

CTA Gender Strategy Synthesis 2014



About CTA

The Technical Centre for Agricultural and Rural Cooperation (CTA) is a joint international institution of the African, Caribbean and Pacific (ACP) Group of States and the European Union (EU). Its mission is to advance food and nutritional security, increase prosperity and encourage sound natural resource management in ACP countries. It provides access to information and knowledge, facilitates policy dialogue and strengthens the capacity of agricultural and rural development institutions and communities.

CTA operates under the framework of the Cotonou Agreement and is funded by the EU.

The strategy can be downloaded at www.cta.int

For other CTA publications visit: <http://publications.cta.int>

Acknowledgment

This strategy is the result of a combination of efforts and cooperation from several individuals and organisations.

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CTA Gender Strategy

Every year since its establishment in 1983, CTA has implemented women specific development activities. In 2003, CTA adopted its first gender strategy, which also provided the Centre's first "formal" gender approach to agriculture and rural development. Since 2003, however, CTA has implemented three consecutive centre-wide Strategic Plans and has made various internal adjustments. Moreover, the external environment in the field that CTA operates in continues to change and grow at a fast rate.

This strategy is a roadmap towards making CTA's operational theory of change and programmes as well as internal corporate structure and organization gender sensitive. It will also help facilitate gender mainstreaming in all aspects of CTA and its work. The practical steps in which the identified key objectives and progress markers can be achieved will be treated in a separate "tool kit"/implementation guideline.

Challenges

Women, on average, comprise 43% of the agricultural labour force in developing countries and account for an estimated two-thirds of the world's 600 million poor livestock keepers (poverty: living below USD 2/per day). Seventy percent of the ACP population is rural. Of women in least developed countries who report being economically active, 79% indicate agriculture as their primary source of livelihood (48% of economically active women worldwide). Women constitute a little over half of the ACP rural population. Yet less than 20% of Sub-Saharan African and Caribbean women have land rights and less than 5% of Pacific women have right to property. Moreover, where women hold land, their plots are generally smaller, of an inferior quality and with less secure rights than those held by men. The vast majority of studies have found that differences in yields between men and women exist not because women are less skilled but

because they have less access to inputs. Women also constitute close to 80% of the labour force in ACP agriculture. For example, 75% of total crop production in Sub-Saharan Africa comes from smallholder farms. Of these farms 75% are weeded by hand constituting 50 to 70% of time spent on farm labour. 90% of this hand weeding is done by women. Women tend to be employed for labour-intensive tasks, generally earn lower wages than men and are more likely to be paid at piece rate, ie i.e. paid per task they perform, regardless of the time taken. For example, in the casual agricultural labour market in Africa, women's casual wages (whether in cash or in kind) are usually half of men's wages.

What CTA can do

CTA's mission is to *advance food security, increase prosperity and support sound natural resource management through information, communication and knowledge management, facilitation, capacity-building and empowerment of agricultural and rural development organisations and networks in ACP countries*. CTA recognises that gender is not synonymous with women. The need for a specific focus on women in this gender strategy arises primarily from the realization that CTA cannot fulfil its mandate without investing in women and girls.

At the institutional level, gender mainstreaming happens best and most easily when it is a part of an institutional strategy and when every project officer, not just the "institutional gender person" is responsible for gender, thereby anticipating gender impact in terms of strategy, design, implementation, monitoring and evaluation. This strategy paper sets out to define the ways in which gender can become an integral part of the operational activities and institutional principles at CTA.



A “Gendered” Theory of Change

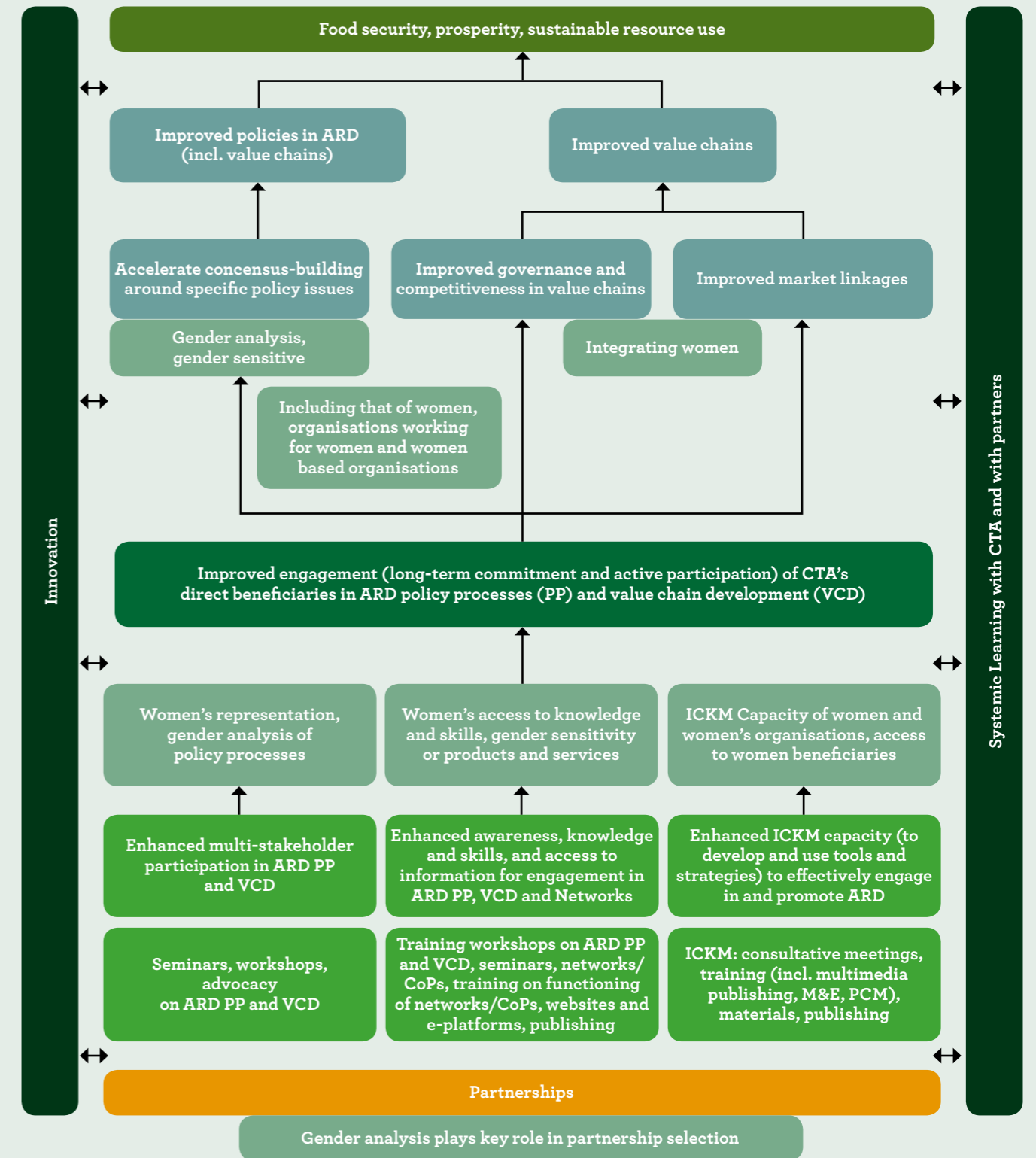
This strategy is based on the assumption that it is by assessing the implications for women and men of all planned action, including legislation, policies or programs, in all areas and at all levels of CTA’s Theory of Change (ToC) that the expected changes and goals will be achieved.

By integrating gender issues in its overall ToC, CTA seeks to reinforce its monitoring and evaluation (M&E) system/practice through gender analysis as a way to reach gender changes.

Focus on Female Empowerment

Women are already engaged in and play a key role in agriculture- as labourers, as scientists and innovators, as entrepreneurs and in many other ways. The problem is not their engagement in agriculture but their influence on it. **So in order to increase their influence and their access to benefits thereof, CTA is committed to empowering women with the information, knowledge, skills and technologies they need to make their voices heard.**

The change catalyzing factor in the engendered CTA ToC is female empowerment. This stems from the conviction that the empowerment of women is essential and in effect indispensable to meeting each of CTA’s three strategic goals. In other words, “engagement” includes, and cannot do without, the engagement of women.



Objectives of the strategy

1 Female Empowerment, ICTs and ICKM

A knowledge management programme would neither be comprehensive nor complete without a gender perspective. In addition, ICTs are changing the way we work, interact, think and organise our lives regardless of where we live and what business we are in. The digital revolution is radically shifting how we create, manage, share and publish information, as well as how we relate, collaborate, communicate and share resources. These changes do not only offer incredible opportunities for the development sector in general but also for the agricultural sector and in particular for the ARD knowledge field.

Action area 1: Knowledge and information technologies for gender

This action area is about giving special focus to women, women's organisations and organisations representing women's interests or those with direct access to women beneficiaries for ICKM capacity building interventions. It is also about ensuring that women and women's organisations are represented and contribute to the knowledge sharing platforms it supports.

Action area 2: Getting knowledge to those who need it

CTA already carries out activities providing access to ACP and ACP relevant content and at publishing appropriate and relevant content on ACP agricultural policies and value chains. Such information and knowledge will take women's needs into consideration through systematic gender analysis of its content. Content and publications will be gender sensitive; relevant to women and deal with gender aspects of the topic/thematic area treated. The Centre also commits to ensure that most of its

publications also provide a focus on women and gender issues. The Centre commits to ensuring that these tools and approaches are relevant to women and are accessible to them. This will include understanding why these tools may not be gender neutral and adapting them to context and need accordingly.

2 Integrating Women in Value Chains

Inclusive value chains also mean value chains where women play equal roles to men and which benefit women. Currently, women supply 30 to 80% of the labour in all agricultural activities depending on the activity and sector. However, women are more likely to hold low-wage, part-time, seasonal employment and tend to be paid less, even when having higher qualifications. The importance of value chains in economically empowering women and the positive impact this will in turn have on the agriculture and rural development of ACP regions is not in doubt.

Action Area 1: Highlighting "gender" as an element of "inclusiveness" of VC

In view of the issues that CTA tries to address with its value chains work and the type of interventions thereof, the first action area where it can take the lead in terms of integrating gender issues in its VC work is to seek increased awareness (and monitoring) of the way various VC approaches and interventions may have different impacts on men and women. In particular, to increase awareness on whether value chains development in ACP countries is "profitable and inclusive" for women.

Action Area 2: Demonstrating the benefits of "upgrading" women in VC

This action area is related to the action area 1. But while action area 1 is about the

gender outcomes of various value chain approaches this action area is about the development outcomes of various gender approaches to value chains work. This is also the action area which will make the link between CTA's work on ARD policy in ACP countries as well as knowledge management and ICTs. It therefore deals with strengthening the body of evidence relating to each "upgrading approach" as it pertains to female empowerment and the role of ICTs and other technologies in this process.

3 Female empowerment and participation in ARD policy processes

With regard to ARD policy in ACP countries, CTA's interventions focus on the processes (as opposed to the policies themselves) and strengthening the engagement of all relevant actors in these processes and their capacity to monitor and, advocate for the implementation of the policies.

In particular, CTA seeks to increase the range of multi-stakeholder groups that are actively participating in ARD policy processes to enhance access to information, awareness, knowledge and skills on policy issues on climate change, food and nutrition security and regional trade. It also seeks to build the capacity of policy actors, analysts and networks to provide evidence and influence ARD policy processes and building of consensus on major ARD issues.

Action Area 1: Supporting women's inclusion in ARD policy processes

The focus areas of CTA's work on policies are climate-smart agriculture, food and nutrition security and supporting policies for improved inter and intra regional agricultural trade.

Accordingly, this action area proposes to consolidate the evidence generated through CTA's work on ICTs

and ICKM (including science and technology) and value chains described in sections above and use it in its policy work. CTA will support ACP ARD policy processes by generating and building the evidence relating to the benefits of ICTs and knowledge management in facilitating female empowerment and the ensuing impact on national and regional ARD.

Action Area 2: Innovative approaches to gender sensitive policies

This is principally about supporting action area 1 by creating the necessary conditions. It also brings continuity to CTA's ongoing work on policy and policy processes. In this regard, the work that CTA is already undertaking to support women and women's organisations to participate in policy processes should continue. In particular, the CAADP framework has been criticized for only "symbolically taking gender issues into consideration" and for the fact that the invitation extended to non-state actors to close this gap "has not noticeably changed outcomes".

Both regional and continental policy processes therefore need to be supported with gender analysis and increased women and women's organisations engagement in this process.



Implementing the strategy

CTA commits first of all to effectively communicate the strategy within CTA and with partners. All the action areas proposed in this area require team effort and cross-programmatic collaboration between CTA's programmes and linking between various strategies, in particular the Partnership Strategy and the Youth Strategy 2013-2018. It is also important to put in place strong institutional mechanisms and arrangements. Consensus and common understanding will be built within CTA on the concepts, ToC and action areas proposed in the strategy. Strong monitoring and evaluation systems are crucial to the success of this strategy.

The importance of partnerships to CTA's success in achieving its mission cannot be overstated. Similarly, in order to ensure the implementation of this strategy and in alignment with CTA's Partnership Strategy 2014-2016. It will:

- Forge partnerships with organisations with shared vision and mission with regards to gender
- Make gender mainstreaming a factor of assessment of organisations' capacity both to enter into partnerships as well as to evaluate partnerships.

Commit to seek the involvement of multiple stakeholders ranging from civil society organisations to continental and global organisations in order to realize the objectives of the strategy.



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