Case study

Sharing the Harvest — A Place to Grow
Lessons for Women's Empowerment and Gender Equality

Conservation Agriculture in the Northern Region of Ghana

A Place to Grow…and a Time to Learn

With generous support from the Howard G. Buffett Foundation, CARE is exploring ways to promote women's empowerment and gender equality in the agriculture and natural resources sector. The Buffett-funded project, appropriately, is called, *A Place to Grow.* The project has not only supported forward-looking conservation agriculture work, but also enabled CARE to compare the results of its agriculture strategies in more than a dozen African countries.

Specifically, CARE is assessing the kinds of results its projects are achieving for women. CARE's analysis is also seeking to determine which strategic program strategies and policy advocacy messages are most likely to benefit women and girls involved in agricultural livelihoods and systems. Following the model of CARE's Strategic Impact Inquiry (SII), the case studies are conducted as objectively as possible, promoting genuine peer reflection and learning.

This case study focuses on a Conservation Agriculture Project (CAP) in Northern Ghana. It provides a brief overview of the project and outlines the perspectives, opportunities, and challenges from the vantage point of men and women farmers as well as project staff and partners. Finally, it uses the *Women's Empowerment in Agriculture (WEA) Framework* to analyze the extent of the project's contributions to women's empowerment.

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About the Women's Empowerment in Agriculture (WEA) Framework

The Women's Empowerment in Agriculture (WEA) Framework is adapted from the Women's Empowerment Framework developed and applied under CARE's Strategic Impact Inquiry (SII). *A Place to Grow* provides one of the first opportunities to adapt the SII framework for use in a specific sector — in this case, agriculture and natural resources.

The WEA Framework incorporates five "levers of change" that the International Center for Research on Women (ICRW)[1] and CARE developed together as a framework to define the advancement of women's empowerment in the agriculture sector.

The levers of change are:

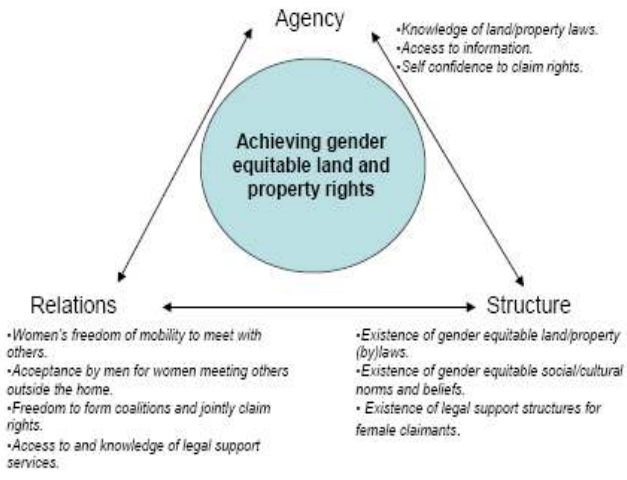
1) Gender-equitable land, property, and contractual rights;
2) Gender-equitable division of labor/time poverty;
3) Gender-equitable control over labor and product of labor;
4) Gender-equitable access to and control of water, and;
5) Attention to gender equality by institutional systems.

Each lever can be assessed in terms of how it advances key factors affecting women. Three key factors were identified through the CARE Strategic Impact Inquiry and have been adapted for use in the agriculture sector in the WEA Framework:

- ***Agency*** — women's capacities as individuals to take action;
- ***Relations*** — building relationships, coalitions and mutual support to expand agency and alter structures; and
- ***Structure*** — social norms and institutions that codify and reinforce gender relations at every level of society.

CARE is increasingly exploring ways to advance the levers of change listed above (and seeking to identify others) to help women improve their agency, relationships, and structures in the agriculture sector. A graphical depiction of this approach is provided below.

Activating levers of change for gender-equitable land and property rights



[1] The levers of change have been modified throughout *A Place to Grow* and will be refined as lessons emerge to inform the concept.

Seeding Conservation Agriculture in Northern Ghana

The Conservation Agriculture Project examined in this case study took place in three districts of Northern Ghana, where subsistence farmers face challenging economic and physical conditions, for example:

- 80% of the population is classified as "poor";
- Erratic rainfall and a dry season of about five months per year;
- Hunger gaps of 3-5 months per year;
- Changing climate and decreasing rainfall;
- Poor soils with low nutrients and organic matter;
- High population density;
- Permanent cultivation with land rarely left fallow;
- Scare land availability; and
- Deforestation and brush burning for land clearing.

Farmers in the region commonly grow maize, sorghum, cassava, groundnuts, cowpeas, soybeans, and shea nuts. The objective of the project was to raise the crop yields and income of subsistence farmers by introducing improved and sustainable soil fertility management methods and post-harvest management systems.

The project was designed to focus on such conservation agriculture (CA) methods as minimum tillage, integrated soil fertility and management, and water conservation techniques. For example, crop rotation with leguminous crops and cereals, composting and organic manure; farm yard maturing, soil blending, and cover cropping; mulching; introduction of early maturing and striga-tolerant varieties of arable crops; integrated pest management (IPM); and pasture development and management using pigeon peas, among other crops.

Project Design — A Missed Opportunity for Women's Empowerment?

The original CA Project did not address women's empowerment as an element of the project, focusing almost exclusively on technological improvements to improve yields and incomes.

Early on, the staff realized that the project had certain weaknesses. For example, project participants were not well-defined; rather, they were initially characterized merely as "subsistence farmers in three districts." CARE staff refined this to "48,000 subsistence farmers in 45 communities in 3 districts in Northern Ghana (aiming for gender equity)." Despite the inclusion of gender equity in the project targeting statement, the actual project log-frame included only two indicators related to gender equality or the empowerment of women:

- Baseline information on the agronomy (major soil nutrients, water holding capacity, organic matter content), socio economic, gender and HIV [and] AIDS on project districts and communities available; and
- 60 percent of targeted farmers report increased adoption of soil and water conservation practices, of whom 60 percent are women.

The CA project design emphasized participatory technology development (PTD) to develop, test, and promote improved soil and water conservation methods within existing community-based extension (CBE) systems. In the project proposal, this was defined as "a process of encouraging the active involvement of rural men and women in the development of practical and appropriate technologies and options for agricultural use."

However, the proposal did not provide any further detail on how this would apply in the context of empowering women. Nor did it specifically outline a gender strategy to define what "active involvement" might mean and how technologies might impact women and men differently. In a report of a review and planning workshop of the PTD process held in March 2008, women were mentioned only in relation to population and their numbers in training of trainer events.

Project Baseline—Another Missed Change

The baseline report prepared for the project identified significant gender factors, but did not address opportunities for the project to influence them. The report recognized gender [inequality] as a significant dimension of poverty and highlighted the respective numbers of women and men engaged in agriculture and the number of female and male-headed households classified as poor.

The report added that the presence of a greater number of poor female-headed households "can be explained by the common truth that the women are less advantaged when it comes to access to natural resource endowments in the rural communities due to the rather male chauvinistically dominated society. It is commonly known in rural northern Ghana that a married woman cannot have claim to any physical property (beyond kitchenware and clothing) while she remains in her husband's house."

While the report emphasized the need for participatory approaches and indigenous knowledge, it did not address gender or power determinants or the potential negative or positive implications for women and men.

Entry Points Reconsidered

At a CAP inception workshop, CARE staff participants identified implementation strategies to mainstream HIV and AIDS, gender equality issues, and land concerns among others,

even though gender equality was not articulated as an objective of the project. They discussed strategies for engaging partners, staff, community members, and other stakeholders to strengthen their capacity to address gender equality. They also considered how to disaggregate information by sex and improve partner gender strategies.

The staff also reflected on prior CARE experiences focusing on land tenure and gender equality. Participants outlined a number of key project issues, including:

1) Staff internalization of all the issues raised above as well as men's resistance to gender equality;
2) Women's access to and control over land;
3) Rampant land conflicts in the area; and
4) Women's and men's attitudes toward change in gender relations.

The staff agreed on the need to consciously integrate gender equality, HIV and AIDS, and land issues into project implementation strategies and to intensify awareness-raising to overcome these challenges.

The participatory technology development process that occurred next provided opportunities to advance community discussions and action on women's empowerment and gender equality. A project report outlined the participatory technology development process as follows:

- Establish a relationship of trust and space for frank discussion as well as understanding of existing farming systems and methods to improve soil fertility and water conservation with community;
- Analyze soil fertility and water conservation problems and how the community addresses them;
- Understand why those methods are preferred in collaboration with all the relevant stakeholders to facilitate decision-making;
- Agree upon technological solutions for trial and experimentation based on the analysis;
- Break down the steps and timeframe needed to implement the experimental technology into specific tasks, and assign responsibility to different members of the team based on their skills and expertise;
- Test new crop varieties, rotation systems, intercropping practices, no-till farming, and other technologies, then analyze lessons learned from demonstration plots;
- Share the lessons learned with other farmers and stakeholders; and
- Sustain the results and scale-up.

While none of these steps specifically targeted gender equality, the process allowed women and men to outline their needs, concerns, interests and challenges. Similarly, like other CARE agriculture projects (such as SEED in Mozambique) this kind of process, and the ensuing implementation, created a chance to engage women and men in discussions and to strengthen intra-household and intra-community decision-making —as well as to identify factors that block or catalyze women's empowerment.

Benefits and challenges of CA from Women's Points of View

In July 2008, a team from CARE visited one of the CAP communities, Bowku, in East Mamprusi district, to speak with the project participants involved in CAP. The team held focus group discussions with two groups of women and men after an initial meeting with the entire group and community leaders.

Women noted that the area in which they live and farm faces great environmental challenges, including frequent spells of drought and flooding. At the time of the visit, extension workers were busy warning communities that the dam over the border in Burkina Faso was to be opened, which would likely cause flooding in the area. An older woman observed:

Over my life, previously, land would lie fallow and they could shift cultivation – even on marginal land. Fertility was not a problem. Now all the land is used. When the rains come, they erode the soils. The vegetation cover was good before. They took the rains. Now it is different.

As the project was still fairly new, it was difficult for the women to highlight long-term benefits. However, they suggested a number of areas where they were starting to see promising developments, such as:

- Planting material (inputs) were a big help, given the impact of the flood from the previous year;
- Benefits of wheelbarrows, which they noted helped them to carry manure to their fields;
- Benefits of mango seedlings which allowed them to stop cutting trees for fuel wood; and
- Chemical inputs, which reduced their agricultural labor and time substantially, with a reduction in weeding. However, one woman indicated that the cost of chemical inputs is a constraint and that moving to the use of compost and mulching could lead to huge savings and a higher yield.

Women indicated that their current focus would be on planting cover crops. If everything went as planned, they would plant maize in the coming year and would also intercrop ground nuts and millet. They also foresaw gaining time for other activities with a transition to mulching and a reduction in weeding. For example, women expected that they would have more time for processing shea to supplement their income, and more time for fetching water, cooking, and taking care of children. One

woman also said that she felt she had more time to work on her own plot of land. Another noted that reduced demand for labor would help keep children in school, with the reduced need for their help with weeding. Women also suggested that they would likely have less quarrels with their husbands about the time spent on the husband's "family" plot.

Women also indicated the following concerns or challenges they felt they might face in their involvement with the CA project. These included:

- A need for continuing access to technical knowledge during and after the project;
- Appropriate time for learning the CA techniques
- Staff support to help women adopt new methods;
- Importance of "success" of trials in determining whether they would maintain CA techniques or return to prior techniques;
- Importance of including other women who had expressed interest in being involved in CA; and
- Sustainability of CA after the end of the project.

Men's Points of View: The Benefits and Challenges of Conservation Agriculture

The Bowku men's focus group suggested that it was far too early to say whether any changes had occurred due to the project, as they had only just seeded their crops. They noted that if the CA trials were encouraging, they would be more than willing to continue to undertake the practice on a larger scale.

The male focus group participants indicated that they were currently trying CA activities such as composting, collecting manure, minimum tillage, crop rotation, and cover cropping.

Men noted the challenges in changing their belief in extensive systems to intensive systems of cultivation. Yet, they also observed that it is not always necessary to have large parcels of land to farm effectively. They added that the smaller acreage under cultivation using CA techniques made farming more manageable and less time-consuming. Further, they found it encouraging that a greater yield could be harvested from a smaller plot of land using CA methods. They contrasted this to previous efforts in which the cultivation of large acreages resulted in low yields.

Men also added that they enjoyed meeting with one another, and with project staff. Rather than seeing this as time wasted, they felt the time together allowed for the exchange of knowledge for improved farming.

…and Impacts on Women's Empowerment

Upon being asked why they had left a better meeting venue to the women, one of the men answered that it was "an act of respect for women since they [they men] had come to realize that women carry more responsibilities and thus deserve the best in life."

The Bowku men's group highlighted CARE's significant role in helping them understand "that women have useful ideas and must be listened to." They added that they felt this had led to an exchange of ideas among community men and women which had manifested in "positive outcomes such as improved farming practices." They indicated that "previously, women could not contribute or provide solutions when there were problems on the farms, even though they spent longer periods working on the farm."

The men's group added that even though there was previous awareness [among men] about women's empowerment, CARE's interventions over the past six to seven years had "placed things in perspective." They pointed to how CARE had sponsored people to attend seminars on women's empowerment and how this had led to changed perceptions. The men's group stated that through this process, women had virtually been given a "voice" and that "they [the men] had relaxed in [holding onto] their entrenched positions."

However, the male focus group members also indicated that when it comes to sharing land, the issue of who owns the fertile part remains unresolved; adding that while women have a share, this is "mostly on the infertile sections."

The men felt that women would find the CA techniques (and project) attractive as it would help them reduce their farm labor and time, affording them more time for other household responsibilities. They also suggested that the idea of working in groups could increase their chances of accessing credit facilities. Moreover, they suggested that working in groups also "encourages peaceful co-existence among neighbors."

Partner Perspectives

CARE's partners in the implementation of the CAP include:

- The Presbyterian Agricultural Station, Langbensi;
- Zuuri Organic Vegetable Farmers Association; and
- Nandom Deanery Integrated Rural Development Programme (NANDIRDEP).

Other stakeholders include:

- University for Development Studies (UDS);
- Savannah Agricultural Research Institute (SARI);
- Animal Research Institute (ARI);
- Participatory technology development (PTD) experts; and
- The Ministry of Food and Agriculture (MOFA).

The Presbyterian Agricultural Station, Langbensi, in East Mamprusi District, is a key partner in CAP. Station staff consulted for this study underscored their interest in addressing gender equality issues. They indicated that since the early 1980s they had tried to address gender equality issues in their work in various ways. They spoke of the problems facing the region in terms of the seasonal migration of young men and women and the associated problems of bringing back "unwanted remittances" (HIV) with them, contributing to a higher than average HIV prevalence rate in the region (about 2.3 percent, versus 2 percent overall for the country).

The staff also discussed their challenges in retaining women staff because of their location and working sites, in part because women do not want to, or cannot be, separated from their husbands and or other family members.

That the Station staff added that, albeit in a very general way, "gender discussions are happening in their communities." For example, people are discussing women's access to fertile lands and problems with their access to marginal lands after they are transformed into fertile lands. The Station is interested in working to empower women and men farmers and tries to do so through group formation and activities and through strategies such as strengthening farmers' access to markets.

An interim project report reported progress on both gender and HIV factors, stating that "the pilot communities' knowledge have improved in HIV [and] AIDS and gender and its implication for community development through educational program organized as part of the project's mainstreaming strategy." The document added that "[building knowledge on gender equality and HIV and AIDS is] a process which needs to be continued with a collaborative approach with other allied organizations for significant impact and behavioral changes to be realized." The report included sex-disaggregated data on the numbers of men and women improving their bushfire management skills; benefiting from analysis of post-harvest management; involved in the PTD process; and strengthening their skills in community PTD processes.

Looking at CAP through the WEA Lens

The goal of CAP is technical and primarily focused on increasing yields and generating income through the introduction of conservation agriculture techniques. The project design did not include any specific goal or objective aimed at empowering women or addressing gender inequalities. However, it did include two of four key project elements that tend to significantly advance women's empowerment and gender equality, according to analysis carried out under *A Place to Grow* (this analysis builds on the SII meta-evaluation).[2] These two items are indicated below, along with additional positive characteristics that CAP included.

[2] Glenzer, Kent. *Of Structures and Scraped Coconuts: Findings from the Meta-Evaluation Component of the Strategic Impact Inquiry on Women's Empowerment*, Impact Measurement and Learning Team, August 2005.

At the same time, a desk review of 14 of CARE's agriculture projects found that including a gender and/or empowerment-focused goal in an agriculture project *alone* does not necessarily guarantee that a project will achieve impact in empowering women. However, for myriad reasons, prioritizing gender equality and women's empowerment as a goal in an agriculture project can increase the likelihood of impacting women in more positive ways. At the very least, including such a goal displays awareness on the part of implementers and donors of the importance of women's empowerment as an end unto itself, not merely as a conduit for ensuring a more effective or efficient project.

Including women's empowerment goals translate CARE's core principles into practice. Affirming women's empowerment as a desired project outcome promotes allocating resources to women's concerns and analyzing gender inequities and power differentials. It also establishes the need to emphasize the perspective of women—as well as men, community leaders and partners—on what gives their lives meaning, and how they define "gender equality" and "empowerment."

The CA Project in Northern Ghana focused mostly on women's technical interests as, according to staff, they "identified themselves in terms of their interest and what matters to them in food security" during the CA crop and seed production trials. Certainly, CARE and partner awareness of gender issues and some dimensions of the project structure (including the indicators in the project log-frame) appear to have brought a focus onto women's concerns into the project. Ideally,

Table 1: Key design characteristics addressing gender equality and women's empowerment in the CA project

1.	Goal or objective focused on gender equality, women's empowerment	
2.	Gender-sensitive indicators	✓
3.	Specific gender and/or power analysis undertaken (e.g. in baseline, appreciative inquiry, gender analysis, etc.)	✓
4.	Target beneficiaries disaggregated by sex	
	Additional positive aspects included in CAP	
5.	Female staff	✓
6.	Integration with other CARE programs focused on women's empowerment, gender equality	✓
7.	Gender equality approaches/tools used	✓

however, projects should seek to work with women (and men) to help them conceptualize, develop their own indicators for, and measure in their own terms, "empowerment," "equality," "change," and "impact."

For example, in terms of monitoring women's (and men's) increased adoption of soil and water conservation practices, there are a number of underlying issues that need to be considered; for example:

- If a woman adopts a certain practice, does she do so of her own volition or are there intra-household dynamics that cause this decision?
- Does she and/or her children benefit (and how) from adopting such practices?
- What does a woman lose from adopting such practices?
- What does a woman gain or lose from her husband adopting such practices? (For example, if a woman has been using the manure on her own plots and her husband has now discovered the value of doing so himself, what does she gain and/or lose?)
- And finally – what does adopting such practices tell us about women's empowerment and gender equality?

Although the project design fell short in terms of setting a foundation to demonstrate measurable impacts for empowering women, project staff noted the efforts of the project staff to do so during implementation, stating that the project sought to "ensure women's participation and inclusion in decision-making and implementation at all levels" and "[provide] equal opportunities for men and women in the project implementation and monitoring."

Women's Agency: A Strength for CARE

Based on discussions with staff, partners, and women and men in the field, the project, like most projects included under the desk review undertaken for *A Place to Grow,* tend to focus on aspects of ***agency*** to empower women and address gender inequality**.**

The CA project works with women and men, addressing images of women and men as indicated by the men's discussions on the "value of women and the recognition of the work women do." Women and men are supported in accessing both CA skills and knowledge. They do this through contact with CBEs, sharing with other farmers, and demonstration and training. According to project staff, partners, and women and men, women and men are encouraged to participate. Clearly, there is some focus on promoting women's "voice" in household and project decision-making processes. Discussions with men seemed to point to an understanding of the importance of supporting women in decision-making processes in the household and community. However, the extent to which this has affected other decisions in the household and community is not clear.

While there was no clear consensus on the impacts of CA on women's access to and use of manure and the impact on women's access to (once-marginal) lands after they have enriched the soils, there was clearly community, partner, and staff awareness and discussion of this issue. The fact that there was a process of engagement on these issues shows that there is eagerness to promote more equitable approaches that can not only benefit women and men in terms of conserving their soil and water, improving food security, and increasing income, but empower them in other ways (socially, politically) and set a more equal footing for moving forward.

Finally, according to staff, partners and farmers, both women and men were involved in the participatory technology development process. In discussions, men seemed to support women's involvement in the process of identifying and trying new technologies – in part because they recognized that it would also benefit the family as a whole, but also because, over time, they had come to recognize the value of women's time and labor and the need to reduce women's agricultural labor to free up their time for other activities.

Table 2 below lists the sub-dimensions addressed to date in the CA project design and/or implementation.

Future Growth Areas: Structure and Relations

Like other agricultural projects within CARE's portfolio, the CA project tended to shy away from addressing the ***structure*** and ***relations*** aspects of women's empowerment. However:

- In terms of ***structure***, the exception appears to be ensuring women's equitable access to agricultural work and inputs and benefits from their labor including men's support in this area.

- In terms of ***relations***, the exception appears to be the addressing women's social connections in relation to agricultural livelihoods and men's support thereof. In the field, men recognized the value of working in groups to strengthen their livelihoods; they also supported women's involvement in such groups.

Stabilizing the "Three-legged Stool"

As indicated by this case study, the CA Project in Northern Ghana appears to address women's empowerment and gender equality quite well under the element of ***agency*****,** despite an initial project design that did not highlight gender factors. However, just as a three-legged stool falls over if one leg is weak, the approach to addressing women's empowerment and gender equality in the context of agriculture is weakened without the presence of "three strong legs," i.e. project strategies that address ***agency, structure, and relations*** in tandem. In contrast, projects or programs which a number of factors across the three elements are more likely to activate "levers of change" outlined above to achieve demonstrable impact in empowering women.

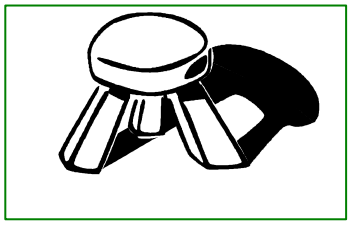


Table 2: Through the Lens of the Women's Empowerment in Agriculture Framework: Sub-dimensions addressed by CAP

Element	Levers of change[3]	Sub-dimensions	Sub-dimensions in context of agricultural strategies	CAP
AGENCY	Gender equitable land, property, and Contractual rights.	Self images/self esteem	1. Women and men's positive images of women as "woman" and "farmer" (and the multiplicity of identities, roles and relations that these encompass); women's and men's belief in women's abilities as woman and farmer; women's feelings of self-efficacy of woman and farmer (among, and in context of multiple roles) and men's support thereof.	✓
		Legal & rights awareness	2. Men and women's knowledge of laws that impact on women's agriculture practices, natural resource issues (e.g. property rights, land tenure, inheritance as well as laws related to women's position, status, equality).	✓
		Information & skills	3. Women's access to information and skills (e.g. crops, livestock, post-harvest, marketing), that a woman deems helpful or necessary to her agricultural livelihood; awareness that such information/skills exist and men's support thereof. Positive recognition and validation by women and men of women's own agricultural knowledge and skills in research, interventions, policy.	✓
		Education	4. Women's access to and ability to deploy formal and informal forms of education (e.g. including agricultural extension, farmer field days, farmer field schools; formal agricultural education (primary to tertiary education) and men's recognition and support thereof.	✓
		Employment/ Control of labor	5. Fair and equitable access to practice an agricultural-based livelihood; fair and equitable working conditions (e.g. with restructuring and intensification/industrialization of livestock sector, export-oriented agricultural products).	
	Gender equitable division of labor/time poverty.	Mobility in public space	6. Women's freedom to circulate in public spaces such as farmers' field days, training, markets and men's support to do so.	✓
		Decision influence in household	7. Kinds of decisions that women can make over resources such as agricultural implements, livestock, water, land, money, labor, time, knowledge, and kinds of negotiation processes women engage in with men and others holding power (recognizes class, caste, etc.) to do so.	
		Group membership and activism	8. The degree to which women are free to join farmers' groups, women's groups, natural resource management groups (e.g. water users or watershed associations) agricultural cooperatives, marketing boards, agri-business ventures, as a result of their own wishes to do so. The degree which men and others holding power support women to join different groups as above.	✓
	Gender equitable control over labor and product of labor.	Material assets owned and/or controlled (Note: ownership does not necessarily infer control)	9. The kinds of material assets (land, goods, animals, crops, money) women have the power to control and their relevance to women's agriculture-based livelihood strategies. The degree to which men support women to own and control assets.	✓
		Body health & bodily integrity	10. The degree to which women are food and nutrition secure, have access to labor-saving technologies, have a say in the development of proposed agricultural technologies; have access to core information to protect their bodily health and well-being (e.g. re: pesticide application, safe poultry production and food preparation in the context of Avian Influenza) and the degree to which men and others holding power (agricultural institutions, research institutes, etc.) support women in the above.	✓
STRUCTURE	Gender equitable access to and control of water.	Marriage & kinship rules, norms, processes	11. Degree of women's freedom and control of marital resources; equitable inheritance, divorce, and family law (e.g. in context of property/asset confiscation such as livestock, land, agricultural implements, house, land) upon the death of a husband and the degree to which men support women in the above.	
		Laws and practices of citizenship	12. Degree of gender inclusiveness and gender equity of laws and practices (including translation of laws) around: i.) being a citizen; ii.) being involved in agriculture based livelihood strategies; iii.) property laws and practices, including customary practices.	
		Information and access to services	13. Degree to which duty bearers ensure that women have the chance to know what they have the right to know, how they can access this, and what to do if they are denied such information/services. Duty bearers in agriculture include, for example,	

[3] CARE and ICRW identified five levers of change to promote women's empowerment in agricultural strategies. CARE's Women's Empowerment Framework is adapted here to include these levers which cut across the 23 Sub-dimensions. It is suggested that each "lever" requires action across different sub-dimensions of all three elements to encourage women's empowerment in agricultural strategies.

Element	Levers of change[3]	Sub-dimensions	Sub-dimensions in context of agricultural strategies	CAP
			agricultural extension officers, veterinary officers, marketing boards, agricultural cooperatives, and regulators, for example in terms of phytosanitary regulations.	
		Access to justice (enforceability of rights)	14. Enforceability of basic human rights (access to food, water, security, etc.) as well as specially designed laws and programs to promote gender equality as they relate to agriculture-based livelihoods (e.g. property rights, translation into action/enforceability at the local level of legislation protecting women's inheritance to land, livestock, etc.)	
		Market accessibility	15. Women's equitable access to agricultural work, credit, inputs (e.g. fertilizer), fair prices, benefits from agricultural labor, markets and men's support of women in accessing the above.	✓
	Attention to gender equality by institutional systems	Political representation	16. Extent of women elected and appointed to public office in formal (Ministries of Agriculture, ministers, permanent secretaries, district officers, etc.) and informal spheres (community-based livestock groups, water users' associations) and their degree of influence once there. Degree to which men support women's involvement in (election and appointment) public office.	
		State budgeting practices	17. Extent to which state allocates budgetary resources to address and enforce issues around gender equality in the budgets of agriculture line ministries (and relevant other ministries (finance, environment, etc.).	
		Civil society representation	18. The density and quality of agricultural and natural resource–related (water, land, livestock, soil, environment) civil society organizations that address gender inequality and social exclusion.	
RELATIONSHIPS		Consciousness of self & others as interdependent	19. Women's social connections related to agriculture-based livelihoods and men's support thereof; recognition by women and men of the value of joint actions to support women's agricultural strategies.	✓
		Negotiation & accommodation habits	20. Ability and interest in engaging duty bearers, the powerful, but also other marginalized social actors in dialogue around agriculture and natural resource management issues (e.g. around land tenure/access, water use, livestock grazing rights, etc.)	✓
		Alliance & coalition habits	21. Extent to which women and women's groups use larger alliances and coalitions to seek collective gains (e.g. tree nurseries, post-harvesting and value-added activities, marketing, watershed protection, sharing of agricultural knowledge/skills) and extent to which men support of women using these coalitions and alliances.	
		Pursuit & acceptance of accountability	22. Extent of women's skills, knowledge, and confidence to hold duty bearers and the powerful accountable in relation to agriculture, natural resources, environment, and trade and extent to which men support women to gain or strengthen these skills, knowledge, and confidence.	
		New social forms	23. Generation of new, more just and equitable kinds of organizing, new or altered and more equitable relationships, new kinds of behaviors that impact positively upon agriculture.	

Case study prepared by Catherine Hill, Lead Consultant, *A Place to Grow.* Supervised by Laté Lawson & Kevin Kamp from the Sustainable Livelihood Cluster