

C:AVA

Cassava: Adding Value for Africa



GENDER AND DIVERSITY REPORT - GHANA

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Table of Contents

	Page
1. INTRODUCTION	1
1.1 <i>Gender, Diversity and the C:AVA Project</i>	2
1.2 <i>The Gender Situation Analysis</i>	3
1.3 <i>Gender Concepts and Analytical Frameworks</i>	4
1.4 <i>Methodology</i>	4
1.4.1 <i>Approach and methods</i>	4
1.4.2 <i>Data Collection Tools</i>	5
1.4.3 <i>Study Area</i>	5
2. COUNTRY CONTEXT OF THE GENDER AND DIVERSITY ANALYSIS	8
2.1 <i>National Gender and Diversity, Poverty, Ethnicity and Disability Policies</i>	8
2.2 <i>National Gender and Children Policy and Strategic Implementation Plan</i>	8
2.3 <i>Policy Frameworks on Poverty and Protection of Vulnerable Persons</i>	8
2.4 <i>Gender and Agricultural Policy Frameworks</i>	9
2.4.1 <i>Agricultural Policy Frameworks</i>	9
2.4.2 <i>Gender in Agricultural Development</i>	10
2.4.3 <i>Policy and regulatory environmental factors which promote or discourage participation of women and poorer groups in cassava value chains</i>	11
2.5 <i>Human capital and gender – health, nutrition and food security, economic situation, education and recent trends</i>	12
2.5.1 <i>Health</i>	13
2.5.2 <i>Nutrition and Food Security</i>	13
2.5.3 <i>Education</i>	13
2.5.4 <i>Economic Situation</i>	14
3. GENDER AND DIVERSITY AT FARMER, HOUSEHOLD AND COMMUNITY LEVELS .	
3.1 <i>Family Structure and Household Composition and Gender Roles</i>	15
3.1.1 <i>Family Structure and Household Composition</i>	15
3.1.2 <i>Gender Roles at the Household Level</i>	16
3.2 <i>Gender roles, responsibilities and division of labour for productive work</i>	18
3.2.1 <i>Gender and allocation of labor time to production and processing</i>	20
3.3 <i>Situation of vulnerable and disadvantaged groups and households</i>	22
3.4 <i>Decision Making and Control of Assets and Incomes</i>	23
3.5 <i>Power and gender relations within the household and with other parts of the Value chain</i>	25
3.6 <i>Factors Promoting/Discouraging Participation of Women and the Poor</i>	26
3.7 <i>Current knowledge sources and capacity strengthening needs</i>	27
4. GENDER ANALYSIS OF VILLAGE FARMER/FARMER PROCESSING GROUPS AND ASSOCIATIONS AND PROCESSING UNITS	27
4.1 <i>Gender Roles, responsibilities and division of labour</i>	27
4.2 <i>Roles, responsibilities and division of labour in cassava processing in VPU</i>	28
5. GENDER ANALYSIS OF INTERMEDIARY PROCESSORS	30
5.1 <i>The roles and participation of women and men at intermediary processors</i>	30
5.1.1 <i>Gender and diversity of owners of intermediary enterprises</i>	30
5.1.2 <i>Gender and diversity of employees in intermediary enterprises, roles and labour status</i>	30
5.1.3 <i>Recruitment and labour conditions of workers</i>	31
5.1.4 <i>Gender and arrangements with cassava outgrowers</i>	33
5.2 <i>Control and uses of income from processing. Contribution of cassava processing to livelihoods of different groups.</i>	33

6.0 GENDER ANALYSIS OF END USERS	33
6.1 <i>Roles and Participation of women and men in end user enterprises (potential or actual users of HQCF)</i>	33
6.1.1 Gender and diversity of owners of end user enterprises.....	34
6.1.2 Recruitment and labour conditions of workers	34
7. Gender analysis of Local Service Providers, National Partner Organizations and NGOs.....	35
7.1 <i>Type of Organisation, Objectives and Activities.....</i>	35
8. Conclusions and recommendations.....	35
8.1 <i>Practical and strategic gender needs with regard to cassava production, processing and marketing.</i>	36
8.2 <i>Recommendations</i>	36
References	38
Annex 1 Terms of Reference for the Gender Specialist	40
Annex 2 People Met.	42
Annex 3 Checklist for the Gender and Diversity Value Chains Analysis.	43
Annex 4 Checklist for the Gender and Diversity Scoping Study.....	48
List of Tables and Figures	
Table 1 Communities visited - farmers and farmer/micro processors and farmers' groups ...	6
Table 2 Actors in the cassava value chain, their locations and activities	6
Table 3 Community population, number of houses and households	15
Table 4 Characteristics of Processing Groups visited.	27
Table 5 Scale of intermediary processing enterprises and gender of owner	30
Figure 1 Gender Division of Labour in African Agriculture.....	18

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1. INTRODUCTION

This report presents the results of a study of gender and diversity along the cassava value chain in Ghana, as part of the Cassava: Adding Value for Africa (C:AVA) project. C:AVA is a four year project funded by the Bill and Melinda Gates Foundation and executed by the Natural Resources Institute (NRI) of the University of Greenwich, UK together with partners in five countries in Sub-Saharan Africa, namely; Nigeria, Ghana, Tanzania, Uganda and Malawi. The C:AVA Project is aimed at developing value chains for high quality cassava flour (HQCF) as an avenue to increase significantly the incomes of small holder farmers in the target countries. In Ghana, the project is being led by the Food Research Institute (FRI) of the Council for Scientific and Industrial Research (CSIR) and is targeted at the Brong Ahafo and Volta regions.

Based on literature review and field studies in two regions, the purpose of this study was to generate understanding of gender and diversity issues to enable the integration of a gender and diversity perspective across all strategies, plans and activities of the C:AVA program. This is important to ensure that project benefits reach women and children and other vulnerable groups, as well as men, and that women's needs, priorities, constraints, aspirations and capacities are recognized and addressed. It is also relevant to efforts within the project to encourage the participation and equal voice of women.

The gender field studies were carried out in conjunction with the teams conducting value chains analysis and scoping studies. The report focuses on the gender and diversity issues, but where relevant, refers to the Value Chain Analysis and Scoping Study reports which present the general findings on the cassava sector in Ghana¹. The findings of the three studies are the basis for developing a Ghana country strategy² for implementing, monitoring and evaluating the project and to maximize the participation of women and the poor. The gender and diversity findings specifically will form the basis for recommending entry points which encourage gender equitable impacts and will assist in gender and diversity sensitive programming for the project.

The introductory section of the report provides an overview of the C:AVA Project, the objectives of the gender study and the conceptual frameworks that guided it and the methodology employed. The subsequent chapters are thematic. Section 2 covers the context of gender and diversity in Ghana and in national policy, while Section 3 considers the farmer, household and community levels. Section 4 covers a gender analysis of processing at the village level by farmer processing groups and associations as well as the service centres i.e. the village processing units (VPUs). Sections 5, 6 and 7 cover the gender analysis of processors/intermediaries, end users and local service providers, respectively. The last section (8) presents the conclusions and recommendations. Each section considers the current situation and trends regarding gender roles, participation and practical needs; gender and decision making and control of assets and incomes; power, social differentiation and gender relations; factors promoting or discouraging participation of women and the poor and perceptions of benefits, risks and constraints of investment in cassava processing.

¹ Value Chain Analysis for Ghana, Gideon E. Onumah, Nanam T. Dziedzoave and Charles Abaka-Yankson; with Adrienne Martin and Queronica Q. Quartey, September 2008. Scoping study [4 – 15 August 2008] for Objective 1 in Brong Ahafo and Volta Regions of Ghana.

² The Strategy workshop was held on 29 – 30 September 2008, Erata Hotel, Accra.

1.1 Gender, Diversity and the C:AVA Project

The contribution of women to the development of human civilization has not been matched by their share of the wealth of the world. This is the case in Ghana and other developing economies, despite women's contribution to agriculture which is the mainstay of the economy. The lack of adequate attention given to the situation of women and other sources of social diversity such as age, ethnicity and religion, has slowed the impact of development programs on poverty, particularly in developing countries (Ghana Statistical Service, 2007)).

Consequently, in addressing poverty, the importance of gender considerations and the integration of women and gender concerns into development planning and implementation is increasingly recognized, both nationally and internationally, as necessary to facilitate development in a sustainable manner and to secure the wellbeing of households. Gender equity is one of the Millennium Development goals to end the increasing incidence of poverty in the world by 2015. The United Nations Millennium Campaign states;

“Every single Goal is directly related to women's rights, and societies where women are not afforded equal rights as men can never achieve development in a sustainable manner. In Asia, Latin America, and Africa, where women have been given the chance to succeed through small business loans or increased educational opportunities, families are stronger, economies are stronger, and societies are flourishing.”³

Cassava which is a significant crop for both cash and domestic food security in developing countries, is characterized by labor intensive production and processing, high perishability of the fresh roots, inadequate value addition and lack of well developed and fair trade markets for the commodity, although there is potential for the crop to improve the lot of male and female farmers. Consequently, these constraints limit the ability of small holder farmers to improve their incomes and ensure their wellbeing, despite empirical evidence of the growing importance of, and a demand for cassava for industrial use as high quality cassava flour (HQCF) for the plywood, animal feed and bakery industries.

In Ghana, women make up 52% of the labor force in agriculture; produce 70% of subsistence crops and contribute 95% of the labor for agricultural processing (Ministry of Food and Agriculture, 1997). They are pivotal to the wellbeing of their households despite their poor economic status. Thus efforts to provide small holder farmers with support in agricultural activities in general and in cassava production, processing and marketing in particular, which *also consider the specific needs of women farmers*; will go a long way to ensure the wellbeing of households and their sustainable development.

The C:AVA project's purpose is to support sustainable and equitable high quality cassava flour (HQCF) value chains and thereby improve the livelihoods and incomes of smallholder households and stakeholders in micro, small and medium scale enterprises (NRI, 2008). The project is committed to mainstreaming gender issues and social inclusion throughout its activities, emphasizing the equitable distribution of benefits and the empowerment of women and disadvantaged groups. Attention will also be paid to diversities of age, ethnicity, and religion that affect the operations of male and female farmers; the situation of migrants, vulnerable people and socially excluded. At the institutional level the project seeks to harness the varying policies, activities and competences of local service providers for the achievement of the project objective 1. For Ghana, this is;

To ensure that by 2011 more than 20,000 smallholder farmers/farmer processors are earning an additional \$0.52 per day from each producing 0.8 tons of consistent

³ <http://www.millenniumcampaign.org/site/pp.asp?c=grKVL2NLE&b=186382> 31 December 2008

quality cassava grits (or equivalent in cassava roots) per annum for the HQCF industry in Ghana.

It is envisaged that the increased incomes for smallholder farmers and the poor will best be served through mainstreaming gender in all planning, implementation and review of activities and processes contributing to the production of grits for the manufacture of high quality cassava flour (HQCF), for making composite flour, instant fufu and adhesives for the plywood industry. More specifically, the integration of gender and diversity issues within the C: AVA Project is to reduce poverty, provide specific opportunities to women, target value addition at the household level and monitor and evaluate activities and processes and a share lessons learnt on gender and diversity around the cassava value chain.

1.2 The Gender Situation Analysis

The project proposal states that the foundation for gender awareness and gender targeted programs is a thorough gender situation analysis and gender audit⁴ as an early project activity. The Gender Situation Analyses (GSA) were designed as a country specific activity, the findings from which would contribute to the design of program plans and ensure the “optimum level of participation of women to produce the greatest impact on reduction of hunger and poverty” (Bill and Melinda Gates Foundation 2008). The studies were also intended to contribute to the specification of target values for gender within the key project milestones and are a starting point for the broader research question on how staple crop development can bring benefits to women and men.

The GSA was designed to examine gender and diversity issues along the cassava value chain from industrial end users of HQCF down to village and household level cassava processing and to engage with farmers, farmers’ organizations and their local service providers. It included both a review of literature and relevant documents on gender, agriculture and agro enterprises, and household demography, economic surveys and poverty and also detailed field studies in the two target regions. The main objectives were:

1. To analyze gender participation, roles and responsibilities in different parts of the cassava value chain (at household level, among village processing groups, traders, intermediary processors and end user industries), identifying daily, seasonal and spatial patterns of work and allocation of labor time in domestic, agricultural and livelihood activities.
2. To identify patterns of access to and control of assets and of decision making on distribution of benefits from cassava production and processing. This includes consideration of power, social differentiation and gender relations among actors in the supply chain; the situation of vulnerable and disadvantaged groups and households, attitudes to gender and benefit sharing and labor terms and conditions in cassava enterprises.
3. To analyze factors which promote or discourage participation of women and poorer groups in the cassava value chain, including potential benefits and risks of investment and analysis of needs in the areas of training, skills, policy and legal rights.
4. Examination of the gender and diversity orientation and policies of local service providers and ways in which their capacity to support processors’ groups could be enhanced.

⁴ The gender audit will also be conducted with key partner organizations (technical and financial service providers, employers and market actors) once these are identified.

5. To outline strategies to create greater gender equality of influence, opportunity and benefit from cassava processing.

1.3 Gender Concepts and Analytical Frameworks

The GSA was based on the recognition that development policies and processes affect women and men differently and likewise are influenced by men and women differently. While 'sex' is a universal biological difference between men and women, 'gender' is a socio-cultural variable that refers to the different roles, responsibilities and activities of men and women which vary within cultures and over time. A gender issue is therefore any aspect of the relationship between women and men that has an impact on development processes. The gender studies were intended to develop understanding of the social, economic, cultural and political context of development processes associated with the cassava value chain, particularly the situation and livelihoods of men, women and the poor in cassava production and processing. In addition, gender issues in relation to the activities of local service providers such as governmental and non-governmental organizations and the village processing units were considered.

The main conceptual frameworks that underpin the GSA are:

- a) The welfare, equity, anti-poverty, efficiency and empowerment approaches of Moser (1993) and Kabeer (Kabeer and Subrahmanian, 2001). Basically, the approaches focus on addressing the practical and strategic needs of low income women, to increase their productivity and incomes, manage their reproductive roles and meet the welfare needs of their households while improving their political power through their representation in groups and programs with a view to promoting economic growth, social stability and wellbeing of both men and women.
- b) The sustainable livelihoods approach and the livelihood framework, which promote a holistic understanding of the causes and dimensions of poverty and the relationships between these different aspects. The approach emphasizes the interconnections between access to five types of assets (natural, physical, financial, social and human); the external sources of risk and vulnerability and the policies, institutions and processes which influence this (Carney, 1998; Ashley & Carney, 1999). The analysis leads to consideration of ways to build or strengthen assets and develop strategies for livelihood improvement for different social groups and genders.

1.4 Methodology

1.4.1 Approach and methods

The field study was designed as an exploratory survey intended to provide an initial analysis of gender and diversity issues in the cassava sub-sector in Ghana, with a focus on Brong Ahafo and Volta Regions (see Annex 1 for the terms of reference). The main methods used were interviews with key informants in the cassava sub-sector, focus group discussions with men and women farmers and processors (see Annex 2 for a list of people and groups met) and use of secondary data and existing surveys.

The gender study was conducted by the national gender specialist and a gender specialist of NRI, working alongside the multidisciplinary team of specialists in pre- and post-harvest technologies, business development and economic analysis from Ghana and NRI who were conducting the cassava Value Chains Analysis and the scoping study for objective 1. The gender situation analysis was carried out concurrently initially with the value chain analysis

(from 21 July to 1st August, 2008) and then with the scoping study (from to 4-16 August 2008).

1.4.2 Data Collection Tools

The main instrument used for the collection of primary data was the semi structured interview. Initial interview checklists for the gender/diversity component of the value chains analysis (VCA) were developed at NRI and refined in the field. The VCA gender and diversity checklist (Annex 3) complemented the broader VCA checklist which targeted value chain actors from farmer organizations, through processing enterprises of different scales, to end users.

The gender study terms of reference were used as a guide to develop a gender check list for the scoping study, however, in view of the overlap of gender issues at the farmer level, for operational purposes, this was incorporated into the checklists (Annex 4) for different stakeholder groups, ensuring mainstreaming of the issues across the study team. The particular areas of information deriving from the gender scoping checklist included the roles, responsibilities, participation, power and labor relations, benefits and risks confronting men, women, girls, boys and the socially excluded and within the diversities of age, ethnicity, religion etc. The scoping study questions were focused on farmers and farmer processors and their households. In addition, discussions with service providers covered their contribution to the activities of farmers and farmer processors in the cassava value chain, and their information, training and technology needs.

The interview guides and the Gender Terms of Reference also directed the secondary data review. The data gathered was organised to provide information on gender and diversity issues. Specifically, it was categorised into the themes of the study to aid the report writing.

1.4.3 Study Area

The field studies were conducted in the project focal areas of Brong Ahafo and Volta regions of Ghana and specifically the. Sunyani and Techiman municipalities of Brong Ahafo and Ho and Hohoe municipalities and North Tongu district of the Volta region, as well as the Greater-Accra Region. For the country context, the issues were reviewed at the national level, drawing on secondary literature.

Because this was an exploratory survey, designed to further understanding of the operation of the sector, the cassava producers, the actors in processing and marketing and the specific gender issues within it, the approach was to select areas and groups where maximum interaction and discussion could be facilitated, rather than conduct a random or purposive sampling of cassava production and processing areas and enterprises. The respondent farmers and farmer processors were mostly selected by the Directors and Agricultural Extension Agents (AEAs) of the Ministry of Food and Agriculture and in some cases the AEAs accompanied the team(s) to the field. Stakeholders within the value chain were identified mostly through previous or existing relationships they have had with FRI.

The locations in which farmers and farmer processors/micro level processors were interviewed and the groups interacted with are tabulated below as Table 1. In all, fourteen (14) communities were visited; five (5) in the Brong Ahafo Region and nine (9) in the Volta Region. Some groups and associations were identified whilst in the field. The Srapukrom Kroye Kuo farmer-processors group was formed as a result of the establishment of a new VPU at Srapukrom.

Table 1 Communities visited - farmers and farmer/micro processors and farmers' groups

Brong Ahafo Region		Volta Region		
Sunyani Municipality	Techiman Municipality	Ho Municipality	Hohoe Municipality	North Tongu District
Chiraa, Cassacoxa Outgrowers,	<p>Srapukrom - Srapukrom Kroye Kuo</p> <p>Abirika - Abirika Nkambomu Kuo ,</p> <p>Nkwaeso Farmers</p>	<p>Akrofu-Xeviwofe - Lorlornyo Women's Group</p> <p>Hlefi Todome -Deladem Women's Group Kutrikuku Farming Group</p> <p>Hodzo - Caltech Outgrowers Association</p> <p>Tanyigbe Atidze - Dunenyo Women's Association</p> <p>Matse (Matse Begbe, Matse Have and Matse Tsife) Talent Farmers' Association Christian Builders Matse</p> <p>Adaklu Helekpe – Mission on Future Life Action and Network (MOFLAN) Cooperative Society</p> <p>Ho- Alpha Farmers' Group</p>	<p>Agate - Torniyeli Community Women Development Association</p> <p>Hohoe - Dzorgbenyuie Farmers' Association</p>	<p>Mafi Zongo – Cassava Farmers and Processors Association, a member of Volta Root Crops and Exporters Association</p>

Intermediary processor value chain actors visited, their locations and activities are tabulated in Table 2. Fourteen processors in the cassava value chain were covered. These included Harri Farms and Marbert Enterprise as small scale processors; Cassacoxa Ltd, Bredi Agricultural Enterprise, Torniyeli Community Women's Development Association and JOSMA Enterprises Ltd., Mampong, as medium level processors and Caltech Ventures Ltd. and Amasa Agro processing Co. Ltd. as large scale processors. A categorization of the processors was re-defined after the field visits of the VCA. There were interactions with end users or potential end users (Praise Export Services Ltd., Godsway Biscuits, Hanmax Veneer and Plywood Company Ltd.).

Table 2 Actors in the cassava value chain, their locations and activities

Category	Location	Name
Input Supplier	Volta, Ho	Marbert Co. Ltd
Micro/ Farmer Processors – mostly farmers. (Up to 1.5 tons per month)	Volta, North Tongu	Perfect Line Foods Enterprise, Mafi Kumase – makes HQCF and uses for pastry for sale and sells HQCF
Small scale processors (Above 1.5 tons up to 10 tons of HQCF/ month)	Brong Ahafo, Beecham District	Harri Farms - makes gari for local and export markets and agbelima
	Volta, Ho	Mabert Farms – makes gari and HQCF

Medium scale (10 – 19 tons)	Brong Ahafo, Sunyani	Cassacoxa, Chiraa - makes HQCF for the plywood industry and gari Bredi Agric. Enterprise, Duayaw Nkwanta – makes gari, HQCF and agbelima ,
	Ashanti, Sekyere West	JOSMA Enterprises Ltd., Mampong
	Volta, Hohoe	Tornyeli Community Women's Dev't Association – makes grits for Godsway Biscuit Factory, Agate
	Volta, North Tongu	Cassava Farmers and Processors Association, Mafi Zongo – produces gari for export and local markets
Large scale processors (Approx. 20+ tons of HQCF/month)	Volta, Hohoe	Caltech Ventures Ltd., Hodzoga – makes gari and agbelima
	Accra, Metropolis	Amasa Agro Processing Co. Ltd., Accra – makes HQCF and is a bulker
Trader	Volta, North Tongu	Cassava Farmers and Processors Association, Mafi Zongo – sells gari to the export and local markets (see above) The leader is a big trader in gari. The members are smaller farmers who produce and sell to the leader.
End Users	Volta, Hohoe	Godsway Biscuit Factory, Agate – uses HQCF to make biscuits and for sale
	Volta, North Tongu	Perfect Line Foods Enterprise, Mafi Kumase – makes HQCF and uses for pastry for sale and sells HQCF
	Ashanti, Kumasi	Hanmax Veneer and Plywood Ltd
	Accra, Metropolis	Praise Export , Accra – uses HQCF to make instant fufu Neat Foods, Accra – makes instant fufu and instant banku using starch from Thailand.
	Accra, Tema	Ghana Food Processing Co. Ltd., Tema – a flour mill, making trials with HQCF composite flour and awaiting legislature on HQCF use for bakery.

Interactions were held with a number of stakeholders/service providers in the agricultural/rural sector (for details see annex 2):

- Women in Agricultural Development (WIAD) Headquarters
- RTIMP Kumasi, Business Development, Training and Marketing Specialist
- Ministry of Food and Agriculture at the regional and municipality levels, Regional Director, MOFA, Ho V/R, Extension Officer, MOFA, Ho District V/R.
- NGOs - Christian Rural Aid Network (CRAN); Members of Mission on Future Life Action Network (MOFLAN) – V/R; Progressive Youth and Community Development Ho town; Associates for Sustainable Rural Development.,Ho town
- Asubonten Rural Bank Ltd., Hohoe.

2. COUNTRY CONTEXT OF THE GENDER AND DIVERSITY ANALYSIS

2.1 National Gender and Diversity, Poverty, Ethnicity and Disability Policies

A number of policy frameworks within the country define gender, agriculture, poverty and disability issues. These are consistent with the main goals of the C:AVA project, to reduce poverty among smallholder farmers, particularly women and to transform and modernise the cassava sub-sector in particular and agriculture in general.

2.2 National Gender and Children Policy and Strategic Implementation Plan

Gender issues within the country are guided by a National Gender and Children Policy which has an overall goal of mainstreaming gender. Further to the policy guiding the running of Ministry of Women and Children's Affairs, a Strategic Implementation Plan has been developed for the period 2005 to 2008 within the global development context of the Millennium Development Goals and the regional New Partnership for Africa's Development (NEPAD). Other relevant policies are the national policy frameworks of decentralisation and the Ghana Poverty and Reduction Strategy I (GPRSI) and the Growth and Poverty Reduction Strategy II (GPRS II). The strategic objectives and expected outcomes are towards:

- Good governance
- Advocacy and women in family, community and public life
- Human resource development through institutional capacity building, social development, private sector development and economic empowerment

To achieve the strategic objectives, the contribution of stakeholders is encouraged to bridge gender inequalities to access opportunities through capacity building. Information sharing and joint programming and implementation between sector ministries, NGOs and development partners were also promoted.

Prior to the development of the present gender and children policy, the then National Council on Women and Development had developed a National Gender Policy and its accompanying strategic framework in response to the Fourth World Conference on Women and Development and agriculture was highlighted as one of the key areas for enhancing the status of women in Ghana.

Key opportunity for C:AVA Gender & Diversity- The gender and development policy directions provide a context consistent with the project design.

2.3 Policy Frameworks on Poverty and Protection of Vulnerable Persons

The NEPAD was adopted by the then OAU to address the challenges of increasing poverty, under-development and continued marginalisation of Africans and these were to be addressed primarily through accelerated gender equality and the empowerment of women. In addition to Ghana being a signatory to the policy, nationally, the increasing incidence of poverty was to be redressed through the GPRS I and II. Doubling up as the major national development frameworks, the second phase of the strategy (GPRS II) is aimed at the creation of wealth by transforming the economy to achieve growth, accelerated poverty reduction and the protection of vulnerable and socially excluded persons within a

decentralised and democratic environment. Although, the implementation has been on-going since 2005, the situation of rural areas is slow to improve. The Ghana Statistical Service (2007) document “Pattern and Trends of Poverty in Ghana 1991 – 2006” reflecting on the Ghana Living Standards Survey (GLSS) 1991/92, 1998/99 and 2005/06 and analysis of consumption poverty, lack of access to assets/services and human development, indicated that the incidence of consumption poverty has decreased by 11%, but the depth of poverty of the poor remained almost the same. Sections that experienced a significant decrease in poverty are the cocoa growing areas and those in public sector employment. Inequality has been increasing significantly and lastly, while every household in the sample experienced an increase in consumption, the improvement was much lower for the poorest households. In any case, it might be interesting to consider the quality of items consumed.

Key issue for C:AVA Gender & Diversity - Rates of reduction in poverty levels have been much lower for the poorest households. Women are pivotal in managing these households.

To provide protection to persons living with disability and to ensure their integration in national development processes, a bill on disability has been developed and is being considered by parliament. However, the philosophy of the Ministry of Manpower, Youth and Employment, the oversight ministry, is towards community integration. The Gender and Agricultural Development Strategy (Ministry of Food and Agriculture, 1997) stated that agricultural based activities are an important means of livelihood for a significant proportion of physically challenged persons in the rural areas but their constraints are inability to access farmlands and acquisition of credit and other inputs, poor skills of extension agents to effectively disseminate information to the disabled and the social exclusion by society. It added that disabled women are more vulnerable than their male counterparts.

2.4 Gender and Agricultural Policy Frameworks

2.4.1 Agricultural Policy Frameworks

Agriculture in Ghana is predominantly undertaken on small holder individual and/or family managed farms. These farmers, using very simple technology, produce about 80% of the national agricultural output. According to the 2000 census, 50.6% of the labour force is engaged directly in agriculture and 90% of farm holdings are less than 2 hectares. The transformation of agriculture is therefore seen as critical to move the Ghanaian economy into a middle income status by 2015 according to the Vision 2020 development policy and for poverty reduction in the society. Building on the Medium Term Agricultural Development Plan (1991-1995) and the Accelerated Agricultural Growth and Development Strategy (AAGDS) in 1997 which aimed to increase annual agricultural growth from 2-3% to about 6%, the Ministry of Food and Agriculture (MOFA) formulated the first Food and Agricultural Sector Development Policy (FASDEP) in 2002. This was intended to provide a more holistic approach, build on the fortunes of the AAGDS and with an added focus on private sector development as an engine of growth, to speed up rural transformation and poverty reduction. Fashioned within the GPRS I and II, a poverty and social impact analysis conducted later revealed that the desired reduction in poverty was not achieved because of the reasons stated in the introduction to FASDEP II:

- Improper targeting of the poor in smallholder agriculture where the drivers of modernisation, access to credit and technology, good infrastructure and markets were limited.

- Weak problem analysis which did not reflect sufficiently client perspectives on other needs and priorities.
- The process by which MOFA was to stimulate stakeholder interventions was not specified.

Issue to note by C:AVA Gender & Diversity - FASDEP I did not succeed in the envisaged poverty reduction because of improper targeting of the poor and their needs and priorities, and lack of specific stakeholder intervention processes.

2.4.2 Gender in Agricultural Development

In all the above mentioned policy frameworks, gender equality and empowerment of women were mentioned to facilitate the achievement of the strategic objectives. During the pre-colonial era, farming was done as a family activity but the colonial era resulted in changes in crop production where men concentrated more on cultivation of new cash crops and women focused on food crop production. The gender division shifted agriculture from family farms to men and women's farms (Ministry of Food and Agriculture (1997). Historically women gathered food because they must feed the family. The beginning of farming in the region in the form of horticulture, was the invention of women while men hunted for animals. With time men and women engaged in specific tasks in horticulture. With the introduction of cash crops such as cocoa and coffee, the cultivation of these were considered as men's work and the women remained in the subsistence economy although providing some labour for cash crop farms (Andah, 1978). The overemphasis on support for cash crops and inequalities in the allocation of resources towards the enterprises of men have resulted in the policy frameworks not achieving the desired impact of reducing poverty at the small holder farmer level and particularly poverty among women (Ministry of Food and Agriculture, 2007).

Issue to note by C:AVA Gender & Diversity - The Colonial administrative policy resulted in men's farms of cash crops and women's farms of food crops. Overemphasis on support to cash crops has resulted in poverty among women farmers.

The current agricultural development framework, FASDEP II, has attributed this lack of impact on poverty to inadequate mainstreaming of gender in food and agriculture policies and programmes. This is in spite of the development of a Gender and Agriculture Development Strategy (GADS) in 1997 to enhance the implementation of the AAGDS through the following eight strategies:

- ❖ Strengthen institutional capacity for effective gender mainstreaming
- ❖ Advocate affirmative action in recruitment and training in MOFA
- ❖ Ensure gender desegregation of data in MOFA
- ❖ Ensure collection, use and maintenance of gender disaggregated data at all levels
- ❖ Prioritise a key gender mainstreaming strategy annually for implementation and
- ❖ Promote systematic and regular gender analysis of agricultural programmes to ensure they do not increase the workload of poor women and men farmers.

An impact assessment of the GADS carried out this year (2008) has revealed achievements in the collection and use of gender disaggregated data. Previous interactions the author had with a number of Monitoring and Evaluation staff of the MOFA Directorate of Extension Services on the GADS (having developed the initial draft of the GADS) revealed the benefits

the Directorate received from the gender training and its current collection of gender disaggregated data for planning purposes. Some successes achieved in the capacity building have been eroded by virtue of movements of MOFA staff. Discussion with staff at WIAD Headquarters revealed the need for some gender tools for use at the field level. The question remains – ‘What have been the constraints to using gender as a mediating variable in reducing poverty beyond the formulation of the elaborate policy frameworks?’ A second question relevant to the current study is – ‘What are the implications of these constraints for the implementation of the C:AVA Project and the reduction of the incidence of poverty among smallholder farmers in general and female farmers in particular?’

Issue to note by C:AVA Gender & Diversity - A GADS was developed to assist the implementation of the AAGDS but the FASDEP II has attributed the shortfall in the implementation of FASDEP I to inadequate gender mainstreaming.

2.4.3 Policy and regulatory environmental factors which promote or discourage participation of women and poorer groups in cassava value chains

The formulation of the policies discussed above have indirectly had a positive influence on the participation of women in cassava related activities, although inherent weaknesses in the formulation and implementation have negatively affected the cassava value chain (as stated by the FASDEP II). Drawbacks in the implementation of the policy such as inadequate targeting of the poor who are mostly women, has led to poor participation of women in value chains. The new policy direction for agricultural development (FASDEP II) is to emphasise value chain development and market access. It is expected that many more women will benefit from the development interventions that will result from the policy implementation.

More specifically, the concept of value chains is being given more importance under the development of new products in the emerging Agriculture Sector Plan for 2009 to 2015 through technical capacity in research for commercial orientation of agricultural products and the development of pilot value chains for selected commodities in each ecological zone. The implementation of the Millennium Challenge Compact programme in Ghana promotes the adoption of value chains and commercialisation of agriculture by smallholder farmers and aims to reduce poverty among that section of society. Cassava is one of the crops targeted under the programme. Training of farmer based organizations on the concept and in preparation for physical support is supposed to take off in September 2008.

More specifically the promotion of the cassava value chain is within the scope of the new Roots and Tubers Improvement Program (RTIMP). Despite its desire to target women because of their prevalence in cassava processing, a challenge will be the ability of women to meet the 30% matching fund stipulated by the project. Secondly, interactions with end users revealed their concern for observance of standards in the HQCF or dry agbelima flour that will be delivered to them through the cassava value added chain. Even if the HQCF is for domestic use there will be the need for the adoption of local level standards fashioned under the Good Agricultural Practices (GAP) and HACCP. The evolving Agriculture Sector Plan (2008) acknowledges the opportunities provided through the existing knowledge on value chains and programs supporting value chains development. It however stated the following constraints and challenges:

Constraints

- Lack of capacity in MOFA and other Ministries/Departments/Agencies to undertake extension in value chains

- Undeveloped markets for produce
- Lack of information on actors and functions along the value chain (e.g. traders versus farmers)
- Contractual arrangements between actors in the value chain are yet to be common (e.g. producers and marketers/processors; marketers and processors)
- Actors along most value chains are yet to understand and appreciate standards (GAPs, GMPs and HACCPs)

Challenge

- Mistrust between actors along the value chain

In conclusion, the plan document notes that the growing awareness at the policy level of the importance of building strong value chains will have to be matched with capacity building of public agencies and sensitisation of value chain actors.

The above-listed issues will have significant implications for the C:AVA Project by virtue of its value addition and value chain approaches. It will have particular significance for the gender aspects by virtue of women's relatively lower human capital base because of their high illiteracy rates. Secondly, women's reproductive roles might pose time constraints on further expansion of their food processing activities. These time constraints and women's limited access to information on safe food handling and food and health standards may restrict women's access to emerging markets for processed products. The use of adult learning principles will help step up the knowledge base and the capacities of men and women smallholder farmers to adopt the interventions of the C:AVA Project.

Key opportunity for C:AVA - The evolving Agricultural Sector Plan 2009 - 2015 promotes the value chains approach and commercial development of commodities.

Key issues for C:AVA - Constraining issues in value chains are lack of extension capacity for value chains, inadequate knowledge on contracts, actor linkages and standards; undeveloped markets and mistrust among actors. Gender specific constraints are the low technical expertise and capacities of women. The challenge of reproductive roles may include time constraints and safer food handling. With the introduction of new buyers and the use of food safety standards, the project may have to consider increasing awareness and capacities in safe food handling

2.5 Human capital and gender – health, nutrition and food security, economic situation, education and recent trends

The ultimate objectives of the policy documents on poverty reduction, agriculture, gender and national development are aimed at bringing an improved standard of living to the people of Ghana, the nation's most important resource. The desired levels of human capital development have not been realised despite the successes achieved. Recently, the global food crisis and escalating fuel prices have worsened the wellbeing of most Ghanaians, particularly the rural poor, though as a country, local food production has cushioned the adverse effect of the increasing price of bread and imported rice. The antecedents that led to the C:AVA project are still tenable.

The 2003 Core Welfare Indicators Questionnaire (CWIQ) Survey on monitoring poverty and living standards indicate the following:

2.5.1 Health

About 18% of the population reported having been sick in the month before the survey and there has been no significant change compared to the previous measure of 18.6% in 1997 – In a population of whom only 18.4% consult a health practitioner one might question the adequacy of this measure to determine the health status of the population during the survey. This is buttressed by only 57.6% of the population having access to a health facility within 30 minutes of their residence. There has however been an improvement in access to health facilities' over the 1997 figure of 37.2%.

On infant and maternal health, about 9 in 10 women (93.4%) aged 12-49 years who had a live birth a year before the survey, received prenatal care. Once again, the rural poor had a lower participation rate of 86.5% as against 91.2% in the urban areas. Among the rural poor, only 17.3% have trained health professionals assisting in deliveries as against 34.7% in rural areas in general and 83.35% in urban areas.

2.5.2 Nutrition and Food Security

The involvement of rural people in agriculture provides a level of food security, however, the survey indicated that 13.8% of rural households have problems meeting their food needs and the situation is worse among the rural poor. This compares with a national average of 12.8%. This has a direct impact on child nutrition; the survey found that stunting is higher in rural children (33.6%). On the whole, of the three anthropometric indicators of malnutrition (stunting, wasting and underweight) stunting (short for one's age), was most common (32.4%) among children 0 – 4 years, 25.8% of the same age group are underweight. The nutritional status of children of the poor in rural and urban areas was worse than among better off families. Between the 1997 and 2003 snap shots, incidence of underweight had not changed significantly, but wasting (underweight for age and height) and stunting worsened; wasting was more than double the 1997 rate of 6.5% Ghana Statistical Service (2003). The anthropometric indicators indicate the endangering of the human capital development of the nation.

2.5.3 Education

Among adults, 53.4% of Ghanaians aged 15 years and above can read and write; an increase of 10% over the 1997 rate. More males (65.8%) are literate than females (42.3%) and in the rural areas females are more disadvantaged - less than 30% of them are literate whilst more than 50% of men in rural areas are literate. Among the youth, the 2003 survey found that 68.75% were literate as against 64.1% in 1997 – only a marginal gain made. The rural situation is worse. Only 56.4% of rural youth are literate as against 81.7% of urban youth. (Ghana Statistical Service, 2003)

However, concerning net enrolment for female and male children in primary schools there is only 2.4% difference in favour of boys and 7 out of 10 children are enrolled in school. Despite the problems of access, the pilot school feeding programme introduced in 2005 by Government of Ghana at primary school level has increased school enrolment at that level.

There is a high dropout rate from primary to secondary and even greater reductions by the tertiary level. Only 4 out of 10 of children between 12 to 17 years are in school. Overall enrolment in secondary school declined from 40% in 1997 to 38.1% in 2003, but increased slightly for females, from 36.4% to 38.4%. The promotion of education of girls has yielded

some results, however, on the whole, female illiteracy is still high and access to school is skewed towards urban areas. Only 28.8% of rural people have a secondary level school 30 minutes away from their residence as against 62.6% of urban dwellers.

The gender situation in education was confirmed by the findings of the Ghana Statistical Service (2007) 'Pattern and trends in poverty'. Access to basic education increased from 1991 to 2006 and the Millennium Development Goals of bridging the gender gap in primary school enrolment is achieved. Enrolments in primary schools improved though it slowed down in recent years. Enrolments at the second level have been much higher for girls though still lower than those of boys and much lower than the primary level and in the rural areas.

2.5.4 Economic Situation

From the 2003 Core Welfare Indicators Questionnaire (CWIQ) Survey , 51.5% of households believe that their economic situation has worsened in a year before the survey and only 27% perceived that their economic situation has improved. Additionally, the unemployment rate among persons 15 years and older increased from 4.6% in 1997 to 5.4% in 2003 and was worse in the urban areas, 7.6% for urban areas as against 3.5% in rural areas.

The pattern and trends in poverty (GSS, 2007) indicated that there has been significant improvements in the number of households having access to improved drinking water, toilet facilities and electricity over the 15 years and that the changes are reflected at all income levels. The improvements were of benefit to rural areas and poorer urban households. As much as these benefits have been listed and improvements in infrastructural development and increased access to social facilities over the period under review recognised by the majority of Ghanaians, what still remains a challenge is micro level development on which households can anchor their wellbeing.

The FASDEP II ambition is that with the current agricultural development policy, growth in incomes within agriculture can be achieved through provision of opportunities for diversification into cash crops and value addition, among others as well as improved financial access to food and deepened food security.

Key issue for C:AVA - Improvement in the standard of living is hampered by inadequate use of health facilities, poor nutrition, high illiteracy and the poor economic situation of rural households. Women are more likely to feel the brunt of these. The situation is being perpetuated by malnutrition of children under 5 years

3. GENDER AND DIVERSITY AT FARMER, HOUSEHOLD AND COMMUNITY LEVELS

3.1 Family Structure and Household Composition and Gender Roles

3.1.1 Family Structure and Household Composition

Men and women farmers and farmer processors met during the fieldwork indicated that households in their communities are a mix of two parent households and female headed households. There are nuclear households and extended family types. Some live alone in their own houses and some live with parents or spouses, in consultation with their partners and together with their children. The communities are ruled by chiefs who manage the communities in collaboration with some opinion leaders. Hohoe municipality, for instance, has 21 paramountcies.

Using the Ghana Living Standards Survey definition of a household as a person/group of persons living and staying together and sharing the same catering arrangement, the average household size for Brong Ahafo Region is 5.3. Table 3 below shows the number of houses, the male and female population, households and average household size captured by the 2000 Population and Housing Census. In the Techiman Municipality, the average household size is 5.1 and 34.2% of households are female headed while 65.8% are headed by males. In Hohoe Municipality, 31.1% of households are female headed, 73.2% include children and 78.2% live in rural areas.

For the municipalities studied using the available data on households, the average household size ranged from 3.96 to 5.6; the lowest being in Matse and the highest being Abirika. Agate was not captured in the data of the Ghana Statistical Service (this was confirmed by the Deputy Head of Godsway Biscuit Factory, an end user met in Agate).

Table 3 Community population, number of houses and households

District/Community	Population			Number of houses	Households	
	Total	Male	Female		Number	Average size
Brong Ahafo Region						
<i>Sunyani District</i>						
Chiraa	15,183	7,359	7,824	1,473	3,381	4.5
<i>Techiman District</i>						
Nkwaeso						
Srapukrom	319	154	165	37	73	4.4
Abirika	273	138	135	29	49	5.6
Volta Region						
<i>Ho District</i>						
Akrofu-Xewiwofe	1,142	558	584	196	258	4.4
Hlefi Todome	398	173	225	77	92	4.3
Hodzoga						
Tanyigbe Atidze	797	370	427	191	196	4.1
Matse -	1664	787	877	317	433	3.96
Matse Begbe	570	271	299	96	140	4.1
Matse Have	462	210	252	89	106	4.4
Matse Tsife	632	306	326	132	187	3.4
<i>Hohoe District</i>						
Agate	Not listed					
Hohoe	35,277	558	584	196	258	4.4

Source: Population and Housing Census of Ghana, 2000, *Ghana Statistical Service*

The data on household size and female-headed households have some significance for poverty levels; data on male-headed households indicate they are more likely to have a

better welfare situation than female-headed in view of their better access to land and other productive resources than women. Lloyd and Gage-Brandon (1994) stated that children who live with their mother receive substantially less support than those living with both parents. In their survey on sibling size and implications for education of children using the 1987/88 data of the Ghana Living Standards Measurement Survey (GLSS) they found that children who live with their mothers receive roughly 20% less support than those living with both parents and that children who live with neither parent are the worst off in terms of educational expenditures. This confirms the assertion by the Srapukrom group that households in which there are both male and female parents fare better. Furthermore, commenting on female-headed households, Ardayio-Schandorf (1994) remarked that the increasing out-migration of educated men from the rural areas to urban areas and of farmers to other rural areas to undertake cash crop farming, and the existence of polygamous relationships, have resulted in women having greater responsibilities for expenditure, income and important decision making at the household level. Oppong (1994) reported that cohesive domestic units with perfect solidarity and altruism reigning in all relationships is an assumption that is giving way to the need to explore the extent to which male and female members of households pool or keep separate the resources they produce and earn, and the specific sexual divisions of labour, power and decision making in the domestic domain.

“As farmers, marrying one woman is not easy and therefore it is difficult for men to have more than one wife... Reasons causing divorce are poverty, such as a man who cannot fully take responsibility for his wife or he takes on another wife, causing the wife to leave. A further reason is the incidence of problems at home and the man going out to enjoy himself with another woman” (member of Deladem Women’s group).

The officer-in-charge of Women in Agriculture Development (WIAD) for the Techiman Municipality stated *“sharing of benefits from joint farms of spouses is a problem. Forty (40) percent of the women engage in trading to top up their incomes, 40% get meagre benefits and 20% do not get any income at all. WIAD is addressing the problem by identifying processing centres so the women can increase their incomes”*. Therefore, to realise the objective of C:AVA to reduce poverty, extra attention may need to be given to household management issues in order to achieve sustainable income generation and use.

3.1.2 Gender Roles at the Household Level

There are distinct traditional roles of men and women and boys and girls in the households in farming communities in particular and the nation at large and with social change there are some changes occurring in the roles.

- **Food Needs**

Traditionally, men provide the cash and/or staple food needs of the household and school fee payment (if children are in school). In areas where game is the main protein source, time spent on that is mainly by men. Women provide vegetables, fish/meat/game and condiments for family food preparation and are responsible for the social reproduction of the household. Figure 1 below on labour use by men and women indicates that women provide 95% of the time involved in feeding the household. In providing water and fuel needs of the households, women provide 90% of the labor time.

However, with changes in the cultural, political, economic, civic and social domains of society, women are taking up more of the traditional roles of men, particularly in the cash economy of the family and associated decision making. Women sell vegetables and cassava to get ready cash to buy other ingredients needed. The men contribute mostly with the provision of staples (which are often cheaper). According to the respondents interacted with cassava ranks first in providing food security to the household and 0.05 – 25% of cassava

cultivated is for domestic use, depending on the sizes of their families. This assertion is confirmed by Annor-Frempong (1991) in his statement that cassava is the most favoured among all the root crops and indeed all food crops by Ghanaian consumers because the crop is cheaper to produce, affordable to consumers and utilized in many diets. IITA (1992) also stated that the appeal of cassava for food security is its drought tolerance, satisfactory yields on a wide range of soils and its continuing provision of food under conditions in which other crops have failed. It added that cassava has often played a critical role in alleviating famine. In Srapukrom, the variety of cassava that is preferred is Bensra, an early maturing, poundable type. The name literally means "You will not beg for cassava". Within six months it has matured and gives food security to the family and for other uses. The Supervising Manager of the North Tongu Rural Bank remarked that the use of cassava for food security does not motivate farmers to pay the loans back adequately. They get a loan for cassava cultivation but are reluctant to harvest for sale to pay the loans. The Brong Ahafo Regional Director of MOFA reiterated the point. He stated that farmers will never harvest all their cassava since they use it for food security.

- Education

Findings of interactions with Deladem and Lorlornyo women's groups in Hlefi and Akrofu indicate the increasing range of roles women are taking up in order to sustain their households. The Deladem women have to keep some savings in case men do not pay the monies demanded by the schools, so that their children will not miss school. It is worth noting that despite the free basic school policy and pilot school feeding programme, parents are confronted with unending demands for payments towards extra classes, payment for books etc. The women indicated that sometimes the men have sufficient money to meet their obligations towards school needs and yet insist that the women should pick up half of the bill. Depending on what school needs are to be met, members of Deladem decide whether to sell fresh roots, agbelima or gari. They decide on gari when the amount of money required is substantial. Eighty percent (80%) of their incomes are spent on their children and the commonest expenditure is education related. The majority of women in the Tornyeli women's group and the peelers at Caltech spend substantial portions of their incomes on their children and grandchildren's education.

These findings are in line with those of a study on sibling size in a family and implications for children's education in Ghana, using data from the 1987/88 Ghana Living Standards Survey thus challenging the myth that men are solely or mainly responsible for school fees. Lloyd and Gage-Brandon (1994) remarked that education costs involve more than tuition payments and also cited similar findings of Bleek (1987) and Robertson (1976) that have documented substantial economic contributions of mothers towards the education of children. Specifically in the Ketu South District of Volta Region, Ahene-Amanquanor (1998) in a gender impact assessment of the damaged Akatsi-Dodze trunk road, women estimated their portion of maintaining children in school at 75% of the total cost while the men picked up only 25% (cited in Quartey, 2006:9). Also Ardayio-Schandorf (1994) in a study on household headship and women's earning in Ghana revealed a pattern of authority and trends in socio-economic responsibility that indicate that more than 50% of the women interviewed are taking sole responsibility for their households. She added that married women are also taking on the responsibility of household head even when their spouses are present because the spouses contribute relatively little to their maintenance and that of their children.

- Housing

Traditionally, housing is provided by the men but some women are taking up this role. In Tanyigbe Atidze the women's discussion group reported that women are investing in a house because of polygamous relationships and their lack of security.

Key issue for C:AVA Gender & Diversity - There are changing gender roles in family and domestic life. Women are bearing an increased share of family expenditures and are providing key economic support for education of children and feeding of the household.

- Community roles

In addition to household roles, women play significant roles in keeping their communities running. They ensure environmental sanitation and see to some roles associated with marriage, birth and naming ceremonies and rites of passage at death. However, in most of these they do not make major decisions associated with these socio-cultural events.

3.2 Gender roles, responsibilities and division of labour for productive work

The general pattern of gender roles in agriculture was observed during interactions with male and female farmers and farmer processors. Women play very significant roles and bear much of the responsibility within the sector. The FASDEP II (2008) remarked that of the human resource in the agricultural sector, 60% is made up of farmers, traders and processors. The sector is critical for women; 48.7% of them are self-employed and the majority is in food production. Figure 1 below shows a typical distribution of productive and reproductive roles of men and women in agriculture and the household. A study of the percentage of hours spent on different roles by men and women shows how much women are laden with running day to day activities in agriculture and the household.

Figure 1 Gender Division of Labor in African Agriculture.

How the work is divided (percentage of total labor in hours)			
women ♀			♂ men
5		clearing	95
30		turning soil	70
50		planting	50
70		weeding	30
60		harvesting	40
80		transporting	20
80		storing	20
90		processing	10
60		marketing	40
90		carrying water, fuel	10
50		domestic stock	50
10		hunting	90
95		feeding family	5

Adapted from: Restoring the balance – Women and Forest Resources (FAO/SIDA Publication, 1987)

However, some recent literature questions the extent of women's labour in agricultural production, arguing for a more nuanced and context specific perspective (Enete et al, 2004). pp. 57-70). In spite of this the Gender and Agricultural Development Strategy of Ministry of Food and Agriculture (1997) commenting on labour distribution in agriculture states a similar pattern and the roles reported by the respondents during the value chain analysis and scoping study conform to the pattern. Commenting on labour issues in agriculture in a World Bank (2009) publication "Women in Agriculture Sourcebook" it stated that across the world women are the primary workers in the reproductive economy: maintaining households, raising children, preparing food and taking care of the sick and these may be the principal reason for large numbers of women in agricultural activities.

In the field situation, women and men both clear the land for cassava cultivation, but this is largely done by men. Farm sizes range from 0.5 to 5 acres, the women often having smaller farm holdings. Farm sizes from 30 to 50 acres belong to men.

Roles undertaken by women and men are the same even when the land is jointly cultivated by spouses, sometimes with some labour exchanges. In the situation of female-headed households, male labour is hired to undertake activities that the women do not perform. However, in the case of weeding, labour is provided by both males and females. The latter sometimes undertake such tasks to generate some extra income. Weeding is done manually or by using herbicides. Husbands sometimes purchase herbicides for their wives but the women do the application. Harvesting (uprooting) is carried out mostly by men and the collecting of the cassava roots is done by women. Some women harvest their cassava themselves. Men sell their cassava to women, their wives or to processors. There are also exchanges of labor to support the farms of spouses – wives help with planting and weeding on the farms of their husbands and husbands help with land clearing and weeding of the farms of their wives, as in the case of the Deladem group at Hlefi. The gestures were associated with strengthened amorous relationships. However, on the whole, women perform more tasks and mostly the repetitive ones.

The cultivation is done by married and widowed women and single mothers, and old and young women as well as young, middle aged and old men. The farmers are both indigenes and migrants. Migrants have access to land according to their ability to till the land. Some have their own farms and some are farm hands. There are no restrictions on land acquisition by migrants; the only withholding factor is availability of money for land rent. In Srapukrom, the migrant farmers remarked on their integration into the society.

The peak of farming activities is during the planting season. The intensity decreases during the dry season. Furthermore, the activities of men are more seasonal such as land clearing, turning the soil and planting, but those of women are more continuous and repetitive which has implications for women's time and labor. The group approach helps deal with labor constraints as members assist each other. Some women also hire labor or provide labor to others to realize some income. In the case of Srapukrom, a young woman used the proceeds to pay for rent for her farm land. Men use their own labor or pay for hired labor.

Task	General responsibility
Land clearing	Men
Planting	Men and Women
Weeding	Men and women
Harvesting	men
Collection of roots/carring	Women
Selling	Women
Processing	Women

On the whole, of all the domestic roles listed in the figure (minus hunting) men do 21.7% of household duties while the women take up 78.3% (on the basis of total labor in hours spent) and their roles are more repetitive. With more children now going to school, there is a shortage of labor at the household level. This has a negative impact on the work load of women yet they take up the challenge because they perceive that education is the only way by which they can secure a better future for their children.

Key issue for C:AVA Gender & Diversity - Generally men do 21.7% of household duties and women perform 78.3%. With the increasing enrolment of children in school, there is shortage of household labour and women have to put in more labour.

With the changing roles, women are taking up more responsibility for breadwinning and family expenditure. However, responsibility for decision making is biased towards men. Benneh (1994) in an overview of family and development in Ghana asserted that with more women in the labor force or engaging in more viable income-generating activities, calls for intensive studies to bring out the realities to challenge the myth that men, being traditional breadwinners, are therefore sole decision makers . In a focus group discussion at Tanyigbe Atidze, the women farmers and processors reported that they “*take care of the men*”. On the contrary, in the focus group discussion with the men in the *same village* being held simultaneously, men claimed that they bear 80% of the household expenditure. The assertion of the women is confirmed by another research finding in the same Volta Region. Ahene-Amanquanor (1998) reported that members of the Dzodze market women’s association stated that they are supporting their husbands – even giving them money for tots of alcoholic beverages. During interactions with drivers at the Dzodze lorry station they confirmed that their wives were maintaining them (cited in Quartey, 2006:10).

Roles of girls and boys in rural areas

Girls generally begin farming from age 10 to 18 years. They normally help their parents on their farms. They cook food to take to the farm. They do weeding, harvesting of vegetables and portorage of harvested produce to the roadside. Girls harvest cassava for home consumption. They go into farming all by themselves when they get married, which is usually around 23 years of age.

Boys, on the other hand, start farming earlier at about 8 to 10 years and with their parents until they are 20 years old. However, as young as 18 years of age some do their own farming. They would prefer to cultivate tomatoes and cabbages rather than cassava which takes one or two years to mature because they want quick money. The reasons are for this are that they are in relationships with girls, they require it to migrate (commonly to Libya), and for petty trading.

From a discussion with Techiman Municipal WIAD Officer

3.2.1 Gender and allocation of labor time to production and processing

Women peel and wash the cassava and take or send it to a VPU to grate. Grating services are usually provided by men. In one instance a woman operates the grater in the absence of the male operator. After grating, the mash is pressed using screw presses at the VPU, the press is usually operated by men if the traditional means of using heavy weights on bagged mash is not employed. The by-product of starch is sold and the peel is also sold or used as

animal feed domestically. Peeling and washing are done by women - old, middle aged and young ones. Female and male school children and basic school leavers offer some assistance to their mothers and guardians. Of the labor in processing, women contribute 90%.

There is a new interest from men in going into cassava processing at the household level directly or indirectly having realized that gari processing yields the highest income from value added cassava. In Tanyigbe Atidze, men process gari themselves, or give their cassava to their wives for processing. At the VPU at Srapukrom, there were two men processing gari at the time of visit and now there are 7 male gari processors in the village – 6 indigenes and one migrant who had come to live nearer the VPU for convenience.

Child care is a major constraint on how early or late women leave home for farming and how late they come back from the farm. Women with young children leave home from 7.00am to 9.00am and are back by 4.00pm. Older women who have support for food preparation could come back around 8.00pm. Men, on the other hand, could leave home as early as 5.00am and return as late as 9.00pm. In the case of Abirika, often the men do not understand why women with young children get to the farm so late and in a joint family farming situation this is a contentious situation. In one instance, a male farmer had to take care of the children and he complained that this has retarded his farm work. His wife also complained that she has been worried about having to leave the children with the man while she lived temporarily near the VPU in view of the poor road and lack of transportation between their village and Srapukrom. The women in the focus group meeting were thrilled by the complaint of the man's work being hampered for this short period whilst they have to contend with the situation for years and also with the lack of understanding of the men when they arrive at the farms late.

Key issues for C:AVA Gender & Diversity - * Child care and food preparation are constraints to how early or how late women can attend to their productive work. Men can leave home to farm as early as 5.00am and return as late as 9.00pm. Women with young children leave between 7.00-9.00am and return from 4.00pm.

*** The FASDEP II noted that the triple roles of women undermine their productivity and income generation yet the policy wishes to use gender mainstreaming for agricultural development and poverty reduction.**

The FASDEP II noted that the triple workload of women farmers undermines their productivity and earnings yet the development policy acknowledges that gender mainstreaming will be a facilitating means for agricultural development and poverty reduction. Ardayio-Schandorf (1994) also noted that the strong need of women for money makes them so fully occupied that they hardly have time to take care of the home or maintain and take care of their children properly, this being compounded by poor access to day care facilities. Further, the women do not even have time to take care of themselves and 50% of the sample on a study on female headed households was not satisfied with the state of their health. As a reality, managing time as a resource to women for income generation, childcare, home management, and care of women's health is a serious challenge.

Key issue for C:AVA Gender & Diversity - Managing the time resources of women for income generation, child care, home management and women's health is a serious challenge. This could have contributed to the

failure of previous agricultural plans to address poverty.

There is a growing concern about the management of work and family issues to enhance the wellbeing of women and their households. Quartey (2006) noted the concerns of the Presiding Member of the Tano District Assembly (Brong Ahafo Region), Nana Openwomaso Bekoe Boampong and more so in his capacity as the Chairman of the District Poverty Alleviation Fund Committee in a study of Women's Economic Emancipation and Family Stability. He commented on the nature of women – that they pay back loans and care enough to take care of the family. On the social cost, he was concerned that most men spend their money on alcohol instead of the family, because some of them do not understand marriage, and therefore do not regard their wives as persons worth pooling resources with for family welfare. He further noted that most of the men have fears that when the incomes of women increase they will become proud and arrogant. Consequently, as women's incomes increase, trust is broken, but trust, openness and appreciation of wives and husbands are important to marriage. He further noted that men are traditionally connected to their siblings, to whom they remit their saved incomes. It is therefore important to address issues on women, gender and expenditure patterns at the household level and encourage men to fulfill their responsibilities in child care in order to promote poverty reduction and well being among women and their households.

Key issue for C:AVA Gender & Diversity to note - In order to successfully link the increased incomes from cassava to poverty reduction and wellbeing of households, it is important to address issues on family dynamics and the pooling of resources for the welfare of the household to promote poverty reduction.

3.3 Situation of vulnerable and disadvantaged groups and households

Vulnerability in this study is considered as the lack of livelihood assets to enable a household cope with adverse shocks, thus endangering the wellbeing of household members and resulting in exclusion and lack of voice. Farmers and farmer processors with whom the team interacted identified the vulnerable as the very aged men and women who because of their poor physical strength cannot weed their own plots and lack money to hire labor. Another category is those who have lost their spouses and are therefore finding it difficult to make ends meet. In Hlefi, the farmer processor group, Deladem Women's Group, uses its network to support aged women. The latter sometimes help the group with their cassava peeling and they also benefit from food support and social interaction with the members.

The incidence of migration is prominent in the Brong Ahafo Region for the reasons listed. The demographic features of the Techiman Municipality indicate a migrant population that makes up 20% of the population. During the interaction with the farmers group at Srapukrom, a migrant farmer who is a member of the group remarked that some of them, originally migrants, have become indigenes. Migrants in the two regions are largely not considered as vulnerable. They have access to land for farming; as much as their capabilities will allow.

Farmers and farmer processors interacted with do not seem to have much knowledge of people living with HIV/AIDS (PLWHAs) in their communities that the project could help with their livelihood issues. In Chiraa, they advised that the project could identify PLWHAs

through the hospitals. However, of all the communities visited the most prone area is Techiman in view of its commercial activity and migrant population. The position of the town as a transit point for travelers and trucks from the south to land locked countries within the sub-African region, also compounds the problem. According to the Ghana Districts WebPages, there is a high level of commercial sex activity and adoption of high risk behaviors. In 2005, HIV/AIDS was one of the top ten causes of Hospital admission and death. It was stated "The above trend is horrifying since those who tested positive showed no signs of the disease".

The Ghana Districts WebPages provided additional information on vulnerable and excluded groups in the municipalities. The groups considered to fall into such categories include children in difficult circumstances such as those from low income and broken homes and orphans. They are said to be prone to malnutrition or be involved in economic activities at an early age or child labor or living on the streets. Other categories listed are adolescent girls from low income and broken homes, single mothers, commercial sex workers, persons living with HIV/AIDS, the aged, persons with disability, women and unemployed youth. Subsistence food and traditional vegetable farmers were also listed as vulnerable. The sources of shocks that predispose the people to vulnerability were outlined as food insecurity, human insecurity and job security. Of the three, the commonest are the production related ones.

Key issue for C:AVA Gender & Diversity - Vulnerable persons are the aged who cannot farm and have no money to hire labour, widows/widowers who lost their breadwinners; malnourished children/adolescent girls in difficult circumstances arising from low income and broken homes and engaged in child labour or living on the streets; single mothers, commercial sex workers, persons living with HIV/AIDS or with disability and unemployed youth. Sources of shocks to them are food, human and job insecurity.

3.4 Decision Making and Control of Assets and Incomes

MOFA, indirectly, influences decisions on varieties of cassava to plant through the planting materials it makes available for farmers in the market, however, both male and female farmers decide which particular varieties they will select for cultivation. The scoping study report provides details on the types and the characteristics which inform the decisions of farmers. Others include decisions made in accordance with extension education given to them. However, access to extension education has favored male farmers more than female farmers because of their multiple roles and associated time constraints. Extension education among the farmers visited was rather rare.

Additional assets available to farmers include land, credit, and technology/equipment. Skills in production and processing, picked up throughout their childhood and through extension education are used for the productive activities of men and women farmers. Access to formal credit is limited by the ability of the farmers and processors to meet the initial deposits required by the banks. For the Asubonten Rural Bank for instance, a farmer must deposit 50% of the credit needed and the loans are based on the turnover of the persons' accounts, the profitability and viability of the business venture. Women are therefore more disadvantaged because of their poorer conditions, illiteracy and lack of record keeping etc. in addition to the risky nature of production in particular.

Generally women have more problems than men with land tenure arrangements, but in all the communities women have access to land, to the extent that they can support the other aspects of production. In some cases, they own the land, mostly through inheritance from parents or grandparents. The constraining issue is their ability and time to work on the land.

Land issues and ethnicity

In Ghana, land is ordinarily the property of the lineage. Family land is thought of as belonging to the ancestors or local deities and is held in trust for them. As a result, such lands are administered by the lineage elders, worked by the members of the kin group, and inherited only by members of that unit. All others who are not part of the kin group are excluded. While family members have free access to the land, portions of such land may only be leased to others who are not members of the family for seasonal agricultural production. The land remains within the family and usually is not sold. Land is, therefore, a prized possession of the family and, thus, title to it has generated a lot of intra-ethnic conflicts in Ghana as happened in the case of the conflict between the Peki-Tsito peoples in the Volta Region. Thus, depending on the system of inheritance, land distribution can cause severe exclusion.

Use, tenure and management arrangements of one woman in Chirwaa

	Area (approx acres)	Crops	Tenure	Management
Field 1 near the house	1	Cassava, plantain	Belongs to her. Given to her by her brother	Herself
Field 2 about 2 hours walk away	5	Cassava Maize	Belongs to her. Given to her by her grandmother	Joint - herself and husband
Field 3 also about 2 hours walk away	7	Cassava	Belongs to her. Given to her by her grandmother	Herself

Generally women reported that they have control over the use of their incomes, which cassava is key in generating. The women of Hlefi decide to what use they will put their cassava depending on how much money they need. Fresh roots yield the least and gari gives the highest returns. Some uses of the income generated have been discussed above, as in food preparation, education and housing. Some beautify themselves through their hairdo, clothing and jewellery. The men in a discussion at Tanyigbe Atidze claimed that this enhances conjugal relations and hence social/emotional capital since they become happy when they see their spouses looking beautiful. Women, however, by virtue of their family orientation and the inadequate financial contribution from the men, use significant proportions of their incomes in supporting the family.

“Man is still the master of the home and takes the major decisions. But for other issues such as finding schools for children, women are the decision makers” (Deladem Women’s Group).

The asset that poses much challenge to women is time. As discussed, the use of time for production, child care and home management is a realistic challenge to women and undermines their income generation. Male farmers have an advantage over the women and patriarchal and power relations between men and women have worked adversely against women. Perpetuation of traditional gender roles has not favored the cause. Increased economic activities of women under the C:AVA Project will have to be fitted into the same 24 hour days. Reaching out to women might require ways to encourage men to bear more

responsibilities towards child care and managing the home. Negotiation of gender roles in this regard has been an issue to farmers and farmer processes. As mentioned, in the case of Abirika the men do not understand why women get to farm so late because of child care and domestic chores, but they have generally not offered help to address the constraint. In one instance when a father took care of the children the woman herself did not fully accept it. The man reported that the processing of cassava by the wife is bringing in the much needed income hence his acceptance to pick up that role though it has hampered his productive work.

Key opportunity for C:AVA Gender - Women generally have control over their incomes and their use for the household. However, refusal of men to take up some of their roles adequately, compels the women to use their incomes for some ventures involuntarily.

Key issue for C:AVA Gender - Power relations between men and women and traditional gender roles make the managing of women's time a constraint to women.

3.5 Power and gender relations within the household and with other parts of the Value chain

Relationships between buyers and sellers at the household level have been dictated more by the buyers. They dictate the price at the farm gate. The market queens or buyers hire their own vehicles to collect produce at the farm gate and deduct the fare from the proceeds. Farmers have no bargaining power over the produce they sell. This situation is worse during the bumper season. During interactions at Srapukrom, farmers recounted experiences they had with buyers but because they needed income to meet urgent household needs they still had to sell under the uncompetitive conditions. The decision of some farmers to let their cassava remain unharvested was recounted. In the instance of one farmer, he realised only GH¢30 from an acre and for a year's work. The farmers believe that their lack of formidable groups to bargain their position and hold on to their produce make them more vulnerable to unfair trade relations.

During the dry season when harvesting of cassava is difficult and prices go higher, farmers are more competitive in their pricing and realize more income. However, sales are high during the bumper season as farmers lack financial resources to add value to their cassava and often cannot wait for lean season prices or lock up their capital within the period. When farmers think they may have a better bargain by taking their wares to the market, the market queens take their wares and offer prices to them.

By virtue of Techiman having the biggest food market in the country and the desire of market queens to maximise their profits, the farmers and processors within the municipality are likely to come under much pressure from the market queens. Virtually, all the produce from Abirika and Srapukrom is sold at the Techiman market.

Key issue for C:AVA - Farmers and processors do not have much bargaining power in the sale of their produce during the bumper season yet they lack resources to add value and store their produce for the high price season and to meet household needs in the interim.

A question of interest is whether farmers factor in the cassava they hold on their farms from one farming season to another to use for food supply, in their decisions on how profitable their farming ventures have been.

3.6 Factors Promoting/Discouraging Participation of Women and the Poor

The factors that promote or discourage the participation of women and the poor in the cassava enterprise can be grouped into two main categories. One is production or enterprise related factors and the other are social issues.

Production/enterprise related factors which promote participation include the following:

- a. Provision of planting materials by RTIP
- b. Ready market for cassava created by the demand of cassava processors
- c. FRI facilitated linkage of farmers to processors which improved the sales of cassava
- d. Availability of land for cultivation

Demotivating factors include the following:

- a. Limited working capital and acreage
- b. High labor costs
- c. Reluctance of banks to lend to farmers and farmer processors because of defaults and need to hold unharvested cassava to act as food security for the household.
- d. Low price of fresh roots and non-competitiveness of pricing
- e. Unmotorable roads and associated lack of transport and high fares

These demotivating factors also contribute to the vulnerability of women and to social exclusion.

Some sociocultural practices and gender roles promote the participation of women in the cassava value chain, as farmers, processors and end users. The most motivating factor is the burden of supporting children. Large proportions of women's incomes are used for family food supply, payment of school fees and for the medical care of the women themselves, their husbands and for their children. As stated, the Deladem women spend about 80% of their incomes to meet household needs – food, education, health needs etc. Women in general have a responsibility towards their own upkeep and are engaged in some economic activities to meet their personal needs, however it is unlikely they would engage in economic activities and the drudgery of small scale farming and cassava processing to the current extent if they were to fend only for themselves. Throughout interactions during the value chain analysis and the scoping study, women lamented that it was because of the children that they go through this drudgery.

Key issue for C:AVA - Farmers and processors are motivated by land for cultivation, ready markets for cassava products and FRI linkages and discouraged by high labour cost, non-competitive pricing, low working capital and poor roads

Key issue for C:AVA Gender - Women farmers and processors will engage in some economic activities to meet their personal needs but it is because of the burden of the financial requirements of children that they tolerate the extent of drudgery in small scale farming and cassava processing.

3.7 Current knowledge sources and capacity strengthening needs

Basic skills for farming and processing were acquired by farmers through doing farming with their parents. Extension education through MOFA has upgraded the skills of farmers and processors. However, this is more prevalent in the Techiman municipality. Secondly, men have more time to participate in extension teaching and learning encounters than women in view of the reproductive and multiple roles of women. Some agricultural information is also available through radio, mostly on input supply. Often the farmers are on their farms at the time of these programs and therefore do not benefit much, although in this era of FM radios and handset radios some farmers still benefit. Again, this is more associated with the lifestyle of men than women. The AEA that was with the team at Srapukrom mentioned that timing of programs is of concern to MOFA but the alternative time available would be around 8.30 pm when some might be asleep. The issue has been a dilemma to the Ministry. In any case farmers desire to get information on where to get good planting materials.

Farmers desire to enhance their skills in agronomic practices, soil fertility, post-harvest management, business management and marketing, particularly markets and competitive pricing.

Other areas for capacity strengthening are group formation and group sustainability.

Their technology needs include tractor services and processing equipment.

Key issue for C:AVA Gender and diversity - Farmers and processors basically acquired enterprise related skills during childhood and through extension. Now requesting for information on improved planting materials, farm and business management, group development and for tractors services and processing equipment

4. GENDER ANALYSIS OF VILLAGE FARMER/FARMER PROCESSING GROUPS AND ASSOCIATIONS AND PROCESSING UNITS

4.1 Gender Roles, responsibilities and division of labour

Different types and levels of group organisation were observed.

Table 4 Characteristics of Processing Groups visited.

Name	Type of membership	Bonding factors	Activities	Governance
Alpha Farmers Group – formed in 2002 with assistance from Dept. of Cooperatives.	Cassava farmers – 12 single mothers and 8 men	Input supply support and ready market for cassava at Mabert Farms. Formed at the instance of Marbert as an out grower association. Group now not strong. Default in inputs payment and selling of roots to others.	Cultivates cassava.	Has a constitution and office holders.
Group of gari processors at Abirika – started about six months ago	A group of 3 friends	Team work Credit received from a buyer	Processes gari for a market queen at Techiman	No constitution and no office holders.

Lorlornyo Women's Group – one year old	5 women – all relatives	Mutual help	Process gari individually. Operating own strength could produce 2.5 bags/week. Helping each other now they produce 4 bags.	Has no written constitution but has office holders.
Deladem Women's Group	A network of about 20 female friends	Mutual help in individual ventures Common farming and processing Meet welfare and emotional needs	Produce grits to sell to the President.	There is a constitution and office holders.
MOFLAN Cooperative Society	A network of male and female family members and community members	Common farm A processing shed with equipment provided by AGSIP.		
Tornyeli Community Women Development Association	A female with a widows, single mothers and some male farmers	A common farm Opportunities to get some bulk monies Processing equipment, including a functional drier donated by a government project	Produces grits for sale to Godsway Biscuit factory of the president	Has a constitution and office holders.
Cassava Farmers and Processors Association	A female farmer, processor and trader in association with Outgrowers and her organised processing gangs of young and old women and young men. Have 75 women member employees.	Gives input and credit support Ready market Members fear lack of continuity in relationship with a buyer with a better price.	Produces and sells 16 – 19+ tons of gari/month to the local (Accra & Mankessim markets) and the export market.	Office holders but no constitution.
Caltech Outgrowers Association	Men and women farmers in the location of Caltech	Input and working capital supply, training programmes and ready market for produce.	Grows cassava to feed plant at Caltech.	There are office holders, constitution and contract binding.
Amansa Agro Food Processing Co Ltd.	Accra and			
Volta Root Crop Producers and Processors Association	Ho	Linkages between value chain actors Provide welfare support	Exchange of ideas and market information. Formed on the recommendation of the MOFA Regional Director.	Have office holders.

4.2 Roles, responsibilities and division of labour in cassava processing in VPUs

Roles and responsibilities of men and women at the VPU follow the same pattern as processing at the household level. The VPU owners are males who are providing time and labour services, mostly to women. Services include grating, pressing, dewatering, roasting and milling.

The machine operators are also men. Women take their roots to the VPU and use the services at a cost. In view of the labour demands, there are workers who are not employed

by the VPU, but they offer services of peeling, sifting and roasting and are paid by those who they serve. Also, the workers include school boys and girls who work to generate some income to meet their school needs and personal effects.

There are men now going into gari processing because they claim that it generates more income than selling fresh roots. It is important to consider the implications of this for women.

There is also a growing reorganization of the household because some women and men are moving away from the location of their household, to stay close to the VPU.

5. GENDER ANALYSIS OF INTERMEDIARY PROCESSORS

5.1 The roles and participation of women and men at intermediary processors

5.1.1 Gender and diversity of owners of intermediary enterprises.

The level of operation of processors/intermediaries interacted with during the VCA and their ownership are as follows:

Table 5 Scale of intermediary processing enterprises and gender of owner

Level	Processor/Intermediary	Ownership
i. Small scale processors for local and export markets	Harri Farms	Male
	Mabert Enterprise – makes gari and HQCF	Male
ii. Medium scale	Cassacoxa, Chiraa - makes HQCF for the plywood industry and gari	Male
	Bredi Agricultural Enterprise, Duayaw Nkwanta– makes gari and agbelima	Male
	Tornyeli Community Women’s Development Association – makes grits	Group – 80% women and 20% men
iii. Large scale	Caltech Ventures Ltd., Hodzo – makes gari and agbelima	A group of business men
	Amansa Agro Processing Co. Ltd., Accra makes HQCF and is a bulker	Male

Of the seven (7) entities interacted with, six are owned by men and one is on group basis with a significant participation of women (about 80% of the membership). One of the male owned businesses is a group venture owned by a group of directors who have pooled shares together to establish Caltech.

5.1.2 Gender and diversity of employees in intermediary enterprises, roles and labour status

The labor force in processing enterprises is typically female, reflecting the traditional roles of women in cassava processing, i.e. peeling of cassava, washing, dewatering, sifting and roasting or drying,. Men dominate the operation of the graters and the mills and in the servicing and maintenance of equipment. Many are young men, some of whom are seeking to generate income to meet their educational needs. The division of labor is not completely rigid; they are involved in some female dominated roles such as cassava peeling and sifting when there is the need for more labor to complete a task. At Caltech, men peel cassava and at Mabert they do sifting using the traditional sieve. Men dominate the management and supervisory level. However, at Cassacoxa, a young woman, a secondary school lever is the supervisor.

“There are 18-27 women workers in AMASA, none at the management level. They are down to earth poor people” (AMASA CEO).

“Both women and men do peeling work although women are the majority. More men work on the processing machines. Of the workers in the processing unit, the majority are women. Many of the women workers are not married: five are widows, nine are divorced and five are single” (Caltech manager).

Key issue for C:AVA Gender & Diversity -Workers at the processing units are both men and women and young and old. Women are employed in female dominated areas of peeling, washing, sifting, roasting, sun-drying and packaging. Men are involved in utilisation and maintenance of the machines, management, supervision and security. There are young basic school leavers working for money to meet their school needs. Workers are engaged on permanent and casual basis - but casuals are more common.

Women who work at the processing enterprises include young girls of school age, young women as well as middle aged and old women. Most are indigenes. It was only in Bredi that there was an older migrant woman who was employed because of her gari making skills. Old men were not working at the sites, possibly in view of the drudgery of the traditional tasks of the men at the processing sites. The youngest workers, both males and females were found at Marbert.

The workers are engaged either on a permanent or casual basis. Generally, a few women who can work to keep the enterprise working and the male machine operators are employed on a permanent basis. Casual labor is taken during the peak periods or when much labor is needed such as for planting, some farm management practices and harvesting of cassava. However, some workers have been employed continuously as casuals, for example, in Bredi 12 men are employed as casuals though some have been casuals for two and half years.

5.1.3 Recruitment and labour conditions of workers

- Recruitment

The enterprises are run on informal employment arrangements. The labour conditions under which the male and female workers operate are largely unsatisfactory to the workers though in some cases some welfare mechanisms have been put in place for the staff. Commonly, there are no formal labor and recruitment policy frameworks that guide the management of personnel. However, gender specific roles are assigned - women are employed for roles that have to do with peeling, washing, mixing etc. Men on the other hand are employed to operate machines, for their maintenance and for provision of security.

Information on vacancies for workers, both females and males, is by word of mouth – from present workers to relations and neighbours. Alternatively, people who are in financial distress may approach the enterprise owners and are placed when needed. The majority of the peelers at met at Caltech were informed of job opportunities through fellow workers, neighbours or family relations. Mabert has given opportunities to women and young men and women in need. There are no written conditions of service or job descriptions. The enterprises claim that they will put gender specific policy frameworks in place when they are well established - some managers claim they are not sure of the viability of their venture.

“I was in Ho selling vegetables from my farm but could not make ends meet because prices were too low and fares were too high. My younger sister informed me of the job” (female cassava peeler, Caltech).

“My sister heard about Caltech who visited our village and told me about it. I am a widow and I was not getting good prices for my farm produce” (female cassava peeler, Caltech).

- Working Hours

Work hours are from 7.00 am to 5.00pm and work is from Mondays to Saturdays. In the case of Harri farms, work starts at 7.00am and ends at 4.00pm. In the case of Caltech, reporting

time is mandatory, but closing time is task-oriented so when workers complete their tasks they can leave. In the beginning Caltech had a challenge to get the workers to report on time. The workers were of the opinion that they could finish a task assigned in the course of the day so could come in anytime. However, in cassava processing, workers can work as late as 8.00pm to meet some demands made. During the interaction with the manager it was reported that the extra labour is compensated for, but the workers had contrary view. It is only the gari roasters who are compensated if the company produces more gari within the month than it normally does. There are no leave entitlements. Commonly there are no promotion schedules either. In our interaction with the workers, the supervisor said to the interviewers "Have you seen that we have not been cheating them?" The question itself is prone to much interpretation.

- Training

Training is organised or provided when it is essential to step up production or to improve quality and it is conducted on site or outside the enterprise depending on the situation. As with the lack of a framework for labour management there are no planned outlines of training for the workers to equip them for a progression in scale. However, by virtue of the involvement of women in cassava, generally, the workers engaged have a fair knowledge of skills required. In the case of Harri Farms, a resident of the Becham where the enterprise is located had gone to Techiman and saw an improved gari roaster. Upon being informed the manager took a trip to Techiman subsequently the enterprise constructed the oven and took two women roasters to Techiman for training. At Bredi, the migrant Ewe female worker trained the female indigene workers. The Ewe gari processors are noted to produce good quality, crispy gari.

- Welfare

In some enterprises, workers are provided lunch and medical care for themselves and/or their family members. Workers of Caltech revolted against the unappetising lunch served and the amount involved was distributed to the workers as an allowance. Each worker receives 10Gp for lunch. Harri Farms provides medical care and pays for wages till the person reports to the plant.

Caltech provides medical cover for staff when they get sick at the workplace. If they fall sick outside the plant, despite the drudgery of the work done, the enterprise is not committed to their support. At Christmas, workers of Caltech are given a bonus. Transport is provided for workers at Caltech, to particular vantage points. This is important when the workers work late - the roasters are normally the last to leave.

At Caltech, despite employing more than 100 female workers, there were no restrooms. Hand washing facilities have been provided within the plant, but restrooms attached to the plant are not functional because there was no running water - though water was made available for processing activities. In private consultation the male manger was asked if he had wondered what these female workers were exposed to during their monthly periods and in a place that had no privacy for change. He stood for a while in thought and nodded his head; it had not occurred to him.

Workers of the Cassava Producers and Processors Association are not regarded as workers so they have lost all rights. In the light of the lack of markets, poor prices offered by market queens etc. and the financial difficulties workers were faced with before they were joined; the thinking is that they have had some benefits and hence their bargaining position is weakened. Workers complained of the drudgery of the work and the low levels of payment. The contract agreements with outgrowers prevent them from selling to outsiders offering better prices. The value chain analysis provides some costing and pricing to determine the profitability of some of the ventures.

5.1.4 Gender and arrangements with cassava outgrowers.

Arrangements with outgrowers are the same for men and women farmers, although more men than women are involved. Inputs are provided to the outgrowers on a credit basis. In the case of Caltech and Amasa, outgrowers are given money for hiring labour – in particular for weeding. However, during this year's season Caltech did not fulfil its promise to give money for weeding. This had more adverse effects on women because they had to use their savings to hire labour to complete weeding, while male farmers were able to do the much of the weeding themselves. It was made harsher for the outgrowers because the cassava planted the previous year had not been harvested so their income was also locked up while Caltech was harvesting its own cassava to process. It took the intervention of the C:AVA team to make the manager realise the impact of Caltech's decision on the outgrowers and particularly on the women.

Benefits from membership in processing group from Torneyli Women's Community Development Association

- There is not a good market for their products, but guaranteed market with the group
- Annual profit share.
- If members are under stress they can help – assisting with children, school fees on loan.
- Buyer provides financial support for the group, by purchasing the finished product and supplying the cash.
- Women have reciprocal labour sharing arrangements (fidodo), which helps members, particularly the large number of female widows.

5.2 Control and uses of income from processing. Contribution of cassava processing to livelihoods of different groups.

Workers have control over the incomes they get from working with the processing enterprises, however they do not believe they are being fairly paid (especially the women) and the work hours do not allow them time to work on their farms as they used to. The bulk monies they receive periodically empower them to meet some household needs particularly payment of school fees and to supplement the food from their farms, with purchased food.

The main sources of food items for the workers and their households are their farms. In some cases the farm sizes have decreased or are not tended to as before. The trade-off is compensated by the use of wages to buy fish or meat, salt and needed vegetables for family food preparation. Even then the wages are not sufficient and often times, women have to obtain items on credit, including food items and soap. In the case of Bredi, where female workers were paid their fortnightly wages the day before the C:AVA team arrived, by the following day the money was virtually spent – to settle debts, purchase food items (a market day) and for meeting school needs. The low wages do not attract labour when needed because the workers are seen as paupers.

6.0 GENDER ANALYSIS OF END USERS

6.1 Roles and Participation of women and men in end user enterprises (potential or actual users of HQCF)

6.1.1 Gender and diversity of owners of end user enterprises.

Ownership of end user enterprises ranges from private-government partnership, to solely private limited liability enterprise, to a micro level sole proprietorship. Their levels of operation and associated issues also vary.

The present end users are:

- *Perfect Line Foods Enterprise* - a micro level enterprise owned by a female teacher, Dora Totimeh. She has tertiary education and she is using the knowledge on HQCF she acquired at school for a supplementary enterprise. She produces HQCF which she uses for pastries (100% HQCF) for sale at the local market at Mafi Kumase, in the North Tongu District of the Volta Region. Her customers believe that the pastries are more mealy than the 100% wheat flour products and that has contributed to sustain her market.
- Godsway Biscuit Factory - owned by a woman.
- Praise Export Services Ltd - owned by a man
- Neat Fufu Ltd. - owned by a man

An end user, Dr. Wood was mentioned. The enterprise uses starch for the manufacturing of alcohol, a product that is said to have a large market potential. Once again, it is a man that owns the enterprise.

Ghana Agro Food Co. Ltd. (Ghafco), a wheat flour miller, amongst others, is a potential end user.

6.1.2 Recruitment and labor conditions of workers

The enterprises are run on informal employment arrangements similar to those discussed under the processors. Only in the case of Ghafco were labour issues more streamlined and the workers unionised.

The labour conditions under which the male and female workers operate were largely unsatisfactory from the workers' perspective, though in some cases some welfare mechanisms have been put in place for the staff. There are no written conditions of service or job descriptions. Commonly, there are no formal labour and recruitment policies that guide the management of personnel. However, recruitment tends to be gender task specific. At Neat Foods, women are taken to perform some food preparation roles. Praise does recruitment in the same manner. Women are employed for roles that have to do with peeling, washing, mixing etc. Men on the other hand are employed to operate and maintain machines, and for provision of security.

Ghafco had more specific conditions of employment and progression. The recruitment was fully competency-based with vacancies open to all interested to respond. The Human Resource Manager remarked that often women do not respond to wider opportunities, but only to the typical female positions such as secretarial positions. He recounted the instance when the company advertised for an Internal Auditor. No woman applied.

Information on vacancies for workers, both females and males, is mostly by word of mouth – from present workers to relations and neighbours or people seeking jobs who approach the enterprise owners and are placed when needed.

7. Gender Analysis of Local Service Providers, National Partner Organizations and NGOs

7.1 Type of Organisation, Objectives and Activities

Support services within the cassava value chain are delivered by local service providers, national organisations and NGOs. In all, 13 stakeholders that provide support services were interacted with.

- Women in Agricultural Development (WIAD) Headquarters
- Ministry of Food and Agriculture at the regional and municipality levels,
- RTIMP Kumasi, Business Development, Training and Marketing Specialist
- Hohoe Municipal Assembly,
- GRATIS Headquarters
- North Tongu Rural Bank Ltd. at Adidome
- NGOs - Christian Rural Aid Network (CRAN);
- Members of Mission on Future Life Action Network (MOFLAN)
- Progressive Youth and Community Development
- Associates for Sustainable Rural Development.
- Asubonten Rural Bank Ltd., Hohoe.

a. Root and Tuber Improvement and Marketing Project (RTIMP) of MOFA

As a sequel to the Root and Tuber improvement Project, the programme additionally seeks to address specific issues relating to the marketing of the crops and capacity building in business development. This stage is about to take off. RTIMP has a 10% matching fund to support entrepreneurial abilities of beneficiary individuals, groups and enterprises. Beneficiaries are to provide 30% of the cost and rural banks to support the remaining 60%. Envisaged support includes the provision of chippers and flush and rotary driers to improve the drying stages of cassava processing.

In view of the good repayment of loans by women and the importance of cassava processing to meet the desire of Government of Ghana to formulate a policy on the use of composite flour made with HQCF, the project seeks to assist more women. It is expected that with the targeting of women, who already dominate the cassava processing sector, the incomes of smallholder farmers will be enhanced. However, a challenge being faced by the project is the inability to give financial support to farmers further to the capacity enhancement interventions such as skills in cassava processing and linkage with buyers.

To guide the mainstreaming of gender issues in the programme implementation, the project has a gender policy to guide its staffing and operations. However, of greater concern is the ability of small holder farmer processors to access the equipment and capacity building support the project offers, further to the provision of improved varieties of planting materials the women might receive.

8. Conclusions and recommendations

There have been a myriad of policies in Ghana and in Africa on reducing poverty with a gender focus, but generally these have not resulted in concrete achievements, although some awareness on gender, targeting of women and allocation of resources have been achieved. For success, the C:AVA Project will demand more concrete implementation, planning and monitoring.

Gender mainstreaming as an approach to development interventions and to improve the status of women often lacks adequate integration at the organisational or field level. In most interactions, with interviewees and even with team members it is seen as the concern of a gender specialist. For these reasons, in C:AVA, the gender and diversity analysis was integrated into the value chains and scoping studies. The challenge is to continue to build on this experience and developing awareness to ensure gender and diversity are an integral part of the planning and implementation of programmes..

8.1 *Practical and strategic gender needs with regard to cassava production, processing and marketing.*

Women, men, boys and girls are having difficulties meeting their practical livelihood needs and women are constrained by time to meet their child care, home management and productive tasks.

Women are, in general, in control of their assets and decide on the uses of their fresh roots. However, power relations within the cassava value chain are such that small holder farmers – both men and women, seem not to access inputs and are disadvantaged by prices, and they do not have adequate voice to address their needs and concerns.

Meeting their strategic needs to empower them into more decision making roles, group membership to improve their scale of operation, commercialisation of their operations and meeting standards will require a concerted capacity building, information on value chains and markets as well physical support.

8.2 *Recommendations*

1. Cassava value chain *backstopping teams* should be developed to assist small holder farmers as well as in defining and supporting stakeholder interventions.
2. Concrete steps should be put in place to use *gender mainstreaming* as a coherent and sustained approach to address the concerns of women and men to achieve sustainable development. It should be a basis for analysis for planning and implementation of project activities to achieve project objectives.
3. *Training and re-training in gender mainstreaming* should be organised to establish ground rules for project implementation and to fill gaps in the desired competencies and realities; for example, at the intermediary processor and end user levels and their labour relations. Many professionals have had training in gender sensitivity but their mindsets on gender mainstreaming and traditional gender roles have not changed. Capacity building in gender sensitivity should therefore aim at changing mind sets, backed up by checklists and manuals for field use on integration of gender at the field level.
4. *Value chain thinking* should be introduced to small holder farmers and stakeholders. This should cover
 - ❖ Introduction to concepts on value, value chains and standards
 - ❖ Relationships between buyers and sellers
 - ❖ Value and market driven values
 - ❖ Commodity chains and value added thinking
 - ❖ Value chain mapping

Discussion and adoption of fair trade practices could mobilise funds to support workers in the cassava value chain.

5. Suggestions to create greater *gender equality of influence, opportunity and benefit* from cassava processing should include:

- ❖ Formation of women's groups
- ❖ Conduct of SWOT analysis by members and development of their vision
- ❖ Group leadership, governance and management
- ❖ Group functions and member services
- ❖ Record keeping
- ❖ Marketing
- ❖ Customer relations

Whilst working on these issues, ways should be sought with the group and by the group on how they can improve their management of their reproductive roles.

6. Production related support should include capacity building on *Integrated Crop Management*

7. Integration of *Gender and Diversity Sensitive Structures and Practices at Project Level*. This will demand the following:

- ❖ Concrete decisions on planning of roles and responsibilities
- ❖ Allocation of particular roles and responsibilities to stakeholder organisations with particular competence to work with the structures that will be instituted, together with mechanisms for sharing of lessons learnt and for enhanced capacities.
- ❖ Use of targets to help in putting into practice the participation of women and other vulnerable groups within the structures of the project.
- ❖ Use of gender and diversity disaggregated data for planning, monitoring and evaluation.

8. In achieving project objectives, the numbers and sex of personnel are not sufficient. *Other critical attributes* for working with smallholder farmers, women and socially excluded should include the following:

- ❖ Technical competence of staff
- ❖ Ability to disseminate technical information in simple terms that can be assimilated by beneficiaries
- ❖ Good human relationships
- ❖ Passion for marginalised persons and empathy.

9. Ground rules on monitoring these should be outlined. For instance if project documents such as reports do not observe the ground rules of gender disaggregated data these should be returned for revision before they are accepted. Thus, reporting forms or prototype forms should clearly have room for reporting on women and men and other areas of diversity which make up the totals a particular intervention is expected to address. Indicators for monitoring change should be targeted at the project personnel, stakeholder interventions and small holder farmer and processor levels.

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Annex 1 Terms of Reference for the Gender Specialist

Working in collaboration with the gender specialists from the Natural Resources Institute, UK, the gender specialist will examine gender and diversity issues along the cassava value chain; from industrial end users of high quality cassava flour, down to village and household level cassava processing. This understanding will contribute to the project's strategy development to maximise participation and benefits for women and the poor.

Main Duties:

1. **Conduct a review of literature**, reports and other documents relevant to gender and diversity in the country and the project areas, with particular reference to cassava and food crops production and agro enterprises. This will include social, cultural and religious influences on gender roles and identify data sources on gender, ethnicity, disability and poverty.
2. **Carry out field studies** in conjunction with the teams conducting value chain analysis and scoping studies, contributing a gender and diversity perspective to these inquiries. Similar themes will be explored in both; but the scoping study will be more focused on the village level issues in the project target areas. The main areas of enquiry are;

A. Gender in Value Chains Analysis

- **The roles and participation of women and men** in different parts of the value chain (as household processors, village processing groups, traders, processors and end user industries). Gender, diversity and labour conditions in cassava processing enterprises; leadership and management positions and membership of processors or trade associations.
- **Decision making and control of assets and incomes** from activities in cassava value chain. Current distribution of benefits according to gender and social groups (ethnicity, age, disability etc.) from cassava processing along the value chain. Contribution of cassava to livelihoods of different groups.
- **Power, social differentiation and gender relations** among actors in the supply chain - social networks along the value chain; contractual relations between different actors along the supply chain; negotiations over sharing of benefits, attitudes on gender and benefit sharing.
- **Identification of factors promoting/ discouraging participation of women and the poor** e.g. economic, cultural, social (including attitudes and practices resulting in social exclusion). Perceptions of benefits and constraints by different groups. Capacity strengthening needs e.g. education, skills and management training. Policy and regulatory environment factors which promote or discourage participation of women and poorer groups, e.g. access to resources, facilities and infrastructure, financial and credit regulations
- **Identify potential benefits and risks of investment** in various parts of the cassava sub sector for different social groups, in particular women and the poor.

B. Gender in the Scoping Studies (in target areas)

- **Identify situation of vulnerable and disadvantaged groups and households in the area**, e.g. on the basis of gender, ethnicity, age, HIV, disability, migrants; Definitions of household types and structures. Current levels of health, nutrition and food security, income, education (especially for women and children), seasonal variations and recent trends.
- **Gender roles and responsibilities and division of labour**. Daily, seasonal and spatial patterns of work in domestic, agricultural and livelihood activities. Control of

and participation in decision making on household investment and expenditure, distribution of benefits. Allocation of labour time for cassava and processing activities. Access and control of assets and resources - land, water, livestock, finance, skills and knowledge, technologies, social networks for cassava production and processing.

- **Organisation of cassava processing** – household, groups and enterprises. Social composition of participants in village processors organisations. Ownership and benefit sharing arrangements, labour organisation, wages, leadership and decision making; roles and participation of women and girls. Marketing arrangements and linkages. Men and women's perceptions of the constraints on expanding cassava processing.
- **Local organisations and service providers** – e.g. NGOs and local government, specific orientation to gender or poverty? Policies, activities and staff capacity and skills to provide support.
- **What changes** would create greater gender equality of influence, opportunity and benefit from cassava processing.

3. **Contribute to the gender and diversity reporting**, suggesting entry points and opportunities for gender and diversity sensitive programming.

The start date will be 19 July and field work will continue until 15 August. The draft report will be produced by 15 September.

Depending on progress and performance there may be opportunities for further gender and diversity related work over the remainder of the project period. This may include contribution of gender and diversity perspectives to the project's strategic plans, the development of gender specific objectives and indicators; institutional gender audits and gender capacity strengthening activities.

Annex 2 People Met.

1. Mr. John Owusu – MD, Hanmax Veneer and Plywood Ltd, Kumasi.
2. Mrs. Mercy Kwablah – Business Development Manager, Praise Exports Ltd. (producers and exporters of “improved traditional” cassava food products), Accra.
3. Mr. Kwasi Brenya – MD, Neat Foods Ltd. (producers and exporters of “improved traditional” cassava food products), Accra.

End-users/HQCF processors

4. Ms. Christine Ankutse – MD, and Prince Quarcoo (Secretary) Godsway Ltd, Agate, V/R.
5. Ms. Dora Totimeh, Mafi Kumasi, V/R.

Cassava processors

6. Mr. Kwasi Owari, Director and Solomon T. Mensah (Business Development Manager), Amasa Agro Processing Company Ltd., Accra.
7. Mr. Kofi Frimpong (Manager) – JOSMA Enterprises Ltd., Mampong, Ashanti Region.
8. Messrs. Agadzi (Ag. Manager) and Stephen Opoku Amoah (Operations Manager) – Bredi Agricultural Enterprise, Bredi BA/R.
9. Mr. Jacob Atta Mintah (Manager) – Cassacoxa Ltd., Chiraa, BA/R.
10. Mr. Samuel Amponsah (Manager) – Harri Farms, Bechem, BA/R.
11. Mr. Benjamin Bentil (Farm Manager), Caltech Ventures Ltd., V/R.
12. Mr. Glibert Asiamah MD, - Mabert Company Ltd., Ho V/R.
13. Mr. Johnson Atsembe MD, Majestic Agribusiness Centre, Hohoe V/R.

Associations:

14. Mr. Samuel Adzrago (Executive) – Mafi Zongo Farmers Association, Mafi Zongo V/R.
15. Ms. Gladys Arku, Cecilia Tumfo, Bernice Kwashie, Elem Kwashie and Malwin Ahama – members of Lolonyo Gari Processors Association, Akrofu V/R.
16. Members of Mission on Future Life Action Network (MOFLAN) – V/R.

Service providers:

Government:

17. Ms. Paulina Agbavor, Extension Officer, MOFA, Ho District V/R.
18. Mr. Julius Ametefe, Regional Director, MOFA, Ho V/R.

Donor-funded projects:

19. Dr. Opong Mensah Aborampah (Business Development, Training and Marketing Specialist) – RTIMP, Kumasi.

Annex 3 Checklist for the Gender and Diversity Value Chains Analysis.

GENERAL

EXPLORE STRATEGIC gender needs, e.g. training, skills, legal rights and empowerment as well as **PRACTICAL gender** needs e.g. time allocation and reduction of work load.

Analyse gender roles according to **PRODUCTIVE, REPRODUCTIVE** (in the social sense as well as biological, e.g. child care, domestic chores etc) and **SOCIAL/COMMUNITY** roles. (see Moser, activity profile)

Explore **ACCESS and CONTROL** of resources, e.g. land, income etc. How are decisions made? (Access and control profile and Influencing factors – Moser and Harvard framework)

Explore **SOCIAL RELATIONS** along the value chain.

SECONDARY DATA REQUIRED

- Information/data on gender in the national and district agricultural and agri business sectors, with particular focus on cassava.
- Gender roles - cultural construction of gender roles, influences of religion, traditional culture, history etc. Extent of convergence of factors resulting in marginalisation and social exclusion of particular groups
- Financial regulations, banking rules in relation to gender and credit.
- National labour law relating to enterprises of different scale.
- Local institutions and governance – who are the authorities at different levels – village, district etc. who influence decisions on expansion of cassava production and processing.
- Local status of health, (HIV/AIDS), nutrition and household food security - seasonal variation.

CROSS CUTTING ISSUES FOR DISCUSSIONS ALONG THE VALUE CHAIN

- Gender of enterprise owners and managers
- Contractual relations along the supply chain
- Factors that promote or discourage women's entry into the value chain
- Gender issues in credit access

END USERS: INDUSTRIES

- Brief history of business and strategic objectives
- Gender of owner and manager(s)
- Identification of sources of supply :
 - relationships (contracts and informal) with supplying companies
 - history of relationship
 - Women managed suppliers
 - Drop out suppliers
 - criteria for selection of supplier (location etc)
- Staff:
 - Numbers and job categories of workers (including women in leadership roles)
 - Recruitment policy (origins - sources of workers e.g. migrants, etc. equal opportunity/gender policy?) What are the reasons for this pattern? Note attitudes.
 - Staff profile by skills, gender and age
 - Permanent / temporary (contracts)
 - Wages (by gender and job category) and allowances
 - Working hours
 - Leave entitlements, including maternity, sick (HIV/AIDS), etc
 - Staff promotion procedures
 - Membership of any labour code, certification scheme?
 - Workers organisations, welfare, social, Trade Union etc.
- Facilities:
 - Washing
 - Protective clothing
 - First aid / health care on site
 - Worker training
 - Housing/ allowance
- Environment:
 - Waste disposal
- Marketing of products
 - distributors, retailers, customers
- Perception of constraints at supply level (prices, credit, skills, labour and processing capacity, infrastructure and transport, policy and regulatory, seasonal etc)

PROCESSORS (GRITS TO HQCF)

- Brief history of business and strategic objectives
- Gender of business owner and manager (s)
- Number and gender of workers in different processing steps (see INDUSTRIES) NB: labour requirements and gender of workers
- Identification of sources of supply:
 - Criteria for selection of supplier (location etc)
 - Types of suppliers
 - Scales
 - Location
- Contractual arrangements with suppliers (including informal personal linkages)
 - Gender
 - supplying companies
 - associations / groups
 - composition of association and type
 - leadership
 - Price differentials to suppliers
- Staff:
 - Job categories of workers (including women in leadership roles)
 - Recruitment policy (origins - sources of workers e.g. migrants, etc. equal opportunity/gender policy?) What are the reasons for this pattern? Note attitudes.
 - Staff profile by skills, gender and age
 - Permanent / temporary (contracts)
 - Wages (by gender and job category) and allowances
 - Working hours
 - Leave entitlements, including maternity, sick (HIV/AIDS), etc
 - Staff promotion procedures
 - Membership of any labour code, certification scheme?
 - Workers organisations, welfare, social, Trade Union etc.
- Facilities:
 - Washing
 - Protective clothing
 - First aid / health care on site
 - Worker training
 - Housing/ allowance
- Environment:
 - Waste disposal
- Marketing of products – customers
 - Industries
 - Exports
- Perceptions of market opportunities and constraints
- Perception of supplier (to processors) level opportunities and constraints / needs(prices, credit, skills, labour and processing capacity, infrastructure and transport, policy and regulatory, seasonal

VILLAGE PROCESSING UNITS (VPU)

- Biography of owner(s)
 - Gender,
 - age,
 - interest in cassava
 - production / processor
- Type of business ownership (association/family/legal status etc)
 - Association membership /gender /age
 - Head of VPU if family owned (sleeping partners)
 - Control of funds (and decisions) of VPU
 - Ownership and control of equipment and tools
- Source of credit: Start up capital for VPU
 - Procedures for accessing credit
- Sources of supply
 - Gender / age of suppliers
 - Constraints
- Type of product delivered to VPU (root or grits) by gender
 - Quantities
 - Quality of cassava / grits
 - Prices differentials (related to quality or scale) gender?
 - Perception of constraints faced by supplier
- Procedures at delivery at VPU
 - Who normally delivers to VPU (owner or representative of family)
 - Payments schedule (cash in hand or account)
- Perception of improved livelihoods by gender in local area
- Perception of VPU on production related constraints (by gender)
- Staff :
 - number of employees by gender
 - Staff roles / product and activity specialisation by gender
 - Source of employees
 - Wage/salary/seasonal – by activity
 - Contracts
- Health and environment: health and safety precautions in place
 - Facilities (toilets etc)
 - Quality assurance
 - Waste water disposal
- Infrastructure (road and transport, buildings/shelter)
- Area coverage of VPU
- Sources of information and support.

TRADERS

- Gender, age, Personal history in trade field (mini biography)
- Type – wholesale or retail* (implications for supply of HQCF to industries or to end consumer)
 - Reasons for choice of type of trade
- Sources of supply
 - How identified
 - Price differential in relation to type/scale/gender of supplier (in relation to sources of demand, seasonality)
 - Gender and suppliers
- Sources of information – reasons and constraints
- Sources of demand.
- Scale and reach of trade networks.
- Gender related issues in credit access
- Market associations
 - Membership
 - Gender, age of members
 - Criteria for joining association
 - Leadership
- Infrastructure/ transport constraints (women specific)
- Labour employment in trade related activities gender specific

HOUSEHOLD LEVEL PROCESSING

- Local definitions of 'household'.
- Gender roles and responsibilities (Productive, reproductive and community, especially food provisioning, cash earning, crop production)
- Gender roles and cassava production and processing - products, scale, decision making
- Access and control of land for cassava production
- Access to credit. Access to other inputs (planting material, labour – household and hired etc)
- Ownership and control of cassava yield (roots and grits)
- Control of cash from sale of cassava roots / grits and other cassava products. How negotiable?
- Gender and scale of marketing of roots /grits /other cassava products
- Distance women travel to nearest VPU, to markets, etc. (mobility mapping)
- Tendency to sell roots or grits/ other cassava products
 - Reasons for choice (labour, time etc)
 - Preference for roots / grits /other products
 - Decision making on sales
- Processing stages and gender roles
- Buying cassava roots /(grits) from neighbours for resale
 - From who do you buy (household type, seller (trader/producer) and gender)
 - Perceived constraints on the seller
- Constraints impacting on quality of roots / grits (shelter, drying platforms etc)
- Constraints faced by women on delivery of grits /roots to VPU
- Sources of information and support?

Annex 4 Checklist for the Gender and Diversity Scoping Study

Cross-cutting issues

Gender

Diversity age, religion, wealth

A. Farmers and communities

Who to ask:

Key informants

Group(s)

Individual – women, men, other important diversity aspects eg wealth

Community background

- Population and number of households in the community/village (specify unit)
- How long has the community/village been established?
- What are the main livelihood activities (for men and for women).
- Do men and women have separate plots and cultivate their own crops and/or joint plots and crops?

Role and importance of cassava in livelihoods

Ranking of cassava – food

Ranking of cassava – cash

Current level of cassava activities

Individual Size of farms, current area of cassava grown, significance [cash, household food, priority for land etc] of cassava relative to other crops,

Cassava area planted this year and cassava area planted last year for individuals interviewed and reasons for change

Ability of women to access land

Ability of men to access land

Current production practices:

Who does what? Who Decides?

- variety, List all varieties (modern and traditional reported; whether pure or mixed stands,
- seasonal pattern of work on cassava, whether intercropping, use of machinery, weedkiller, fertilizer, time(s) of planting and times of harvest etc
- Any collective field operations?
- Where do hired labourers come from? Both men and women?

Access to credit (informal and formal – men and women)

Formal credit

Informal credit

Collective access to credit

Productivity

Yields pure and mixed stands

Amount of current surplus cassava and their estimate of how much surplus they could provide given a guaranteed market, how has it changed and why [target is about 1t of cassava grits = ~3t of fresh cassava/farmer]

Community Overall community cassava production and surplus, how has it changed and why [Target is about 750t of cassava grits/VPU/yr]

Current post-harvest practices:

What are the current postharvest practices by individuals and communities?

Main uses of cassava – consumption, selling and trends

Is crop processed in the community into: Add specific traditional uses, Wet cake
Flour, Grits.

Are farmers aware of HQCF process

Any collective processing?

Any collective marketing?

Economics of cassava farming

Details of costs and revenue throughout the cassava production and post harvest cycle

Including:

Cost of land clearance

Cost of planting material

Cost of planting

Cost of weeding (Daily weeding wage for women Daily weeding wage of men)

Cost of harvesting

Cost of transporting from field

(One use of this will be to calculate: Net income per acre and Gross income per person day)

Current cassava markets and price trends:

Current markets for cassava (*for what eg gari, to whom and location Eg School feeding programme in village*)

Price trends and expectations for fresh cassava and various processed eg gari

Current and potential source of knowledge, negotiating skills and technologies about cassava (for men and for women)

E.g., Government, NGO, family

Mobile phone, radio, TV ownership (Ability to access information)

Gender roles, responsibilities and benefits; access and control.

- Daily, seasonal and spatial patterns of work in domestic, agricultural and livelihood activities
- Decision making on use of income (men's, women's, joint) and responsibilities for household expenditure and investment.
- Have gender roles and responsibilities changed in recent times? How?

Poverty and vulnerability issues

- Significance of social grouping to cassava production
- Current levels of health, nutrition and food security, income, education (especially for women and children), seasonal variations and recent trends.
- Situation of vulnerable and disadvantaged groups and households in the area, e.g. relating to gender, ethnicity, age, HIV, disability, migrants etc

Organisational & institutional issues

- Do farmers operate as individuals or in groups; if the latter, what are they etc?
- Operations and Governance of associations and farmer groups
 - Origin of association [how initiated]
 - Objectives
 - Leadership structure [gender, how appointed]
 - Criteria for membership and current composition. (gender, age, marital status)
 - Meetings [frequency, time, normal agenda]

- Methods of maintaining unity and interest
- Responsibilities and benefits
- Contract enforcement procedures

Strengths, weaknesses and needs

Farmers' perceptions of a) their strengths and weaknesses and b) External constraints at any point in production and post harvest cassava system and needs in relation to these. Farmer perceptions of their information, training, technology needs based on above analysis.

B. Processors (VPU, farmer processing groups and associations)

A specific outcome required from the Scoping Study is the identification of a VPU in each target community. Ideally, each is an already-operating unit for which cassava grits can be an additional product and already with a system enabling it to provide processing services to large number of farmers and which could be expanded.

VPUs – organisation and operation

- NGO, private business? How did they start, e.g., microfinance?
- Owner characteristics – gender, age, origin,
- What equipment do they have? Ownership and control of equipment and tools
- Source of credit: Start up capital for VPU
- number of employees by gender
- Wage/salary/seasonal – by activity. Conditions/contracts.
- Health and environment: health and safety precautions in place - Facilities (toilets etc), waste water disposal
- Quality assurance.
- Infrastructure (road and transport, buildings/shelter)
- What do they produce?
- How much cassava do they process & seasonality?
- Number of farmer suppliers (men, women) and catchment area
- Do they process other crops?
- Prices charged for processing
- Running costs
- Capacity - do people ever have to take produce home and return the next day?
- Sources of information and support.

Community Based Processor Groups and Associations

Organisation of cassava processing – household, groups and enterprises.

- Operations and Governance of associations and farmer groups
 - Origin of group/association [how initiated]
 - Objectives and activities
 - Leadership structure [gender, how appointed]
 - Criteria for membership and current social composition. (gender, age, marital status)
 - Meetings [frequency, time, normal agenda]
 - Methods of maintaining unity and interest
- What equipment do they have? Ownership and control of equipment and tools
- Source of credit: Start up capital
- Products and product choice. Quality assurance
- Supply arrangements
 - Who is providing the fresh roots?
 - Criteria for selection of supplier (location, scale etc)

- Catchment area
- Prices for buying fresh cassava, including at different seasons?
- Financial arrangement with farmers, e.g., do farmers provide labour to peel cassava?
- Labour hired by the group (if applicable)– numbers, gender, origins, wages
- Facilities: (washing , protective clothing, first aid)
- Health and environment: health and safety precautions in place - Facilities (toilets etc), waste water disposal
- Marketing arrangements and linkages – location of sales, market prices and price trends.
- Ownership and benefit sharing arrangements within the group

Strengths, weaknesses and needs

Processors (men and women) perceptions of a) their strengths and weaknesses and b) External constraints at any point in cassava processing system and needs in relation to these.

Processors perceptions of their information, training, technology needs based on above analysis.

C. Service Providers: e.g. Government extension and NGOs

Another specific outcome required from the Scoping Study is the identification of service provider(s) to provide, under contract, services to farmers and their communities, acting both as sources of technical advice and helping farmers and the community to organise themselves effectively for working with a VPU and/or intermediary.

Details of organization currently providing services to farmers and/or community level processors

Current objectives, strategies and activities (including poverty and gender orientation)

Do they provide support to:

Individual farmers? Farmer groups? Faith groups? Small businesses?

Who do they not provide support to (Social exclusion: Gender, faith, poverty etc)?

Staff skills, numbers and associated resources etc

Perceptions of strengths and weaknesses of cassava situation in their target area

What are their perceptions of farmers' needs?

Perceptions of their own strengths and weaknesses in relation to achieving C:AVA objective

How could they provide support to C:AVA for:

- Post-harvest management eg technologies
- Pre-harvest management including access to superior varieties
- Group formation,
- Development of business skills
- Gender and diversity assessment and response