

Social sustainability

What needs to be done to target women and youth to enhance their roles in agricultural mechanization in Africa?

Agricultural TVET for Women with the African Union, October 2021

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africa|mechanize

Presented during the 7th Webinar on the operationalization of the Framework for Sustainable Agricultural Mechanization in Africa (F-SAMA).

Social Sustainability

The Case for Women's Empowerment



**Do business in ways that
benefit society and protect people**

Source: UN Global Compact

Agenda 2063: The Africa We Want

ASPIRATION 6.

An Africa whose development is people-driven, relying on the potential of African people, especially its **women** and youth, and caring for children.

Agenda 2063, The Africa We Want Publication, p8

Goal 17: Full Gender Equality in All Spheres of Life
Priority Area: Women and Girls Empowerment

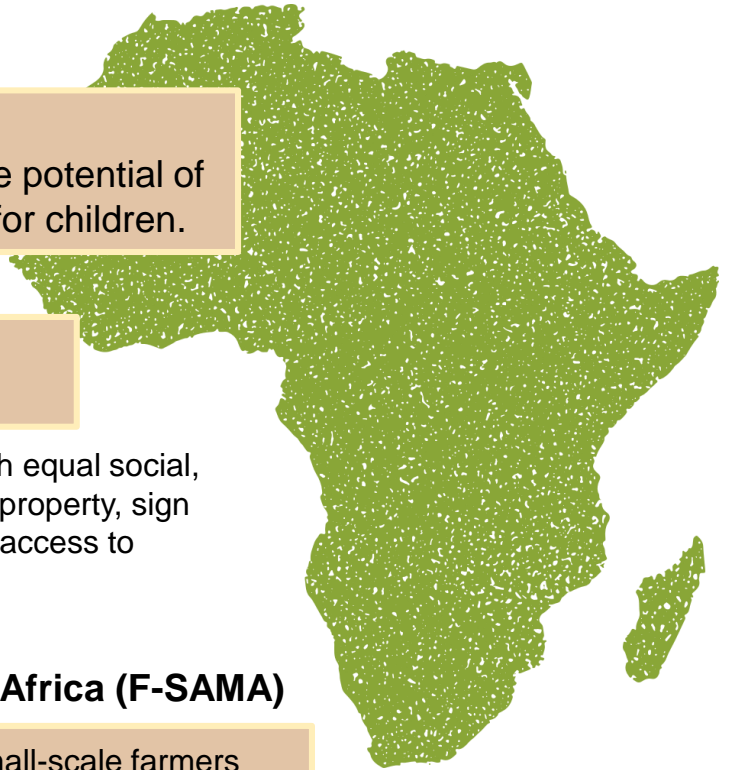
“The African woman will be fully empowered in all spheres, with equal social, political and economic rights, including the rights to own and inherit property, sign contracts, register and manage businesses. Rural women will have access to productive assets: land, credit, inputs and financial services.”

Agenda 2063, Aspiration 6, #8, p8

Framework for Sustainable Agricultural Mechanization in Africa (F-SAMA)

Element No. 7: Socio-economic sustainability and the roles of: i) small-scale farmers and their organizations; ii) women; and iii) youth

The development of SAMA must take into account the mainstreaming of gender dimensions.



The status quo...



Women are more severely affected by hunger. Of the 690 million people who go hungry worldwide, 60% are women or girls¹.

The change we want to see...

If women had the same access to resources as men, agricultural yields would rise and there would be up to **150 million** fewer hungry people in the world².



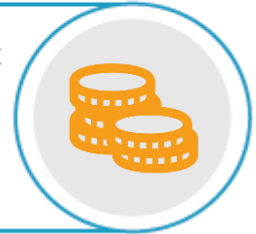
At the current rate of progress, Africa could take more than **140 years** to achieve gender parity³.

\$316 billion could be added to Africa's GDP in 2025 if all countries matched the progress towards gender equality of their best-performing neighbour⁴.



Women continue to face barriers in accessing education, in addition to their wages in rural areas being up to **60%** lower than men's.

When women acquire professional skills, not only does their **access to paid work** improve, but also their **self-confidence**⁵ to negotiate equal wages and to stand up for their rights



Women and Skills Development: Problem Statement

Women face a number of **challenges in accessing and completing quality education and training**, and more so in transitioning to decent employment.

They are **more likely to be in vulnerable employment**, such as informal employment and especially unpaid family work.

Household, community and care responsibilities often limit their chances of accessing education and training, or of participating in the labour force. Consequently, **educational disadvantages accumulate throughout women's lives**.

Occupational segregation remains a predominant feature of training and labour markets, limiting women's choices and confining them to lower-paid and lower-status jobs than men.

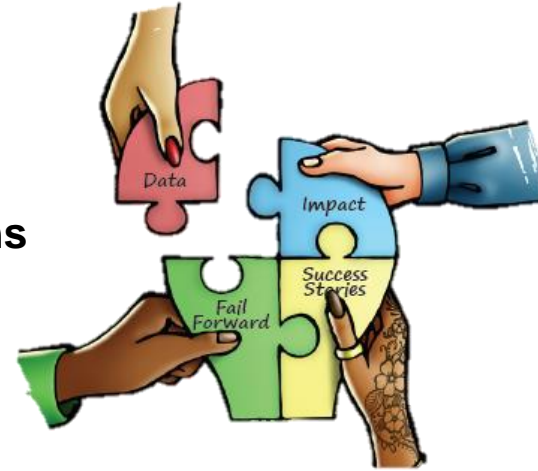
Skills development offers a means of broadening occupational choices, but **higher shares of women in training occupations do not automatically translate into higher shares of female employment** in those fields.



What can be done?

Efforts to encourage women to participate in and benefit from education, training and productive employment need to be:

- properly **targeted to the specific contexts and groups**
- well designed to **overcome the range of existing barriers**
- **address questions of status and challenge social perceptions**



At a Glance

Agricultural Technical Vocational Education & Training for Women (ATVET4W)

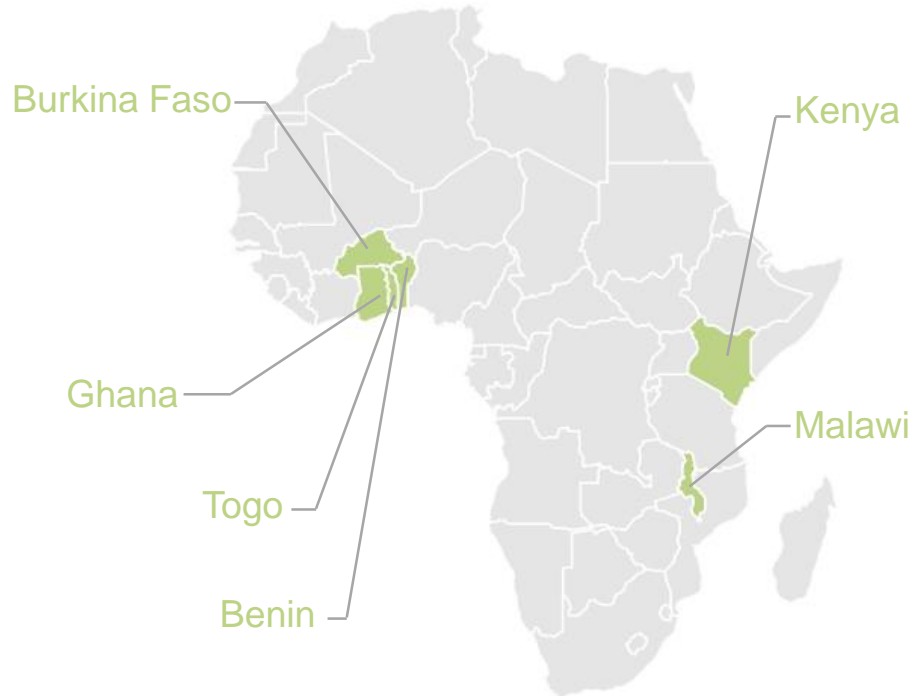
ATVET for Women (ATVET4W)

Labour-market oriented and income-enhancing training and qualification offers for women in the food and agriculture sector are used in 6 African Union member states.

African Union & AUDA- NEPAD

01/2017 – 10/2022

Volume: 19 Mio. € + 3 Mio. € Kofi



Reach – Benefit – Empower Principle

UN Women, IFAD, FAO, WFP, IFPRI (2017), “Do agricultural development projects reach, benefit, or empower women?”

The distinction between **reach**, **benefit**, and **empower** points out that ...

...simply **reaching**
women

(e.g. including them in meetings or trainings)

...does not ensure that
they will **benefit**

(e.g. from increased income or better nutrition)

Even if women benefit, that does not
ensure they will be **empowered**

(e.g. in control over that income or making choices of foods for their households)

REACH.



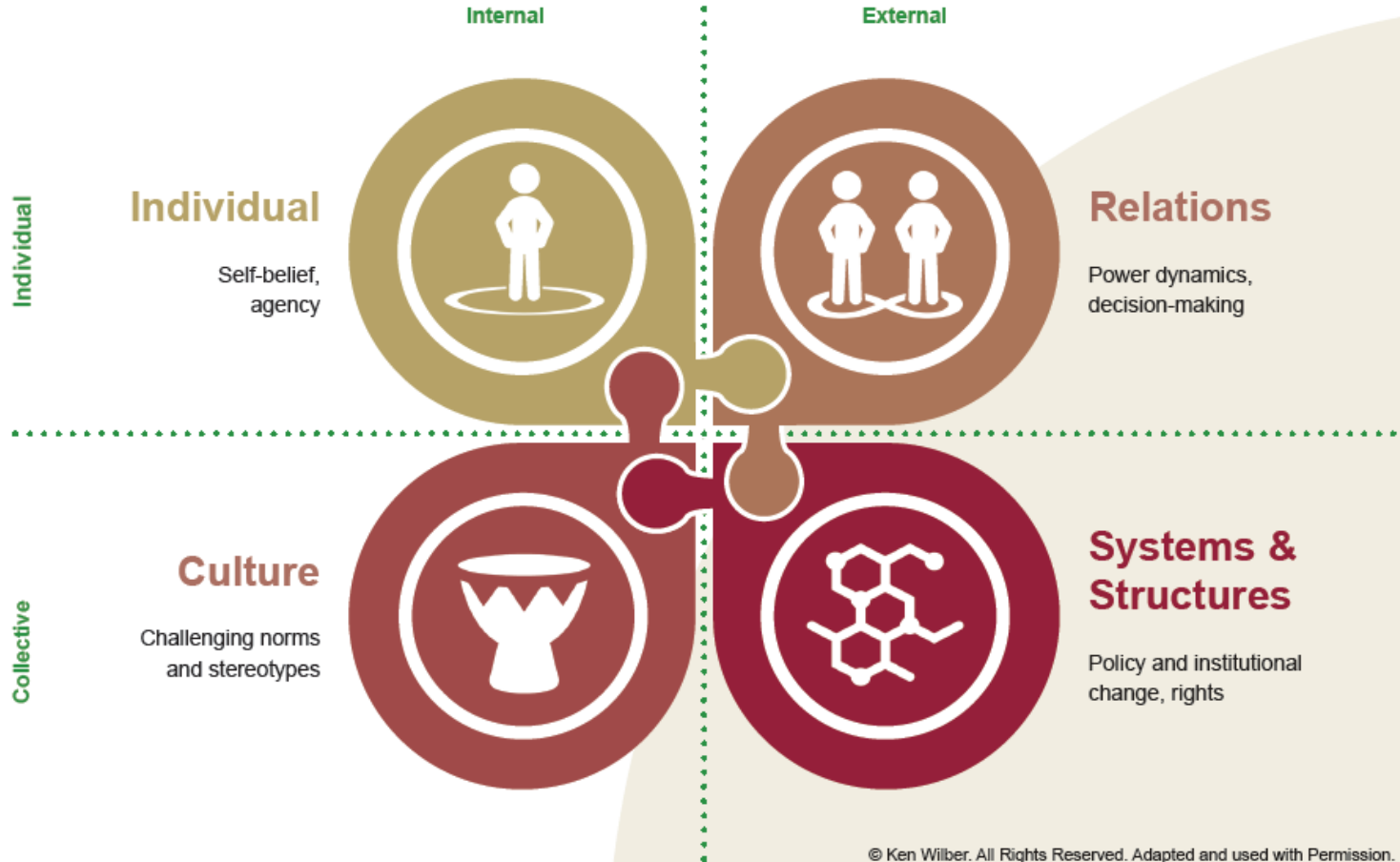
BENEFIT.



EMPOWER.



Empowerment: Quadrants of Change





In Practice: Enhancing Women's Role in Agricultural Mechanisation

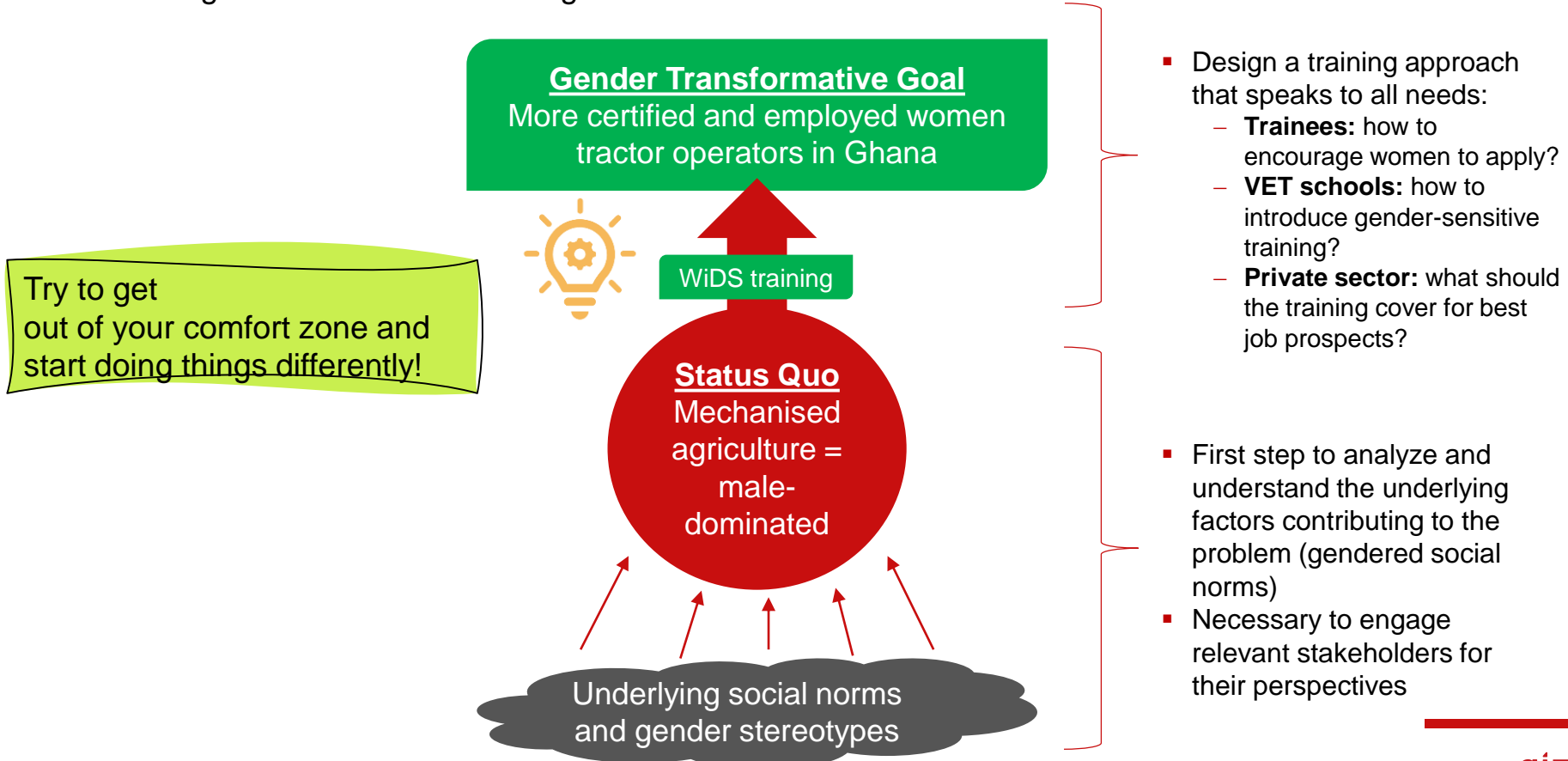
Training Women in Tractor Operation & Maintenance

Example #1: Women in the Driving Seat in Ghana



A Transformative Approach

How to design activities that address gendered social norms?



- Design a training approach that speaks to all needs:
 - **Trainees:** how to encourage women to apply?
 - **VET schools:** how to introduce gender-sensitive training?
 - **Private sector:** what should the training cover for best job prospects?

- First step to analyze and understand the underlying factors contributing to the problem (gendered social norms)
- Necessary to engage relevant stakeholders for their perspectives

Women in the Driving Seat

Impact & Results

182 women trained and certified as tractor operators

Social empowerment: increased self-confidence & role model status in communities

Training approach carried forward by other GIZ projects in Ghana

Training material still being used by the Agric Ministry & VET schools

100% training completion rate

Economic empowerment: employment and increased income

43 private sector players developed gender policies

Ripple effect: graduates ventured into other male-dominated fields



Intensive compost production by women through mechanization

Example #2: Going Green in Benin



Benin: Cooperation with Green Innovation Centres (GIC)

Overview:

- Short-term measure: **November 2020 – October 2021**
- Budget: **70.000 EUR**
- Reach-Benefit-Empower: **120 women agripreneurs**
- Partners:
 - *Association Nationale des Femmes Entrepreneurs Agricoles du Bénin (ANaFEA-Bénin)*
 - *Ministry of Agriculture, Livestock and Fisheries*
 - *Ministry of Secondary Education, Technical and Vocational Education, and Youth*

Problem: High demand for the organic compost which the women cannot supply due to being **under-equipped**.

Solution: Procurement of & training in using **mechanization tools** for **increased production and income**.



Reach-Benefit-Empower: Outcomes

Aiming for gender-transformative change in Benin

- 23 women leaders trained on the business model of compost production.
- Machine and equipment to reduce hardness of labour provided to women.
- Training on the use and maintenance of machines and equipment planned.

- Women have a better understanding of the business of organic compost production.
- Women are aware of the gain in time that they can allocate on other things.
- Increased production of compost due to the training and use of equipment.

- Women can take better decisions for their business.
- Work balance allow women to have more time for other economic and social activities.
- Increased income and an expansion of choices as a result of this.

REACH.



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Empowerment Quadrants: Intended Outcomes

Aiming for gender-transformative change in Benin

- Enhanced **skills** and **knowledge** through training.
- More **time** as a result of reduced (manual) labour for women compost producers.

Individual

Self-belief,
agency



Relations

Power dynamics,
decision-making



Culture

Challenging norms
and stereotypes



Systems & Structures

Policy and institutional
change, rights



- Women serve as **role models** to others.
- Enhanced **income** generated by women in the household.
- Increased **acceptance and respect** by men who acknowledge the women's role in creating improved fishing conditions by removing water hyacinths for compost production.
- Strengthened **collective agency** as a result of group membership in a formally recognised association.

- Provision of **higher quality land** by male family members to women who have proven to make a profit for the family/community.
- Increased **visibility** of women engaged in **mechanised agriculture**, which is still largely male-dominated.

Transport and logistics solutions by & for small holder women agripreneurs

Example #3: Women on Wheels in Kenya



Kenya: Cooperation with GIC

Overview:

- Long-term measure: **November 2020 – October 2022**
- Budget: **190.000 EUR**
- Reach-Benefit-Empower: **400 women agripreneurs**
- Partners:
 - *Women Farmers Association of Kenya (WoFaAK)*
 - *Ministry of Agriculture, Livestock and Fisheries*
 - *State Department for Gender*

Problem: Myriad of challenges (often gender-based) for women agripreneurs in accessing **male-dominated transport and logistics services**.

Solution: Establishment of a **women-owned and women-run** transport and logistics service to connect products to markets for higher income.



Reach-Benefit-Empower: Intended Outcomes

Aiming for gender-transformative change in Kenya

- Procurement of relevant vehicles and equipment
 - Training of women in business management of a transport and logistics fleet.
- Barriers to women's participation in transport and logistics services are addressed.
 - Reduced threat of sexual harassment by men in accessing transport services.
 - Better access to markets and reduced post-harvest losses.
- Expansion of choices and independence of women agripreneurs thanks to the logistics and transport fleet.
 - Women's ownership and management of the fleet.
 - Empowerment through influential group membership

REACH.



BENEFIT.

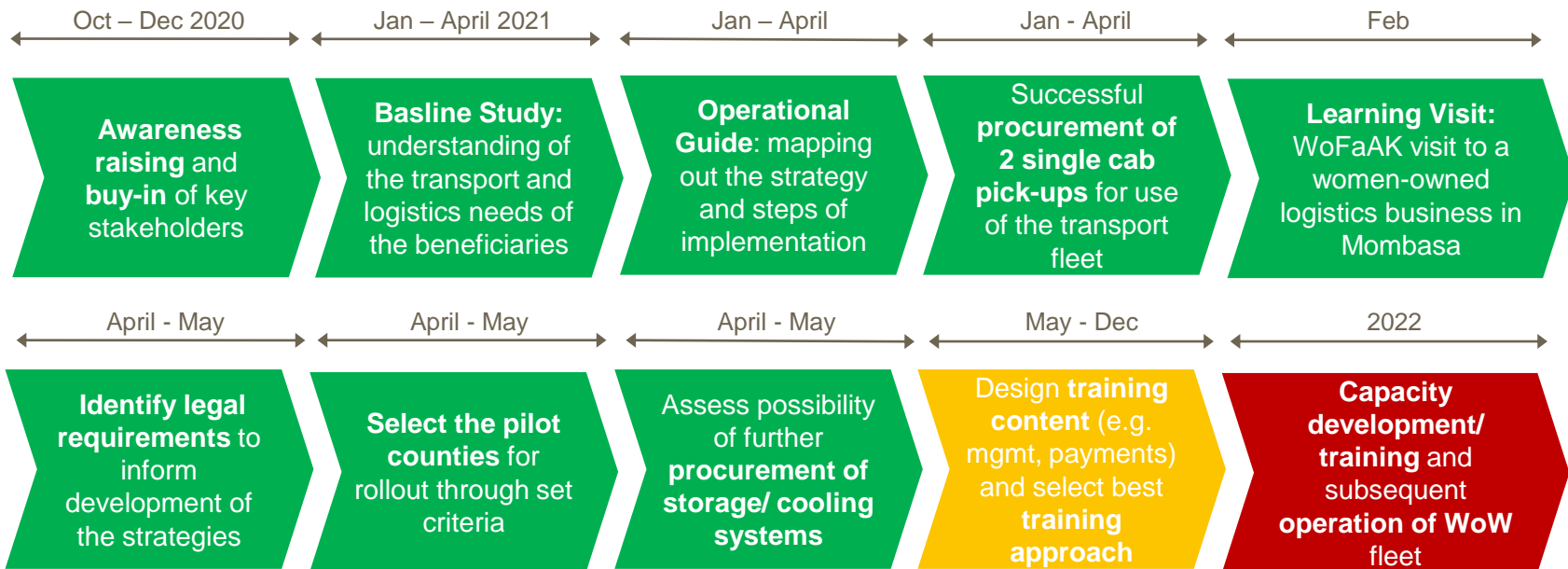


EMPOWER.



Kenya: Outlook & Next Steps

WoW Project Planning



Thank you for your attention!

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Click [here](#) for further information on gender-transformative approaches

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Click [here](#) for further information on agricultural TVET