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Gender Review of Selected Programmes in the Agriculture Portfolio of the Norwegian Embassy in Malawi

By Bodil Maal, Norad



Norad
Norwegian Agency for Development Cooperation

Postal address: P.O. Box 8034 Dep, NO-0030 OSLO
Office address: Ruseløkkveien 26, Oslo, Norway
Tel: +47 23 98 00 00 / Fax: +47 23 98 00 99
www.norad.no / postmottak@norad.no

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***GENDER REVIEW OF SELECTED PROGRAMMES IN
THE AGRICULTURE PORTFOLIO
OF THE
NORWEGIAN EMBASSY IN MALAWI***

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Abbreviations

ASWAP Agricultural Sector Wide Approach
 AICC African Institute of Corporate Citizenship
 CISANET Civil Society Agricultural Network
 CAADP Comprehensive African Agriculture Development Programme
 DA District Assembly
 DDC District Development Committee
 DEC District Executive Committee
 DEM District Environmental Management
 DF Development Fund of Norway
 FHH Female-Headed Households
 MHH Male-Headed Households
 GALS Gender Action Learning System
 GOM Government of Malawi
 GVH Group Village Head Person
 LF Lead Farmer
 MDGS Malawi Growth and Development Strategy
 MDG Millennium Development Goals, United Nations
 M&E Monitoring and Evaluation
 MoAFS Ministry of Agriculture and Food Security
 MoGCDSW Ministry of Gender, Children, Disability and Social Welfare
 MGDSII Malawi Growth and Development Strategy
 NAPA National Adaptation Plan of Action
 NASFAM National Smallholder Farmers' Association of Malawi
 NEAL Network for Enhanced Livelihoods
 NEPAD New Partnership for African Development
 NGO Non-Governmental Organisation
 NRM Natural Resource Management
 RNE Royal Norwegian Embassy
 RT Review Team
 TA Traditional Authority
 TLC Total LandCare
 VDC Village Development Committee
 VNRMC Village Natural Resources Management Committee
 VS&L Village Savings and Loans
 WEAI Women's Empowerment in Agriculture Index

Preamble

The Royal Norwegian Embassy in Malawi (the Embassy) has requested Norad's assistance in undertaking a "Gender Review" of four of the Embassy's funded projects within the agriculture, natural resources and food security portfolio, in order to identify possible ways to increase the focus on women and gender issues in the reporting from these programmes.

The Review has been executed through desk studies, discussions with representatives of the Embassy, implementing institutions in Malawi and their cooperating partners. The Review Team appreciates the fruitful and open discussions held with the Embassy and institutions in Malawi. We would especially like to thank Hanna Schanke and Lugele Chiphwafu Chiumya for their support.

The Review was produced by Norad by senior adviser Bodil Maal, with inputs from the local consultant Tinyade Kachika. The authors remain responsible for all opinions expressed in the report, and any mistakes in it.

1. Executive Summary

In Malawi, the Global Hunger Index classifies the food security situation as “serious”. Lack of food security causes child undernutrition and child mortality. Levels of malnutrition are alarmingly high. About half of all children under the age of five show signs of chronic malnutrition.¹ One-third of the population is food-insecure, with disrupted eating patterns and reduced food intake.²

Women in Malawi play a critical role in agriculture, and agriculture plays a critical role for the livelihood of women. Purposively empowering women and focusing on their unique challenges within agriculture and climate change will greatly reduce poverty and enhance productivity. The UN’s Special Rapporteur on the Right to Food underlines that *the empowerment of women should be at the centre of food security strategies, both in order to guarantee the right to food for women, and because it is the most cost-effective measure to reduce hunger and malnutrition for all.*³

The female share of economically active persons in agriculture in Malawi reached 60 per cent in 2010.⁴ This is among the highest average agricultural labour force participation by females in the world.⁵ In addition, women smallholders produce 70 per cent of food that is consumed locally and perform 50–70 per cent of all agricultural tasks.⁶ Furthermore, women spend on average 1.2 hours a day getting water and fetching firewood, adding to their time poverty.⁷

However, women continue to have poor access to and control over the means of agricultural production, including agricultural inputs, improved technologies, extension services, credit and land. Women’s weak bargaining position within households results in a situation where they may not be able to decide on priorities in the household budget.

1.1 Purpose of review

Agriculture and food security is one of the main sectors in the Norwegian support to Malawi. The four partner organisations, which are subject to the review, managed 44 per cent of Norway’s bilateral agriculture assistance in 2014.⁸ The four organisations have a long-standing cooperation with the Embassy.

The aim of the gender review is to facilitate *a change* in reporting on gender equality in the agricultural portfolio. Today, the reporting from organisations often focuses on numbers and share of women participating in projects (activities/outputs), and not on the results of gender equality caused by the interventions. The review is an attempt to discuss various ways to enhance reporting.

¹ United Nation Human Rights – Mission to Malawi 12–22 July 2013 –Special Rapporteur on the right to food.

² Op. cit.

³ UN (2012) Report submitted by the Special Rapporteur on the right to food, Olivier De Schutter: Women’s rights and the right to food.

⁴ FAO SOFA 2010-11: Women in Agriculture –closing the gender gap.

⁵ Op. cit.

⁶ African Gender Climate Change and Agriculture Support programme (GCCASP) – Malawi, Lilongwe 2014.

⁷ United Nation Human Rights – Mission to Malawi op. cit.

⁸ PTA report.

1.2 The method

The review has included a desk study of existing documents and programme files from the four organisations, discussions with the organisations' head offices in Lilongwe and field visits to three Districts: Lilongwe South, Salima and Nkota Kota. In the field, we conducted interviews with groups of women, both large groups and smaller groups of female-headed households. We also interviewed the local staff of the four organisations in the field. In the presentation, we will refer to the interviews (ref: *interviews*). We cannot claim that the statements from the staff and target groups are statistically representative; however many respondents mentioned some of the issues we address. In the review, we have tried to map the organisations' work on women's rights and gender issues in agriculture and climate adaptation.

The four organisations are among the Embassy's partners in the process of empowering women's smallholder farmers. The set-up of the organisations is crucial, since an organisation that is gender-biased on the inside, is usually not capable of producing gender-equitable *outcomes* for the women.

The findings from the review can feed into the Embassy's dialogue with the partner organisations, and into the continued work on the gender action plan at the Embassy.

1.3 Findings from the review

General findings

- The organisations had to a limited degree included a gender analysis in the preparatory work on the projects. Gender was commonly referred to as gender imbalance, but there were no specific analyses of gender-roles in the geographical areas of implementation. Intra-household relations were given little attention, despite the fact that Malawian households consist of different economic spheres for men and women, with gender-specific rights to different types of crops and livestock. The specific intra-household division of labour and decision-making process is also crucial in determining if women will benefit from project activities.⁹
- The four organisations are weak in reporting on women's empowerment and gender equality. The reports contain gender-disaggregated data: the number of women and men who have participated in training, the number of women and men who have received inputs and services; the number of women and men who are members of groups, etc. The reporting is on activity and *output*-level, usually as numbers and shares.

The intended *outcomes* of interventions on women or men smallholders are often not clear. In cases where the intended outcomes and impacts are clear, there is lack of information on how the organisation will achieve the outcome.

- The four organisations that have been subject to review have a long history of low female representation in professional ranks, something that is typical for most agricultural organisations. Lately, the four organisations have been slowly increasing the number of female staff.

⁹ Norad Report 13/2013: Lessons learned – Why women farmers are left out of programmes.

- The organisations' systems, practices, structures and norms have been "gendered". We believe that the "deep structure" of the organisations (value, history, culture and practices) has been male-dominated. The organisations have built partnerships with local organisations in Malawi that have similar characteristics as themselves: organisations that are male-dominated in both memberships and leaderships. The four organisations did not mention partnerships with Malawi's women's movement as part of their strategy on gender issues.¹⁰
- Norway's 2004 plan of action for agriculture has given priority to ensuring women's rights and participation, also by selecting gender-sensitive cooperating partners.¹¹ We believe that the demand for more reporting on gender has helped to change the organisations in a gender-sensitive direction. Change in organisations usually depends upon pressure from powerful insiders, board members, or outsiders. We believe that donors have been crucial for organisational change. Socio-economic issues and gender issues are slowly starting to become integrated in the organisations' work.
- The number of female-headed households in Malawi is high. Projects could develop special strategies for female-headed households (FHH) because their opportunity to manoeuvre is different from that of women in male-headed households. In livelihood projects, networks of support between women from FHH are often created by supporting cooperatives, common vegetable gardens, and dairy farming projects for the poorest households (to improve nutrition, etc.) We did not find special project support for female-headed households in any of the activities of the four organisations.
- The Review Team (RT) did not get a clear picture of the cooperation between the organisations and government at the district and central levels. In order for projects to scale up and share good practices, cooperation is needed with district staff in District Executive Committees (DEC). The organisations also need to have membership in the DECs.

Specific findings for the organisations

Gender issues are more or less considered as "add ons" for the organisations. NASFAM and We Effect have made the greatest progress in the work on gender issues and have visible and concrete activities. The organisations promote women's participation through leadership training (We Effect), study-circles (We Effect) gender action planning, gender action learning (TLC) and gender audit (NASFAM). However, the RT is not certain about how systematically and regularly this training is carried out. The challenge, even in the most progressive agencies, is to apply these strategies and lessons consistently and systematically. The size of the budgets for concrete activities on gender issues also signals how committed the organisations are. We noted that the budgets for these purposes were limited.

- NASFAM managed to increase the number of women smallholder farmers as members by introducing crops traditionally grown by women (cassava, sweet potatoes, yams, taro, vegetables, etc.). The strategy used by NASFAM, to diversify and work with traditional women's crops, is also used by other organisations to make them more relevant to women smallholder farmers, and come away from the monoculture of maize.¹²

¹⁰ Interviews.

¹¹ The Norwegian Plan of Action for Agriculture in Norwegian Development Policy, 2004.

¹² United Nations Human Rights: Mission to Malawi, 12–22 July 2013. Special Rapporteur on the right to food.

- Women's control over income from the sale of their production, as well as over their credit, was an issue that was brought up by women smallholders during our field visit.¹³ Women face challenges in bypassing male control in order to obtain food security and some level of economic independence, even in polygamous families where the husband stays with another wife. It is not enough for women to get access to resources; the women also need control over these. (In a gender analysis, the lack of control over production and credit would have been an issue. Measures on how to enhance women's control could then have been integrated in the project design). *The control* of resources and income is related to women's empowerment. As far as we could see in the reports, there are *no gender-specific indicators* that measure women's empowerment in the reporting from the four organisations.
- Disempowered women are less able to secure food-crops for themselves and their children in negotiation with their husbands. It is stated in a Sida report that when women are empowered within the household, domestic violence is also reduced and children's health improves.¹⁴ The RT were told by women smallholders in NASFAM that women have a weaker bargaining position within the household than men, and that this has an impact on women's ability to negotiate for increased cultivation of food crops on the household's land. Their husbands often put emphasis on cultivating cash crops.¹⁵

1.4 Recommendations

- Norway needs to champion the case on gender equity in agricultural development and food security in Malawi. Norway should continue to have a proactive role on gender issues in the agricultural sector of Malawi

Recommendations for the organisations work and routines on gender-issues

- It is recommended that the organisations, subject to review, should conduct a **gender analysis before the design of projects**. The analysis should ensure that goals and objectives reflect both women's and men's needs and priorities. Different dynamics around land in matrilineal societies, patrilocal, patrilineal, polygamous, etc.) within different districts of Malawi, demand gender analysis prior to planning interventions. Gender analysis is crucial in transforming inputs to outcomes and impacts that empower women smallholder farmers. Without gender-relevant analysis, it will be difficult to identify the "issues" and the entry-points for activities. Work on gender issues will then be ad hoc and unsystematic and not focused on central issues for women smallholder farmers.

Women smallholder farmers are not homogeneous groups. In the design of projects, one may need special components that revolve around poor female-headed households.

- The four organisations need to define **clear outcomes** for interventions in the field of women's empowerment and gender equality. This is required in order for managers and the staff to stay focused on what ultimately matters: the effects of their interventions on people and systems. Capacity building and training for target groups, for example, are means and not

¹³ Interviews.

¹⁴ Sida: Quick Guide to What and How: increasing women's access to land (undated) Fore.

¹⁵ Interviews.

goals in themselves. **The organisations need to have a goal-hierarchy** (a theory of change) for their interventions on gender issues.

- Projects under implementation which lack clear goals for what they want to achieve in women's empowerment and gender equality can conduct a gender analysis in the project's geographical area of implementation. Based on the analysis, a **Gender Action Plan** can be developed with interventions that have a clear goal. Interventions need to be clarified to make it possible to monitor progress, and change factors if needed.
- **Specific gender indicators** that help to track progress or obstacles toward women's empowerment and gender equality should be part of programmes. *The Women's Empowerment in Agriculture Index (or WEAI)* captures women's empowerment and inclusion levels in the agricultural sector, and measures women's empowerment relative to that of men within their households.¹⁶ In 2012, a *baseline* on women's empowerment was established for seven districts of Malawi using the WEAI tool. The WEAI can be used in various ways: to investigate women's empowerment, establish a baseline, and to monitor interventions on empowerment.

A gender-specific indicator measuring women's control over loans (VSL) and income from sale of agricultural products is needed.

- **User-friendly tools for the NGO staff should be developed:**
 - manual on gender analysis;
 - handbooks for gender mainstreaming and reporting;
 - list of questions on gender issues that should be raised in reviews, and that could be included in terms of references;
 - mandatory requirements for gender expertise in review teams;
 - advocacy strategies on how to promote gender equality within the agriculture/food security sector;
 - tools on how to conduct awareness raising among men, etc.

Perhaps the NEAL network could play a role in the work. Development of tools and training could be done in cooperation with the women's movement, Ministry of Gender in Malawi and the UN Women project, designed to mainstream gender in ASWAp.

Recommendations on organisational set-up

- The organisations need a policy to set the mandatory framework for gender mainstreaming, and to encourage development of skills.
- The organisations already have a range of principles and strategies for working with gender equality. These need to be institutionalised and applied systematically. Aid delivery processes which ensure a collaborative and participatory approach in implementation of projects in villages are essential, to enhance commitment and ownership of gender equality objectives and strategies.
- The organisations should hire more women staff for fieldwork. It is easier for them to build a good relationship with female smallholder farmers in the villages. Women smallholders will

¹⁶ <http://feedthefuture.gov/lp/womens-empowerment-agriculture-index>

feel more secure and participate more actively. Many husbands refuse to allow women to participate in training when the lead farmer or the extension worker is a man.¹⁷

- Malawi is a highly patriarchal society. Sexual harassment of girls and women is known from research both in schools and workplaces.¹⁸ Increase in the number of female staff in organisations raises the need for gender-sensitive policies for support of female staff both at the head office and in the field. (The Malawian gender equality act should be included in the organisations' policy.)

Recommendations for the Embassy

- Norway needs to champion the case on gender equity in agricultural development and food security in Malawi. Norway should continue to have a proactive role on gender issues in the agricultural sector of Malawi.
- The Embassy could suggest quotas for women in boards and other decision-making bodies within the organisations and in their partner organisations in the field.
- The Embassy could ensure that an adequate proportion of the funding to agriculture is allocated for gender equality programming by earmarking 20 per cent of the budget allocated to organisations for this purpose. This could be done at the project design stage. (The UNDP has used earmarking of 20% to mainstreaming projects in regional programmes.).
- The Embassy could encourage the NEAL initiative to involve women's organisations working on women's empowerment in agriculture in the work (for example UN Women or organisations in NGOGCN working on gender and agriculture).



¹⁷ Norad Report from fact-finding mission: Women, Gender and Conservation Agriculture 5/2011 Discussion.

¹⁸ IDS Gender Violence in Schools_Malawi-newsletter4.

2. Background

The Embassy of Malawi has requested Norad's assistance to do a gender review of four programmes in their agriculture portfolio in order to suggest ways the reporting on women's rights and gender issues could be improved.

In recent years, weakness in the work and reporting on women's rights and gender equality issues in agriculture and climate change have been highlighted.¹⁹ Most programmes collect gender-disaggregated data. However, the programmes have no gender-specific indicators, and the data are usually presented at output-level and only measure how many women and men are beneficiaries of programmes.

What is gender and gender equality?

Gender is a socially constructed definition of women and men. Gender is determined by the conception of tasks, functions and roles attributed to women and men in, for example, the agriculture sector. Women as well as men shape gender roles and norms through their activities and reproduce them by conforming to expectations. Men as well as women can promote changes in gender relations.

Gender equality does not simply or necessarily mean equal numbers of women and men in development activities, nor does it necessarily mean treating women and men the same. Gender equality signifies an aspiration to work towards a society in which women and men are able to live equally fulfilling lives and to equally contribute to designing the society they want.²⁰

Gender issues

Gender issues are issues that affect the genders differently. The issues can be linked to gender roles, gender equity and/or gender differences.

Gender relations are not static. Regardless of cultures, gender relations change because of economic, legal, political or environmental conditions.

Women's empowerment²¹

What is empowerment?

Empowerment means increased opportunity for women and men to control their life:

It gives:

- power to make decisions
- power to have your voice heard
- power to put things on the agenda
- power to negotiate on something that is not negotiable
- power within yourself to challenge past customs

¹⁹Pernille Nagel Sørensen, Lessons learnt from the evaluation of Norway's bilateral agriculture support to food security – why women farmers are left out.

²⁰ See OECD DAC: <http://www.oecd.org/dac/gender-development/44896176.pdf>

²¹ <http://www.norad.no/om-bistand/publikasjon/2009/handbook-in-gender-and-empowerment-assessment/gender>

2.1. Gender and social issues in Malawi's agriculture

More than 90 per cent of Malawi's rural population are smallholder farmers with customary land tenure. They cultivate small and fragmented landholdings and are mainly subsistence-oriented. Average landholding size has fallen from 1.5 hectares in 1968 to around 0.4 hectares today.²² A high-density population drives the small farm size. Eighty-eight per cent of rural women are employed in the agriculture sector as smallholder farmers, compared with 73 per cent of rural men. One quarter of households are headed by women who are divorced, unmarried, widowed, and live in polygamous marriages and/or are de facto heads of households. The competition for land will create more vulnerability. The vulnerability of some villagers, especially female-headed households, might deprive them of their rights and voices. Especially if households depends on food aid, they might be afraid to come into conflict with people belonging to the local elite.²³

Women withstand the worst of Malawi's food insecurity. In Malawi, 38 per cent of female-headed households experience food insecurity, compared to 31 per cent of the male-headed ones.²⁴ The food security situation is classified as "serious" according to the Global Hunger Index – contributing largely to child undernutrition and child mortality. Almost a quarter – 23.1 per cent – of the population is undernourished (FAO 2012) and 47% of children below 5 years old are stunted (DHS2010). The Cost of Hunger study (COHA) has revealed that Malawi loses 10.3 per cent of its Gross Domestic Product every year due to undernutrition, posing a major threat to the nation's growth and development. The fertility rate is 5.7 children per woman, increasing the care and work-burden of women. Polygamy and HIV/Aids contribute to the social problems women face.²⁵

In March 2013, Olivier de Schutter, then the UN Special Rapporteur on the Right to Food, said in his presentation to the United Nations that "sharing power with women is a shortcut to reducing hunger and malnutrition, and is the single most effective step to realising the right to food."²⁶ He urged "world governments to adopt transformative food security strategies that address cultural constraints and redistribute roles between women and men". In the context of child health outcomes, given that women are typically the primary caretakers of children, redirecting of decision-making roles in favour of women has the potential to improve child health outcomes. A large number of studies have linked women's income and greater bargaining power within the family to improved child nutritional status, which in turn influences health outcomes and educational attainment.²⁷

Below we will describe some of the gaps between poor female smallholder farmers and male farmers in access to inputs, land, extension, organisations and markets. These are some issues that could have been included in an analysis prior to project formulation.

The gender gap in agriculture

Women constitute the major part of the agricultural workforce in Malawi, and bear the main responsibility for food security at the household level. The shortage of agricultural land increases competition between richer and poorer farmer households over land, but also within the household

²² NEPAD – African Gender, Climate Change Agriculture Support programme (GCCASP).

²³ NORAD (2003), Securing livelihoods and human rights for the rural poor in Malawi.

²⁴ UN Human Rights End of Mission-statement to Malawi, 12–22 July 2013.

²⁵ World Food Programme: The Cost of Hunger in Malawi.

<http://documents.wfp.org/stellent/groups/public/documents/newsroom/wfp274603.pdf>

²⁶ <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=13069&LangID=E>

²⁷ FAO SOFA 2010–11, Women in agriculture – closing the gender gap for development, p. 43.

between women's and men's agriculture. In the field, we were told that women and men negotiate over how much food crops and cash crops will be cultivated.²⁸ The RT were told that men often decide what the household will produce. If a woman produces a cash crop, her husband decides how to sell it. However, a woman can not participate in deciding how to sell it, even if she has done much of the work on the plot.²⁹ The women sell cash crops and buy food for the family, while men often have other ideas about how the cash from sale should be used.³⁰

Limited access to land

Women's access to and control over land is critical. Many women in rural Malawi have had almost no land rights in practical terms, due to discriminatory cultural values and belief systems.³¹ Land is under customary land tenure, which varies from place to place depending on the family system of inheritance and succession (matrilineal and patrilineal). In patrilineal systems, the land cultivated is usually recognised as the property of the husband, father or brother, and women have to have access to land through their relationship with a male relative.³² Some men make unilateral decisions over land that jeopardise the livelihoods of their families. Women, especially widows, are subject to property grabbing and have less control than men over matters concerning land.

It is often difficult for women to make long-term investments in the land. Planting trees, for example, can be difficult, since that means that you own the tree. For women who do not own user rights to the field, it is problematic when she owns the tree. Rights to trees are usually vested with holders of lineage or inherited land. Landowner control theoretically includes rights to inherit, plant, cut or prune and gather tree products (McLain, 1990b; 1991a). A lesson learned from other African countries is that women are often afraid of losing their plots to men. The plot can be lost if the productivity of the plot increases. This limits the incentives for women to invest in the land they cultivate.³³ In conservation farming, the farmers are taught to plant fertiliser trees like *faidherbia*, and this can be a problem for a female farmer.

The RT was also told by village women that the head of household decides on which plot the cash crop is to be cultivated. Men prefer to cultivate some crops close to the homestead in order to avoid theft. Sometimes the men select the best land for the cash crop.³⁴ Women's care- and work-burden often has a lower priority in these decisions.

Limited access to inputs

A WB study from Malawi shows that female managers in agriculture are 25 % less productive than their male counterparts.³⁵ The study explains the gender gap by:

- Less use of fertiliser and production of export crops, on the plots managed by women;
- Less work by adult men on plots managed by women.

²⁸ Interview.

²⁹ Interview.

³⁰ Interview.

³¹ NEPAD's African Gender, Climate Change and Agriculture Support Programme-Malawi, 2014.

³² FAO SOFA 2010-11 op. cit. p. 46.

³³ Norad Report from fact finding mission: Women, Gender and Conservation Agriculture in Zambia.

³⁴ Interview.

³⁵ WB (2015). Gender and agricultural productivity: implications of the Farm Input Subsidy Programme in Malawi

The findings suggest that participation in programmes improves agricultural productivity for both male and female farmers but these do not provide disproportionate help to female farmers to overcome gender disparities in agricultural productivity.

Most farmers are aware of the possible yield benefits by using improved varieties of maize and use of fertiliser. However, it is difficult for all smallholders to access these inputs. Inadequate knowledge, skills, and access to credit make it harder for women.³⁶ A national study in Malawi found that maize yields were 12–19 per cent higher on men's plots, but when women were given the same level of fertiliser for use on experimental plots, they achieved the same yields (Gilbert, Sakala and Benson 2002). In the long run, however, especially if one cannot afford improved seeds every year, it is not necessarily beneficial. Improved seeds cannot be recycled.

Several assessments of the FISP (Farm Input Subsidy Programme) conclude that households headed by young females were less likely to receive complete input subsidy packets than households headed by older males; poor households were less likely than rich households to receive any vouchers; and those with more education received more coupons than the recommended amount.³⁷ GoM has lately reformed the FISP in order to prevent skewed distribution of the inputs.

Associations and cooperatives are established to bridge the credit constraint. Most credit is offered to facilitate the production of cash crops, tobacco and cotton, which is typically the domain of men.³⁸ Women have problems getting loans. Most women are not members of associations and cooperatives in Malawi; instead they are in clubs/groups, which have no legal status and are regarded as informal organisations.³⁹

Although some women smallholder farmers participate in Village Savings and Loan Groups, other women told the RT that they did not manage to take control over the loans. On many occasions, women acted as agents for their husbands in the VSL groups.⁴⁰ The number of women in VSL groups is therefore not a satisfactory indicator of women's empowerment.

Women have less control over the household labour, and research shows that women use less of men's and children's labour on their plots.⁴¹ A good wife should also prioritize work on her husband's field. In conventional agriculture, this has meant that women's own fields, where the food security crops are grown, have had to wait.⁴²

Gender-specific labour requirements mean that women cannot farm as productively as men can. Depending on cultural norms, some farming activities, such as ploughing and spraying, rely on access to male labour. Female-headed households often lack male family members and may need cash to hire male labour. Such constraints mean that women in Malawi have difficulties growing cash crops like tobacco. Labour constraints can in some cases mean that women cannot generate the necessary income to obtain credit.⁴³

³⁶ Op. cit. NEPAD.

³⁷ United Nations Human Rights – Mission to Malawi 12–22 July 2013. Special Rapporteur on the right to food.

³⁸ Op. cit. NEPAD.

³⁹ UN Women/FAO Gender and Agriculture Programme – Making agricultural services work better for women in Malawi, August 2014.

⁴⁰ Interview.

⁴¹ FAO SOFA 2010–11.

⁴² Norad report from fact finding mission op. cit.

⁴³ FAO SOFA 2010–11, pp. 27–28.

In most southern African countries there is a feminisation of rural areas; the countries tend to have a very large proportion of female-headed households. The rural households have less labour available because they have fewer male members, and each household often has many dependent members, in particular older family members.

Limited access to extension

A survey covering 50 extension-planning areas across Malawi found that at the grassroots levels, male extension workers and male Lead Farmers (LF) are in the majority. This may create an unequal access to extension services by men and women farmers, thereby negatively affecting women's contribution to agricultural development.⁴⁴ Figures on access to extension show that 14% of women farmers and 18% of men farmers access information from extension workers (FAO 2007). Limited access to rural extension services means that rural farmers, especially women, fail to access information on new technology, infrastructure, credit and markets. All this is essential for women's capacity to enhance their productivity.⁴⁵

Limited access to government programmes

Malawi has several policies where gender issues are mainstreamed (CAADP, NAPA, MGDS, ASWAp, NGS9, etc.). MoAIWD has a strategy on gender, HIV and aids, and the UN Women project deals with gender in the ASWAp. But the *implementation* of gender-oriented policies and programmes is constrained by lack of capacity, both technical, institutional and financial, as well as poor coordination and linkage between government organs and civil society organisations.⁴⁶ The majority of government programmes within agriculture are implemented through Agriculture Sector Wide Approach (ASWAp). Back in 2010, FAO maintained that the members of the sector-working group in Agriculture had mainly technical sector competence. The members' focus was first on yields, number of head of cattle, etc., and they often forgot the human factor, particularly marginalised women.⁴⁷

The SWAP in agriculture includes work on food security, nutrition, natural resource management (forest), land, water management and soil. It was recommended in 2010 that members could strengthen ASWAp with competence on gender and by networks within the field of women's empowerment and gender equality. A change has taken place, and in 2015, the donor committee on agriculture and food security has a co-leader on gender from RNE and one from UN Women.

Participation of women in decision-making structures at the level of district assemblies and villages are constrained by traditional attitudes to gender roles. The district administrations employ fewer women than men. The District Executive Committees (DEC) are often composed of the heads of departments and NGO representatives, a large majority of whom are men. SADC has an aim of 50 per cent women in decision-making.

⁴⁴ Government of Malawi – Monitoring Report – Agriculture Technology Transfer of the Malawi Agricultural Sector Wide approach Lilongwe, February 2015.

⁴⁵ UN Women – Gender and Agricultural Programme – Making agriculture services work better for women in Malawi, August 2014.

⁴⁶ Op. cit. NEPAD.

⁴⁷ Norad (2010), The Norwegian Support to Women's Empowerment and Gender Equality in Malawi – mapping of actors and priority issues.

Limited access to decision making within own organisations

Many women find it difficult to speak out in front of their fathers and husbands in the villages. They often believe that discussions relating to family matters (even issues relating to workload) are not for public forums.⁴⁸ In the *Feed the Future* WEAI survey on women's empowerment in Malawi, a key constraint for women was the indicator "speaking in public"; this was the largest gap between women and men⁴⁹.

There are few women participating in farmers' unions and cooperatives. Issues around women's disempowerment and women's land rights prevent women from participating. We Effect has underlined this in its new gender policy of 2015; one of the foci of the organisation will be women's participation in traditional farmer's organisations. To be part of decision-making is a strategic need for women smallholder farmers.

A lesson learnt from neighbouring countries is that the Ministry of Agriculture often cooperates with male-dominated organisations, and provides input through these organisations. If women are not members, they will not get access to the inputs.⁵⁰

Limited access to markets

In the villages we were told that both men and women smallholders prefer to sell their production directly and not through middlemen.⁵¹ For women smallholders, not only the middlemen but their husbands and the transporters take a share of the income from the sale of cash crops. The middlemen are often used as a "bank" by the smallholder farmers.⁵² Access to credit could reduce the influence of the middlemen.

Women increasingly supply national and international markets with traditional and high-value produce, but compared to men, women farmers and entrepreneurs face a number of disadvantages, including lower mobility, less access to training, less access to market information, and less access to productive resources. Evidence suggests that women tend to lose income and control as a product moves⁵³ from the farm to the market (Gurung 2006).

Conclusions:

The FAO's report on *Women in Agriculture – closing the gender gap for development* has as a key message that closing the gender gap in agriculture would generate significant gains for the agriculture sector and for the society.⁵⁴ If women had the same access to productive resources as men, they could increase the yields on their farms by 20–30 per cent. This could raise total agriculture output in developing countries by 2.5–4 per cent, which in return could reduce the number of hungry people by 12–17 per cent.

The potential gains in production in Malawi by closing the gender gap could be high, since as many as 88 per cent of women are smallholder farmers.

All the present gaps between men and women within agriculture underline the importance of empowering women and building gender awareness in the societies.

⁴⁸ Interview.

⁴⁹ Feed The Future: Measuring progress towards empowerment (WEAI), baseline report 2012.

⁵⁰ Norad Report 5/2011: Report from fact finding mission: Women, Gender and Conservation Agriculture in Zambia.

⁵¹ Interview.

⁵² Interview.

⁵³ <http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module5.pdf>

⁵⁴ FAO (2010–11): The State of Food and Agriculture (SOFA) – Women in Agriculture.

2.2 A tool for work on women's farmers disempowerment

How should organisations work to empower women smallholders and close the gender gap in agriculture? How should empowerment be measured?

Measuring “women’s empowerment” has been worked on for several years by development partners and researchers. Recently the Women’s Empowerment in Agriculture Index (WEAI) has been developed by USAID, the International Food Policy Research Institute (IFPRI) and the Oxford Poverty and Human Development Initiative. This innovative tool includes two sub-indices and tracks women’s engagement in agriculture in five areas:⁵⁵

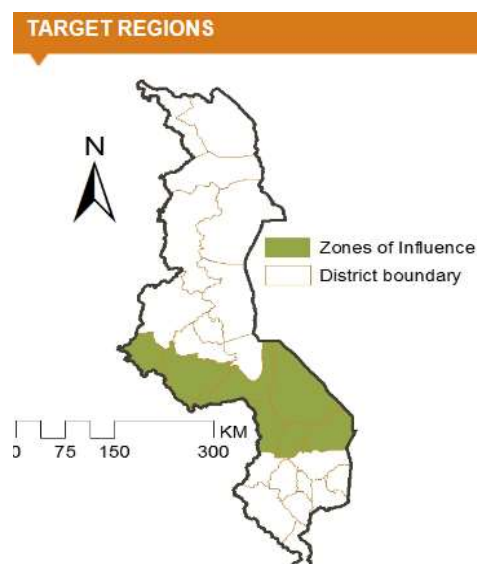
1. The percentage of women who are empowered in five domains of empowerment in agriculture:
 - i. decisions about agricultural production,
 - ii. access to and decision-making power about productive resources,
 - iii. control of use of income,
 - iv. leadership in the community,
 - v. time allocation, and
2. The Gender Parity Index (GPI) focused on the goals in gender terms.

The Women’s Empowerment in Agriculture Index is part of the *Feed the Future* global hunger and food security initiative.

In September 2015, it was decided that the WEAI tool will be further developed for projects. IFPRI invites agricultural development projects to participate in piloting and validating a **project-level Women’s Empowerment in Agriculture Index (pro-WEAI)**, and to become part of a Community of Practice on measuring women’s empowerment in agricultural development projects. Project teams joining this effort would benefit from:

- technical support;
- strengthening of their M&E system and team;
- real-time data on how one’s project is performing vis-à-vis women’s empowerment outcomes;
- real-time analysis and advice for strengthening or realigning project activities for women’s empowerment, if needed.⁵⁶

Organisations in the **NEAL initiative** working in the same district could commission surveys of women’s disempowerment in the district together. This could create awareness of gender in the organisations and establish a baseline. The NEAL network could use the service that IFPRI offers.

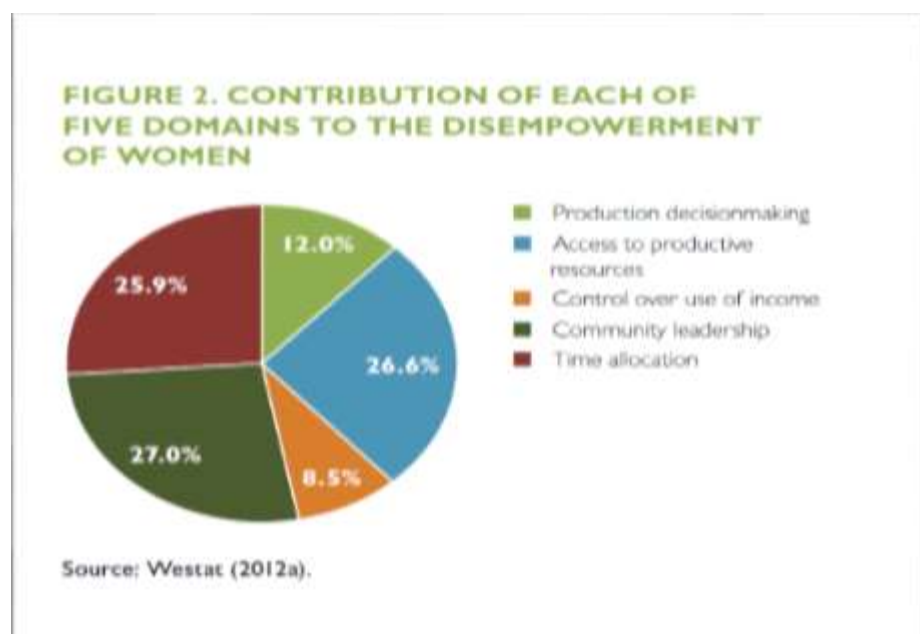
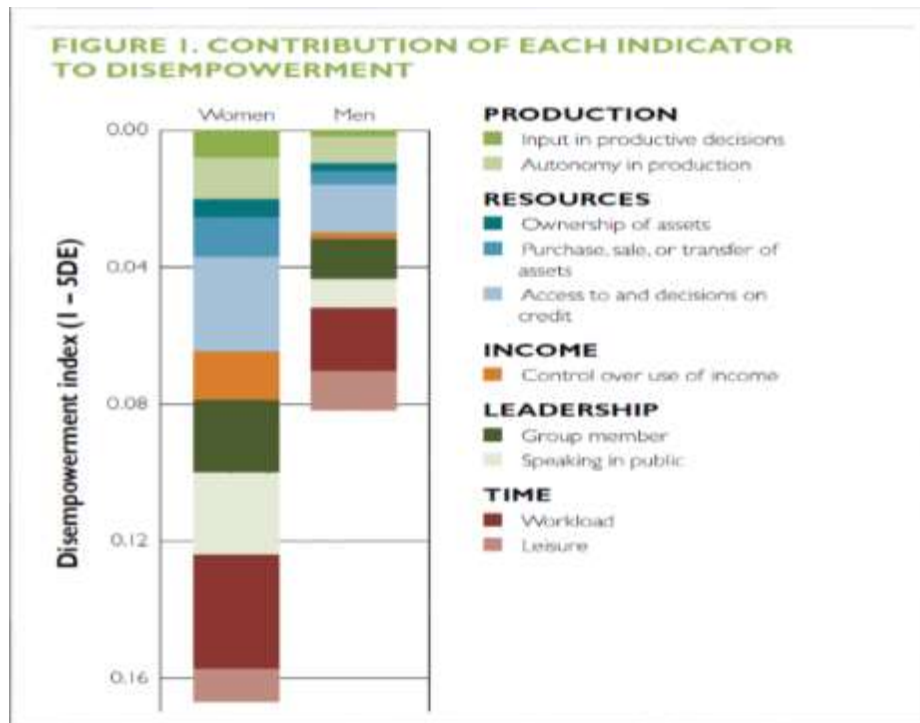


⁵⁵ <http://feedthefuture.gov/lp/womens-empowerment-agriculture-index>

⁵⁶ <http://t.co/d3PSsMnySw>

WEAI's survey in Malawi

WEAI has been used to analyse women's disempowerment in Malawi.⁵⁷ The analysis is based on data collected from the districts of Balaka, Dedza, Lilongwe, Machinga, Mangochi, Mchinji, and Ntcheu (2012). These are neighbouring districts and districts where the four partner organisations of the Embassy are working. Below, we present findings from Malawi that can serve as a baseline.



⁵⁷ Measuring progress toward empowerment: Women's empowerment in agriculture index Baseline Report (Weststat2012a).

Figure 1 shows that overall, **women are about twice as disempowered** as men in the districts where the survey has been conducted. Male and female disempowerment illustrates the contribution of each indicator to disempowerment. For nine of the 10 indicators, men fare better than women do. The indicators that make a major contribution to disempowerment for both women and men are workload, access to and decisions on credit, and speaking in public. For Malawian men, leisure is also one of the primary contributors to disempowerment. For both men and women, ownership of assets and input in productive decisions contribute the least to disempowerment.

Figure 2 provides a breakdown of women's disempowerment by domain and shows that access to productive resources, time allocation, and community leadership each contribute about 25 per cent to disempowerment of women.

Summary

The WEAI for Malawi can be used a **baseline** in the districts where the Norwegian-funded partners are working. The baseline identifies areas the organisations could work on to empower women smallholders. Thereafter, the NEAL-network could accept the offer of IFPRI to work on programmes. IFPRI's offer is free of cost.

As the special rapporteur on the Right to Food said in 2013: Men sharing power with women is a shortcut to reducing hunger and malnutrition, and is the single most effective step to realising the right to food. Also the SOFA report from 2011–12 (Women in agriculture – Closing the gender gap) has underlined that a large number of studies link women's income and bargaining power within the family to improved child nutritional status, which in turn influences health outcomes and educational attainment (p. 43).⁵⁸

2.4. A Theory of Change (ToC) for interventions

The established baseline for Malawi could be used to identify components/measures which enhance women's rights and access (control over) productive assets. In a gender-sensitive project, the Embassy's partners should outline a Theory of Change (ToC) for their interventions on women's empowerment and gender equality. A ToC is a formal logical explanation of the effects that are expected from a given intervention. It is best expressed as a set of cause-and-effect relationships describing the major channels through which the intervention is expected to create change. The interventions will be transformed into results, measured as outputs, outcomes and impacts. Underway in the implementation it will be necessary to fine tune different factors in the interventions in order to adjust to the real-world situation at hand. Norad's Evaluation Department has recently outlined a Theory of Change for the Norhed support.⁵⁹ A Theory of Change is also developed in the evaluation of Norway's support to women's rights and gender equality. The ToC was established in order to make evaluation of results possible.⁶⁰

In a ToC, the analysis would identify entry-points for support to women smallholder farmers. For example; equal access to and influence over decision-making is a strategic issue for smallholders. If

⁵⁸ SOFA 2010–11: Women in Agriculture: Closing the gender gap for development.

⁵⁹ <http://www.norad.no/om-bistand/publikasjon/2014/evaluation-series-of-norhed-theory-of-change-and-evaluation-methods/>

⁶⁰ <http://www.norad.no/om-bistand/publikasjon/2015/evaluation-of-Norways-support-to-womens-rights-and-gender-equality-in-velopment-cooperation/>

farmers' organisations have guidelines that hinder women's participation, for example by demanding user-rights to land as a criterion for membership, this will impact negatively on women's access to decision-making, since most women do not have their own user-rights. If this is the case, regulations on membership in farmer's organisations should be brought up by the project. (We Effect's new gender policy raises this issue).

Development involves balancing interests, distribution of power, control over resources and so forth. *The political economy* in the area of implementation will often be a factor that entails adjustments in interventions. Power and interests of different political and economic groups, elites, social classes, ethnic and religious groups, or lack of gender equality will affect the interventions.⁶¹

In Annex 1, we have outlined an example on a result chain, a ToC. The result chain starts with an analysis of women and gender roles within agriculture; thereafter we have given examples on design elements that could be part of the agriculture project. In the analysis, a limited number of key indicators should be agreed upon with involved stakeholders. The NGO that implements the project needs financial, human and material resources in order to transform the planned interventions into results. The organisation's staff need to have knowledge and capacity on gender issues in order to be able to transform inputs into results. The four organisations which are subject to review are members of the NEAL network that is a forum for learning and sharing. Training on gender issues through the NEAL network has been one method to strengthen capacity. The NGOs could also cooperate with local women's organisations that could raise awareness on gender issues in villages.

Why do we suggest a ToC? The evaluation of the Norwegian support to women's rights and gender equality underlines that "despite stated goals in Norad's own practical guide to results management (Norad 2008) of including quantitative and qualitative data, there is an overreliance on the former – making it difficult to capture central aspects of *women's empowerment* such as 'rights' and 'equality' that have to do primarily with social relations with men".⁶² The evaluation outlines a ToC for the work on gender in order to be able to discuss results.

The Embassy of Malawi has pointed to the challenge in reporting from projects within agriculture/food security. The Embassy requests more reporting on the outcome level, where the results of interventions on the target group can be measured. If the NGOs subject to review had a baseline and a ToC, the cause-effect of interventions could be followed.



⁶¹ Norad (2010), Political economy analysis with a legitimacy twist: What is it and why does it matter?

⁶² <http://www.norad.no/om-bistand/publikasjon/2015/evaluation-of-Norways-support-to-womens-rights-and-gender-equality-in-velopment-cooperation/>

2.5. Organisations working on agriculture

An organisation that is gender-biased on the inside usually is not capable of producing gender-equitable outcomes and impacts for the women. The set-up of organisations is therefore crucial. The SOFA report on Women in Agriculture underlines that as most rural institutions are *not* gender-neutral, legal barriers and cultural norms often discriminate against women.

A gender-sensitive organisation should have a clear gender and development policy, good personnel employment and management practices, a demonstrated commitment to increasing the numbers of women staff and their seniority, good publications on gender issues and senior management that ensures adequate resourcing, overall support and accountability.

Both in the field and in meetings with the NGOs in Lilongwe, the RT therefore tried to map the following:

- the organisational culture,
- staffing and human resources,
- existing gender expertise and strategy for building gender competence,
- the organisation's mainstreaming strategy on gender equality as reflected in objectives, programmes and budgets,
- mainstreaming of gender equality in the implementation of programmes and technical cooperation with partners in the area of implementation.

The above-mentioned issues are important in order to be able to design, implement and evaluate gender-sensitive programmes. The staff needs routines and procedures in their work on gender-issues.



3. Mapping of the organisations' set-up on gender issues

Based on documents and interviews with staff of the organisations we tried to map routines, procedures, and staffing on gender issues. The mapping is *not* perfect. However, it might serve as a starting point for the Embassy in a dialogue with the four partner organisations.

The Embassy identified the following programmes for review:⁶³

PTA number and name	Agreement and implementing partner
MWI- 11/0042 Strategic Development Programme III NASFAM	NASFAM- National Smallholder Farmers Association of Malawi
MWI- 13/0028 TLC-Management for adaptation to climate change	TLC- Total Land Care Malawi
MWI-13/0027 We Effect – Malawi Lake Basin Programme III	We Effect
MWI-13/0040 Malawi Agriculture Partnership (MAP) II AICC-	AICC-African Institute of Corporate Citizenship

3.1. MWI-11/0042 NASFAM Strategic Development Programme III



NASFAM members Lilongwe South

⁶³ ToR for the review

The organisational culture

NASFAM has gradually changed and become more gender-sensitive. One reason why NASFAM has changed is increased work on so-called “women’s crops”. Legumes, cassava, groundnuts, beans and vegetables are considered “women’s crops” (vegetables being the most important cash crop for the poorest section of the women). Tobacco, coffee and cotton are considered as “men’s crops”, and chilli as a 50–50 % men’s/women's crop. The increase in women members in NASFAM came after NASFAM took up more work on soya and groundnuts. NASFAM promotes diversification, and a move away from dependency on maize and tobacco. However, tobacco still provides the highest gross income, followed by rice and cotton for NASFAM members.

When Norway started support to NASFAM in 2000, the organisation had 50,000 members out of whom 28,4 per cent were women. In 2015, NASFAM had 166,000 paying members, 51 per cent women. NASFAM plans to work in 22 districts by 2016 and increase membership to 200,000 by 2017.

Staffing and human resources on gender

The number of staff working on gender issues has increased. There are **two gender officers working at head office**.

Each Innovation and Production Centre (IPC) will employ **one gender officer**. NASFAM will transform all of the Association Management Centres into IPCs. At present, there are 14 gender officers at AMC/IPC.

Level	NASFAM Structure	Employed Staff per unit	Gender staff	Farmers	Gender structures
National	Head office		Two gender officers		
	Board of farmers	50 % Women in Board		166,000	51 % women
District	40 AMC – 14 transformed to IPCs	37 a.m. staff and ext workers	One gender officer per IPC centre		
	IPC board			5,000	29% female leadership in 14 IPCs (2014)
Wards		1 field officer			
	Association Association Boards			1,000	Gender subcommittee

	Farmers' Action groups			200	
Village	Farmers' Clubs One leader			10	

Each Association comprises 1,000 farmers and has a **subcommittee on gender**. A **field officer** from NASFAM assists one Association. The ratio of extension worker to farmers is low – one extension-worker covers 1,418 farmers. (However, the GoM ratio is even lower, one extension worker per 2,500 farmers). Among the 117 extension workers of NASFAM there are **35 women**.

At present, NASFAM has 1,800 lead farmers, 42 per cent of whom are women. One lead farmer supports nine farmers' clubs with approximately 100 farmers.

Existing gender expertise and strategy for building gender competence

NASFAM formulated a Gender Policy in 2002 in line with SADC's Declaration on Gender and Development Protocol (1997) and the Malawi National Gender Policy to improve women's chances regarding participation, leadership and equal access to services and benefits.

The gender policy underlines that 30% of the members in leadership positions should be women. NASFAM does Internal Gender Audits every second year, disseminates gender-related information, and holds periodic gender conferences. Through the adult literacy programme, 22,000 women have been trained, according to NASFAM's homepage. The literacy programme is a springboard for women to come into leadership positions in NASFAM. Women are empowered through the literacy training.

Over the last two years, NASFAM has been running gender-training workshops with representatives from the associations. The training sessions span a four-day period and cover a number of topics relating to gender issues within agriculture such as HIV/AIDS. The first step to achieving change is to make a difference at the household level, so that women can take an active part in decision-making and have their voices heard. After participants are trained, they return to their association and share what they have learnt with the members. Hundreds of farmers have already received the training, both men and women, NASFAM staff tell us.

NASFAM also conducts food and nutritional training, and distributes roots and seeds.

The organisation works with labour-saving technologies. The NASFAM staff analyse the equipment from a gender perspective, and decide on when and how the training of women could take place.

NASFAM has been running the Gender Action Learning System for the last three years. In this method the household, both husband and wife, will agree on a vision for the family.

Case: Lilongwe South IPC



The focus of NASFAM in Lilongwe South:

- rural livelihoods for smallholder farmers,
- climate change,
- business linkages,
- policies,
- capacity building.

Challenges

Women from clubs pointed to the following challenges:

- Women lack control over income from their production. Women do 75% of the work, but the men take over during sale, they say. Some men force the women to give them the products, in order to get the income from the sale. The issue on control over the money is also a problem for women in loan and saving groups, the RT were told by women in Lilongwe South. Some women said that they had managed to take over the control through discussions in the household.

Other challenges are:⁶⁴

- polygamy,
- nutrition, labour-saving technologies, problems with inputs like fertiliser and seed;
- the membership fee of 300 kwacha that hinders some poor women from being members;
- women who are not allowed to be members by their husbands;
- women who are afraid to participate because they are illiterate;
- woman leaders who sometimes are called prostitutes.

Summary

⁶⁴ Interviews,

NASFAM has a policy on gender, a gender machinery and several tools and strategies (gender audit, gender action plan, gender education etc.). They use the tools in gender mainstreaming and on empowering women members. However, we question how systematically NASFAM works on gender issues. The budget post for community development and training, which is the post the gender staff use, is low. In 2011, only USD 0.111 million (2.3%) was used for community development and USD 0.128 (2.6%) million for training. NASFAM has a central position in Malawi and in the whole region. The organisation can have great impact on women smallholder farmers, and needs resources for this work. The evaluation of the Norwegian support to agriculture had NASFAM as a case study; also in this evaluation, the low budget for gender mainstreaming was highlighted.

Empowering women is important in increasing food security. It is not only in control over production and loans that women's empowerment is important. The RT were told by women in Lilongwe South that the norm of using 60 per cent of the land for food crops (cultivated by women), and 40 per cent for cash crops (cultivated by men, but much of the work done by women) is negotiated. If the women smallholders are disempowered, the husbands will demand a larger share for their cash crops. Women are the guardians of land and the food security of the family, the women told the RT. This underlines the importance of empowering women smallholders.

Recommendations

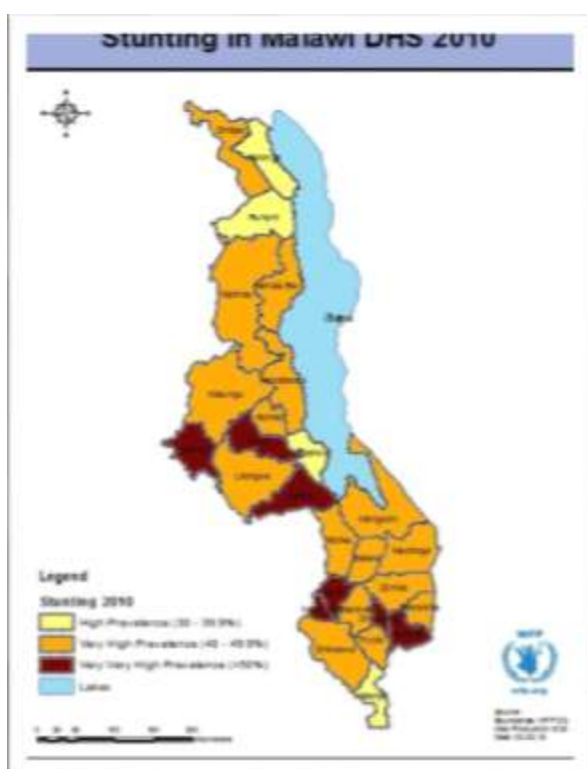
It would have helped NASFAM and the Embassy if the organisation had a Theory of Change (ToC) for the work on gender equality: a logical explanation of the effects that are expected for given interventions. The result chain would present the problem, the financial, human and material resources needed to work on the problem, and the different activities that will be done. This will make it easier to measure the results of interventions and see how seriously the organisation is working on gender equality. NASFAM could elaborate a Gender Action Plan where the work on women's empowerment is central. It could use the WEAI report from Malawi as a baseline, or establish women-specific indicators – for example, an indicator on women's control over income and loans. The number of women organised in the savings and loans scheme is not a sufficient indicator of women's empowerment.

- The WEAI-index could serve as a baseline. Work on empowering of women smallholder farmers is an issue that is relevant to report on.
- Indicators measuring women's control over loans (VSL) and income from sale of agricultural products are needed.
- A change in approach within NASFAM from top-down oriented to demand-driven may have some gender impacts. Perhaps poorer and disempowered women will be more marginalised. The results of the change in approach should be monitored.
- NASFAM has low budgets for the work on gender issues. The Embassy could earmark 20 per cent of the support to NASFAM for gender mainstreaming work (as UNDP did with regional programmes).
- NASFAM could be assisted (by UNW?) in their information work on women's empowerment and gender issues – to find a strategy for spreading information (YouTube

films, etc.) Films could be shared internationally in order to raise the awareness of women smallholder farmers' challenges.⁶⁵

3.2. MWI-13/0028 TLC-Management for adaptation to climate change (MACC)

Total Land Care –TLC operates a livelihood programme with climate change activities. Under the objective of improved household food security, nutrition and incomes, interventions are focused on crop-related interventions like conservation agriculture, soil and water conservation, including use of organic manure, agroforestry, cultivation of pigeon peas and crop diversification. Goat banks, chickens, and cook stoves are also promoted by TLC. The different activities reach both women and men. TLC reaches 60,000 farmers in Kotakota.⁶⁶



TLC works along the shores of Lake Malawi, where the number of female-headed households is high and polygamy is common. In this area, the food security situation is severe and stunting is 40–49%.⁶⁷ The women in the villages told the RT that the agricultural land belongs to men. Women who divorce often lose access to land, even if they have invested in it. As widows, many are thrown out of their homes by the in-laws and have to move back to their own villages, leaving the children behind, the women told us.⁶⁸

MACC has been supported by the Embassy for seven years. TLC has now designed a new five-year initiative together with We Effect, LEAD and Development Fund for MACC II. In this proposal, TLC has signed an MOU with the Development Fund, which will work on women and youth empowerment.

The organisational culture

TLC started out as a technical, production-oriented organisation, staffed with men with technical competence. The organisation is strong on conservation farming. TLC's presentation on the web gives a good idea of its concern. The web has no references to women and gender issues and the research conducted by TLC is gender-blind.

Lately, TLC has started to work on nutrition; male dominance has slowly lessened, and more women are involved in programmes. Rocket stoves have been introduced in the village we visited and it was underlined that 80 households now use these stoves.⁶⁹ The organisation is still male-dominated in

⁶⁵ <https://www.youtube.com/watch?v=yMkXPRdhY4k>

⁶⁶ Interview.

⁶⁷ WFP: The Cost of Hunger in Malawi 2015: <https://www.wfp.org/content/cost-hunger-malawi>

⁶⁸ Interview.

⁶⁹ Interview.

culture and has few institutional structures and procedures in place for working with women and gender issues. The RT met with a gender/nutritional specialist who joined TLC the past year.



Staff of TLC”

Staffing and human resources

The nutrition/gender specialist, a woman, has started training 16 fieldworkers working in 16 different sites on women and gender issues, something she found demanding. The specialist told us that she has been trained in using the Gender Action Learning Tool in Uganda. The Development Fund has assisted TLC in training through the NEAL initiative, financed by the Embassy.⁷⁰

No policy and action plan

At present, TLC has no gender policy or gender action plan. However, there is a decision within TLC to work on mainstreaming, according to the specialist.⁷¹ The gender/nutritional specialist told the RT that TLC will develop a gender action plan. TLC has no guidelines for their goat and chicken banks. We were told that villagers’ poverty and interest in the project is the criterion.⁷² Livelihood programmes formerly had systems and guidelines for how the banks should be operated. Guidelines are important in order to secure access for the vulnerable in the villages as well as sustainability. If there are not clear guidelines on the handover of offspring (chicken, goats etc) , the programmes will not be sustainable.

The reporting

TLC presents many results on output level in its reports. Under the third strategic objective in the annual report, May 2014 to April 2015, “Increased empowerment of women, youth, HIV/AIDs and other vulnerable groups”, it is stated that “ 20 literacy groups were established, etc., 29 youths were registered as self-employed, 376 HIV/Aids affected households, etc., 231 households with physical

⁷⁰ Interview.

⁷¹ Interview.

⁷² Interview.

challenges”. Had there been a ToC, together with the baseline, one could have reported more on outcome level.

Under the discussion on financial services, we notice that the issue of women’s lack of control over savings and loans is not mentioned.⁷³ A thorough analysis of gender issues should have been part of the planning prior to the work on women’s empowerment. An analysis of the political economy and rural power structure should be part of the analysis.

Summary

TLC is starting up the work on women’s empowerment and gender issues. However, the awareness of gender issues in the organisation is low. TLC needs capacity building among all staff on gender issues. In order to be able to work seriously on these issues on a long-term basis, the organisation needs a policy, a ToC and an action plan where outcomes can be measured. “Ad hoc” interventions on women’s empowerment and on expanding the livelihood base will most probably not be lasting.

TLC also needs a policy for how to support women staff to enable them to work effectively.

At present, gender/nutrition is a separate component of the programme, and the RT questions how gender equality and women’s empowerment will be integrated in other activities of TLC, for example, training on conservation agriculture and work on livestock.

TLC should have conducted a gender analysis as part of the preparation for a new five-year phase. It is still possible to conduct a gender analysis and integrate components on women’s empowerment into the new programme. The specific components could address some inequalities in the agriculture sector.

Recommendations to Total Land Care

- Conduct a gender analysis of TLC’s areas of intervention in order to find out how the climate change interventions could be conducted in a gender-sensitive manner, and reach more women.
- Based on a gender analysis, design components on gender that could go into the new programme.
- TLC should agree on a gender policy that commits its leadership.
- TLC should work out a gender action plan based on activities and components identified in the analysis and establish indicators that could be monitored.
- TLC should move from reporting results on gender in the output level to reporting on outcome, i.e. results of interventions on the target group.
- Conduct capacity building among all staff on gender issues.
- Work out an internal policy on how to support women staff.
- TLC is supporting several livelihood projects in villages: goat banks, chicken banks; the guidelines for handover are important in order to secure vulnerable female households.
- At present, gender/nutrition is a separate component in the programme – how will gender equality and women’s empowerment be integrated in other activities of TLC, for example within conservation farming and raising of livestock?
- Women’s empowerment and gender issues are challenges in the area where TLC is working, meaning that a full position is needed on gender.

⁷³ Total Land Care: Management for adaption to climate change (MACC II), May 2014–2015 –Technical and financial reporting.

3.3. MWI-13/0027 We Effect - Malawi Lake Basin Programme (MLBP) III



The organisational culture

We Effect (formerly Swedish Cooperative Centre) is a development cooperation organisation that has worked to effect change globally with a long-term approach since 1958. Help to self-help has been the guiding principle.⁷⁴ In addition, We Effect has changed over time from being a more male-dominated organisation to becoming more gender-sensitive. The Management Group in We Effect adopted the latest policy on gender equality in February 2015. This policy underlines that *most partner organisations, particularly under rural development programs, have male-dominated memberships and leaderships. Furthermore, the by-laws and procedures favor the perpetuation of patriarchal structures and practices that marginalize women.*⁷⁵

Staffing and human resources

In Malawi, We Effect has a full time gender coordinator at the head office in Lilongwe, and one in the Farmers Union of Malawi. We Effect also has technical staff in the field working on gender issues. Some staff from We Effect have been trained in Iceland, where there is a special training programme on gender at the University in Reykjavik.

Policy and action plan

We Effect has a strong gender policy and has many strategic steps for 2015–17. We Effect will allocate 50% of all resources to women and follow it up with evaluations. We Effect has designated responsible persons for gender equality programmes and mainstreaming in the regions. The Global Thematic Expert Group will develop a gender equality strategy and monitor the policy. We Effect in Malawi will have a strong backing from its head office in the work on gender. We Effect participates in a Technical Group on gender within the ASWAp.

In MLBP, We Effect works with NASFAM, MUSCCO and Farmers Union of Malawi in fishery communities along Lake Malawi. It develops the capacities of cooperatives and other farmer

⁷⁴ - See more at: <http://www.weeffect.org/#sthash.Vrd85FC6.dpuf>

⁷⁵ We Effect – Gender Equality Policy, Adopted by the Management Group on 5 February 2015.

organisations as democratic institutions, and promotes female leadership and participation. The work includes work on women in their agricultural activities. Methods used are **study circles, literacy training, group savings and loans**. We Effect supports the establishment of committees that oversee activities in the villages. The number of women in these committees is high. Women **do not need to own land** in order to be member of clubs and organisations. The numbers of women participating in the partner organisations in 2014 are:⁷⁶

- 41,500 participants – 25,000 women in study circles
- 73,000 participants – 45,000 women in MUSCCO (saving and credit)
- 56,000 members – 23,000 women in Farmers Union



Local partners of We Effect

Challenges

Below we have listed some challenges that were highlighted during our fieldwork, followed by challenges that have been brought up in earlier evaluations.

- 45,000 women are members of MUSCOs. However, women told the RT that men use women to save for them in the bank; thereafter the men control the credit. Nevertheless, the women are still responsible to the banks. The number of women members in MUSCCO is therefore not a sufficient indicator of empowerment⁷⁷.
- Women told the RT that since men own the land; they also think that they own the yields, even if women have performed most of the work on the plot. Awareness raising on gender issues is needed in the villages and women need to be empowered⁷⁸.

⁷⁶ Interview.

⁷⁷ Interview.

⁷⁸ Interview.

- The RT was told that men in Salima usually have 2–3 wives. Some men move around between the wives, while others stay with the last wife. The women told the RT that wives are often visited during harvesting, and men then offer to assist the wife in selling the crop. If a woman is disempowered, she will lose out, and so will her children.
- The high number of children – usually 7 per woman in Salima – means that the agricultural plots become smaller and smaller. The uncle is responsible for dividing the land in the family – when the family grows in size, plots get smaller and the food security decreases. Including messages on family size could be part of the work on food security.
- According to an evaluation from 2012, We Effect had a challenge in keeping contact and cooperation with GoM.⁷⁹ The RT was told that the gender staff now meet regularly with MoG.⁸⁰
- The evaluation⁸¹ also shows that data collected is not disaggregated by gender; there is little data on outcome indicators and impact.
- In addition, We Effect needs to move to the outcome level in reporting. The reporting on share and numbers of women is not sufficient to measure women’s empowerment. It would have helped We Effect to have a baseline and a ToC for the work on gender in Malawi.

Summary

We Effect has changed to a more gender-sensitive organisation over the years. The policy on gender from the head office (2015) is now strong, and the organisation has full time staff working on gender issues. In the field, we met with women smallholder farmers who appreciated the support from We Effect.

The food security situation in Salima is severe and women smallholder farmers need to be empowered in order to be able to take more control over yields, saving and credits. The WEAI baseline for Malawi displays the largest gaps between male and female disempowerment in speaking in public, workload, and access to and decisions on credit. We Effect could outline a set of interventions to create change, and these could be reported on to the Embassy.

Recommendations We Effect

- The Embassy could follow We Effect’s implementation of the Gender Policy from 2015 in Malawi and ask how We Effect Malawi will translate the policy into their programmes.
- Suggest a WEAI-survey in Salima together with other organisations working there. This could for example be done in the District Executive Committee, where extension workers and representatives from NGOs meet. IFPRI could assist in establishing a WEAI in Salima.
- Cooperation with women’s organisations on building awareness of gender in the villages.

⁷⁹ Evaluation of Norwegian support to agriculture and food security, Annex 5: In depth case study reports.

⁸⁰ Interview.

⁸¹ Op. cit.

3.4 MWI-13/0040 AICC - Malawi Agricultural Partnership II

Norway supported AICC (African Institute of Corporate Citizenship) from 2009 to 2014 through Norad. The RNE took over the support to AICC from 2014. According to AICC's home page, the MAP programme enables the private sector to establish a multi-stakeholder platform with the goal of improving food security in Malawi and increasing profitability of smallholder farmers.

The organisational culture

AICC works on private–public partnership. Even if the organisation employs many women, we will consider the organisation male-dominated in culture. In the appraisal of MAP, it is stated that AICC has listed “Disparities between genders in disfavour of women in spite of their significant role in agriculture” as a challenge. Still, AICC has maintained that gender is mainstreamed in their work, but in the project document of MAP II, there are no specific activities addressing gender issues, or budget line allocated for the purpose.⁸²

Staffing and human resources

At the head office of AICC, there are 40 staff, of whom 20 are women. Some women are in decision-making positions. AICC is a member of the NEAL network. AICC has no gender policy for the staff internally in the organisation.

Policy and action plan

AICC has no internal policy in the organisation on gender issues. Although the organisation has no action plan and no special indicators on gender, it operates with gender-disaggregated data. The staff tell us that the work on gender is moving at a slow pace, in order not to provoke the members of the different schemes. The AICC staff facilitate women smallholder farmers' participation in training and motivate them to campaign for strategic positions in the committees. AICC conducts leadership training for women, and the staff tell the RT that they consider time and place for training in order to enable women's participation.

Case: The BUA rice scheme

The BUA rice scheme is one out of 11 rice schemes which AICC supports in different parts of Malawi. The main business of the BUA scheme is to cultivate rice and do the marketing.

The Bua irrigation scheme had formed a cooperative consisting of 750 members – out of whom 250 are women. The cooperative has a general assembly and an executive committee. The members pay 1,500 kwacha yearly in membership fees.

In the village, the RT were told that female-headed households earn approximately half of what male-headed households earn on the rice scheme. The explanation given by the committee members for this disparity was⁸³:

- A women's rice plot is 0.2 hectares, while a man's rice plot is 0.6 hectares.

⁸² Appraisal of MAP – Nordic Consulting Group, June 2014.

⁸³ Interview.

- The women's plots are often situated at a higher level than men's plots— so even if women and men get the same amount of water, women produce less rice than men, since the water flows downwards.
- The executive committee decides how plots will be divided between women and men, and who will get plots on higher levels and on lower ones.
- A man in a polygamous family can get one plot for each of his wives. Such a man usually has 2–3 wives and can then get 1.2 hectares. The man may also get plots for his children.
- Women from female-headed households can possess 0.4 hectares.
- If a man who owns 0.6 hectares dies, his plot will be divided between his children. His wife will still have 0.2 hectares.



The executive committee decides the division of plots. All villagers who have plots have participated in the programme from the beginning. It has been promised that there will be a reform in which the plots will be redistributed. For poor farmers, this handover promises an opportunity for accessing new plots.⁸⁴

Earlier research in the BUA irrigation scheme underlines the need to analyse who benefits from the project. The RT could not assess whether AICC, which has worked on the project for the last six years, has managed to change elite capture of plots.

The women in the Bua rice scheme project

Previously, women were not members of the Rice scheme, so getting access to 0.2 hectares is a step forward, they say.⁸⁵

The Executive Committee of the Rice scheme has 11 members of whom three are women.

In the Finance Committee, there are five women and five men.

In the Water Committee (WUA), there are seven members of whom three are women.

In the Operational part of the Water Committee there are one woman and four men.

In the Maintenance Committee, there are no women.

⁸⁴ Interview.

⁸⁵ Interview.

Women try to get positions in the executive committees, but they do not campaign and are therefore not selected. Women do not vote for other women. Women do not dare to stand for the Executive Committee, the RT were told. The women mention speaking in public and workload as disempowerment factors.⁸⁶ It is a positive development that there are three women in the Executive Committee.

AICC has put in place a revolving fund for inputs; the members appreciate this. The members have also learnt sustainable rice agriculture – which has saved seeds and does not increase the burden of work – from AICC. The women members of the committees also tell us that it is an inspiration for them to meet with the woman extension worker from AICC, and that this motivates them to be more active.

Village Savings and loans Groups have been formed with assistance from AICC. Each group has 15 members. Three groups have managed to save 2 million kwacha, which will be divided. The women members maintain that the decision on how to use savings is a joint decision in the household.

Summary

The rice schemes in Malawi have a long history.⁸⁷ AICC is trying to change how the “rice factories” are run. AICC would have benefitted from a gender and power structure analysis within the Bua rice project.

However, it is positive that AICC has managed to get 250 women involved. The programme could perhaps help the food security situation if more women had access to the plots. New gender-sensitive guidelines on how the plots should be divided are needed. More women in the different strategic decision-making committees are also useful for the projects.

Recommendations for AICC (African Institute of Corporate Citizenship)

- AICC should agree on a gender policy for the organisation.
- Based on an analysis of women’s empowerment and gender issues within the different platforms (rice, cotton and legumes), components should be designed and integrated into the work.
- The components could be part of an action plan on women’s rights and gender equality in AICC. Strategic issues should be addressed, such as increasing the number of women in decision-making positions within the platforms, and assisting the platforms in establishing guidelines and by-laws that secure gender equality. Components, developed in cooperation with the members of the platforms, could be included in the action plans. It would be easier for the Embassy to monitor the work on women’s empowerment if AICC had a plan for what it wanted to achieve.

⁸⁶ Interview.

⁸⁷ http://taiwaninfo.nat.gov.tw/ct.asp?xItem=129988&ctNode=103&htx_TRCategory=&mp=4

- Discussing by-laws would create an opportunity for AICC to create awareness around gender issues. By-laws securing equity and gender equality in the distribution of plots and water are two examples.
- AICC could support gender transformation, enhancement of women's empowerment in the projects and assist the GoM in the enforcement of WRGE-related legislation (Prevention of Domestic Violence Act, Gender Equality Act).

ANNEX 1: A Theory of Change (ToC) for women's smallholder farmers in food security/agriculture

The impacts: Redistribution of power (within access to land, decision-making etc.), resources (inputs, services etc.) and care responsibility (work load, child care etc.), between women and men will increase women's empowerment within agriculture/food security and increase food security and reduce malnutrition

<p>Long term impacts in the food security and agriculture sector (lasting changes in the community)</p>	<p>Redistribution of power, resources and care responsibility between women and men in the food security /agriculture sector More equal access to and influence on decision-making processes More equal distribution of work burden between men and women More equal access to and use of economic resources</p>
<p>Outcomes Direct short/medium term effect on a target group.</p>	<ul style="list-style-type: none"> • Increased participation of women • Greater awareness of women's rights among community and local leaders (headmen, chiefs) • Greater access to women-friendly and nutrition-sensitive services within food security/agriculture • Decline in discriminatory gendered norms/practices • Enhanced engagement with men on women's rights and gender equality (WRGE) • Improved capacities of local officials (extension workers, field officers) on WRGE and food security • Improved enforcement of WRGE related legislation (Gender Equality Act) • Improved learning re WRGE impacts and adaptation in programming • Improved control over credit and income by women
<p>Outputs : products and services delivered</p>	<ul style="list-style-type: none"> • Number of women and men trained • Number of women with access to grants/credit • Number of women reached through a rights awareness programme (Domestic Violence Act etc.) • Number of community members and leaders reached through a rights awareness programme • Number of extension workers trained on WRGE in food security/agriculture
<p>Inputs: Design elements in a gender-sensitive project (Components or gender mainstreaming)</p>	<p>Relevant measures to enhance women's right and access to and control over resources: Advocacy for women's right to land and resources; Formalisation of property, collective user rights with a gender perspective; promotion of nutritional crops or animals considered as "women's crops"; access to inputs and services, seed saving and local seed banks, credits, equally participation in training in CA, access to agricultural tools, technology, improved stoves, local markets, methods of reducing food and nutrition wastage. Information on Prevention of Domestic Violence Act –economic abuse in the domestic sphere</p>
<p>Analysis of women's role in agriculture/food security</p>	<p>The analysis could include (1) Women's access and rights (control over) productive resources (land, seeds, livestock, family labour, etc.), (2) Access to agricultural inputs and services, (3) Intra-household gender relations (division of labour, right of disposal/ownership in addition, decision-making on crop to be grown and income from agriculture). Access to membership in organisations. Access to technology, climate-smart technology etc. The analysis should distinguish between women in female-headed households and male-headed households</p>

Annex 2: Malawi Embassy's Portfolio on Agriculture

The Norwegian Embassy in Malawi supported projects defined as bilateral assistance to agricultural foodsecurity, with NOK 146.5 million in 2014 (MWI 2611/ MWI 2646/ MWI 2658). Below we have listed eleven projects where eight are marked with gender as a significant objective on the OECD gender policy-marker. A “significant” score means that women and gender issues are not the main reason for starting the activity. However, the activity needs a goal promoting equality between women and men in order to qualify for a significant score. To achieve score one or two, the gender considerations need to be documented, and gender analysis needs to be a separate exercise or be an integrated part of the planning. The analysis also need to be reflected in the budgets. Women’s participation has to be secured in planning and implementation.⁸⁸

Norway's Portfolio on Agriculture in Malawi⁸⁹

Project number	Project	Agreement partner	NOK million (2014)	Gender Policy marker ⁹⁰
MWI-12/0016	Agriculture Sector Wide Approach-Support project	World Bank	25,0	1
MWI-11/0042	NASFAM Strategic Development Programme III (2012–2017)	NASFAM-National Smallholder Farmers Association of Malawi	20,1	1
MWI-13/0027	We Effect – Malawi Lake Basin Programme III	We Effect	15,4	1
MWI 14/0030	INGO Consortium Cash Transfer	Redd Barna	25	0
MWI-13/0029	DF–Sustainable Agriculture Lead Farmer programme	Development Fund	15,1	1
MWI-13/0028	TLC–Management for Adaptation to Climate Change	TLC–Total Land Care Malawi	14,1	1
MWI-11/0007	Malawi Capacity Building for Climate Change Programme	Malawi Ministry of Finance	11,1	1
MWI-13/0013	LUANAR Infrastructure Development Programme	Malawi Ministry of Finance	6,0	1
MWI-13/0040	AICC–Malawi Agriculture Partnership (MAP) II	AICC–African Institute of Corporate Citizenship	6,0	0
QZA-11/0895	Rural Food Security Programme Malawi	Development Fund	5,2	1
MWI-13/0026	UNW Gender and Agriculture	UNWomen	3,5	2
Total	Bilateral agricultural/food security assistance to Malawi		146.5 Million NOK	

⁸⁸ <http://www.oecd.org/investment/stats/37461060.pdf>

⁸⁹ PTA-report:

<http://www.oecd.org/dac/gender-development/aidinsupportofgenderequalityandwomensempowerment.htm>

Annex 3: Final 12.05.2015

Women's Rights and Gender Equality Review of selected programmes in the agriculture portfolio in Malawi June 2015

1. Background

The Norwegian Embassy in Malawi has requested Norad's support to undertake a gender review of selected parts of the agricultural portfolio (ref. Work Plan 2015).

"Agriculture" and "women and gender issues" are two central pillars in Norway's cooperation with Malawi. Formerly, the Embassy was a pilot embassy on gender, and in later years, it has served as the technical lead on cross cutting issues, including gender, for the development partners in agriculture and food security (DCAFS).

In 2014, Norway provided NOK 132 million in support for agricultural development in Malawi, which is around 25 per cent of the total bilateral aid to the country. Norway supported 18 programmes/initiatives, 14 of which had women and gender issues as secondary policy objectives. The four programmes that will be reviewed received NOK 57.6 million in support in 2014. Three of the four programmes have gender issues as a secondary objective, while one initiative is not marked. There is a weakness in reporting on gender issues from the four programmes.

Women and agriculture

Eighty-eight per cent of rural women in Malawi are employed in the agricultural sector as smallholder farmers, compared with 73 per cent of rural men (NSO, 2009). More women than men are full time farmers and work with land preparation, planting, weeding, harvesting, grading, curing, packaging and marketing (NSO, 2009). Women participate fully in both cash and food crops; and their contribution to food and nutrition security is considerable.

Malawi's climate is experiencing change with the annual rainy season becoming shorter and less predictable, and these changes require adaptation and response, both at national and local level in the agriculture sector.

About one quarter of households are headed by women who are divorced, unmarried, widowed, in a polygamous marriage or are de facto heads while their husbands work away from home. Women heads of household tend to be younger and less educated than their male counterparts. Their households have fewer assets, limited access to inputs, more dependants, and longer periods of food insecurity. They are likely to be poorer than male-headed households are. Women heads of household therefore deserve special attention.

The reporting

Most agriculture programmes have a "vision of change". This should be the basis for choosing appropriate gender indicators against which to track progress. Often lack of reporting on gender issues is due to lack of existing data on proposed indicators. In many instances, there is a need to

stimulate data collection in programmes in order to strengthen the monitoring, evaluation and reporting.

In the evaluation of Norway's bilateral agriculture support to food security in 2013, it was recommended that M&E systems should collect gender-disaggregated data based on gender-disaggregated indicators. The M&E systems should also distinguish between women in male-headed and female-headed households.⁹¹

Scholars recommend that organisations/institutions use participatory approaches in the defining of gender indicators in programmes. Participatory methods base themselves on the principles that men and women should be the agents of their own development and contribute to decisions about what should be measured and what indicators should be used.

2. The Purpose of the review

The aim of the gender review is to facilitate a change in reporting on gender equality in the agricultural portfolio: from share of women participating to results. The results from this review will be used both in further dialogue with partners, and within the Embassy and in the continued work with the Gender Action Plan.

3. Scope of the Review

The team will focus on four selected programmes. The review will include a desk study of existing documents and programme files, a field visit in Malawi and report writing. The team will provide input to the Embassy's work on the Gender Action Plan.

The review shall in particular concentrate on:

MWI 2646, MWI 11/0042 Strategic Development Programme III (NASFAM)
 MWI 2646, MWI 13/0028 Management for Adaption to Climate Change (Total Land Care)
 MWI 2646, MWI 13/0027 Malawi Lake Basin Programme III (We Effect)
 MWI 2646, MWI 13/0040 Malawi Agricultural Partnership II (AICC)

The team will use different tools in the discussions on how to report results on women and gender issues in the agriculture programmes.

- 1) Development of gender-sensitive indicators, both input indicators, process indicators, output and outcome indicators, that can show if gender equity is reached and the effectiveness in the approach used by the organisation. The indicators need to be agreed upon in cooperation with partners' organisations and target group/beneficiaries of the programme.
- 2) The Women's Empowerment in Agriculture Index below is another tool.

⁹¹ Lessons learnt: Evaluation of Norway's bilateral agriculture support to food security – Why women farmers are left out of programmes. Norad Report 13/2013.

FIGURE I. THE FIVE DOMAINS OF EMPOWERMENT IN THE WEAI

Domain	Indicators	Weight
Production	Input in productive decisions	1/10
	Autonomy in production	1/10
Resources	Ownership of assets	1/15
	Purchase, sale, or transfer of assets	1/15
	Access to and decisions on credit	1/15
Income	Control over use of income	1/5
Leadership	Group member	1/10
	Speaking in public	1/10
Time	Workload	1/10
	Leisure	1/10

There are also tools developed by Feed the Future.⁹² The World Bank has a toolkit on Gender issues in monitoring and evaluation in agriculture.⁹³

4. Tasks of the team

Prior to the actual visit to Malawi, the team shall review relevant documents for the current phase of the programmes selected for the review, in addition to previous evaluations. The Embassy is responsible for making the following documents available: Appropriation Documents, Agreements, Minutes from annual meetings/other meetings, Annual reports, MTR reports, and Evaluations. Through the desk review, the Team will identify key issues that subsequently should be discussed with the Embassy's staff.

The Embassy is responsible for organising meetings with key stakeholders. This includes agreement partners for the projects, and women within the projects' target groups.

A wrap-up meeting will be held at the Embassy at the end of the mission, where the team will present its preliminary key findings and recommendations. Some of the recommendations will serve as input to the Gender Action Plan of the Embassy.

The team is responsible for writing the review report. The first draft shall be written by the consultant and Norad, while the Embassy will provide comments.

5. Reporting

Norad will forward the first draft report, in English, to the Embassy for comments. The report should include approximately 25 text pages, including summary.

⁹² "Feed the Future" 2013: The US Government Global Hunger & Food Security Initiative – Indicator Handbook.

⁹³ The World Bank 2012: Gender Issues in Monitoring and Evaluation in Agriculture: Part 1, Integrating Gender into Agricultural Development Projects.

The final report should be distributed by the Embassy to partners whom the Embassy finds relevant. The final report will further be distributed by Norad to embassies with a portfolio on agriculture, as a follow-up to MFAs Evaluation of the Norway's agricultural support (2013) where reporting on the impact on programs on women's right and gender issues are key issues (point 7).

http://www.norad.no/contentassets/e5d9c7ff7a6141d887ffe881d53f4d3b/oppfolgingsrapport_evaluering-av-norsk-bilateral-landbruksstotte-til-matsikkerhet.pdf.

6. Time and Duration

The review shall be carried out in Malawi during Weeks 22–23 (29 May to 9 June), and includes fieldwork. Prior to the actual visit, the team shall review relevant documents for the current phase of the projects and programmes that will be reviewed.

7. Team Composition

The team will consist of one technical adviser from Norad (MIMA) and one local consultant, and two staff members from the Embassy (Agriculture and Gender). The team will work jointly in Malawi. The team members at the Embassy will however not participate in writing of the report.

8. Budget

The Embassy will pay for the local consultant and provide transport while the team is in Malawi.

Annex 4: The programme for the review

Gender Review programme

01 June 2015	NASFAM 2.30 pm Opening Prayer 2.35 pm Welcome Remarks 2.45 pm Presentation on NASFAM: general overview 3.30 pm Presentation on NASFAM M&E and Gender Programmes	Beatrice Makwenda
02 June 2015	Visit to Lilongwe South Association 8.00 am Depart for Lilongwe South 9.00 am Meet with Lilongwe South Field Staff 10.00 am Visit farmers at Kalumbu GAC Lunch 1.30 pm Visit Alice Kachere's house Depart for Salima	Beatrice Makwenda
03 June 2015	Visit We Effect project sites in Salima 08.30–10.00 meeting staff at We Effect office 10.30–12.00 tour of Khombeza demonstration plot Lunch 13.30–16.30 Visit a farmer cluster at Tembwe Travel to Nkhota kota (night at Nkhota kota)	Contact Person Mathews Zulu 0999961812
04 June 2015	Total Land Care – Nkhotakota 08.00–9.30 meeting with TLC field staff 10.00–12.30 Discussions with farmers Lunch 13.30–16.30 AICC Rice platform at Bua irrigation scheme	Mr. Richard Mseka Olive Jeke (0994640 126) Driana (0999329504)
05 June 2015	07.00–10.00 Travel back to Lilongwe 10.00–12.00 We Effect Lunch 14.00–16.00 AICC	
08 June 2015	09.00–11.00 UN Women 13.30–15.00 Ministry of Gender	
09 June 2015	09.00–10.00 Debriefing	