

Transforming agricultural development and production in Africa

Closing gender gaps and empowering rural women in policy and practice



Results of a joint programme of the Salzburg Global Seminar and the United Nations International Fund for Agricultural Development 13-17 November 2011



Enabling poor rural people to overcome poverty



SALZBURG
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Belgian Fund for
Food Security
Joint Programme

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This report aims to reflect the complexity of the discussions that took place during the meeting, without claiming to provide an exhaustive representation of them, and the outcome of those discussions.

The SGS is a unique international institution focused on global change – a place dedicated to candid dialogue, fresh thinking and the search for innovative and practical solutions. Founded in 1947, it challenges leaders to develop creative ideas for solving global problems. It has brought together more than 25,000 participants from 150 countries and regions to take part in its programmes. See www.salzburgglobal.org.

IFAD, established in 1977, is a specialized agency of the United Nations and an international financial institution (IFI). IFAD's mission is to enable poor rural people to overcome poverty. Working with rural poor people, governments, donors, non-governmental organizations and many other partners, IFAD focuses on country-specific solutions, which can involve increasing rural poor peoples' access to financial services, markets, technology and land and other natural resources. See www.ifad.org.

The BFFS was created by the Belgian Parliament in 1983 in response to drought- and famine-related deaths in East Africa. The following year, the IFAD/BFFS Joint Programme, a collaborative partnership, was formed to pursue a common goal: helping poor people in rural areas overcome poverty and improve food security. BFFS provides grants to pay for rural development projects, with a particular focus on food security, as well as on nutrition, education, water and sanitation, and gender in some of the poorest countries in Africa. The Joint Programme closed down on 31 December 2011. See www.ifad.org/bffs/.

Executive Summary

Over 50 experts from more than 20 countries convened in Salzburg, Austria, in November 2011 for a special Dialogue for Action meeting entitled Transforming Agricultural Development and Production in Africa: Closing Gender Gaps and Empowering Rural Women in Policy and Practice. Designed to accelerate rural and agricultural development in Africa, the meeting focused on investment in women.

It was organized by the Salzburg Global Seminar (SGS) with support from the United Nations International Fund for Agricultural Development (IFAD)/Belgian Fund for Food Security (BFFS) Joint Programme.

Participants were a diverse mix, including representatives of rural women's groups and farmers' organizations, private-sector leaders and investors, government officials, and donor and multilateral institutions. They met to examine the landscape of current activity, to explore shared goals and to develop innovative ways to collaborate and take common action.

This Salzburg meeting was timely, given that recent reports by IFAD, the World Bank and the United Nations Food and Agriculture Organization (FAO) clearly show that empowering rural women increases agricultural production and food security in Africa. With these findings in mind, the participants focused on identifying successful interventions that could be further developed and devising mechanisms that could be used to close persistent gender gaps in policy and practice, such as differential access to financial tools, productive resources, and leadership and decision-making.

Dr Makaziwe Mandela, Chair of Nozala Investments (Pty) Ltd, a broad-based women's investment company, and Executive Director of Nagul Investment Holdings (Pty) Ltd, launched the meeting.

“The seminar was most useful and productive, and reflected new approaches and innovative thinking that can take African agricultural development forward! It is my sincerest hope that the resolutions and commitments made during the seminar will be put into practice across Africa.”

Participant, South Africa

She challenged the participants to create practical solutions now:

"We need to focus on the things that work. We have plenty of best practices across the continent and those need to be replicated and scaled up. There is a lot of hope for rural women in Africa, but unless they become part of the decision-making process, very little progress can be made."

Presentations by representatives of IFAD, the International Food Policy Research Institute (IFPRI), the International Livestock Research Institute (ILRI) and the International Center for Research on Women (ICRW) set the stage for the sharing of experiences. A Theory of Change, articulated during the meeting, helped the participants to define actionable goals.

Outcomes

Participants gained new information and insights. Using the Theory of Change to guide their thinking and actions, and drawing from existing good practice, they came up with a number of practical proposals to empower women. They also forged new institutional linkages and created new opportunities for partnership, while deepening existing cooperation.

The following innovations were developed and proposed:

- Producing an interactive radio programme involving local farmers that will give a voice to rural women and allow indigenous and new knowledge to be pooled on how to reduce the harmful effects of climate change.
- Orchestrating change through better institutional cooperation, including mapping activities at subregional levels.
- Creating new market-based products to support rural women farmers, such as micro-insurance schemes.
- Working with farmers' organizations to address gender inequality and to highlight the roles of women and young people in value chains.
- Strengthening multisector cooperatives to support value-chain improvements and the inclusion of rural women.
- Boosting training, capacity-building and education in gender in agriculture.

Introduction

Rationale

The global food crisis of 2007/08 reminded the international community of the vital part played by smallholder farmers in ensuring food security. Women are a critical force in agriculture and rural development in sub-Saharan Africa, yet their central role in food security has been largely ignored, particularly in policy.

The time is right to put rural women's economic empowerment high on the international policy agenda and to advance the recognition of rural women in Africa as agents of change. At last, there is widespread consensus on the need to shift long-held perceptions of rural women across Africa as "victims" and "passive aid recipients", and, instead, to recognize them as development managers who urgently deserve investment.

Building on this growing recognition of the need to support Africa's rural women, a special Dialogue for Action meeting was hosted by the Salzburg Global Seminar (SGS) alongside the United Nations International Fund for Agricultural Development (IFAD), with the support of the Belgian Fund for Food Security (BFFS). This dialogue was designed to identify new ways to speed up agricultural development in Africa by investing in women and empowering women. Actions and initiatives were formulated and partnerships were created that will strengthen women's roles in agricultural development in sub-Saharan Africa.

"For decades we have known that the best way for Africa to thrive is to ensure that its women have the freedom, power and knowledge to make decisions affecting their own lives and those of their families and communities."

Kofi Annan



Maria Hartl speaking at the opening of the seminar



Sheila Mwanundu, IFAD, participates in the dialogue

The Dialogue for Action meeting brought together a cross-section of stakeholders, including representatives of rural women's groups and farmers' organizations, private-sector leaders and investors, government officials, and multilateral institutions and donors. They met to examine shared goals and strategic entry points for collaborative action.

The programme was designed to:

- Highlight and share concrete policies, programmes and practices that strengthen food security and have a positive impact on rural women's empowerment, and determine which approaches are ready to be scaled up.
- Identify strategic interventions and actions for increasing and improving agricultural production through rural women's empowerment and indicate areas where stronger leadership by key actors will be critical to overcome bottlenecks.
- Widen partnerships and shared commitment to joint actions among participants and identify accountability measures and incentives for monitoring implementation.

Engaging in dialogue: an innovative process

The Salzburg programme was designed to be a participatory learning and action process building on powerful ideas for social change to enable participants' transformation. The process involved:

- defining and framing (or reframing) the issue
- thinking about how to meet needs in ways that transform not only the lives of recipients, but, also those of the people working with them
- engaging participants to create a critical mass of belief and 'will' to make change on a particular issue
- creating systemic change through innovations in institutions, systems of service, policies and laws
- improving the capacity of institutions to bring about social change, service and movement-building
- fighting backlash and creating deep pathways for implementation.

Mode of working together

By creating a neutral environment, the programme recognized the unique value of each participant's experience and contribution. Participants were challenged to work directly on ideas that **would** or **could** initiate change in service or systems. They were actively committed to inventing and doing. The group moved rapidly from describing current landscapes, to identifying drivers of change, to defining the key issues and opportunities, and then on to engaging in innovation development.

The participatory approach taken during the meeting forged innovative links at multiple levels. It strengthened networking potential as well as cross-sectoral and inter-organizational relationships (for example, between the United Nations, NGOs, and private and public partnerships), as participants were exposed to different perspectives from both inside and outside Africa. The exchanges offered fresh ways of thinking and collaborating.

“To solve any complex problem you have to start everywhere at once! ... [This] requires that many people understand the issue and have the confidence and encouragement to leap into creating solutions. SGS understands this and helped us to create a peer learning process, which also “democratizes” the innovation process.”

Participant, USA



Bishop M. Malusi Mpumwana in conversation with Olive Luena

“The ambience, the working relations, the organization of the event bringing the BEST out of participants and taking everybody seriously, regardless of their position or experiences – the match of different people was just amazing and outstanding.”

Participant, Germany

The dialogue revealed

“The best systems of change succeed with a hybrid structure of some centralized visioning and coordination along with the management of a near chaotic level of innovation and problem solving everywhere in those systems. Recognizing this, SGS enabled its partners to challenge all participants to learn together and to experiment with on-the-spot innovation.”

Participant, Zimbabwe



Keynote speaker Makaziwe Mandela addresses the delegates

“The underlying Theory of Change is important to evaluate ourselves and look into whether what we are promoting to facilitate change and enable the people we serve to improve their livelihoods is actually the right path.”

Participant, Uganda

Theory of Change on gender equality in agriculture and rural development

A Theory of Change (appendix 1) on gender equality in agriculture and rural development was crafted before the Dialogue for Action meeting. Drawing on the findings of current research, the Theory of Change enabled participants to begin their work with a common frame, so that during the meeting they could move more quickly to thinking about action. As they began to share their ideas and develop innovations, the group fine-tuned the Theory of Change to reflect changes in their thinking.

The Theory of Change specified the following conditions for the attainment of gender equality and the economic and social empowerment of women in rural development and agriculture:

- **Women’s voices** are heard and their influence felt in decision-making, as well as direction-setting, at household, local, national and global levels.
- **Rights** are implemented and laws are reformed and enforced in ways that help to shift norms and enhance the condition of women’s lives. Such rights include not only freedom from violence and access to resources and essential services, but also inclusion and participation in new social, economic and political spaces.
- **Enhanced agricultural policies, programmes and incentives** systematically improve rural livelihoods, along with rural and agricultural infrastructure and services. They also create equal access to economic opportunities that empower rural women and strengthen the rural economy overall.
- **Financial and productive resources** are equally accessible to poor rural women and men. This access helps women develop entrepreneurial activities in agriculture (mostly smallholder) and other business activities.
- **Better community organizations and social structures** are developed that include women and listen to women’s voices. Improvements in this area will help to limit women’s vulnerability and allow them greater influence in local decisions, and will enhance community.

The group determined that there is an urgent need to engage men, as well as women, in support of transformative action towards greater gender equality and women's empowerment. Work must be done to overcome men's (and women's) fear of change, including resistance and potential backlash. Moreover, there is a need for more effective policy, programming, and the monitoring and evaluation of institutions so the effectiveness of social change can be assessed.

Debunking myths

The group sought to move beyond the 'gender myths' that have long circulated about rural women in the context of agriculture. Available evidence suggests, for example, that it is not correct to say that women produce food by themselves, or that they form the majority of the poor. Also, female-headed households are not necessarily the poorest of the poor. Though women appear to own only 1 per cent of the world's land, this statistic may be a reflection of the fact that such figures take into account only individual land titling and not joint titles and other tenure systems.

Over 15 years of research, supported by the recent State of Food and Agriculture Report of the Food and Agriculture Organization (FAO), provide powerful evidence for the need to reduce the gender gap in agriculture and rural development. However, further research needs to be done to determine what works on the ground and can be more widely adapted and replicated. Women play key roles in agriculture and poverty reduction and their assets are vital, particularly in relation to the household. Moreover, it is clear that rural women use the income they generate to improve the health, and food and nutrition security of their children, as well as to provide educational opportunities for them.

The group considered that a *multidimensional view of poverty* may provide a clearer perspective on intrahousehold dynamics and rural women's realities, thus helping to debunk some of the gender myths. Such an approach needs to cut across areas such as family law, property rights and citizenship, as well as legal literacy and legislative reforms.

Furthermore, the group noted that the popular unitary model of the household economy is not an effective way to understand the gendered dynamics and distribution of assets that the household possesses. There is a need to look *within* households to see how resources are distributed by gender. This approach will also help us to understand how women's bargaining power is diminished because they control fewer resources than men. Improving women's access to assets can increase agricultural productivity and food security, and improve the nutrition, health and education of children.



Delegates are challenged to debunk 'gender myths'

"The seminar also showed the progress that has been made so far. I am particularly impressed by the quality of the development practitioners who attended the seminar, most of whom were women working in Africa or in organizations that support agricultural development in Africa. ... I learned a lot from these practitioners."

Participant, South Africa



"What we CAN'T say"... debunking common gender myths

The group also learned of the strong correlation between countries with a high gender gap, as tracked by the OECD's Global Gender Gap Index, and those struggling with high levels of hunger, as tracked by IFPRI's Global Hunger Index. Addressing gender gaps in agricultural initiatives can increase sustainability by 16 per cent.

Despite these recent improvements in our understanding of rural women's lives, there continues to be a lack of data on the gender dimension in agriculture and rural development. Likewise, there is a lack of capacity for the collection and analysis of such data. Expertise is needed at all levels to shape supportive policy and programming.



Describing a Theory of Change

“I've been very encouraged to see talented young people are doing things on the ground. We need to listen more to what people are doing on the ground, and try to help where we think there are difficulties or obstacles.”

Participant, South Africa



Working together on fresh ideas (Yolisa Pakela Jezile, center)

Mapping and understanding the landscape and context of rural women's lives

The group also recognized that the landscape of rural women's experience must be understood by looking beyond the agricultural sector to other areas of women's and men's lives and livelihoods. While there are specific differences in rural women's lives in the context of agriculture across sub-Saharan Africa, there are also some commonalities in context and drivers of change that are useful to consider (appendix 2).

The trend that saw rural women and men looking to urban areas for opportunities has recently reversed. Many educated women are now returning to agriculture as a feasible enterprise and investment option. Some women are also choosing to engage in non-farm employment in rural areas.

Not only is Africa a rich continent that could benefit greatly from efforts to modernize agriculture, it is also becoming more technologically sophisticated and business-oriented. The scene across the continent is changing rapidly, with new pressures and challenges emerging. Smallholder farmers, particularly, are feeling the impact of climate change, global markets and commercial land acquisitions. There is a growing body of rural women and men producers and entrepreneurs. New opportunities are also emerging from enhanced access to information through new technologies, such as the availability of market information through cell phones.

Areas for action

If women are to be supported in this environment, the group identified a number of areas where action is required, including:

- Strengthening and reforming **legal and rights-based frameworks** along with customary practices, through adequate political will. Women and men must participate in this process and appropriate resources, including incentives, must be dedicated to it.

- Improving the **policy environment** for women, so that budgets are developed which respect the indigenous knowledge of communities and the specific needs of women. Examples of innovative policy environments include: Uganda’s system of decentralization of governments and spending, and South Africa’s gender policies and frameworks.
- Ensuring that women’s voices are heard through the enhancement of community education and **awareness-raising programmes**, which encourage women’s participation as leaders, whether in rural councils or parliament. Examples include: Rwanda, where women must form at least 30 per cent of political representation; Kenya, which has strong and respected women parliamentarians and advocates; and Liberia, which has a female president and minister of agriculture along with other powerful female decision makers.
- **Identifying or creating essential systems, infrastructure, culture and traditions** that benefit women. This process involves educating women and men about their national and international rights through communication channels both within the community and through the media. The benefits of women’s empowerment need exposure so that resisters become supporters.
- **Extending small-scale capacity and local resources** to support women’s participation in alternative agricultural production practices such as organic and agroecological farming.

The roots of gender equality and sustainable development

The group identified some of the ‘roots’ that they feel need to be present to reinforce gender equality and sustainable development in the context of rural and agricultural development in Africa. These include *nourishing* gender equality through promoting equitable gender relations at all ages; recognizing the role of women in agriculture and other areas; and reducing women’s household burdens. Important contributions include ensuring that women and girls have opportunities in education, training and the development of life skills. Women also need to be included in research on issues affecting their lives. Finally, efforts aimed at strengthening women’s and girls’ health and well-being must recognize the impact of various ecological, financial, social and physical factors on them.

“I believe my generation, the present crop of young people in Africa, young men in Africa, are more amenable to women’s equality, giving women their rights and empowering women to go out and achieve results.”

Participant, Nigeria



Building support for new interventions (Tendai Murisa, speaking)



Working in small groups (Seynabou Male Cissé, and interpreter, pictured)

Conditions for success

The group suggested that women's empowerment is achievable through a combination of actions at different levels, including facilitating women's access to productive resources, ensuring their rights to assets and benefits, and improving their participation in decision-making processes at all levels.

Conditions for the achievement of these goals include:

- Engaging men as partners and as a condition for success in working towards gender equality and women's empowerment.
- Raising awareness about rights and policies, and improving the potential to translate policies and laws into action.
- Recognizing women's capital contributions so that they can achieve improved access to financial services.
 - Information-sharing through the use of media that is accessible and sensitive to the conditions of women's daily lives.
 - Reinforcing a supportive political environment that represents women's views.
 - Improving the environment and enhancing infrastructure so that women have better access to resources.

“The working groups were tremendous and dynamic! Interacting and sharing ideas with people from diverse countries, culture, professions and backgrounds with the zeal of transforming agricultural development and closing gender gaps provided an atmosphere for in-depth, copious discussions on getting realistic results.”

Participant, Nigeria



Describing new systems (Raymond Kamwe, speaking)

Challenges for success

Global systems

Factors that pose challenges for success in reaching gender equality include a number of global structural issues such as:

- limited access to markets and market failures
- unfair policies (especially trade policies), conventions and treaties
- globalized commodity exchanges and trade barriers that have particular impact on poor people and smallholder farmers, including rural women
- information and technology gaps that particularly affect smallholders and rural women who have difficulty accessing effective extension services
- global reporting of issues that does not accurately reflect the true realities of rural women and men.

While global systems are continuously evolving, the group affirmed that gender is increasingly relevant and increasingly recognized by the international community as a key factor. In order to provide better indicators of the impact of gender in the global context, a Women's Empowerment in Agriculture Index (see http://www.ifpri.org/sites/default/files/publications/weai_brochure.pdf) has been designed by the Feed the Future Initiative and IFPRI, together with the Oxford Poverty and Human Development Initiative (OPHI). New indicators now in use include: household decision-making; access to and control over productive capital; use of income after basic household needs are met; time allocation (workload/leisure); and leadership.

National issues

The group recognized that women's voices need to be heard more in governance at regional and national levels. In addition, lack of international investment in agricultural development in recent decades has left rural women and men struggling with poor infrastructure and services at local levels. And the 'land grabs' and 'commercial land acquisition' of recent years have also created problems for smallholder farmers, pastoralists and others. Political conflict and instability in many countries and localities also undermine efforts to work towards gender equality.



Informal discussions (Maria Hartl and Raphael Onyeaghala, facing)

Local practices

Participants recognized that certain traditional practices (such as early marriage or genital mutilation) compromise women's empowerment. Such practices, and other local norms that disempower women, can also have a negative impact on women's ability to generate income and food security. There is also, often, a lack of human and financial resources at the local level and a need to ensure that new technologies introduced to improve food security, or the like, are appropriate for the community.

Individual capacity

Social change requires long-term commitment and effort on the part of development agencies. The short donor funding cycles of one to two years simply do not allow for meaningful capacity-building within communities. Nor is there time for agencies to examine and address resistance and backlash that stall progress towards gender equality and women's empowerment.

Furthermore, there is a need to improve accessibility to training and education sensitive to the needs of girls and women. Participants learned of innovative approaches to agricultural and rural development training that have combined attention to both the technical and social needs of women. These can be adapted and scaled up for greater impact, and include recent efforts to engage men as agents of social change in value-chain initiatives and farmer field schools.

Innovation development and commitments



A small group at work

“This session [...] enabled participants to think, talk and learn from each other and then challenged them to roll up their sleeves and come up with some answers [...]. The process transformed participants’ thinking, relationships and commitments for future strategies and policies on upgrading the place of women in African agricultural development and production.”

Participant, USA

“I am now organizing an end-of-year capacity-building workshop in which the Salzburg Global Seminar will be a reference point for where we are at in promoting efforts for rural womens’ empowerment and development.”

Participant, Kenya

During the meeting, participants worked in small groups and devised the following proposed initiatives, which attempt to realize in practice their ideas for building women’s empowerment and gender equality in the context of rural agricultural development.

Group 1: Addressing gender issues in farmers’ organizations

Background/problem

Farmers’ organizations worldwide continue to be dominated by adult men. This trend is often a result of deeply-rooted institutional norms and membership requirements that militate against the participation of more vulnerable actors, such as women and young people. These gender and generation gaps in farmers’ organizations limit the sustainability and cohesion of these groups and jeopardize efforts to reduce poverty.

To overcome these constraints, IFAD and other donors have provided incentives and implemented capacity-development activities to encourage people to create more inclusive organizations. Innovative approaches have been piloted with the aim of supporting genuine processes of organizational change. These work towards establishing a broader consensus on the need for gender and intergenerational equity in producers’ organizations. In addition, they strive to improve cooperation and mutual understanding among family members.

Examples of innovative approaches include the implementation of the Gender Action Learning System in Uganda and the Closing the Gap methodology in Central America. Both methodologies provide simple and easy-to-use tools that enable women and men members of farmers’ organizations to negotiate and develop a common vision for change. That vision encompasses various institutional levels (that is, the household, the organization and the market), and incorporates the views and perspective of women and men farmers, including the young.

As a result of these approaches, many farmers’ organizations have now developed the capacity to provide better-targeted support services that respond to the specific needs of different segments of the population. They have increased the participation of women and young people in leadership positions thereby fuelling transparency, democratic governance and sustainability. In some cases, young people and women have formed committees to create spaces where they can

address their needs and elaborate their own development visions. Some farmers' organizations have also promoted the development of women's brands. Overall, these experiences demonstrate that more inclusive farmers' organizations can become an engine of rural economies. Not only can they improve access to profitable markets and employment opportunities, but they can foster social cohesion and active citizenship.

Overview of concept

The proposed initiative would involve the organization of regional capacity-building workshops to be held in rural areas with representatives of farmers' organizations and IFAD-supported projects, and other partners. The workshops would give participants a platform to exchange strategies for promoting gender and intergenerational equity in farmers' organizations. They would help build capacity to replicate and scale up successfully tested gender- and/or youth-sensitive approaches to organizational development. Field visits would be included as part of the capacity-building process. These would enable participants to assess the impact of organizational change on the well-being and cohesion of poor rural households and the empowerment of women farmers.

Group 2: Institutional cooperation

Background/problem

Around the world, organizations working in development have their respective gender programmes and initiatives. However, these may not be mutually coherent and reinforcing. Furthermore, there is an overarching lack of awareness of the breadth and content of gender-related initiatives both in the past **and** in the present. Specifically, fragmentation and lack of coherence in relation to gender exist within and across organizations and institutions. There is also a lack of continuity between research and practice at all levels, whether local, regional or global. Moreover, at any point in time, in the many multi- or inter-agency initiatives that are being pursued in various countries, gender may not even be addressed.

Improved institutional collaboration could provide the momentum to support gender equality and women's empowerment. The internal barriers that naturally exist in institutions need to be mapped and addressed so that collaboration can be fostered and synergy promoted for greater impact on gender initiatives. Current examples of collaboration that exist and can be built upon include: the recent experiences of the Multi-Stakeholder Legume Platform in Malawi; Women Accessing Realigned Markets (WARM) in Malawi and Mozambique; the country-level Gender Working Group in Kenya; the United Nations Joint Programming Exercise in Kenya and Uganda; and the Consultative Group on International Agricultural Research (CGIAR) Change Process.



Small group at work in the library



A working group confers in the 'Chinese Room'

“This [seminar] was an important event in my professional life in terms of integrating these important issues into my work as well as a concrete means by which to address them in the action plans and networks of people with whom to work on them.”

Participant, USA

Overview of concept

Working together as an 'orchestra', all organizations would have important roles, some playing greater or lesser parts at times. They would be led by a rotating 'conductor' with a common goal of improving the way in which the international community (institutions at the global, regional, national and local levels) performs on gender equality and women's empowerment. The effort would provide an opportunity to reinforce the work of each organization towards a common goal. It would also cooperatively leverage funding in a way that is attractive to donors; support efforts to strengthen legislation and policy; and provide peer pressure to promote improvement. To realize this agenda would require training, funding, political will, champions at different levels and in various agencies, and rewards and incentives. The concept would initially develop through dialoguing and establishing relationships with organizations interested in cultivating a global community of practice in the area of gender.



Delegates confer (Jemimah Njuki and Joan Kabayambi)



Pitching ideas (Nnaemeka Ikegwuonu, speaking)

Group 3: Climate change on air

Background/problem

Millions of poorly educated smallholders, particularly women living in remote communities in sub-Saharan Africa, have no access to information on how to cope with climate change. This huge population knows little about the risks associated with climate change or its impact on their agricultural productivity and income. At the same time, there are elements of indigenous knowledge and practice that can be effective in limiting negative impacts on local crops.

The rapidly changing climate has unsettled seasonal cycles and altered natural water-supply systems across Africa. New rainfall patterns have led to uncertainties in the onset of the farming season, resulting in late harvests, harvest failure and, ultimately, food shortages. The frequency of floods and landslides is also on the increase. Rising temperatures pose a challenge to smallholder farmers who cultivate roots and tuber crops, and raise livestock. In several countries, the rainforest is scorched and retreating. Increasing incidence of torrential rainfall is destroying valuable soil nutrients through massive rainfall runoff. Huge gully erosions affect acres of farmland. Coastal communities across the continent are also susceptible to flooding in the event of a rise in sea level.

Smallholder farmers in Africa can only prepare for and adjust to the negative effects of climate change if they fully understand what is happening. Effective communication channels are critical to help farmers adapt. Radio is the most efficient way to reach smallholders in the most remote communities of the continent. It is a familiar technology that also allows them to communicate their knowledge and experience. While there is a great deal of researched information available on climate change, it has been generated by scientists and journalists and is not typically aimed at this farming audience. The goal is to ensure that women and men farmers understand climate change messages and find them relevant and useful, and can also share their own knowledge and experience.

Overview of concept

The proposed initiative would empower smallholder farmers, especially women, to produce and broadcast a radio drama series featuring climate risk management strategies. The 20-episode radio drama would be produced in local languages and aired on select radio stations across Africa over a period of one year. This would strengthen smallholder farmers' capacity to innovate and manage climate risk in the targeted countries. The goal would be to stimulate them to develop their own microclimate risk management strategies to secure their livelihoods.

Group 4: Women in value chains: promotion of cage fish farming on Lakes Chahafi, Kayambu and others

Background/problem

Smallholders living near and depending on Lakes Chahafi and Kayambu in Keso District (Uganda) and Lake Burela in Ruhenger District (Rwanda) face great challenges in producing enough food, earning enough income and sustainably managing natural resources. Strengthening smallholders' knowledge and skills in integrated rural resources management could improve their livelihoods, food and nutrition security, and protect the fragile ecosystems on which they depend. For example, integrating cage fish farming into existing irrigated rice schemes could generate income, strengthen markets for locally produced grains (soya, maize, wheat, sorghum, barley), develop new village industries and bolster community harmony.

Overview of concept

The proposed initiative would involve a project to integrate cage fish farming into existing irrigated rice schemes. It would focus on improving food production; leveraging, protecting and conserving community resources; and generating income in ways that would bring the maximum benefits to women, men and their dependents. Young people and people living with disabilities would also be involved. Aquaculture value chains would be strengthened as cage fish farming is integrated into irrigated rice schemes.

This initiative would build on work undertaken on fish farming in Uganda (for example, the work in Jinja and Kabale Districts) and the efforts of the Kajjanji Aquaculture Development Research Centre, Kampala, along with other farming projects in Rwanda. With the support of donor funding, the initiative would draw on human resources from NGOs, community-based organizations and research institutions, and would promote public-private partnerships, specifically in relation to technology development.

The project would undertake a baseline survey and needs assessment to map the situation on the ground. It would mobilize the support of women and men smallholder farmers for cage fish farming and integrated rural resource management as a sustainable development initiative supporting local communities.

“This session created stronger partnerships... I've already started conversations with several scientists from universities (public and private) in Kenya and Nigeria to develop a proposal to examine post-harvest technologies to minimize post-harvest losses of agricultural products.”

Participant , USA



Integrating women in value chains

“The Salzburg Global Seminar discussed real life issues [...] Unlike other conferences where [...] professors make [...] keynote addresses that are not relevant to the problems of the local people, the Salzburg Global Seminar discussions were spot on. As a community development practitioner based in rural Uganda, I was energized to carry on with my career.”

Participant, Uganda



Capturing new ideas



Plenary discussion (Everlyne Nairesia, standing)

“Participants were drawn from wide areas of expertise and the ideas were cutting across the entire value chain, making them practical for implementation. There was free flow of ideas as a result of extensive group discussions.”

Participant, Kenya

Group 5: Integrated rural development

Background/problem

In Zimbabwe and Zambia, many rural communities depend on erratic agricultural production and have severely limited livelihood opportunities. An integrated rural development approach can offer people a range of livelihood opportunities and open up new entrepreneurial avenues and service industries. At the same time, such an approach can contribute to the preservation of the rural ecosystem through such activities as agroforestry, bee-keeping and honey harvesting, or ecotourism and cultural tourism. Specifically, Zimbabwe’s Eastern Highlands offer potential for mushroom harvesting along with tourist activities that include trout fishing, golf, wildlife tourism and cultural attractions. Zambia’s Central and North-Western Provinces offer the potential for agroforestry, commercialized honey production and forest reserve management.

Overview of concept

The proposed initiative would be to leverage public- and private-sector investment to develop, brand and market products in specific value chains that build on existing resources and, in many cases, traditional practices. This process would include educating and undertaking negotiations with chiefs, leaders and influential people, civil society organizations, educators, head teachers, school boards, businesses and outside investors to help to change community attitudes and perceptions. Governments would need to provide infrastructure, and the private sector would have to be lobbied to form investment partnerships (for example, supporting community trusts). Young women and men would have new opportunities to develop marketable skills in activities such as agroforestry, bee-keeping and tourism. Entrepreneurial and job opportunities would allow them to launch new businesses. Skills and employment creation in these areas would lead to improved access to education, diverse and increased incomes, improved livelihoods and environmental conservation.

Group 6: Improving productivity/African cooperatives

Background/problem

Across Africa, women are heavily involved in agricultural production. However, they lack access to proper storage and processing facilities, and to the technologies that could provide them with opportunities for increasing their income. They also lack the skills to add value to their products. Enhancing rural women’s production and processing skills can empower women socially as they organize and cooperate together. It can also empower them economically as they improve their negotiating abilities to attain better financial compensation and access to markets.

An enabling policy environment facilitates access to appropriate production and processing technologies and market infrastructure.

Cooperatives are important vehicles for the empowerment of rural women. Through these, women can access enhanced economic opportunities and transform their agricultural activities into commercial enterprises, while at the same time minimizing risks.

Overview of concept

The initiative would involve the sharing of information and best practices about farmers' cooperatives by developing a web portal, or building on an existing one, that hosts network members and posts information on cooperatives. A regional workshop in Africa would be organized to share concrete experiences and good practices on women's and farmers' cooperatives, including effective institutional environments, policies, the role of local communities and collection centres. The initiative would focus on empowering rural women economically and socially through their participation in farmers' cooperatives. Many good examples of such projects exist, such as dairy cooperatives in central Kenya, cassava initiatives in Nigeria and economic stimulus programmes in Kenya. The aim would be to identify models of cooperatives that are replicable across Africa.

Group 7: Micro-insurance

Background/problem

To a great extent, rural financial programmes have been designed and implemented with a male head of household as client. For various reasons, these programmes have ignored the fact that women are economically active and engaged in productive activities in their own right – whether as women in male-headed households or as female heads of households. Finance programmes have also largely ignored women's particular legal, social and economic needs. Microentrepreneurs, especially women, have no access to protection for their assets in cases of calamity, theft, crop failure, illness or fire. Micro-insurance products that are designed with smallholders in mind, and that consider the specific needs of women to enable them to insure against unexpected shocks, are vital. They support a dynamic, sustainable agricultural sector and broaden women's economic opportunities.

Overview of concept

The initiative would create a community of microenterprise ventures across Africa. Developing micro-insurance products offered by membership organizations would lead to empowered rural citizens, secured assets and enterprises, sustainable enterprises, sustainable membership organizations and strong organizations with committed, confident members. The project would make insurance against losses available to smallholder women and men farmers for a cost as low as US\$1/month. To ensure success, the initiative would build on cooperative ownership, a common vision and strong leadership.



Presenting innovations (Thelma Akongo, speaking)

“There were many innovative approaches represented by participants that showed encouraging evidence that even if formal systems are gender-biased, there are promising initiatives.”

Participant, Nigeria



A small group analyzing the challenges...and solutions (Joy Bongyereire, centre)



Delegates in the plenary (Oliver Oliveros, standing)

Participants of the group proposed a feasibility study to develop a financial plan. Funds for the pilot ventures in two countries would be needed. Support would come from shareholders and investors and partnerships with micro-insurance champions. The initiative's success would be greatly enhanced if there were an enabling environment of adequate and relevant legislation; broad sharing of knowledge about micro-insurance across the continent; and a concerted effort to address financial constraints, such as start-up costs for women and men farmers.

Recommendations and follow-up

The Salzburg Global Seminar created a unique opportunity for creative alignments and innovations with regard to empowering rural women in policy and practice.

In addition to the many innovations proposed, participants put forward a number of recommendations and follow-up actions to the Dialogue for Action, to foster continued communication and development of the information shared in the seminar. These include:

- Prepare policy briefs on a number of issues covered by the Dialogue (for example, partnerships, innovations, the Theory of Change).
- Share the learning from the Dialogue meeting across the African continent, requesting input and feedback from colleagues and those working 'in the field' and in the fields. To this end, explore the possibility of building further on the Dialogue outcomes with the Salzburg Fellowship Programme.
- Devise other possibilities for sharing the learning from the Dialogue meeting, such as GRADE (gender responsive agriculture development and enterprise) events in Washington, D.C., and similar industry-related events and meetings.
- Explore the possibility of sharing information through a repository, such as UN Women, IFPRI, or the new genderinag.org website hosted by the World Bank.

“The big job remains for me to go and implement the ideas developed and shared in Salzburg.”

Participant, Kenya

As the participant quoted above indicates, the key follow-up will be by the individuals and institutions that devised new strategies and now need to work on implementation.



List of participants

- Makaziwe Mandela, South Africa** – Guest Speaker, Non-Executive Chairman, Nozala Investments Ltd, South Africa
- Thelma Akongo, Uganda** – National Gender Specialist, Africa Rice Project, NARO
- Rahel Amerga, Ethiopia** – Gender Advisor, Ethiopian Agricultural Transformation Agency
- Mercia Andrews, South Africa** – National Director, Trust for Community Outreach and Education
- Agnes Babugura, Uganda** – Lecturer, Department of Geography and Environmental Science, Monash University, South Africa
- Lisa Lee Benjamin, USA** – Principal of Evo Catalyst
- Joy Bongyereire, Uganda** – Founder, Biodiversity Conservation for Rural Development, Kisoro
- Kayla Casavant, USA** – Social and Environment Initiatives Director, Bioessence Laboratories, Senegal
- Stephanie Clohesy, USA** – Co-Facilitator, Design Facilitation; Founder and President, Clohesy Consulting
- Michelle DeFreese, USA** – Communications Assistant, International Maize and Wheat Improvement Center (CIMMYT), El Batan, Mexico
- Idrissa Dicko, Burkina Faso** – Vice-President for Africa Programmes, The Global Hunger Project, New York
- Mame Diene, Senegal** – CEO and Founder, Bioessence Laboratories
- Randel Hanson, USA** – Assistant Professor, Department of Geography, University of Minnesota, Duluth
- Maria Hartl, Germany** – Technical Adviser on Gender and Social Equity, Policy and Technical Advisory Division, IFAD
- Jeannie Harvey, USA** – Gender Advisor, USAID
- Catherine Hill, Canada** – Rapporteur; freelance writer, researcher, facilitator, planner
- Nnaemeka Ikegwuonu, Nigeria** – Executive Director, The Smallholders Foundation
- Ally Jamaa, Kenya** – News and features writer for The Standard, Kenya
- Joan Kabayambi, Uganda** – Executive Director and Founder, Hope Again Fistula Support Organisation
- Raymond Kamwe, Rwanda** – Monitoring and Evaluation Assistant and Contract Manager, Watershed Management Project

Paula Kantor, USA – Senior Gender and Rural Development Specialist, International Center for Research on Women

George Kinyanjui, Kenya – General Manager, Kenya Women Finance Trust (KWFT)

Philip Kiriro, Kenya – Farmer, President, Eastern Africa Farmers Federation

Arisa Kishigami, Japan – Executive, Responsible Investment Unit of FTSE

Joseph Komu, Kenya – Agriculture and Livestock Manager, Southern Nyanza Community Development Project of IFAD and the Government of Kenya

Olive Luena, the United Republic of Tanzania – CEO, Tanzania Gatsby Trust

Susanna Makombe, Zimbabwe – Managing Director, African Women in Agriculture (AWIA)

Beatrice Makwenda, Malawi – Policy and Programs Coordinator, National Smallholder Farmers Association of Malawi (NASFAM)

Seynabou Male Cissé, Senegal – Coordinator, Comité Régional de Solidarité des Femmes pour la Paix en Casamance

Lynn McNair, USA (staff) – Vice-President, Philanthropic Partnerships of the SGS, Washington office

Ruth Meitzen-Dick, USA – Senior Research Fellow, International Food Policy Research Institute (IFPRI)

Tina Micklethwait, Australia (staff) – International Communications Consultant; Director of Communications, SGS

Maureen Miruka, Kenya – Senior Research Officer and Gender Coordinator, Socio-economics and Applied Statistics Division, Kenya Agricultural Research Institute

M. Malusi Mpumlwana, South Africa – Co-Facilitator, Content Facilitation; Bishop of the Northern Diocese of the Ethiopian Episcopal Church; Chair, FoodBank Foundation; board member, TrustAfrica

Nancy Mugimba, Uganda – Coordinator, The Eastern and Southern Africa Small Scale Farmers' Forum (ESAFF)

Lorraine Mukuka, Zambia – Provincial Agricultural Information Officer, National Agricultural Information Services, Ministry of Agriculture and Cooperatives, Lusaka

Tendai Murisa, Zimbabwe – Coordinator, Agricultural Advocacy Project, TrustAfrica

Charity Muthoni Muya, Kenya – Director, Kenya Women Finance Trust Microfinance

Sithembile Mwamakamba, South Africa – Project Manager, Food, Agriculture and Natural Resources Policy Analysis Network (FANRPAN)

Sheila Mwanundu, Kenya – Senior Technical Adviser for Environment and Natural Resource Management, Environment and Climate Change Division, IFAD

Everlyne Nairesiae, Kenya – Part-time Technical Staff, Food security and climate change, GROOTS Kenya

Jemimah Njuki, Kenya – Team Leader, Poverty, Gender and Impact; former Social Scientist at the International Livestock Research Institute (ILRI)

Oliver Oliveros, Philippines – Senior Officer, International Relations and Partnerships, Agropolis Foundation, France

Raphael Onyeaghala, USA – Interim Dean, College of Business, Education and Professional Studies, Southwest Minnesota State University

Bolanle Otegbayo, Nigeria – Senior Lecturer, Department of Food Science and Technology, Bowen University

Yolisa Pakela Jezile, South Africa – Senior Manager, Agricultural Research Council (ARC)

Alessandra Pani, Italy – Focal Point for Communication, Visibility, and Fundraising, IFAD/BFFS.JP

Karambu Ringera, Kenya – President and Founder, International Peace Initiatives, a Kenya and USA-based NGO

Rehana Riyawala, India – Coordinator, Self-Employed Women's Association (SEWA)

Karen Schofield-Leca, USA (staff) – Director, Philanthropic Partnerships, SGS, Washington, D.C., office

Fatmata Sesay Kebbay, Sierra Leone – Program Specialist, UN Women, New York

Nancy Smith, USA (staff) – Director, Gender and Philanthropy, SGS, Salzburg office

Xenia von Lilien, Germany – Liaison and Public Information Officer, IFAD

Lusike Wasilwa, Kenya – Assistant Director in charge of the Horticulture and Industrial Crops Division, the Kenya Agricultural Research Institute (KARI)

Leonard Williams, USA – Interim Director and Associate Professor, Center for Excellence in Post Harvest Technologies, North Carolina A&T State University

Yuan Peng, China – Professor and Director, Division at the Rural Development Institute, the Chinese Academy of Social Sciences

Almaz Zewde, USA – Associate Professor, Howard University, Washington, D.C.

Support staff – Austria

Astrid Koblmüller, Austria – Program Manager, SGS

Laura Sutter, USA – Program Intern, SGS

Lizzie Whisman, USA – Program Intern, SGS

Theory of Change - verbal

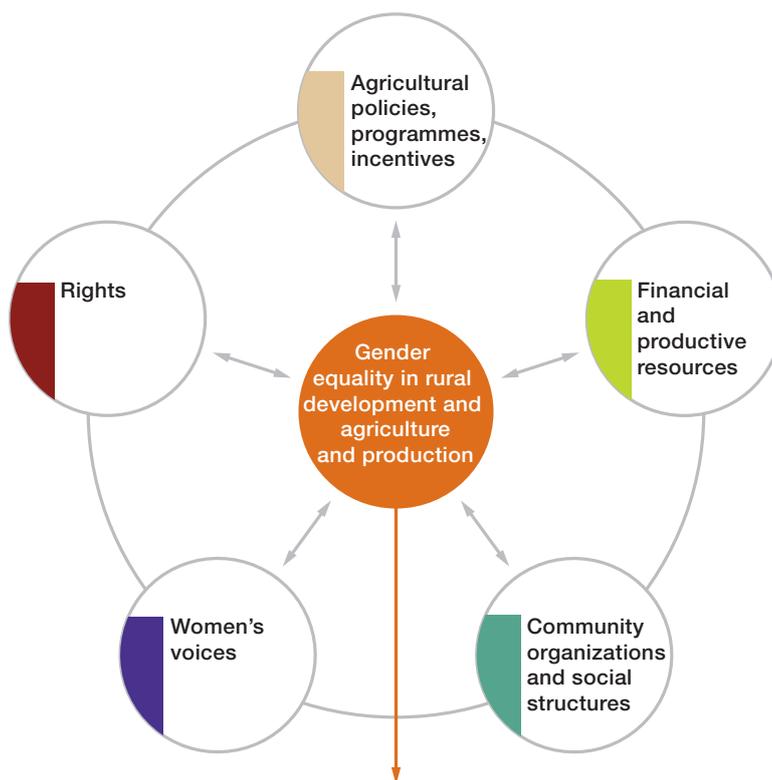
■ Rights: are implemented and laws are reformed and enforced in ways that help to shift norms and upgrade the basic conditions of women's lives, including freedom from violence and access to productive resources and essential services while also opening new social, economic and political space for their participation.

■ Agricultural policies, programmes and incentives: that take account of empirical evidence from community practice to systematically improve rural livelihoods, rural and agricultural infrastructure and services; and create equal access to economic opportunities that empower rural women and strengthen the overall rural economy.

■ Financial and productive resources: are equally accessible to poor, rural women and men and this access multiplies and enables the scaling up of women's entrepreneurial agricultural efforts (mostly smallholder) and other income-generating activities.

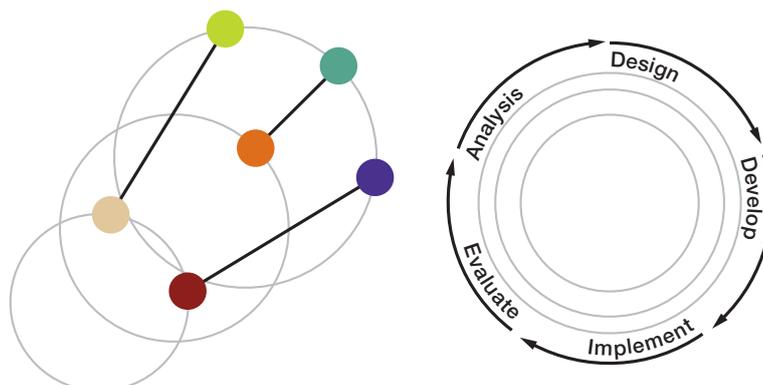
■ Better community organizations and social structures: include and are responsive to women, help to limit their vulnerability, and are the sources of ongoing community education and influence in community decision-making.

■ Women's voices: are heard, have influence and are equally determinant in decision-making and direction-setting at the household, local, national and global levels.



Manifestly empowered women, socially and economically in vibrant rural & agricultural economies

Evolution of Theory of Change Over Time



Theory of Change - visual

Conditions for success

Women and men in partnership

Laws and policies

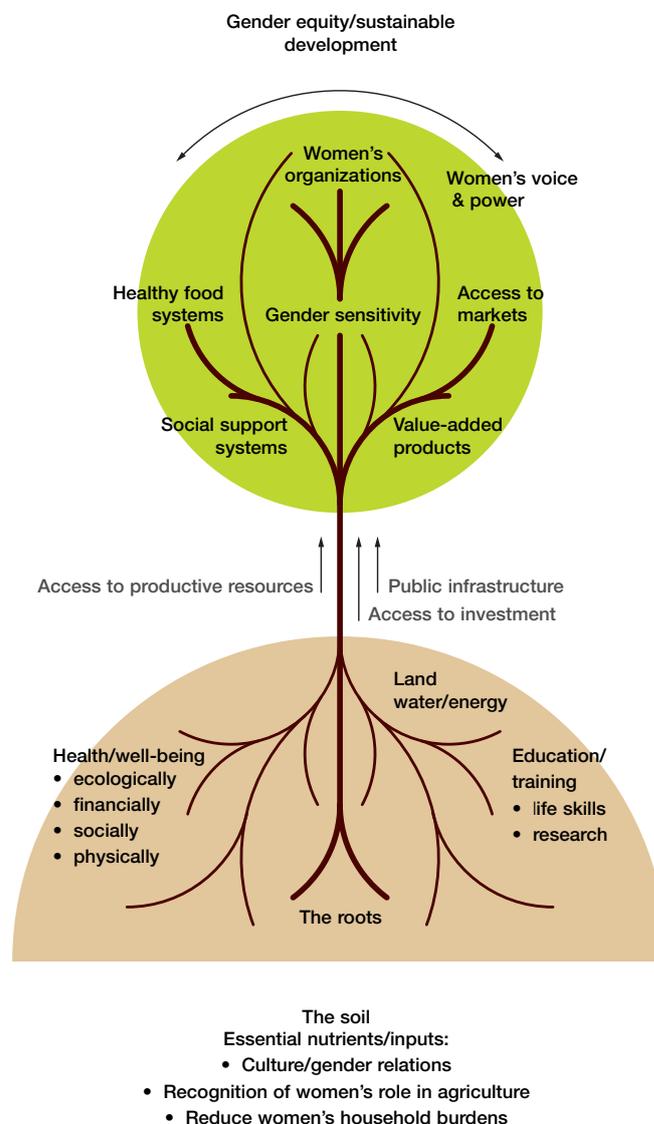
- Rights – Anti-discrimination, economic
- Gender – fair agricultural/rural policies, programs, incentives
- Specifying responsibility
- Recognizing agriculture as an industry
- Policy Dialogue/ implementation
- Land policies
- Accessible laws and policies/ legal literacy
- Access to information
- Coherence between state laws/policies and community practice/traditional laws

Political environment

- Political will and support
- Transparency/accountability
- Strong organizations, strong partnerships
- Affirmative action
- Activism
- Stable government
- Female representation
- Civic education/ participation

Physical/natural environment

- Access to/control of productive resources
- Sustainable land utilization/adaptation
- Social and physical infrastructure to reduce household and community responsibility
- Family practices/gender awareness/education



Challenges for success

Global systems

- Access to markets/market failures
- Policies (especially trade policies), conventions and treaties
- Food security/health
- Environment/zoological responsibility
- Fragmentation
- Global reporting, may not reflect local realities/differentiation
- Informational and technological gaps
- Linkage across levels of policies

National issues

- Conflict/Political instability
- Top-down design and implementation of programmes
- Leadership
- (Appropriate) Technology
- Lack of synergy between donor and national interests
- Agricultural development/ investment not prioritized
- Policy environment/legal frameworks
- Civic participation
- Implementation/political will

Local practices

- Tradition/culture and customs
- Resilience
- Social cohesion/responsibility
- Technology
- Implementing agencies – translating policies into practice
- Immigration (rural – urban movement)

Individual capacity

- Local market owners/buyers
- Transportation
- Mindset/Ingrained belief that "I cannot do it"
- Education and training



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