

## **Annex 1: Gender Roles and Participation in Agriculture Value Chains Literature Review Study Report**

### **Introduction:**

Agriculture can be an important engine of growth and poverty reduction. But the horticulture sector is underperforming in many countries in part because women, who are often a crucial resource in agriculture and the rural economy, face constraints that reduce their productivity. (Ashrafi, 2009) As taken from the National Development Strategy, women constitute roughly 49% of Afghanistan's population and the majority of these women live in rural conditions. The current situation of women in the country presents a serious challenge to human development. The women of Afghanistan are among the worst off in the world, both in comparison to Afghan men, and to women in most countries. Their situation is particularly poor in the areas of health, deprivation of rights, protection against violence, economic productivity, education, literacy, and public participation. The average Afghan woman has a life span of 44 years, which is about 20 years short of the global average for women.

Agriculture is the main source of livelihood in Afghanistan, especially in the rural areas. It accounts for 35 percent of the region's GDP and 70 percent of its employment (World Bank 2000). Women provide about 50 to 75 percent of all agricultural labor in the region (Saito 1994). Three farming systems have been identified in Afghanistan: mixed crop-livestock, agro-pastoral and pastoral or nomadic systems. Poverty, worsened by climate change (drought, low and erratic rainfall), has forced many people to rely largely on livestock rearing in the mixed crop-livestock farming systems. Wheat is the main food crop, accounting for more than three quarters of food grain production. Livestock includes cattle, goats, sheep, donkeys, poultry, horses and camels. (FAO, 2008) Goats are an essential element in the mixed crop-livestock farming under irrigated and rain-fed production systems. Goats are browsers (unlike sheep and cattle which are grazers) and can be very destructive to tree and grape production systems.

The term *gender* describes the socially determined attributes of men and women, including male and female roles. (In comparison, *sex* denotes the physical and biological differences between males and females.) The term "gender blind" refers to policies and programs which are designed without prior analysis of the culturally-defined set of economic, social, and political roles, responsibilities, rights, entitlements, obligations, and power relations associated with being female and male and the dynamics between and among men and women, boys and girls. Gender blind programs/policies ignore gender considerations altogether. In contrast, "gender aware" programs/policies deliberately examine and address the anticipated gender-related outcomes during both design and implementation. An important prerequisite for all gender-integrated interventions is to be gender aware. There are several additional terms that are important in the understanding of gender in agriculture and these are presented in Annex 5 for the training component.

To put some gender context on the social demographics, it is estimated that the national adult (aged 15 and above) literacy rate is 26 per cent, with 12 per cent for women and 39 per cent for men. In rural areas where approximately 74 per cent of all Afghans reside, the situation is more acute, with an estimated *93 per cent of women* and 65 per cent of men lacking basic reading and writing skills. (NRVA 2007/8). In many provinces of Afghanistan, less than 15 per cent of girls at school age attend primary school and this figure drops dramatically as girls progress towards higher grades (Strand and Olesen, 2005).

While there are many social/economic measuring indicators, gender has proven to be an essential variable for analyzing the roles, responsibilities, constraints, opportunities, incentives, costs, and benefits in agriculture. Numerous development projects, government programs, research studies, and theoretical models have demonstrated that the improvement of women's access to agricultural research and extension services must begin with an analysis of men's and women's participation in the agricultural production process along two related dimensions: their role in agriculture and their role in the household. It is vital that women's involvement in cash crop agriculture does not have an unintended negative impact on household food security.

Outcomes of these gender based planning tools may be used to inform projects on existing and potential gender gaps along the value chains that would need attention and deeper investigation during a more detailed value chain analysis. This review concludes with two broad recommendations for consideration in the design and use of value chain analysis tools, 1. Value chain analysis must be gendered to capture the different roles, opportunities and constraints for men and women, and 2. Results of gendered value chain analysis must be used not only in designing value chain interventions (such as selecting the most appropriate value chain link, activity, or target group) but also in guiding project implementation and for establishing monitoring and evaluation systems.

## **Gender in Agriculture in Afghanistan**

Afghanistan is a patriarchal male-dominated conservative society and the domination of men is visible in each and every aspect of life. Years of conflict and the resulting massive displacement of the Afghan population have disrupted family structures and further increased the burden on women. In addition to taking care of the family, women are visible in three sectors; agriculture, animal husbandry and handicrafts. In a family having several female members of different ages, the older women often carry out the household tasks and look after the children. Unmarried women, especially if close to the age of marriage, are less likely to be allowed to perform agricultural tasks or any other activities outside of the house. (Taava, et.al. 2013)

With nearly 80% of its population living in rural areas, Afghanistan's economy is heavily skewed towards agriculture. In 2002, the agriculture sector totaled 45% of Afghanistan's GDP, dipping to 30% in 2010. The 2007-2008 National Risk and Vulnerability Assessment (NRVA) for Afghanistan (EU, 2008) reports that roughly 59% of the total employed population engages in agriculture or

livestock. The NRVA also indicates that 44% of Afghan women are employed in agriculture and livestock, equal to the world average. Consequently, agricultural and related activities are a significant means for female economic participation in Afghanistan. Despite variation by district, Afghan women “make large labor contributions to a range of marketed products such as dried fruits, opium, fuel wood, dairy products and handicrafts.” The report further indicates that “Surveys confirm that women and girls engage in a number of farm-based activities ranging from seed bed preparation, weeding, horticulture, and fruit cultivation to a series of post-harvest crop processing activities such as cleaning and drying vegetables, fruits and nuts for domestic use and for marketing.” However, Afghan women’s agricultural labor is largely unpaid.

The role of women in agricultural production is largely determined by the life cycle of the household, the location of household fields and other reproductive and productive tasks that women undertake during the agricultural year. The availability of sufficient labor within the household can often mean that women are not required to participate in cultivation outside the family compound. However, widows, women with young children, or married daughters will often be required to assist with the cultivation of particular labor-intensive crops (World Bank, 2005). With the National Risk and Vulnerability Assessment (NRVA), there are now large-scale comprehensive data available, which confirm the general picture emerging from the case studies of various regions. Across all regions and social groups, and as it is in many other countries, it is a cherished ideal that the men of the household should be the breadwinners, while women are responsible for the domestic chores. However, most households cannot live up to this ideal, and women contribute in a variety of ways to the family's upkeep. But the reality is further skewed due to economic factors, with the poor and very poor groups of women showing higher frequencies of working outside of the home, 60% as compared to 46% among the better-off groups.

The Social Assessment of the National Horticulture and Livestock Project (NHLP) Final Report in 2012 provided a great deal of provincial information regarding women’s involvement in agricultural activities. Generally, in most of the provinces, more than half of the women in the provincial centers were able to go to the local market to buy goods. About half of these women were always accompanied by a male relative when they did so. Women outside of the provincial centers were less likely to go to the local bazaar to buy goods and more likely to be accompanied by a male relative. In both the provincial center and the surrounding rural areas, women rarely went to the local market to sell goods. Literacy rates are not above 10% for women in any of the ANHDO provinces. Some of the agricultural details in the provinces where ANHDO is now working or may be working soon are summarized here:

**Balkh:** Cultivation is mainly conducted by men in Balkh. Harvesting is done by both men and women for all crop categories. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children under 15 in Balkh are not involved in cultivation. They do, however, participate in the harvesting of all crop types. Children also participate in drying fruit and selling nuts.

**Herat:** Cultivation is mainly conducted by men in Herat Province. Women are involved in vegetable cultivation to a greater degree than other crop categories, although it is still considered a mainly male activity. Harvesting is done by both men and women for all crop categories. Both men and women are involved in drying fruit and shelling nuts in Herat. Men handle a large majority of the selling and trading of horticulture goods.

**Kabul:** Cultivation is mainly conducted by men in Kabul. Both men and women are involved in harvesting for all crop categories. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children under 15 are typically not involved in the cultivation of any crop types in Kabul. They do, however, participate in the harvesting of all crop types. Children also participate in drying fruit and shelling nuts.

**Kandahar:** Cultivation is mainly conducted by men in Kandahar. Both men and women are involved in harvesting for all crop categories. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children in Kandahar are involved in the cultivation and harvesting of all crop types. Children participate in drying fruit and shelling nuts. They also assist in the selling of all crop types in this province.

**Kapisa:** Cultivation is mainly conducted by men in Kapisa. Both men and women are involved in harvesting for all crop categories. A majority of the fruit drying is done by women, but both men and women shell nuts. Men handle a large majority of the selling and trading of horticulture goods. Children are typically not involved in the cultivation of any crop types in Kapisa. They do, however, participate in the harvesting of all crop types. Children also participate in drying fruit and shelling nuts. Some families have garden plots as well as agricultural fields.

**Kunduz:** Cultivation is mainly done by men in Kunduz. Both men and women are involved in harvesting for all crop categories. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children are typically not involved in the cultivation of any crop types in Kunduz. They do, however, participate in the harvesting of all crop types and in the drying fruit and shelling nuts.

**Laghman:** Cultivation is mainly conducted by men in Laghman. Both men and women are involved in harvesting for all crop categories. Drying fruit is mainly done by women. Both men and women are involved in shelling nuts. Men handle a large majority of the selling and trading of horticulture goods. Children assist in the cultivation of cereals and grains, but are generally not involved in the cultivation of other crops. They do, however, participate in the harvesting of all crop types. Children also participate in drying fruit and shelling nuts.

Additionally in Laghman province, women's production activities varied across villages but include: cheese making, embroidery & sewing, farming, farm labor, wood collection. (Kerr-Wilson and Pain. 2003) Men do tailoring, carpentry and masonry in addition to farming activities. Livestock in general was reported as being either owned by the household (i.e. owned jointly between men and women) or by men.

**Nangarhar:** Most crops are cultivated by men in Nangarhar, with the exception of vegetables, which are cultivated by both men and women. Harvesting is done by both men and women for all crop categories. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children in Nangarhar are involved in the cultivation of orchards and vegetables, but generally do not cultivate other crop types. They do, however, participate in the harvesting of all crop types and often assist in the selling of vegetables, fruits and nuts.

**Panjshir:** Panjshir stands out as women appear to be more active in cultivation than in many other provinces, with the exception of Baghlan. Women here are involved in the cultivation of all crop categories, although men are still dominant in this category. Harvesting is done by both men and women. Drying of fruits is mainly done by women. Both men and women are involved in the shelling nuts. While men still handle a majority of selling and trading of horticulture goods, women are involved in the sale of cereals and grains, fruits, nuts, and vegetables. Children are involved in the cultivation and harvesting of all crop types. Children also participate in drying fruit and shelling nuts.

**Parwan:** Cultivation is mainly conducted by men in Parwan. Both men and women are involved in harvesting for all crops. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children are typically not involved in the cultivation of any crop types, but they do, however, participate in the harvesting of all crop types. Children also participate in drying fruit and shelling nuts.

**Samangan:** Cultivation is mainly conducted by men but both men and women are involved in harvesting for all crop categories. Both men and women are involved in drying fruit and shelling nuts, although women are more heavily involved in these activities. Men handle a large majority of the selling and trading of horticulture goods. Children are typically not involved in the cultivation of any crop types, but they do, however, participate in the harvesting of all crop types. Children also participate in drying fruit and shelling nuts.

In addition to the provincial data, agricultural work can also be categorized by crops. The cropping pattern in a given locality has a considerable impact on women's participation in agricultural production, with grain production having the least female involvement and horticulture having large labor input from girls and women. Specifically, fruits and nuts involve a large labor input

from women and children and are major cash crops. In the 1970's, Afghanistan was the world's largest exporter of dried fruit (FAO, 2003).

For example, plums are a cash crop and grown in several of the ANHDO provinces (see Table 1), but in Ghazni Province, this plum is the main cash crop and 94% of the farmers there grow it. A total of 30% of the cultivated irrigated land is covered with plum orchards due to its high relative profitability. For those families with no land, all of the women and older girls work during the season to peel plums. It is the only activity reported for which women receive payment. Processing of plums is a painstaking task. All the women and girls are involved, working throughout the day from sunrise to sunset to carefully peel the plums, in addition to their other work in the household. Women involved with plum processing complained of problems with their hands as a result of being covered in the acidic plum juice all day (Klinnert, C. 1997).

## **Gender in Horticulture Value Chains in Afghanistan**

Value chains are understood to consist of the linked set of activities and enterprises that bring a product from conception to its consumers through to its disposal. Value chain analysis involves collecting information about firms and market connections to identify strengths or weaknesses in the coordination of these activities and to examine the power and position of producers or producer groups in relationship to other actors in the chain (Rubin, D. and Manfre, C. 2012). In terms of rural community economic development, the more that a farmer or producer group can be engaged in the value chain, the more of the profit from the final product is staying with the farmer or producer. As such, business planning and financial management are as important in the value chain as are the decisions regarding the technical aspects of the product development. In gender value chain analysis, these goals of enhancing competitiveness and performance are examined with explicit attention to the different roles and opportunities for men and women along the chain and the focus on real or potential barriers and opportunities for women and for men that may be shaped by custom, law, and institutional structure.

Including women in horticulture value chains in Afghanistan has many constraints, both legally and culturally. There is much that could be done to improve the equality and equity of the work of men and women in rural areas, including national policy, legal rights, access to education and employment policies. In fact, The World Bank report of 2005 on Afghanistan National Reconstruction and Poverty Reduction: the Role of Women in Afghanistan's Future that under the prevailing social, economic and political conditions; the main areas of intervention in support of gender equity and gender mainstreaming should be:

- Substantial strengthening of women's employment in the health and education sectors, which will have direct positive effects on girls' school enrollment, women's access to health services, maternal mortality and general child and family health.
- Strengthening women's involvement in agricultural and livestock production in the form of extension and training, credit facilities and expanding marketing opportunities.
- Development of socially acceptable skilled and unskilled employment opportunities for

women in the urban sector in response to the high level of poor female-headed households.

- Legal reforms to remove gender inequities within Family Law, in terms of marriage, marriage age, divorce and inheritance.
- Collection of adequate sex-disaggregated data across all sectors to document women's and men's involvement and to enable monitoring of future developments and effects of investments.

But the focus of this study, at this time, is to focus specifically on what activities are being done now by women and to identify some interventions or training activities to improve value chain. The main goal will be to identify appropriate tools and train staff in use of these tools so that ANHDO can develop the data needed for gender-based planning and M&E. Ideally actions proposed for the women that will not be exploitive and instead either improve their situation by reducing time spent on mundane processing activities or new processing techniques that would allow the women to have more financial reward for their efforts.

There are several benefits to conducting this study for use by ANHDO staff. Some of these are:

- Identifying the specific roles of women in specific horticulture value chains because each link in the chain must be strong to achieve the desired economic improvement.
- Including women in the ANHDO field efforts, the organization will be more successful in reaching its' mission.
- Identification of the challenges or reasons why participation and inclusion of women is difficult in the improvement of horticulture value chains.
- Documentation of the successes and best practices used by industry partners to included women in value chain improvement programs.

To date, ANHDO has undertaken very few activities for women involved in the horticulture value chain. The only reportable activity was the jam making training done at Badam Bagh farm. Or to explore this issue further, we met with some other organizations who have successfully completed agricultural training for women. Currently these are the AAEP (Afghanistan Agriculture Extension Program) and the CHAMP (Commercial Horticulture and Agricultural Marketing Program). Both of these programs are funded by USAID.

AAEP is in it's second phase of implementation. It started with a Women In Agriculture Component from the beginning of it's operation. The WIA started only in Kabul has focused their work with women on traditional areas of production for women such as backyard gardening, small livestock production and poultry production. They have had a good deal of success in increasing knowledge and skills through the Farmer Field School approach, utilizing participatory training methodologies and group work. They now have established women's groups who are skilled enough to consider business development approaches and have expanded to Mazar. They have some groups who would like to join ANHDO.

The CHAMP project is in it's final year of operation and their women's program has already been concluded. They took a different approach to building women into their training efforts. They

focused on areas of the country where a large number of men are away for extended periods of time due to conflict and fighting. Working in collaboration with the village structure and with approval of the husbands, CHAMP has organized these women and have taught them all of the same technical information about horticultural production, harvesting, processing and marketing as what they have taught to the male farmers. Over several years, many of the husbands have come to recognize that the women are very capable of managing their farms while they are away. When they do return home, most have opted to allow their wives to continue with the farming operations and the husbands have secured jobs away from the farm as a means to increase the family income.

In other attempts to obtain existing information on the role of women in agriculture and specifically in horticultural activities, a one day training was provided to ANHDO staff on the gender disaggregation of data using the Project Management Cycle. While useful information was gathered and is presented in Annex 5, this process also highlighted the shortcomings and gaps in information available. The need for additional information is such that it cannot be gathered during the course of this assignment, but there is a need for more disaggregated data gathering.

It is often assumed that technological change is unlikely to be gender neutral. However, few empirical studies examine the impact of technical change on time allocation at the household level, and there are even fewer studies that disaggregate the impact by gender (Ilahi 2000). Other studies also show that women reallocate time saved as a result of technological change in agriculture to other income generating activities, to a variety of community and individual projects, and to domestic responsibilities (Malmberg-Calvo 1994; Blackden 2002).

Strengthening the knowledge and capacities of individuals is central to fortifying national capacities, but this cannot happen effectively as a stand-alone activity. The organizations and individuals involved also must have the ability to absorb and maintain their new knowledge and capacity and also to anticipate emerging needs. That is why capacity development addresses three interlinked dimensions:

1. Improving the knowledge, skills, behavior and attitudes of individuals;
2. Modifying the mandates, priorities, processes and structures of the organizations; and
3. Strengthening political will, policy framework and other elements to provide an overall environment that enables capacities to be enhanced and sustained.

Meaningful change is achieved when all three dimensions are targeted in an integrated way and interventions are sustained over time. And meaningful change will provide the basis for a more effective and productive organization.

## **Gender Analysis**

It is now widely demonstrated that rural women, as well as men, throughout the world are engaged in a range of productive activities essential to household welfare, agricultural productivity, and economic growth. Yet women's substantial contribution continues to be systematically



marginalized and undervalued in conventional agricultural and economic analyses and policies, while men's contribution remains the central, often the sole, focus of attention.

Women are typically, and wrongly, still characterized as "economically inactive" in statistical surveys of agriculture, a result that tells us more about survey methodology than about reality (Janelid, 1975). Agricultural extension services still do not attach much importance to reaching women farmers or women on the farm. Policy makers and administrators typically still assume (in the face of the empirical data) that men are the farmers and women play only "supportive role" as farmers' wives (Samanta, 1994).

Gender analysis examines the socially defined roles, relationships and responsibilities of both women and men within the social and economic context in which they live. The term "gender" is not a synonym for women. Gender roles may dictate that women are the carpet makers in a society and men are the traders. But men can also learn to make carpets. As the economy and social expectations change, both men and women can learn to do both. Thus, gender roles can be redefined by social changes associated with economic transformation, as well as legal and regulatory reforms. To identify the differences in development obstacles and opportunities of women and men, a gender analysis asks: who does what? when? where? and with what resources?

While women provide at least 50% of the agricultural labor in the country, it is important to also study the average daily hours in agricultural work by gender throughout the seasons and through the economic level of the stakeholders. It has been generally noted that there is an important gender division of labor among various agricultural tasks throughout the world, but this data is not readily available for agricultural labor in Afghanistan.

When disaggregation of data is collected in monitoring of project and training figures show that four times as many men are receiving training as women, this would suggest limited access to project activities for women that could negatively affect project outcomes and sustainability of the project. Similarly, if an information gathering exercise includes largely the views of men and mainly male elders, with the exception of one or two old women, important information for the successful implementation of the activity is being missed. If producer group members are all men but unmarried women actually process the fruit, it is possible that the wrong people are receiving the training for maximum impact.

Too often, women are excluded from community development activities because their economic roles and the obstacles to their participation are overlooked or the barriers are considered unsurmountable. It is also important to bear in mind that all women are not the same. Their gender roles may vary based on their age, work, location (urban or rural, married or widowed), socioeconomic status, religion and other factors that also need to be assessed. As a result, some women may be excluded more than others. Many agricultural projects that have attempted to involve women in value chain development have had poor results and sometimes even negative impacts on women. This is because they treated women as an untapped pool of labor whose energy

could be mobilized at little cost. In reality, the cost was a diversion of women's energies from other activities which benefited the women and their families.

Effective Horticulture Value Chain development activities must ensure a good match between the technologies promoted and the social groups to be involved. They must also provide support in group formation where needed as well as assistance in group maintenance, communication, and distribution of benefits in the group.

In the context of value chain development, excluding women results in underutilization of their labor force which may decrease the overall agricultural productivity. While women's involvement in agricultural production has increased; their participation in value chain development activities is concentrated in lower levels of the value chain especially in production (KIT et al., 2006; Lastarria, 2006). And much of their involvement is not paid or underpaid. According to the (World Bank and IFAD, 2008), there is a growing trend of more women being involved in agriculture as men seek alternative income generating activities in non-farm activities. Nevertheless, due to patriarchal nature of most rural societies, women generally do not have the same rights to productive resources as men. While women involvement in agricultural production contributes to increased production and export of high value crop, women do not equally benefit as men this is partly because of the gender relations that segregate women from participation or benefit from certain tasks in agricultural value chains.

### **Gender Analysis in Value Chain Agriculture**

Value chain programs seek to achieve systemic change in individual farmers, producer groups, organizations, and across the chain in ways that promote upgrading and competitiveness. Generally, change within agricultural value chains involves shifting production systems that are contingent upon local knowledge in favor of ones that depend on technical knowledge and meet consumer preferences. Marketing systems move from spot interactions to more systematic and predictable relationships and are more likely governed by contractual arrangements. These shifts can provide small producers with important advantages through increased farm incomes, but also affect gender roles and relations.

When developing agricultural value chain programs that also support gender equity goals demonstrate the following characteristics:

- Understand men's and women's roles and relationships.
- Foster equitable participation.
- Address the distinctive needs of women.
- Support women's economic advancement.
- Promote gender equitable market-driven solutions.
- Design equitable benefit-sharing mechanisms.
- Include men in defining the "problem" and the solution.

Over the past few years, numerous analytical tools have emerged to help practitioners, whether those working with development organizations or with the private sector (or both) to understand

and address gender issues in value chains. They try to translate the analytical approaches and learning into action- oriented interventions, providing field practitioners with some tools they can use while working with different actors along the chain. While key messages often overlap, the manuals do not always target the same actors in the value chain and may differ across value chains. The approaches highlighted here were funded by three different institutions: the Bill and Melinda Gates Foundation (BMGF), USAID, and Oxfam/NOVIB (supported by IFAD). They present approaches to addressing gender in value chain development from the perspective of the private sector (BMGF), development practitioners (USAID) and the community (Oxfam/NOVIB).

However, it is first important to review the concept of the Gender Equality Continuum. This is important as many view the objective of including women to be the definition of success of gender inclusion in program planning. However, it is also important to be aware of the power dynamics within a horticulture value chain so that gender inclusion does not exploit women.

### Assessing Gender Inclusion approaches or tools – the Gender Equality Continuum.

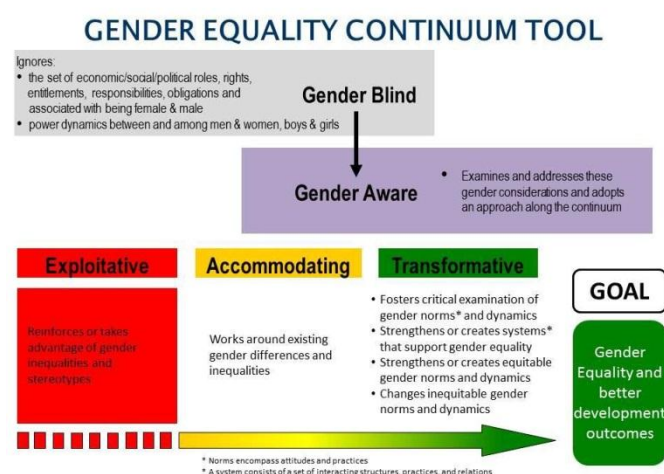
The Gender Equality Continuum Tool takes users from gender blind to gender aware program but also towards better development outcomes that are not only accommodating of women but transformative in community development. This is a tool for program designers and implementers both to use in planning how to best integrate gender into their policies and programs. This model takes the position that under no circumstances should programs take advantage of existing gender inequalities.

Gender aware policies and programs examine and address factors in addition to gender, such as economic situation, ethnicity, social roles and responsibilities, power relations and other factors that affect the dynamics between all community members.

Exploitative gender programs are those that intentionally or unintentionally take advantage of gender inequalities while pursuing positive project objectives. In the long run, exploitative programs can undermine the objectives of the program.

Accommodating gender programs acknowledge gender roles but work around these difference and inequalities to achieve project objectives. While it can provide short term benefits and positive realization of project objectives, it does not attempt to reduce gender inequalities or address the gender systems that contribute to the inequalities.

Transformative gender programs seek to promote equity while achieving program objectives. A transformative gender program has three critical components: 1. fosters critical examination of the gender roles, norms and dynamics; 2. recognizes and strengthens positive norms the support equity and an enabling environment for women; and 3. promotes the position of women, girls and marginalized groups,



converting the social structures and policies to more equitable situations for all involved in the program.

When a project team fails to look at gender issues in a project design, they are missing an opportunity. Sometimes, a project may implement accommodating strategies or activities as a way to build the support for more transformative strategies in the future. Once a project becomes transformative for all of the social/economic groups involved, it will have beneficial impacts on the project outcomes and long term sustainability.

### **Tools for gender integrated value chain analyses**

So, how can gender integration be accomplished in a transformative or at least an accommodating way in horticulture value chain projects? For the purposes of this review, several approaches and examples were analyzed. Different approaches and different tools have been implemented by several different development organizations and in several different socio-cultural settings. Each of these approaches offer specific mechanisms to overcome some of the gender-based constraints to women's effective participation. Each them also emphasizes the potential for mutual learning between project staff and the recipients of the project activities. However, there is not documentation of research or practical work in this area for Afghanistan. A few of these approaches will be presented and one approach recommended for use by ANHDO to improve the involvement of women in their horticulture value chain work.

It is noted by all of these systems that a gender-sensitive approach to value chain analysis works to accomplish three very similar goals:

- (i) Understand women's and men's roles and relationships in the chain;
- (ii) Examine gender differentials in access to, and control over, key productive assets necessary for participation in the chain; and
- (iii) Analyses how gender power relations affect economic conditions among the participants throughout the value chain.

Gender integrated value chain analyses can be rapid or in-depth. Rapid assessment tools for value chain analysis provide a snapshot of how a certain value chain operates, who are the actors, what are their roles in the value chain, what are their constraints and opportunities. These tools look at the roles of men and women in the value chains, what markets men and women access, and what gender-based constraints and opportunities exist. Rapid assessments provide avenues for getting a snapshot of situations from a respondent's perspective within a short period of time prior to engaging in detailed research. Rapid assessment tools may be used to give direction on possible interventions for existing problems and/or gaps and areas requiring further research. (Mutua, E. et al 2014). Rapid assessment tools were used in example B below (Microfinance and Technical Support Project) in Bangladesh as this was a project based approach. All other examples utilized tools that are more team or community-based, participatory, employ a variety of qualitative research tools for triangulation purposes and may require repetition depending on the need for current information.

A. **The Gender Action Learning System (GALS).** This approach, which has been implemented by Oxfam in the Coffee value chain in Uganda. This is a community-led methodology with three phases. 1. Preliminary mapping of the value chain, 2. Action-Research with different stakeholder groups, and 3. Identification of win-win strategies through multi-stakeholder workshops. Because many of the stakeholders were illiterate, diagramming tools were used. This approach required a strong commitment of the community as well as a team of well-trained field workers to facilitate the process with a peer-learning structure built in to ensure community ownership of the methodology and outcomes. (Farnworth, C. 2011)

The GALS project brought about significant changes in gender relations, particularly with regards to land ownership and the gender division of labor. Some women reported that their husbands are now contributing more to farming activities and household-related tasks. Important changes were documented in households known to have exhibited strong gender inequalities and high incidences of domestic violence. Some women were now able to have major control over household assets and income. Joint and better management of household resources was increasing and there was an improvement of the quality of coffee, which in turn has led to increased income and improved trust between different value-chain actors.

B. **Microfinance and Technical Support Project (MTFSP) in Bangladesh.**

The MTFSP was an IFAD-supported project, which started in 2004. The project's goal was the improvement of livelihoods and food security of moderately poor and very poor households and the empowerment of women, through the promotion of sustainable income-generating activities and livestock technologies. (Farnworth, C. 2011) This approach differed in that gender disaggregated data was used to identify women's production activities where men were not involved and project activities focused only on the women-centered value chain. There were not women's producer groups so activities of single women were targeted.

The value chain was divided into four distinctive production activities and women in each of the four activities were given specialized training. The value chain was further improved through commercializing the transactions between each node in the chain and providing improved genetic (poultry) material. This resulted in raising the income levels of all of the women at each node of the value chain.

C. **Onion Value Chain in Northern Tanzania.** In this study, the tools used were traditional data collection methods using focus group discussions, key informant interviews and household surveys. Farmers engaged in the value chain as well as those not participating in the value chain but who were involved in other group activities such as savings and credit groups, were included in the study. (Jeckoniah, et.al. 2013). This approach provided a good deal of qualitative and quantitative data but took a great deal of time (6 months) and resources to interview over 400 participants. It review issues such as: perception on changes in men's and women's roles and gender relations in production and marketing of onion, ownership of assets, income and money accrued from onions sales, factors promoting or hindering women decision making especially in

onion marketing, group networks and interactions. Economic analysis tools were used to gather profitability information.

The outcome of this approach provided information that highlighted the facts that while men and women's roles in the onion value chain had been well defined in the past, social and economic factors were causing changes. Some of these changes included: women were becoming more involved in some of the traditional male roles and hence were having a negative impact on women's time to provide food for the household; and as men were moving more into the women's paid roles, it reduced the amount of money available to women for household expenses. This information played an important role in the planning of activities to improve the overall outcomes for all of the stakeholders in the onion value chain.

D. **ValueLinks.** This approach was developed by Gtz, the German Development Organization in 2007. It is a systematic compilation of action-oriented methods for promoting economic development within a value chain perspective. There is a training manual that outlines the 12 modules organized according to the project cycle. The modules are designated within one of the 4 project cycle steps; 1. Setting project boundaries; 2. Chain analysis and strategy; 3. Implementation; and 4. Monitoring. This methodology does not prescribe any particular sequence in which the modules should be used, as practitioners usually have to move between implementation and analysis. Each of the modules has its own set of tools and approaches. It is quite detailed and practical. However it is designed for a professional who is conducting this type of designing, implementing and monitoring on a regular basis and was deemed to be too complicated for the uses of ANHDO at this time.

E. **Project Cycle for integrating gender into agricultural value chains.** This approach fits the Afghan situation well in that the parameters are focused on increasing agriculture productivity, reducing trade and transportation barriers, focused on agricultural marketing principles and improved participation of the poor in rural growth who are most often women. It is also designed around the project cycle but with a simplified approach. It acknowledges that value chains are embedded in a social context and that value chain development affects gender roles. It acknowledges that gender equity and value chain competitiveness are mutually supportive goals. Large-scale comparative studies have demonstrated that greater gender equality and economic growth can go hand in hand and that gender inequalities are costly and inefficient.

Phase 1: Gender Relations and Roles along the Value Chain. The first step in developing gender-equitable value chains is based on an accurate understanding of existing gender relations in a specific country context and for specific crops. It includes a) mapping men's and women's participation and benefits along the chain, and b) identifying the factors that shape the gender patterns in value chain operations. (Mapping Tool included in Annex 5)

Phase 2: Identify Gender-Based Constraints (GBC). GBCs are restrictions on men's or women's access to resources or opportunities that are based on their gender roles or responsibilities.

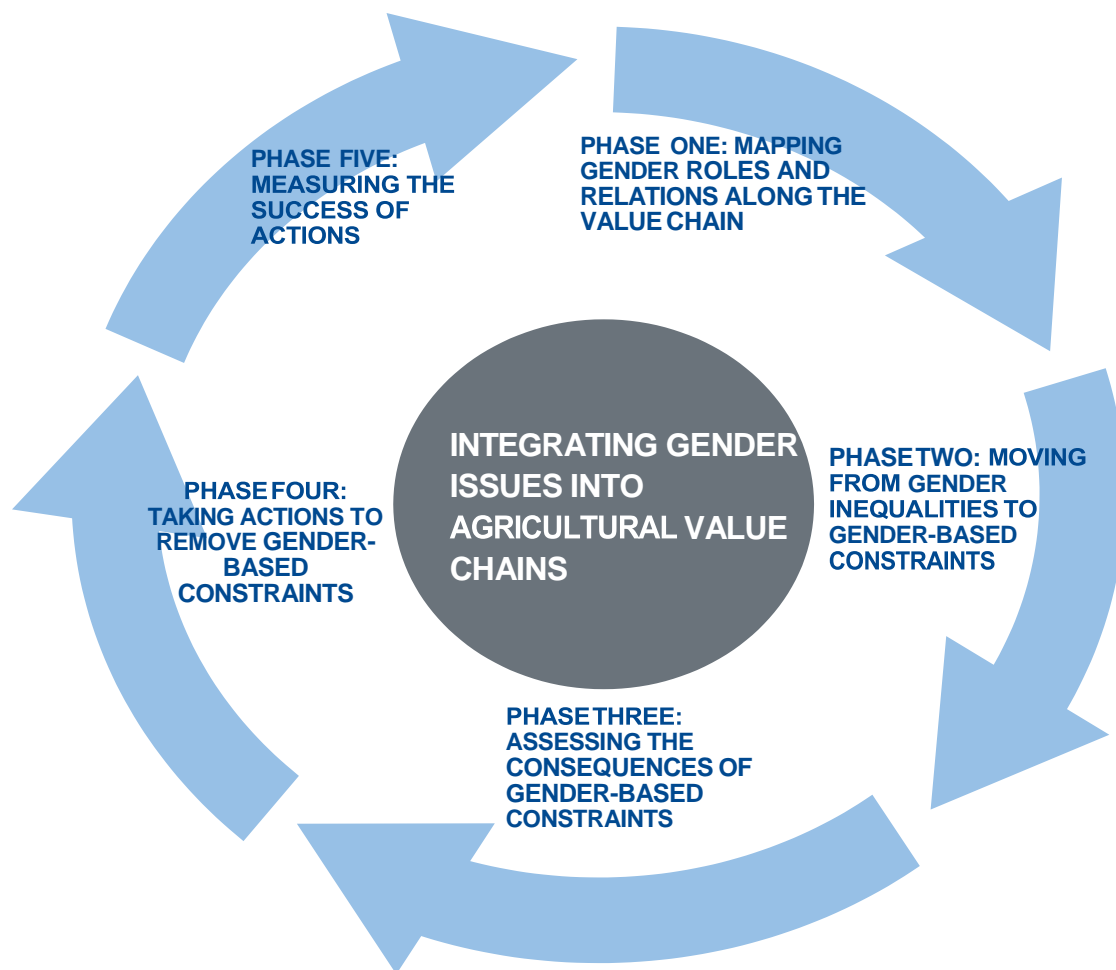
The term includes both the factors (discriminatory land laws) and the measurable disparities that result (when women hold only a small fraction of land titles).

Phase 3: Assess the Consequences of GBCs. It is important to determine the relative importance of each of the identified GBCs in the context of the efficiency and the achievement of the ANHDO objectives. GBCs that affect the value chain are:

- Those that interfere with the achievement of the AFD funded project objectives, ie. Where the constraint makes it impossible to reach the designated number of beneficiaries or volume of sales.
- Those that inhibit women's economic advancement, ie. Where the constraint keeps women from participating in key leadership positions in producer associations or farm expanding their business enterprises, and
- Those that impair or restrict the efficiency and competitiveness of the value chain as a whole, ie where the constraint affects the ability of producers to maintain a steady supply of quality products.

Phase 4: Act to Remove GBCs. There is no single way of reducing, mitigating or removing GBCs and it requires a great deal of attention to the local cultural issues. Acts to remove GBCs should focus on the value chain effectiveness and should also generate positive gender outcomes. The Gender Continuum identifies three different types of gender integration approaches.

Phase 5: Well-designed gender sensitive indicators can monitor changes in men's and women's status and reduction in gender inequalities over time. Indicators should track changes in the crop value chain to reveal where program activities have had success in creating new opportunities for different value chain participants.



Sometimes, just trying to include women into existing horticulture value chains can create a situation that is actual worse for the woman than before the intervention or training. To guide various projects on how to integrate gender in a constructive manner, the IGWG through USAID has developed a conceptual framework known as the Gender Integration Continuum. This framework categorizes approaches by how they treat gender norms and inequities in the design, implementation, and evaluation of program/policy.

**Constraints in Gender Analysis:** In general, men play the role of official spokesmen for families and hold the decision-making positions in local government as village elders. Therefore, women have rarely been consulted in previous community assessments or surveys. However, this is changing with the increased activity by the involvement of women in the DAIL offices. The major constraints on women's participation with international project activities is their inability to leave their compounds, lack of land ownership, lack of resources to purchase inputs, very limited formal education, limited time due to household responsibilities and the restriction to not be seen by men outside of the family.



Opportunities: When given the opportunity, women have expressed a strong interest in more social interaction with other women, ideally within a context of learning skills to improve the situation of their families. Providing training on organizing groups and environmental issues to women leaders and other interested women would contribute significantly to the process.

Women participate in Agriculture in various ways: Production, Harvesting, Post-Harvest Processing, & Gathering.

Factors of Involvement:

Gender roles are not as simple as the difference between men and women or their different roles in the agricultural value chain. It can also vary with factors such as age, marital status, location, education, community organization, wealth, land ownership, access to land, and gender / number of children in the family. In addition, the roles can vary depending on time of year, climate, holidays, health, or other factors that impact the ability of some to participate in the agricultural value chain. For example, a man's role may change depending on whether he is a landowner, sharecropper or daily wage laborer. Therefore, there are no exact answers about who does what for each specific crop. Instead it is a flowing process that changes constantly and requires close inspection and monitoring.

There is also the issue of why or why not one particular group of people are not currently involved in the agricultural value chain. It is sometimes easier to note, for example, that women do not participate in nursery production of fruit trees. But real value could be added to a program if it was known why this fact is true so that their participation could be improved which may positively impact the overall success of the citrus value chain system.

While participation in the agricultural value chain is a flowing process, there is also value in knowing the general conditions which may affect the actual participation in a particular area or with a particular group. Instead of starting from no knowledge, the researcher can base questions along generalizations that are known for the country which can greatly enhance the time and validity of information gathered.

## Monitoring

Ongoing gender analysis or monitoring of gender divisions in the horticulture value chain provides information that enables community leaders and project staff to adjust to changes in conditions and respond to new problems more effectively by:

- Identifying unanticipated problems early,
- Discovering unexpected opportunities,
- Developing new approaches that are acceptable to local women and men, and
- Tracking access and impact of activities for different groups of women and men.

As with many countries, rural village and household economies in Afghanistan are complex with differences between villages and within villages. And it is important to note that non-agricultural activities such as wood and water collection, livestock management, and non-farm labor, are all essential to village and household livelihood strategies, and raise important programming issues

for value chain project activities. Other important issues to track in any monitoring of ANHDO program activities would be: a) access to water, b) resource base of families and communities, c) other income generating activities, d) role of women in the community, e) location of village in terms of topography, f) land ownership, g) educational resources, h) ethnic differences, and i) economic household status (debt or savings) as these all impact on time and resources available for horticulture value chain activities. (Kerr-Wilson and Pain, 2003)

## Proposed Indicators

Based on the information in this report as well as the focused interviews, these are some proposed indicators for monitoring and/or evaluation data analysis. There currently is not anyone on staff at ANHDO that I could identify who is responsible for this data collection, analysis or reporting. But this is being provided as part of the deliverables for future action.

- ✓ Number of men and women involved in participatory technology development and training.
- ✓ Participation of women and men in community based rural producers' organizations.
- ✓ Satisfaction of men and women entrepreneurs with their access to agricultural inputs, knowledge/information, training delivery, credit and markets.
- ✓ Number of men and women involved in providing input or feedback to ANHDO and ANNGO research activities.
- ✓ Participation of women and men in small business incubators or new business start-ups.
- ✓ Changes in perception of men and/or women's producer groups regarding opportunities for women in horticulture value chain work.
- ✓ Changes in the % of male and female technical staff at ANHDO.
- ✓ Changes in income or salaries for men and women doing farm labor.
- ✓ Changes in record keeping and decision making, disaggregated by socio-economic status.

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