

Annex 3: Implementing & Measuring Gender in ANHDO programs

Background:

As per the deliverables for this assignment, the Gender expert was expected to review the existing literature about the role of women in horticulture and to interview ANHDO technical staff and beneficiaries as necessary. And if required, the Gender Expert would design a survey to refine the results of the literature review in order to be able to provide more specific recommendations about how to integrate a gender component into ANHDO's programs and activities.

Based on the review of existing information, there is very little documented evidence of the role of women in agriculture in Afghanistan, much less the specific roles of women in the Horticulture Value Chain. There are some vague and general statements such as: "Women are involved in fruit drying", or "Women do the peeling of plums for drying", or "Wives of Pistachio farmers are responsible for cracking the nuts.". This is good information not sufficient for good program planning.

To date, ANHDO has conducted one training for women at their research facility at Badam Bagh Farm. This was done as a 3 day event focused on Fruit and Tomato processing for family use. There were 20 women with 2 representatives from the MAIL offices. The focus was on making jam from plum and apple as well as tomato paste. The reported outcomes were a) the women greatly appreciated this training, b) trainers must be female, c) pictures were not allowed, and d) women in the Kabul area are allowed more flexibility in travel. Recommendations for future trainings included:

1. Can do trainings in rural areas at women's homes, such as the female head of the Shura
2. It might be possible to have a male trainer if he is not seen by the women
3. Most women do not read, so need to use pictures and illustrations for training materials
4. If using cameras, then the women themselves should take the pictures
5. In general, women complain of spending too much time on fruit processing.

Based on this limited experience, how does ANDHO now develop a process for the integration of women into existing horticultural programs? How to determine training needs, training delivery and measurement of training effectiveness? Currently there is not an established process nor prescribed steps that have been used successfully to integrate gender into agricultural value chains programs for ANHDO.

After conducting the literature review and interviews with ANDHO staff and other similar organizations, it was determined that the Project Management Cycle as the basis of Gender Disaggregation would be the best model for ANHDO programs. This approach provides a framework that will not only identify technical training areas for women, but will also lead to a refinement of suggested monitoring and evaluation indicators.

This information should be gathered by ANHDO staff. While it can be useful to bring in outside trainers to provide additional skills to ANHDO staff, the programming and consequent trainings will be more effective if they are determined by ANHDO staff.

Handouts were created for the first three phases of the 5 phase process. These handouts were demonstrated and explained to the small group leaders and a full day of training was provided to the groups on the use of these three handouts (Framework for Gender Analysis, Identification of Gender Based Constraints, and Problem Tree Analysis). The first three phases lead to activities in phase 4 that are then monitored and evaluated and this information in phase 5 is used to start over again in the next year or next planning cycle. This information is presented in detail in Annex 5 and summarized in the table below.

TABLE 1: Project Cycle Approach for Gender Disaggregation in Agricultural Value Chain Projects

| Phase | Purpose |
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| Phase One. Mapping Gender Roles and Relations along the Value Chain | Learn how to identify gender roles and relations along the value chain through data collection efforts |
| Phase Two. From Gender Inequalities to Gender-based Constraints | Become familiar with a systematic way to identify gender-based constraints |
| Phase Three. Assessing the Consequences of Gender-based Constraints | Understand how to assess the implications of gender-based constraints on value chains |
| Phase Four. Taking Actions to Remove Gender-based Constraints | Learn how to determine the most appropriate course of action to remove gender-based constraints |
| Phase Five. Measuring Success of Actions | Become familiar with ways of measuring the success of actions |

How to find out more about existing women's roles – tools

Since there currently is no planning for the involvement of women in ANHDO program activities, the process should start at Phase 1 – Mapping of Gender Roles and Involvement along the Value Chain. The next decision in the process would be to determine which value chain to focus on or rather to review all of the ANHDO value chain crops and do an analysis of each. Either approach will provide sufficient activities and outcomes, but by focusing only on one crop at a time, the staff who are not involved with that particular crop may not have incentive to participate fully in learning the gender analysis tools. Therefore, it is recommended that each value chain should develop a Map of Gender Roles and the subsequent actions.

Potential Components of ANHDO Gender Component

Based on the information gathered to date, some training courses could commence prior to conducting these Gender Analyses of each Value Chain. But before starting any training activities for women in AHNDO programs, must first identify some other key components of setting up trainings for women farmers.

In alignment with the Afghanistan National Development Strategy, it is recommended that ANHDO programming efforts support the role of women in agriculture through:

- Developing a more nuanced understanding of women's role in agriculture and specifically in the horticulture value chain, and use this to inform program design.
- Emphasizing the importance of women's agricultural activities to both men and women through extension work.
- Incorporating women into agricultural training.
- Revise ANHDO membership criteria to allow for Women's Producers Groups to also join.
- Providing women with numeracy and literacy classes that would enable them to read labels on agricultural inputs, make better financial decisions for the farm business, as well as earn them more respect within the community.
- Partner with existing organizations which have already organized women's farmer groups to provide training and other ANHDO and ANNGO services.

Plan of Action

In developing a plan of action to implement a women in agriculture program for ANHDO, there should be both short term goals for starting up and then longer term goals for scaling up these activities. Some key operating questions will need to be addressed for both the short and long term goals.

It is also important to note that not only do men and women learn differently but they also have different issues revolving around training activities that must be addressed. In many ways, training for women producers is different in Afghanistan than for male producers. Women and men perform different tasks within the Value Chains but also have different culture issues and needs. For example, women in general, have much higher security issues and needs than do men in the same communities. Only after these security issues are addressed can women relax enough to focus on training information. Additionally, women are much more social than men and this also affects their feelings of security. Therefore, training for women often starts with more social time and activities to allow the women to feel relaxed and secure before starting training activities. These issues are different for every community and need to be addressed accordingly. Therefore it is outside the scope of a foreign consultant to make specific recommendations in this area. However, there are other issues that can be addressed here, such as:

- A. Who to organize these trainings?
- B. Who to conduct trainings for women farmers?
- C. Developing M&E Indicators
- D. Developing Training Topics and identify women farmers groups?

Short term Implementation Issues and Goals

The process for starting some gender or women in horticulture activities has already been initiated by the Gender Training conducted on 29 May 2016. During this training, all of the technical staff were introduced to the issues and received training on tools to be used in the field to conduct data collection on gender disaggregation in the horticulture value chain. Within the next year, the existing ANHDO team could initiate some activities to begin the process of including women into the ANHDO horticulture program. So here is a proposed plan for the first year of start up activities of an ANHDO gender program.

- A. Who to organize these trainings? For the short term, I would recommend that a Gender Focal Point be appointed at each of the ANHDO program sites. For example, for many reasons, I would recommend Eng. Yousin Ahmadzia as this Gender Focal point in Kabul. It would need to be determined by the Senior Management if this role would be giving some sort of benefits for this additional work.
- B. Who to conduct trainings for women farmers? Currently, there are very few staff members with the skills or interest to conduct training for women farmers. However, there are Afghan women who have been employed and trained by other projects who could be contracted on short term basis to conduct trainings for women farmers. They would need guidance on the topics to be taught and ANHDO would have to support the identification of appropriate women for the trainings, but these past employees of CHAMP in particular are well skilled in delivering horticultural training to women farmers.
- D. Developing M&E Indicators. Based on the information gathered from the literature review, interviews and the one day training for ANHDO staff, some initial monitoring indicators have been developed for Year 1. They are:
 - a) Increase in the percentage of female field and project staff
 - b) Collection of Gender Disaggregated Data for each Horticultural Value Chain
 - c) Changes in Record keeping and/or Decision making by gender
 - d) Participation of women farmers in training activities
 - e) Number of women involved in Horticulture Value Chain groups
 - f) Changes in perception of ANHDO staff about contributions of women to Producer organizations
- E. Developing Training Topics and identify women farmers groups? During the course of this consultancy, it became abundantly clear that women are lacking the most basic access to

information that is needed to help them to move their families out of poverty. While addressing basic skills is the role of formal education more than organizations such as ANHDO, there are some skills that would greatly strengthen the rural horticulture value chains. Specifically, numeracy training. Being able to understand and work with numbers can be taught to anyone, including those who are not literate. There are training materials that have been developed and used by several organizations. Beyond numeracy, there are also book keeping trainings that can be conducted for people who are not literate. This would greatly increase the effectiveness of the women producers to develop small business activities and keep financial records for their families.

In addition, some specific technical topics have been proposed by many of the field staff that have been validated by the information gathered during the Gender Training. These are trainings focused on:

- a) Improved techniques for the peeling of plums. It may be possible to collaborate with the WIA staff from the AAEP project to conduct trainings on different improved techniques for the peeling of plums.
- b) Cracking of Pistachios and Aflatoxins in Pistachios. Again, it may be possible to collaborate with AAEP who are doing a great deal of work with Pistachio producers to introduce improved technologies on the small scale commercial level for improved nut cracking practices such as <http://drill-cracker.com/drill-cracker-res> Automatic Drill Nut Cracker for Almond, Pistachio and Walnuts.

Long term Implementation Issues and Goals

A. Who to organize these trainings? There is a critical need for ANHDO to hire a dedicated M&E professional to conduct monitoring and evaluation activities for all ANHDO programs. This person should also be the lead on conducting all data collection for project management. Ideally, there should also be a person committed to Communications and Extension. This person would not only develop the data into reportable outcomes to donors and government offices, but would also develop informational campaigns for producer groups to inform them of horticultural value chain issues affecting all producers. The Communications and Extension person should be female and work closely with the M&E person. These two professionals should work together in organizing appropriate training goals for women producer groups.

B. Who to conduct trainings for women farmers? A team of two women should be hired to conduct trainings for women producer groups. One should be a Dari speaker and the other a Pashtu speaker. There are several highly skilled and knowledgeable women graduating from the NAEC school who could be hired for these positions. They are trained not only in technical knowledge but also in teaching pedagogy. These trainers would be supervised by the Communications and Extension staff person.

D. Developing M&E Indicators. Ideally, there should be a person within ANHDO who is specifically responsible for Monitoring and Evaluation. As there currently is not an M&E person on staff, there was no one who could be trained specifically on this topic during this consultancy. But

in addition to the indicators proposed above, longer term indicators should be developed during the collection of disaggregated value chain data and specifically from conducting a Problem Tree Analysis for each of the horticultural value chains. In addition to those indicators that are yet to be identified by the ANHDO technical and M&E staff.

- a) Changes in satisfaction of women and men agricultural entrepreneurs with their access to horticultural inputs, knowledge/information, training topics, training deliver, credit and markets.
- b) Number of men and women producers in providing feedback to ANHDO and ANNGO research topics.
- c) Participation of women and men producers in small business start-ups and community based producer organizations.
- d) Changes in salaries or income for men and women in similar types of work.
- e) Increase in the numeracy skills of women producer groups.

E. Developing Training Topics and identify women farmers groups? In the longer term, the identification of training topics will come from the collection of gender disaggregated data in the different horticultural value chains. This should be done in a completely participatory fashion with both the men and women producer groups, as well as with the leaders of their communities.

Key issues in the development of training topics for women producers groups are likely to revolve around Quality Control and Food Processing skills. With training in numeracy and literacy, women producers within the family could also become responsible for keeping records on GAP (Good Agricultural Practices) and other record keeping needs for export markets.