use of services, inputs, new technologies, market participation etc; and impact data on asset ownership, changes in incomes and income management, nutrition etc

Disaggregation of data will have implications on who is being asked especially at household level. It means that rather than focusing only on the male head of the household as the source of information, data collection should target both the male and female adults within the households as the source of data and information especially in surveys. For qualitative data collection, men only, women only and mixed groups which could further be disaggregated by youth and the elderly will be used.

4.5.4 Analysing and using gender data

One of the main challenges of using sex disaggregated data is the analysis of that data. Two levels of analysis should used as a minimum: male and female headed households, and men and women within both male and female headed households analysed separately. This analysis

should form the basis for informing adaption of the project implementation strategies to better address gender issues. Expertise /or training on this kind of analysis should be done for the team members.

4.5.5 Reporting

All reporting should also have a gender perspective. Specific gender outcomes should be reported as part of the technical report. All other technical reporting should disaggregate and report results by gender. For example, it will not be enough to report that the project has increased the incomes of participating households, without reporting differences between male and female headed households and without reporting how much or what proportion of that income is managed by men, women and jointly. Similarly, reports on dietary diversity of children under 24 months should report differences or similarities between boys and girls.

5 Conclusion

In conclusion, the indicators that will show that gender issues is integrated into CGP Tanzania project intervention among stakeholders will be a narrowing of gender disparities in the adoption of livestock technologies, access to services, information and inputs for both men and women; a narrowing of gender disparities in outcomes including nutritional status, asset ownership, and intra-household decision making in relation to project activities and improved gender equity in access to and control of benefits from improved goats, cassava and sweet potatoes associated resources and interventions

These indicators also include the extent to which women are involved in the CGP project and activities in terms of decision making, production, marketing, or processing is in proportion to their numbers in the community; increased availability of sex disaggregated data for decision making in CGP project and Increased capacity and expertise to develop and implement gender responsive agricultural innovations, especially for smallholders by CGP staff and partners.

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7 Annex 1: Integrating Gender in Root Crop Activities (2012)

Key activities	Engender the activity	Key gender issues (hamper, facilitate, impact)
Training of farmers on common errors of cassava production –field demonstration	Train both men and women in the household, Attendance recorded by sex	Timing of the training and length of training period, Miscommunication between husband and wife in the HH on the trained issues
Testing and evaluating for sweet potato varieties for suitability for food crops	Involve men and women separately in testing and evaluation of varieties because men and women have different criteria in selection	Biasness in selection of roots according to intended uses e.g. marketing vs home consumption
Monitoring the performance indicators for sp and cassava	Involve men and women separately in testing and evaluation of varieties because men and women have different criteria in selection	Participatory monitoring: research, extension and farmers
Field days and dissemination meetings	Both men and women in the household should attend FFD, attendance recorded by sex	Awareness of the FFD to be conducted in the village
Set up demonstration plots for Multiplying cassava varieties for processing	Both men and women in the HH should attend/visit demo plot on specified date Demo plot will be under Village/Ward extension staff supervision.	If management of the field is left to be done by one group of people e.g. women planting, weeding etc.
Setting up sp vine and cassava cutting multiplication and distribution	Both men and women in the HH involved in managing the multiplication plots	Involvement of both men and women in different activities such as land prep, planting, weeding, harvesting, distribution of stems
Conduct training on processing and utilization on sweetpotato and cassava	Train men, women, boys and girls on cassava and sweetpotato and cassava processing. Conduct assessment of the processing technologies in separate groups: - women and girls in one group and men and boys in another group.	Timing of the training, Attendance of both men and women, Awareness of the benefits of processing technologies Identification of different roles played by different groups of people in the family/society: e.g. cooking and selling of bites-mainly done by young girls and women

8 Annex 2: Integrating Gender in Goat Production Activities (2012)

KEY ACTIVITY	ENGENDERING ACTIVITIES	GENDER ISSUES	INTERVENTIONS
Training of farmers in improved goat husbandry, feeding, breeding and health management	(i) Training men and women from the same family (Train in neutral places like schools) (ii) Negotiate with them on the timing and duration of training and participant composition from each family	(i), Duration and time of training (ii). Distance from their residence	(i). Discuss with them on the duration and time of training (ii). Conduct the training near their residence
Formation of dairy goat keepers' (Producers) groups	(i) Involve both men and women from the same family (ii) Ensure that both men and women are involved in leadership/committee (iii) Ensure that signatories on bank account includes both men and women	Unequal representation of men and women	(i). Sensitization on gender issues (ii). Facilitate gender main streaming
Construction of goat houses by selected farmers	(i) Both men and women should be involved in the decision on the type of the house to be constructed (ii) Involve both men and women during house construction	Traditional issues Eg. Traditionally decision on the type of the house and construction is a male activity	Sensitization on gender issues
Purchasing and distribution of dairy goats to selected farmers	Involve both men and women during the distribution of the goats	Sense of ownership	Register names of men and women in the ownership of the goat
Monitoring breeding activities, growth performance and milk yield	(i) Include both men and women in monitoring breeding activities of animals (ii) Both should be involved during recording the growth performance of the kids and recording the milk yield (iii) Both involved in decision making on the use of the milk obtained	Inequality between men and women in monitoring breeding activities, recording growth performances and milk yield and consumption	Sensitization on gender issues and involvement of both men and women in recording
Set up and monitoring of participatory feeding trial of improved rations in dairy goat farms	(i) Involve both men and women in finding feeds for goats (ii) Involve both men and men in feed preparation and feeding	Unequal distribution of responsibilities in feed preparation and feeding	Sensitization on the importance of both men and women in preparation and feeding of the animals
Screening of goats for common diseases in the study area	(i) Involve both men and women in monitoring the health of goats	Unequal distribution of responsibilities in monitoring health of	Sensitization on the importance of monitoring the health

	(ii) Involve both men and women in recording clinical signs and reporting disease incidences to extension workers	the animals	of the animals
To identify the indigenous practices used by farmers in managing goat diseases	Inquire from both men and women about indigenous practices used in managing goat diseases	Traditionally in most areas men are involved in finding herbal medicines	Sensitize on the importance of both men and women in finding herbal medicines
Longitudinal study to determine the epidemiology of major goat diseases (monthly screening for 12 months) in study farms	Involve both men and women during monitoring of goat health	Traditionally in most areas men are involved in finding herbal medicines	Sensitize on the importance of both men and women in finding herbal medicines