



FEED THE FUTURE

The U.S. Government's Global Hunger & Food Security Initiative



Gender and Youth Integration Strategy
**FEED THE FUTURE ZIMBABWE
LIVESTOCK DEVELOPMENT PROGRAM**

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USAID
FROM THE AMERICAN PEOPLE

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ACRONYMS

AI	Artificial Insemination
CIRIS	Client Impact and Results Information System
DZL	Dairiboard Zimbabwe Limited
FAAFB	Farming as a Family Business
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
FTF	Feed the Future
FTFZ-CD	Feed the Future Zimbabwe Crop Development Program
FTFZ-LD	Feed the Future Zimbabwe Livestock Development Program
GAP	Good Agricultural Practice(s)
GAHP	Good Animal Husbandry Practice(s)
GBV	Gender Based Violence
GII	Gender Inequality Index
GOZ	Government of Zimbabwe
HH	Household
IYCF	Infant and Young Child Feeding
MCC	Milk Collection Center
M&E	Monitoring and Evaluation
MFI	Microfinance Institution
MOU	Memorandum of Understanding
MSME	Micro, Small, and Medium Sized Enterprise
NGO	Nongovernmental Organization
PVO	Private Voluntary Organization
RDC	Rural District Council
SME	Small and Medium Size Enterprise
SPS	Sanitary and Phytosanitary Standards
USADF	US African Development Foundation
WASH	Water, Sanitation, and Hygiene
WEAI	Women's Empowerment in Agriculture Index
Zim-AIED	Zimbabwe Agricultural Income and Employment Development Program

EXECUTIVE SUMMARY

The Feed the Future Zimbabwe Livestock Development Program (FTFZ-LD) is a USAID funded five year program that aims to reduce rural poverty and improve household food security among smallholder producers through increased agricultural production, productivity, and market linkages in the beef and dairy cattle sectors. The program mainly seeks to improve food security and increase incomes for beef and dairy farmers; improve hygiene and nutrition practices of targeted households; and build the capacity of local organizations working with the program.

Since women play a critical role in food production and nutrition in Zimbabwe, activities that prioritize their engagement are central to household food security and increased agriculture production strategies. Feed the Future Zimbabwe Livestock Development Program will focus on activities that maximize the productive and gainful participation of women and youth in the program.

As outlined and detailed in this document, the gender integration strategy will assist thousands of Zimbabwean smallholder beef and dairy farmers improve the quality of their lives and the lives of their families by involving women and youth in livestock production activities; ensuring their participation in decision making spaces; and addressing women's practical needs in livestock development, in particular access to credit, inputs, market information, and technology; and, increasing awareness on gender and social inclusion. Activities will be structured in a manner that ensures women and youth have equal access to training and extension services; opportunities for new income generation; leadership growth and development through trainings, institutional partnerships, and strengthened groups.

The activities described in this document address the short-term goals of this gender integration strategy - expanding options and creating new opportunities that generate income for men and women through targeted interventions. By addressing practical gender needs while recognizing the variation across regions, and even across cultures within regions, the program will ensure maximum impact in the short-term. The following interventions will address women-specific challenges in FTFZ-LD operational areas:

- Actively promoting a range of commercial opportunities for women within the beef and dairy cattle sectors.
- Providing gender appropriate training that involves both men and women.
- Introducing new technologies to increase female and youth involvement. This includes the introduction of feedlots; fodder production; livestock marketing options; cattle handling facilities and tools (nose tongs, cattle races, etc.); and ICT short message services (SMS).
- Encouraging, promoting, and persuading local businessmen and opinion leaders to take an innovative approach within their own farms and demonstrating the benefits of an equal decision making process in livestock management.
- Creating and encouraging microenterprise activities with women and youth groups that support livestock production. Activities include supplying inputs; cottage industries (cheese making, milk processing); provision of dosing and dipping services; provision of AI services, etc.
- Improving nutrition for the whole family.

By expanding options and creating opportunities for both sexes, the Feed the Future Zimbabwe Livestock Development Program will organically address the **long-term goal** of influencing social norms and gender roles to improve gender equality and respond to the **strategic gender needs** of the targeted population – addressing constraints posed by customary systems, norms, or social institutions that limit choices, decision making, and relationships.

Addressing strategic needs and constraints posed by customary systems can empower women to challenge and change their domestication, subordination and marginalization status. Addressing strategic gender needs relating to power, leadership, control and ownership of cattle, legal rights, and land ownership, will require increasing gender awareness, and empowerment of women to develop skills. FTFZ-LD will train and develop beneficiaries on farming as a family business, leadership skills, group development; increase awareness of the benefits of gender inclusion; and engage community leadership to act as advocates of change.

Achieving the above will encourage more equitable control over resources and asset allocation among family members, improve intra-household relations and reduce domestic conflict. This will be done through:

- Increasing gender awareness through trainings and promoting LD as a family business, stressing the monetary and dietary benefits of a whole family approach.
- Creation of an enabling environment that allows for women to build skills in leadership in LD and take up leadership positions through trainings.
- Engaging with community leadership to act as advocates of change in communities by increasing their awareness on gender and social inclusion.
- Increasing awareness on gender rights and social inclusion, in order to challenge women's subordinate role in livestock.

RECOMMENDED ACTIONS

Commercial opportunities:

- Engage women and youth in all aspects of the beef and dairy value chains by strengthening production systems as well as increasing access to credit, inputs, and market linkages.

Gender-appropriate training, inclusion, and awareness:

- Capacity building to ensure that program staff and partners are equipped to include gender throughout project activities.
- Development and promotion of gender and youth inclusion messages to further bolster a positive image of gender and youth integration in target areas.
- Awareness programs on gender equality and youth social inclusion in target areas of operation to spread knowledge regarding the need for gender equality and youth inclusion in development programs. Though attitudes take time to change, initiatives to increase awareness have shown positive changes in communities.
- Deliberate targeting of women and youth to ensure their participation and inclusion; specifically, targeting viable female-headed households such as widows, in areas with large populations of female-headed households.
- Development of a gender fact sheet reporting template for field staff to standardize tracking and capturing gender issues and activities for continuous documentation and reporting throughout the life of the program.
- Quarterly communications team visits to the field to document gender and youth successes, for use in program reports (weekly, monthly, quarterly, etc.)

Introduce new technologies:

- Consultations with stakeholders and livestock farmers on innovative, low-cost, and sustainable gender-sensitive technologies and structures accessible to women livestock farmers.

Equal decision making:

- Through trainings and capacity building on leadership qualities and business, the program will help establish and/or strengthen women groups and associations' access to services. Strengthening women's negotiating skills and capacity will allow women skills to demand for better service, which will increase productivity and economic welfare collectively. In addition such networks can also more effectively demand and assert women's land and water use rights.

Employment opportunities and microenterprise activities:

- Fostering partnerships with financial institutions, to increase opportunities for women and youth to access productive resources and services (credit, land, extension, markets etc.).
- Working with partners, including interested donors, to spearhead gender integration in livestock development.
- Networking to maximize impact, including collaboration with stakeholders to share information and best practices, and to pool resources.
- Broadening rural job options for women and youth in the livestock sector through expansion of agribusiness services and other microenterprises.

Improved health and nutrition:

- Train, promote, and involve women in nutrition-related activities, which in turn will improve overall family nutrition and health. This involves training on nutrition; encouraging consumption of locally available food groups and their preparation and storage; encouraging planting of fruit trees that can be consumed by both livestock and families to increase food diversity; and exclusive breast feeding and nutrition for women of reproductive age.

INTRODUCTION

As part of Feed the Future, the US government's global hunger and food security initiative to alleviate global poverty, this livestock development program aims to reduce rural poverty and improve household food security among smallholder producers in Zimbabwe through increased agricultural production, productivity, and market linkages in the beef and dairy cattle sectors. Feed the Future Zimbabwe Livestock Development Program will directly benefit 5,000 farmers and families (3,000 beef cattle farmers and 2,000 dairy farmers; a target of 50 percent female beneficiaries). Additionally, the project will focus on improving hygiene and nutrition practices of targeted households and building the capacity of local organizations working with the program to

implement agricultural development activities. Feed the Future Zimbabwe Livestock Development Program contributes to USAID/Zimbabwe's strategic assistance objectives through activities that directly influence agricultural sector productivity and income and employment generation.

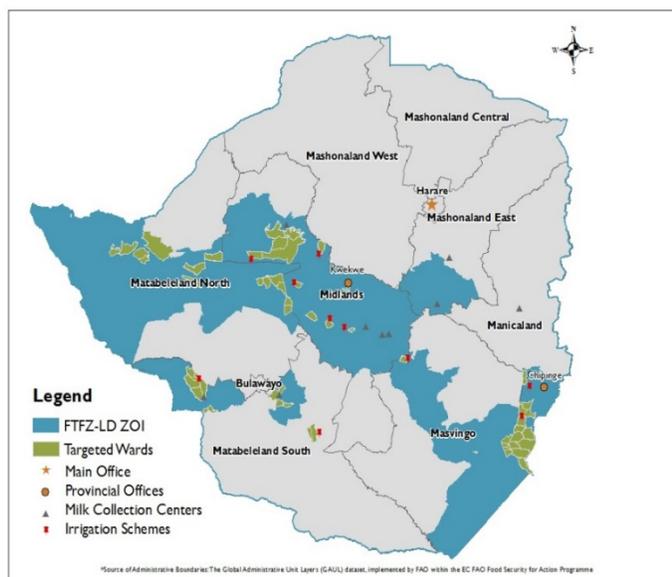
Program activities are confined to smallholder farmers in agro ecological regions III, IV, and V within the provinces of Manicaland, Midlands, Matabeleland North and South. From Figure 1 above the following districts are targeted by the program: Bulilima, Chikomba, Chimanimani, Chipinge, Chiredzi, Chirumanzu, Gokwe South, Gweru, Hwange, Insiza, Kwekwe, Lupane, Masvingo, Nkayi, Shurugwi, and Umzingwane.

Women play a critical role in food production and nutrition in Zimbabwe; activities that prioritize their engagement are central to household food security and increased agriculture production. Feed the Future Zimbabwe Livestock Development Program will focus on activities that maximize the productive and gainful participation of women and youth.

This document discusses recommended activities as part of the strategy to address the gender-specific challenges faced by project clients in FTFZ-LD operational areas. Drawing from Fintrac's previous work under the Zim-AIED program and the USAID/Zimbabwe Feed the Future work plan, the strategy seeks to increase household incomes; expand women's participation in decision making and control over resources enhance family nutrition and foster youth participation in agricultural activities.

To strengthen and inform this strategy, a field-based gender contextual analysis and assessment was conducted in FTFZ-LD target areas during the months of October and November 2015. The assessment consisted of meetings with stakeholders, focus group discussions, individual interviews, observations, responses to a questionnaire by key informants and site visits. The objective was to identify cultural, technical, and economic barriers to full-family participation in program activities and to address economic inefficiencies resulting from gender inequalities. The assessment allowed for an in-depth understanding of the gender related needs of the project's target population and, as a result, a more nuanced, customized approach to gender integration. A total of 87 farmers participated (51 female and 36 male), and six key informants were interviewed (four female and two male). See Annex 2 for details of the field assessment tools used.

Figure 1: FTFZ-LD Geographic Focus Area



I. BACKGROUND

I.1 COUNTRY CONTEXT

Zimbabwe, once the bread basket of Africa, is now a net importer of almost all basic food commodities, including maize, dairy, and livestock products. Economic decline began in 2000 when a multitude of policies and problems led to increased poverty and reduced food security. Furthermore, this environment has contributed to unemployment rates estimated as high as 70-85 percent. For many women nationwide, this situation means that their husbands have left to seek employment in neighboring South Africa, and they must bear the responsibility of caring for their household. Moreover, these families struggle financially because of poor remitting behaviors from the husbands who have left because of, among other reasons, the low-income jobs that they secure abroad. The increase in rural and urban poverty has resulted in negative coping strategies, such as infidelity, prostitution, and criminal activities.

Over the past few years the economy has begun to recover, and the government is making efforts to implement international and regional treaties, conventions, protocols, and declarations on gender equality. Zimbabwe's new constitution provides the basis for enjoyment of rights by all citizens and the country has made some progress towards enhancing the participation of women in various spheres of governance. The 2013 elections witnessed an increase of 22 percent in women's representation in parliament (from 16 percent to 38 percent) based on the constitutional quota that created a mixed system and guaranteed women a minimum of 22 percent of the seats in the National Assembly. The absence of similar provisions in local government resulted in the proportion of women declining from 18 percent to 16 percent.

According to the 2015 Human Development Report, Zimbabwe ranks 112 out of 155 countries in the Gender Inequality Index (GII). The GII calculates the loss in human development due to inequality between female and male achievements across three dimensions: health, empowerment, and economic activity. Gender inequalities between women and men in Zimbabwe remain the most pronounced in formal sector employment. This disparity can be seen in incomes, and access to, ownership of, and control over the means of production in key sectors: agriculture, mining, tourism, and trade. Policies and programs for women's economic empowerment and participation, however, remain small-scale. Even though Zimbabwe has incorporated some progressive legislation in many areas of this sector, the country did not achieve the target of 50 percent of women involved in economic decision making by 2015. There still remains a great need to increase women's access to sustainable and meaningful employment, as well as education that paves the way for such employment.

Although women in Zimbabwe remain a marginalized group with limited access to resources and services on par with male counterparts, more than 65 percent¹ of Zimbabwean farmers are women. Even with this predominance, they cannot readily access agricultural assets and inputs. Moreover, time- and labor-intensive tasks, such as cleaning livestock pens and milking cows, are left primarily to women, which means that they must work more hours per week than men but also take care of the home. Women are also the guardians of household food security in terms of determining what food to buy, store, consume, and sell. According to the Feed the Future Zimbabwe Livestock Development Program baseline survey from October 2015, female-headed households and especially widows, single women, and women in polygamous relations, are more vulnerable to food insecurity compared to male-headed households.

¹ FAO State of Food and Agriculture 2010-2011 page 104, 111

In Zimbabwe, even after the land reform program, women and men still do not have equal access to land resources. Men continue to dominate in ownership of land across all sectors. Women constitute 45 percent of owners of land in communal areas compared to 55 percent ownership among males. Likewise, males dominate ownership of livestock. While women are major contributors in livestock production, they face various constraints that limit them from achieving optimal livestock production. The FTFZ-LD baseline survey notes that the majority of households interviewed who own fewer than 10 cattle and two or fewer dairy cows, were male-headed households, and women who own livestock do not always have ultimate control over their animals.

Lack of economic opportunities in rural areas has contributed to high rates of urban migration mainly by the youth. With 60 percent of the population under the age of 25, engaging youth in agricultural livelihoods will positively contribute to Zimbabwe's economic future. Thus, there is need to devise clear strategies that both empower women and youth.

Findings from the contextual field analysis by FTFZ-LD identify access to water as barrier for many women to participate in beef and dairy farming. Zimbabwe currently has a critical water shortage, especially in regions targeted by the program, which requires greater travel time to locate potential water sources. In areas of severe water shortage, cattle pens are located closer to pastures and water, but further from the homestead. Given that ascribed gender roles delegate water collection to women, they often risk their own security to undertake this task. For example, in some areas of Gokwe and Chipinge, women walk long distances to and from water sources. As a result, the women are more vulnerable to rape and injuries. In addition, the act of fetching water can be more physically taxing on women, as men often use labor saving technologies such as wheelbarrows and scotch carts, which women do not have access to. Further, the hours spent away from the home to reach water sources puts a burden on completing other household tasks and taking care of the family. For some mothers, leaving their children at home alone can be dangerous, as they may be unprotected from abuse. Moreover, the available water is often drawn from unprotected sources, which leave the entire household vulnerable to diarrheal and other water borne diseases.

Another pressing issue is gender-based violence (GBV), which includes domestic violence, abuse and rape. In recent years, the government has enacted a series of legislative and policy reforms and programs, such as the Criminal Law Act (2006), Domestic Violence Act (2007), and the Anti-Domestic Violence Council as an enforcement body. The 2013 Constitution upheld a commitment to ending GBV. With these efforts there has been increased media coverage and public awareness of GBV, which has resulted in an increase of legal cases regarding gender violence.

Yet, despite these laws, many people still lack awareness of the legal routes and structures that have been created to combat GBV. Most Zimbabwean family structures continue to be heavily biased towards men, and traditional leaders often lack gender equality sensitivity and knowledge on new laws.

Women farmers, traders, income earners, mothers, and family caretakers play a critical role in achieving food security in Zimbabwe. Activities that prioritize women's empowerment are central to income generation and food security strategies to help ensure household nutrition, improved health, and increased incomes.

I.2 USAID'S GENDER REQUIREMENTS

USAID's operations manual specifically addresses gender and gender analysis through its Automated Directive System (ADS), which states:

“Gender issues are central to the achievement of strategic plans and Assistance Objectives (AO), and the United States Agency for International Development (USAID or the Agency) is striving deliberately to promote gender equality, in which both men and women have equal opportunity to benefit from and contribute to economic, social, cultural, and political development; enjoy socially valued resources and rewards; and realize their human rights.”

The requirements for gender integration in the ADS ensure that gender integration is not a one-time accomplishment by any project or Mission. Gender integration is a continual and variable process and an integral part of all program design and implementation.

In recent years, USAID has been investing more resources in women's empowerment. The Women's Empowerment in Agriculture Index (WEAI) measures the empowerment, agency, and inclusion of women in the agriculture sector to identify ways to overcome those obstacles and constraints. WEAI tracks women's engagement in agriculture in five main domains: production, resources, income, leadership, and time. Feed the Future Zimbabwe Livestock Development Program incorporates the five domains of empowerment in the WEAI into its own approach with the following activities:

- **Increasing agricultural production and productivity.** Technicians will provide training to help farmers increase milk yields to a minimum of 12 liters per cow per day. In the beef value chain, trainings focus on animal health and nutrition and genetic potential to increase yields. The program target is 50 percent of its training beneficiaries to be women and youth.
- **Helping women access resources.** With greater financial opportunities, more women can afford startup costs and purchase inputs through linkages to financial service providers. By the end of the project, at least 50 percent of beneficiary farmers will have borrowed to finance purchases of livestock or other capital investment. The program is targeting for 50 percent of borrowers to be women.
- **Increasing incomes for farmers.** Through business skills training on budgeting, recordkeeping, and profit/loss calculation, women can better manage and control their income.
- **Including women in all activities and empowering them to lead.** The program targets to have at least 50 percent of all lead farmer and leader roles in milk collection centers and other similar farmer organizations to be filled by women. Having more women in leadership positions will help to ensure women's needs are considered in livestock development planning and implementation processes.
- **Increasing the adoption of improved technologies and management practices.** These efforts will save women time, decrease their overall workloads, and increase their productivity.

Consistent with USAID's gender equality and female empowerment policy, the Feed the Future Zimbabwe Livestock Development Program will seek to increase gender equality, women's empowerment, and effective equitable inclusion of women in all activities, leadership roles, and credit opportunities. These efforts are an important component in the battle against food insecurity, as income earned and controlled by women is more likely to be spent on family welfare investments (health, education, nutritious food), and therefore has a doubly positive development impact.

Under the Feed the Future Zimbabwe Livestock Development Program contract, USAID/Zimbabwe seeks to emphasize gender equality by ensuring that at least 50 percent of project beneficiaries are women. To incorporate gender equality and female empowerment, the program will promote the adoption of labor-saving technologies and innovations. Across all agricultural activities, gender-based constraints will be addressed by facilitating the participation and success of women in addition to men. Specifically, the project will strive to promote women's involvement in leadership roles and within governance structures; increase women's access to finance; boost the ability of women in productively marketing livestock and milk; and increase their control over farm-generated income.

The project also seeks to raise gender integration awareness, broaden male and female perspectives on gender roles, and promote women's empowerment. Interventions will also raise awareness and take into consideration issues surrounding GBV. In addition, USAID/Zimbabwe seeks to shift Zimbabwean youth perception of agriculture by engaging young people in high-value agricultural activities to help them realize the opportunities for improved incomes that exist through agriculture.

2. GENDER INTEGRATION STRATEGY

Feed the Future Zimbabwe Livestock Development Program provides gender-appropriate assistance that targets women to improve income generation, food security, living standards, quality of life, and education under a whole family approach. The project emphasizes the equality of men and women as a guiding principle for all activities and provides appropriate gender training where necessary to sensitize project staff, clients, and partners. It recognizes the varying social/cultural roles that men and women traditionally play in microenterprise and agriculture based on societal norms, geographic location, economic status, and targeted sub-sectors, and strives to ensure effective project participation and subsequent realization of benefits by all. While this strategy focuses on women and youth, incorporating men into all project activities is crucial to success and sustainability. It is important to recognize that livelihood shifts usually have a gendered character - they affect domains customarily dominated by men such as big livestock production, ownership of cattle, and marketing, even though the activity might be underpinned by women's productive labor. Such shifts in gender roles run the risk of seriously destabilizing households. Project activities that empower women may leave men feeling disempowered, creating tensions in the household between men and women.

To go beyond the zero sum model of gender conflict, the program has focused on the empowerment of the family unit as a whole. By taking this innovative approach to gender integration, the Feed the Future Zimbabwe Livestock Development Program will expand options and create new opportunities for men and women to maximize the project's impact through:

- Inception meetings with community leaders including sensitization on gender and youth inclusion to gain support in encouraging women and youth participation in livestock development activities.
- Raising awareness on gender and social inclusion in development among male and female farmers.
- Increasing gender and youth inclusion capacity of field staff and stakeholders.
- Deliberate targeting of viable women, men, and youth livestock farmers to participate in project activities.
- Introduction of technologies and activities, including commercial production, processing, and marketing, that appeal to the entire family and have the potential to save on labor and improve productivity not only for women, but for all family members.
- Specifically targeting youth, and especially young women, to participate in project events to maximize impact.

Feed the Future Zimbabwe Livestock Development program has identified a number of intervention areas and activities that address women-specific challenges in Zimbabwe and that ensure impact on whole families participating in project activities.

FTFZ-LD's Gender and Youth Integration Approach (2015)

FTFZ-LD recognizes that the equitable participation of men, women, and youth (aged 15 to 35) in the economy drives competitiveness. The project's integration approach focuses on including gender and youth issues in existing project offerings rather than developing separate activities. This approach is built around four principles:

- We seek to understand the roles and contributions of men, women, and youth within the livestock value chain.
- We enable men, women, and youth to help design, fully participate in, and benefit from value chain activities.
- We address the unique constraints and opportunities of men, women, and youth in livestock value chains.
- We support the empowerment of men, women, and youth as entrepreneurs in livestock development.

Key Value Chain Activities

FTFZ-LD is advancing a number of activities to enhance the livestock value chain, including the following:

- In partnership with microfinance institutions and suppliers, increasing the availability of quality livestock inputs.
- Introducing innovative technologies that include gender-friendly tools to enhance productivity and full participation of women (such as tongs for handling cattle to make it easier for women to administer medicines).
- Strengthening livestock channels by communication and information sharing.
- Training smallholder farmers on beef and dairy production, nutrition, water, sanitation, hygiene, gender, environmental issues, and business management.
- Introducing innovations such as new techniques and technologies to dairy and beef farmers as part of a comprehensive package of good animal husbandry practices to maximize yields, and increase income generation and food security. Activities introduced will include low- to no-cost ways of increasing production and access to fodder, silage, and high-nutrient feed to improve productivity.
- Integrating smallholder farmers into commercial production schemes.
- Developing new domestic and international commercial market linkages.
- Disseminating accurate marketing information.

2.1 CREATING OPPORTUNITIES FOR WOMEN AND YOUTH IN THE COMMERCIAL LIVESTOCK SECTOR

Feed the Future Zimbabwe Livestock Development Program seeks to contribute to a highly competitive, sustainable, and smallholder-inclusive Zimbabwean livestock industry through increases in smallholder productivity, sales, and incomes. Fundamental to this goal is the strategy of creating new opportunities for women and youth in commercial livestock activities and supporting their meaningful involvement across the livestock value chain from production to processing to delivery.

Small-scale farmers, especially women, face challenges in engaging in modern livestock supply chains and therefore cannot tap into the potential additional income. In dry regions IV and V where rearing cattle offers an important livelihood source, increasingly extreme weather conditions increase vulnerability of smallholder farmers to droughts. These farmers also struggle to distribute and market their livestock, as they are mostly located in areas with poor transport systems and communication networks. In

comparison to men, women face disadvantages in terms of mobility, access to and ownership of assets and productive resources, and access to market information.

Feed the Future Zimbabwe Livestock Development Program actively promotes a range of commercial livestock production opportunities for men, women, and youth. The program will build demand for smallholder-produced beef and dairy products by focusing on quality, continuity of supply, and cost-competitiveness. Efforts to commercialize small-scale beef and dairy farmers on communal land include:

- Strengthening and raising efficiencies in production systems. An impediment to women's involvement in livestock is the burden of time. Women are often responsible for tasks in the home in addition to their duties caring for livestock. Therefore, with more productive and efficient systems, women can better balance their involvement in livestock with other tasks.
- Providing access to credit and inputs. Lack of credit and inputs, such as finance and asset control, poses a huge barrier for women and youth involvement in the livestock sector. Women and youth often depend on men and illegal sources of financing such as loan sharks that charge high rates of 20-30 percent per month. By providing support in accessing credit, the program is giving women and youth an easier gateway into the livestock sector.
- Linking producers to sustainable local, regional, and international buyers.
- Training farmers to adopt good business and agricultural practices.
- Broadening rural job options in the livestock sector by expanding agribusiness services and other microenterprises to encourage youth participation and engagement in the livestock sector.
- Attracting new private sector investments that increase the demand for beef and dairy products. Introduction of systems that improve supply, reliability, and quality of smallholder beef and dairy products to that of market standards will result in increased competitiveness within the market for smallholder beef and dairy farmers.
- Sourcing financial and technical assistance to reduce the costs of aggregation and marketing of beef and surplus dairy products from smallholder farmers.
- Supporting women to improve product quality and safety, thereby improving commercialization potential. While all project beneficiaries will learn the importance of identifying themselves as commercial farmers and the relationship between high-quality product, customer satisfaction, and price, women specifically will be targeted as lead farmers and quality supervisors at collection points (for dairy) to encourage self-regulation of quality through low-cost rapid testing equipment.

2.2 PROVIDING GENDER APPROPRIATE TRAININGS AND EXTENSION SERVICES

Responsibilities in livestock production differ for men and women. Men tend to be more involved in marketing, construction of pens, and disease control, while women often have a prominent role in milk and meat processing from cattle for home consumption, making them key in household provision of food. Generally, women and young men spend more time on day-to-day livestock farming activities at the household level. Despite their many roles in livestock production, women's control and decision making over cattle is limited. Greater gender equality in livestock production can enhance productivity by tapping into and enhancing existing knowledge and skills that women possess in livestock production.

Gender appropriate trainings and extension services must also consider cultural norms that affect women and youth participation in livestock development. In many regions of Zimbabwe, the dominant patriarchal society discourages women's participation in leadership and public arenas. This perspective

often limits women to milk processing and water gathering as these tasks fit the traditional gender roles. However, focus group discussions (FGDs) found that perceptions are increasingly changing in this sector. Feed the Future Zimbabwe Livestock Development Program will capitalize on this shift in attitude and encourage increased involvement of women in other areas of livestock development while taking into consideration cultural implications and barriers.

2.2.1 Provide training and technical assistance in places and at times accessible to women and youth

Several factors can undermine women's ability and/or willingness to travel and participate in trainings, including: household responsibilities, constraints on time due to daily domestic responsibilities and childcare and cultural norms that discourage leadership. For this reason, decentralized technical assistance and training allows men and women in rural areas greater access to information. Moreover, trainings need to be tailored to the specific needs of female beneficiaries.

Feed the Future Zimbabwe Livestock Development Program employs a methodology that utilizes demonstration farms, on-farm technical assistance visits, and field days to bring trainings directly to women. Decentralized technical assistance and training makes it easier for all farmers to access assistance and information, and the project encourages the field based behavior change and communications officers to consider the practical needs of both genders when selecting times and venues for trainings. FGDs revealed the following salient points:

- Women identified mornings at 10am as the best time for trainings. Since they need to prepare lunch for young kindergarten children who return home at 12pm, they only have an hour at most for training sessions.
- Men usually set the times and venues for the trainings without consultation with women and often do not communicate clearly the exact time. Women said they prefer trainings be held closer to their homes, while men do not mind meeting at business centers or schools.
- Fewer young women participate in program activities. Discussions with women revealed that the best time to involve this group is around 4pm when school children have returned home and can relieve mothers from taking care of younger children.
- Trainings should not be scheduled during times when women are busy in the field, during rainy season, or on days of rest from field activities (normally a Thursday or Friday of every week).
- Youth are often unaware of training and events. Therefore, the program will employ information and communication technology through mobile phones, as most youth already use this method to share information and mobilize.

By continuing to provide trainings that target women in places and at times convenient to them, the Feed the Future Zimbabwe Livestock Development Program will maximize female participation.

2.2.2 Create gender-appropriate training materials

For men and women in Zimbabwe, especially in rural areas, illiteracy continues to pose a problem; about 15 percent of women in the country cannot read.² Therefore, messages and extension services must be adapted to deliver technical information and training materials to clients with reading proficiencies ranging from zero to advanced levels.

Even so, FGDs found that some participants, especially elderly women, still had trouble understanding training materials. These elderly men and women often own more cattle than young people and represent an important demographic in the livestock sector. Thus, for this particular demographic, the Feed the Future Zimbabwe Livestock Development Program will focus efforts on effectively promoting

² U.S. Central Intelligence Agency World Factbook: *Zimbabwe*.
Rep Web. < <https://www.cia.gov/library/publications/the-world-factbook/fields/2103.html> >.

demonstration techniques; demo plots and field days; information, education, communications materials; and instructions on livestock. These techniques will concentrate more on demonstration and visual aids versus text-based learning.

2.2.3 Include GBV in trainings and awareness campaigns

Focus group discussions with men and women indicated GBV as a major problem in their communities. Studies show that women (and young girls) are disproportionately susceptible to various forms of violence. According to statistics from the Zimbabwe Demographic and Health Survey (ZDHS 2010/11):

- Women and girls are the victims in 60 percent of the cases.
- About 43.4 percent of women in Zimbabwe have experienced physical and/or sexual violence.
- For girls 19 years and younger, 51.3 percent have their first sexual experience forced against their will.
- Workplace sexual harassment, economic disempowerment, unemployment, orphan hood, cultural practices, and the code of silence continue to hinder efforts to eliminate GBV

In most Zimbabwean family structures women rely heavily on traditional family structures, which are often heavily biased towards men. In addition, most women and community leaders are unaware of new laws enacted to address GBV and support services created to help people affected by GBV. To address these issues the Feed the Future Zimbabwe Livestock Development Program will work and collaborate with other institutions focusing on GBV to increase awareness of GBV and available support structures and services among beneficiaries and traditional community leaders within its zone of influence. The program will also train stakeholders and field staff on mitigating GBV.

2.2.4 Promote women and youth involvement in decision making and empowerment

In all regions visited for the program's gender assessment, men dominate decision making regarding cattle. Although women are largely involved in livestock management of the family herd, men continue to make all major decisions about the family herd. The rights and responsibilities over decisions attached to female owned livestock, such as bridal cows, are limited and require approval and consultation with husbands. Other decisions that necessitate approval from men include putting cattle in feedlots, ploughing for neighbors, and fodder production.

Limited female control over livestock assets and income due to unequal power relations within the household affects family welfare and economic growth. Without feeling enabled and empowered to make decisions regarding livestock production, including how to spend proceeds, women become mere laborers. Feed the Future Zimbabwe Livestock Development Program will provide skills and trainings to women to increase their access to resources in livestock and enable women to have greater bargaining power and participation in livestock development.

The program's recent baseline findings show that 36 percent of leadership positions were occupied by women, but few youth are involved in agriculture and leadership. Additionally, according to registers and observations, older women and men generally participate in and attend meetings while young community members largely do not. FGDs highlighted that for young women, their reproductive roles and child care responsibilities restrict prolonged absence from homesteads, as they are often requested to tend the household while other family members attend development and social activities. Young men are typically not interested in attending, or they have left to seek out employment elsewhere. These findings show the importance of engaging youth by spurring their interest in livestock activities, and ensuring that young women have accessible trainings nearby their homes.

Understanding the determinants of women's participation in markets can help identify intervention areas that will optimize women's participation and benefits. Collective action can also promote women's livelihoods and support women's empowerment. From an agriculture and markets perspective, women

can pool labor, resources, assets, and even marketable products to overcome gender-specific barriers that constrain them from participating in economic activities. Feed the Future Zimbabwe Livestock Development Program will promote women farmer groups to enable women's empowerment and collective encouragement to attend meetings.

2.2.5 Promote whole family involvement in project activities

Program staff found that at a community level, there have been marked improvements in female participation in socioeconomic activities when community leaders are consulted and awareness is raised on gender and youth inclusion. The participation of men in activities involving women also promotes gender equality.³ To move past traditional gender roles, men need to be involved in project activities and shown the benefits of addressing women and youth participation in livestock production. Feed the Future Zimbabwe Livestock Development Program and partners will explicitly invite entire client families to specific trainings. Male-headed households will be approached in including women in livestock production by viewing livestock participation as a family business that requires incorporating all household members for increased production and success.

2.2.6 Deliver trainings on topics relevant to men and women

Various factors (traditional, cultural, patriarchal, and socioeconomic) determine female participation in livestock production as attitudes in these areas influence large livestock ownership and the capacity of women to make decisions. Generally men participate more in marketing, administration of medicines, and construction of cattle pens, while women are responsible for day-to-day livestock management tasks such as feeding, watering, and milking. Feed the Future Zimbabwe Livestock Development Program implements a customized approach to deliver specialized trainings to women and men with a practical focus on topics of most relevance. These trainings integrate business skills (including numeracy and basic accounting), loans, inventory management, and investment to help families participate in more value-added, profit-generating businesses. Training topics that women have found most helpful include: survival and pen fattening feeds, fodder production, and selection and administration of drugs.

2.2.7 Integrate gender messages

To maximize the impact of training sessions and technical assistance visits, all program and partner staff will receive training on integrating messages on gender and youth inclusion to ensure a cohesive and well-rounded extension approach. To date, seven program staff and six stakeholders from Livestock Production and Development (LPD), Women's Affairs, and the Ministry of Youth have been trained on basic gender concepts and social inclusion of women and youth to emphasize the benefits of whole-family involvement in livestock activities. These messages not only encourage women and youth to participate in activities, but also ensure male buy-in and emphasize positive perceptions of women's participation in income-generating activities.

2.2.8 Share successes

To engage youth, ensure male buy-in, and encourage further female involvement, the program will highlight the successes in family health and wellbeing for those women already participating. Sharing these stories and best practices keeps women engaged in program activities while demonstrating to men and to the community the value of women's participation in agriculture in real terms.

- The project will plan targets for the number of innovative communications products (infographics, photo slideshows, short videos, etc.) it produces to show the positive impact of women's involvement.

³ *Gender Integration in Rural Extension Services: A Case Study from the Zimbabwe-PAAR Project*. Rep. Web. <http://www.landnetamericas.org/docs/PAARgender_Integration.pdf>. 5.

- The project communications team will plan quarterly visits to the field, with the specific goal of documenting gender and youth successes.
- Staff will be instructed to include gender and youth successes in their weekly highlight reporting as a priority.

2.3 INTRODUCING NEW TECHNOLOGIES TO INCREASE FEMALE AND YOUTH INVOLVEMENT

Introduction and promotion of new gender and youth friendly technologies allow women and youth to participate in all areas of livestock production and decrease workloads, furthering the program's aim of increasing women and youth involvement in the livestock value chain.

Nose tongs offer one such technology that reduces labor for women while optimizing production. Nose tongs are an iron device that clamp onto the nose of a cow to allow for easier handling of the cow. This technology eases tasks such as administering medicine and weighing cattle for women and youth who have long been excluded from these roles because of physical strength. Typically, women water and feed the animals, and must wait for men to carry out other tasks, which can delay the livestock production process. Nose tongs, at \$30-\$40, will make it easier to manage and handle cattle. Program farmers will be trained and encouraged to invest and use this technology as it makes it possible for all family members to engage in livestock activities without the physical barrier of handling cattle.

Technologies such as improved livestock housing structures that include handling facilities also ease tasks. Cattle races within these housing structures allow cattle to be herded into smaller areas, and thereby provide easier access to the animals to administer medicine, weigh the cattle, and other necessary jobs to ensure healthy cattle. These facilities allow women and youth the same access as men in handling livestock.

Housing structures and infrastructure models of cattle pens also need to be gender inclusive in their design. For instance, cattle

pen entrances that involve women climbing over a fence or having to climb in between logs, cause difficulties for women to maneuver and are culturally insensitive to women's traditional garb of long skirts. These gender insensitive feedlots also constrain time and increase labor intensity by making it difficult to ferry water and feed cattle. However, upon discussing modification of pen design, simple fixes such as wrap entrances would cost no extra money to modify pens to be gender inclusive.

All Feed the Future Zimbabwe Livestock Development Program feedlot cattle pens and lead farmer's cattle pens will be standardized and partitioned for single feeding, with race tracks and proper entrances for women to access the pens freely. These changes will increase meaningful participation of women and youth, and contribute to empowering women to explore male dominated roles, which will increase their confidence and self-reliance in livestock development.



Photos by Fintrac

Left: Without a wrap, women at Evergreen could not enter the feedlot.

Right: The 'gender unfriendly' entrance after it was rectified.

Technologies that allow increased access to safe water sources will also be promoted. One specific technology is the feasibility of installing inexpensive light pumps that go to depths of about 10 meters, where water tables are high, and that can be easily operated by women. Along with stakeholders and livestock farmers, the Feed the Future Zimbabwe Livestock Development Program will continue to explore other sustainable gender-sensitive technologies to make work in the livestock sector increasingly manageable and profitable for female-headed households.

By introducing and displaying improved technologies on demonstration plots and with demonstration herds at agribusiness hubs, entire communities will better understand their productivity and income potential. In this way, the program will accelerate the adoption of key agricultural technologies by smallholder farmers and incentivize input suppliers to consider smallholders as an untapped consumer base.

2.4 PROMOTING ACCESS TO ASSETS, INPUTS, AND INCOME GENERATING ACTIVITIES

Though few Zimbabweans have access to assets and inputs, in general women have even less access than men, and have not benefited from credit and loans as much as men. Within households able to obtain financial assistance and/or are generating profits, women often do not have a decision making role. As women often manage household purchasing, their lack of participation in financial decisions affects their ability to provide proper nutrition decisions regarding their family's consumption. In addition, many women do not have access to market information or markets to optimize potential profits.

Feed the Future Zimbabwe Livestock Development Program's field-based gender assessment found that women clients are involved in microenterprise and income generation activities, such as gardening, casual work, vendors, and petty trading. Many of these women have already been investing in small livestock and poultry, and the program will build on this work by promoting finance opportunities, building their personal herds, and strengthening their voices. Given how crucial income generation is to most women, especially female heads of households, the project will provide trainings in financial and business skills. In addition, through partnerships with financial institutions, the project will promote access to loans and sustainable markets.

2.4.1 Financial services

Ensuring access to finance, sustainable markets, and improved production will increase commercial sales and enhance food security for the entire household. Improving access to finance is a key factor in ensuring adoption of, and investment in, new production practices and technologies by women and youth smallholder farmers. However, in Zimbabwe, the cost and availability of finance are major challenges for business owners. Hyperinflation, multi-currency dispensation, and other economic issues have resulted in a tight liquidity crisis. In addition, lack of collateral is a large hindrance for Zimbabweans receiving financing. For women, social discrimination and land ownership adds a whole other dimension to this limited access to loans.

Poor rural financial sector development has also negatively affected savings. According to a FinMark Trust 2014 survey conducted by Research Continental-Fonkom, about 31 percent of Zimbabweans do not have savings, 49 percent had not borrowed during the last 12 months of the survey, and 69 percent were found to be uninsured. This current financial situation keeps the rural communities in Zimbabwe in poverty and underdevelopment. In terms of an urban/rural split, the survey shows that 47 percent of the urban population has a bank account while a mere 12 percent of the rural population has an account.

Feed the Future Zimbabwe Livestock Development Program is increasing access to finance for all players throughout the livestock value chain by ensuring smallholder beneficiaries have availability of funding needed to invest in and utilize improved technologies for increased productivity, and private sector partners have credit necessary for expanded business models. To stimulate lending in the

livestock sector, the program will partner with financial organizations, including microfinance institutions (MFIs), other financial service providers, and donor-funded initiatives, and will ensure partners are willing to work with clients for the long term (average two to three years) on a repayment timeline required for livestock investment. To increase the security of client loans, Feed the Future Zimbabwe Livestock Development Program will also link collateral insurance programs to the capital loan products provided when suitable.

Current MFI partners include Quest Financial Services, UNTU Financial Services, and VIRL Financial Services. These partners were selected due to their willingness to work with project farmers, including women farmers, in increasing access to finance, and because of their efficiency at processing loans. To date, two memorandums of understanding (MOUs) have been signed with Quest and VIRL, and a MOU with UNTU is in the draft stages. On average these MFIs are charging interests rates of 2.5 - 3 percent per month, which, while slightly higher than the lowest available rates, are acceptable based on the reasons they were selected as mentioned above.

Currently, providing access to finance for beneficiaries follows the group lending model, whereby group members co-guarantee each other. Some women, men, and youth farmers have taken up this facility for input financing for feedlots. To date, a total of \$32,229.26 in working capital has been disbursed for stock feed and veterinary drugs for 24 feedlots in the three target regions. A total of 151 beneficiaries, 45 women, have received access to this financial service so far.

In addition, the program will stimulate lending to the livestock sector through:

- Assistance to farmer groups that include women and youth in preparing business plans necessary to access financing from banks and other financial support programs.
- Collaboration with potential suppliers of credit, especially MFIs that had already provided loans under the previous USAID-funded Zim-AIED program, to create strong business relationships.
- Technical support in financial and business management practices to women and youth beef and dairy farmer groups.
- Partnerships with MFIs, other financial service providers, and donor-funded initiatives, including USAID's Development Credit Authority, to set up revolving loan schemes for women and youth dairy and beef farmers who are members of participating farmer groups.

2.4.2 Promoting female involvement in financial decision making

As with decision making in general, households do not always act as one when making financial decisions. According to discussions with key informants and farmers, women own and control small stock rather than large livestock. Women currently find more financial benefit from chickens and goats versus cattle because of male dominance in larger financial decisions that come from larger livestock. Therefore, women's income control and management is influenced by their ownership of livestock. Thus, if ownership of cattle by women increases, the likelihood that women will manage income from their sales will likely also increase. Feed the Future Zimbabwe Livestock Development Program will work with men and women to ensure equal ownership in livestock development and decision making.

2.4.3 Diversifying income-generating opportunities

Household-level income generation opportunities to diversify profit and nutrition streams and ensure that women - especially heads of households - can better provide for their families. Feed the Future Zimbabwe Livestock Development Program will support income-generating activities (IGA) in livestock that are traditionally undertaken by women and located nearby the home. Potential IGA should be activities for which women can use skills that they already possess.

One area of focus in IGA for female beneficiaries will be milk processing. Women are traditionally responsible for milking livestock as well as milk storage and processing, and home consumption.

Knowledge on processing sour milk already exists in Zimbabwe, and there is a need to promote and support women in producing hygienic products of consistent quality for local markets. Thus, women will be specifically targeted as lead farmers and quality supervisors at dairy collection points to encourage self-regulation of quality through low-cost rapid testing equipment and hygienic handling practices.

In addition, FGDs with women revealed their involvement in production of vegetables and fruits in gardens for home consumption and additional income. Encouraging and supporting processing and drying of surplus vegetables and fruits through trainings, development of skills in solar drying and packaging, and creation of market linkages will enhance household food security and increase incomes.

Lastly, the program will encourage youth to become entrepreneurs in agro dealership, sale of agricultural products such as veterinary drugs, provision of packaging material for stock feed and storage, and opportunities in cattle survival meal production.

2.4.4 Increasing women and youth's access to inputs

Compared to men, women and youth in Zimbabwe struggle more to access the necessary inputs for livestock development, which hinders their success in this sector. By helping to increase access to and control over inputs, the Feed the Future Zimbabwe Livestock Development Program will increase productivity and position women and youth for a more positive future in the livestock sector.

By working with Harare-based input suppliers and district-based agrodealers to build capacity and expand operations, the program will successfully market to female smallholder farmers and increase women's and youth's access to inputs. Input packages will be designed for farmers considering low-cost and time-saving technologies making them more affordable and accessible to women and youths, such as improved seed varieties for livestock feed. Additionally, the Feed the Future Zimbabwe Livestock Development Program will target women to become service providers in selected districts by facilitating their purchase of low-cost technologies that could be developed into profitable local businesses.

2.5 IMPROVING HEALTH AND NUTRITION

Improving nutrition is a high-level goal for the Feed the Future and the Global Health Initiative. Feed the Future Zimbabwe Livestock Development Program takes an integrated approach to improving food security in Zimbabwe by disseminating key health and nutrition messages with agricultural training. Since gender, health, and poverty are closely linked, women must be fully involved in any and all health- and nutrition-related activities.

Women are at greater risk of nutrient deficiencies because of lower body mass indices and their position in the household, which in many cases constrains their access to nutritious food. Deficiencies in key micronutrients such as Vitamin A, iron, iodine, zinc, and folate profoundly affect child survival, women's health, educational achievement, adult productivity, and overall resistance to illness. Providing women with access to more nutritious foods, especially nutrient dense foods, has been found to improve not only their own health and nutrition status, but that of the entire family. Feed the Future Zimbabwe Livestock Development Program works with women to encourage households to adopt healthful practices to increase the food security of the entire household.

3. MONITORING AND EVALUATION

Feed the Future Zimbabwe Livestock Development Program uses Fintrac’s proprietary monitoring and evaluation (M&E) system, the Client Impact and Results Information System (CIRIS), to track indicators in the field and disaggregate all data by gender. Additionally, technical specialists work with M&E and communications staff on each project to monitor gender activities on a quarterly basis. Results, highlights, and success stories are posted quarterly to the program intranet site for USAID review and dissemination. Feed the Future Zimbabwe Livestock Development Program includes a number of indicators to measure progress in the reduction of gender-based constraints and toward the improvement of equality and women’s empowerment.

In September 2015, the performance monitoring plan (PMP) was approved. The PMP includes indicators selected from Feed the Future indicators, as well as custom indicators tailored to measure impacts specific to Fintrac. To track gender changes in livestock production, the M&E framework will assess the following indicators:

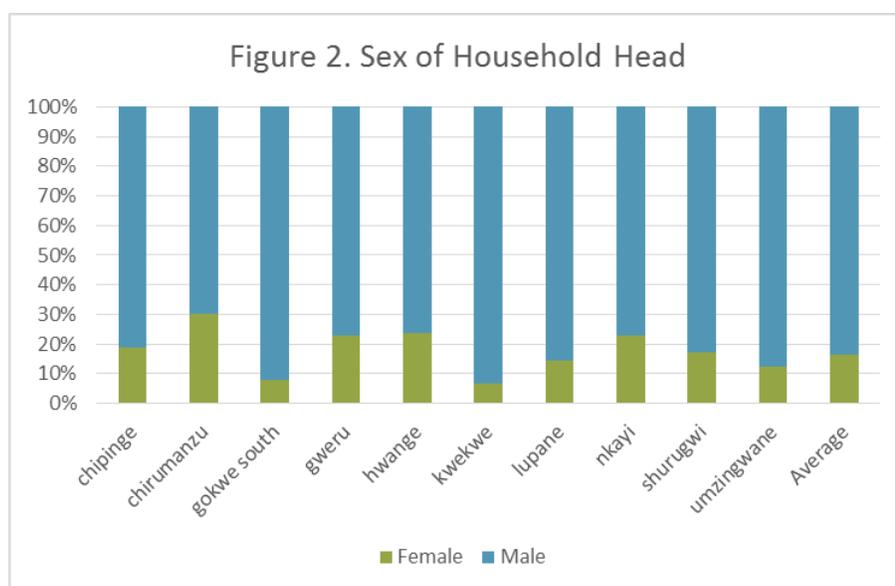
- Number of individuals who have received US government supported short-term agricultural sector productivity or food security training.
- Number of program beneficiaries in relevant leadership positions.
- Participation of women and youth in project training activities.
- Women’s dietary diversity: measure the micronutrient adequacy of the diet by reporting the mean number of food groups consumed in the previous day by women of reproductive age.
- Interventions for women and youth.

4. ADDITIONAL ACTIVITIES TO SUPPORT GENDER AND YOUTH INTEGRATION

4.1 UNDERSTANDING THE DYNAMICS OF ASSET ALLOCATION

Ownership and control of assets are critical for the well-being of individuals and households. Assets are long-term stores of wealth that can increase or decrease with investment or time. They can be used to produce products to generate income, or as collateral, giving owners access to credit and financial services. Studies have found that while some assets in a household are jointly held, many are held individually by men and women.⁴ Control over assets plays a critical role in determining the well-being of individuals within a household.

In Zimbabwe, agriculture continues to be one of the pillars of the country's economy, and while women provide more than 70 percent of labor in the agricultural sector, they have disproportionately less control over assets than men. Starting in 1980 and gaining significant momentum in 2000, Zimbabwe enacted land reform programs that radically transformed the structure of the agricultural sector in Zimbabwe. However,



according to the Ministry of Lands and Rural Resettlement and land audit reports, available statistics show that under Zimbabwe's land reform program, women only constitute 18 percent of beneficiaries under A1 zone and 12 percent under A2 zone, falling far short of the gender parity ideal.⁵ Women in communal areas have secondary land use rights through their husbands, and use of land in small commercial areas and communal areas where land cannot be used as security for credit. Letters showing ownership are often in the husband's name, and as such women cannot access inputs and cannot operate bank accounts. This situation reflects the overall disempowerment of women in agriculture because they are not direct co-owners of land together with their spouses.

Women in Zimbabwe also lag behind men in terms of property and livestock ownership. Factors that exacerbate gender imbalances include institutional procedures, culture, attitudes of law enforcing agents, lack of female financial influence, and insufficient information on existing rights, which hinder women from accessing property in Zimbabwe. More than 60 percent of women do not own a house or land at

⁴ Haddad, L., Hoddinott, J. and H. Alderman. *Intrahousehold Resource Allocation: Methods, Models, and Policy*, IFPRI. 1997.

⁵ Utete Report, by the Presidential Land Review Committee on the Implementation of the Fast Track Land Reform Programme, Zimbabwe 2003.

all, either alone and/or jointly. Of the 40 percent of women who do own a home or land, only 9 percent are sole house owners and likewise only 9 percent are landowners on their own.⁶ According to the Feed the Future Zimbabwe Livestock Development Program baseline survey, findings show that most of the household interviewed who own fewer than 10 cattle and two or fewer dairy cows were male-headed households (Figure 1 above). FGDs with male and female farmers in the three regions revealed that female-headed households were less likely to own cattle, although elderly widows sometimes inherited cattle.

Ownership of livestock and assets is critical for increasing productivity and is often closely linked with economic growth, poverty reduction, and reduced vulnerability. To assess the impact of project interventions on long-term goals of influencing social norms and gender roles to improve gender equity, it is important to understand the distribution of asset access, control, and ownership in the household, at the individual level. Different groups of women – female heads of households, widows, wives – have different asset rights and status that will determine their vulnerability.

Discussions with key informants at the LPD revealed that youth also generally did not own cattle and participated minimally in livestock development. The baseline survey results showed that cattle ownership increased significantly in the 30+ age group. Lack of youth participation reflects Zimbabwe's overall increase of youth migrating to South Africa for employment opportunities. Feed the Future Zimbabwe Livestock Development Program will capitalize on this search for employment opportunities by broadening rural job options for youth in the livestock sector through expansion of agroveter services and other microenterprises.

⁶ Zimbabwe Demographic and Health Survey, 2010-2011

5. CONCLUSION

Feed the Future Zimbabwe Livestock Development Program's gender strategy ensures women's participation in and empowerment through all program activities by adapting implementation to the current gender context and dynamic at the household and value chain level. FTFZ-LD will target communities with large numbers of female-headed households and set aggressive targets for the number of female beneficiaries to maximize gender impact. All staff, partners, and counterparts will be trained in our gender integration strategy led by our dedicated, full-time Gender Equity and Social Inclusion Officer. We will actively work to improve women's access to time, knowledge, assets and inputs, sales, and decisions in the beef and dairy sectors by:

Ensuring women benefit from increased livestock productivity and herd size. By holding trainings at times and places convenient for women, the program will introduce improved good agricultural practices and technologies into their production practices. Specifically, topics include: low-to no-cost ways of increasing production of and access to fodder and silage; the use of water harvesting and water-saving technologies; disease prevention, identification, and treatment to increase access to animal health services; and increasing herd potential through both genetic and non-genetic low-cost interventions. All field-based staff, partners, and counterparts will be responsible for ambitious, gender-disaggregated targets related to female participation in training events; technology adoption and progress will be consistently monitored and reported.

Improving women's access to inputs. Efforts will include increased access to credit to assist in the purchase of inputs, and linkages with input suppliers and agrodealers to specifically market female-friendly products to women within the livestock sector.

Improving women's access to markets. Direct training on farming as a business will enable women to look at their cattle as a productive asset. Topics covered will include cost of production, recordkeeping, and price negotiation. Female beef farmers will be connected directly with feedlots and the program will encourage profit sharing as well as facilitate the development of direct buyer agreements. With improved access to the necessary inputs and financial services, female dairy farmers can serve as local aggregation points that can feed directly to milk collection centers based on a fee-for-service model. Feed the Future Zimbabwe Livestock Development Program will also encourage female dairy farmers to develop micro dairy businesses to consistently supply high-quality milk to local community members, schools, and other buyers through small-scale commercial distribution sites.

Improving women's access to finance. This work will leverage group lending through agribusiness hubs and develop patient capital loan products that support long-term repayment schedules needed for livestock investment. The program will work with microfinance organizations including Quest, VIRL, and UNTU Capital to expand female smallholders' access to the financial capital needed to invest in improved technologies and marketing products.

This holistic gender Integration strategy will assist thousands of Zimbabwean women and youth to improve their lives and the lives of their families through increased involvement in the livestock sector. By targeting women and youth through promoting their involvement in leadership; training in leadership; promotion of equality among genders in accessing commercial opportunities, appropriate trainings, employment and microenterprise, and improved family nutrition, the program will integrate and increase their profitable participation in agricultural development.

ANNEX I: FIELD ASSESSMENT MEETING SCHEDULE

	Description	Location	# of Male	# of Female	Total
20/10/15	FGD	Chipinge (Kondo)	0	12	12
21/10/15	FGD	Chipinge (Rimai)	0	15	15
22/10/15	FGD	Chipinge (Rimai)	10	0	10
27/10/15	FGD	Lupani (Menyezwa)	0	10	10
28/10/15	FGD	Lupani (Menyezwa)	10	0	10
29/10/15	FGD	Lupani (Mzola)	0	10	10
03/11/15	FGD	Gokwe (Gokwe Centre)	10	0	10
04/11/15	FGD	Gokwe (Ward)	6	4	10
		TOTAL	36	51	87
	Description	Location	# of Male	# of Female	Total
21/10/15	KII	Chipinge (LPD)		1	1
21/10/15	KII	Chipinge (MWAGCD)		1	1
27/10/15	KII	Lupani (LPD)		1	1
27/10/15	KII	Lupani (MOHCW)		1	1
03/11/15	KII	Gokwe (LPD)	1		1
04/11/15	KII	Gokwe (Community leader)	1		1
		TOTAL	2	4	6

ANNEX 2: FIELD-BASED GENDER ASSESSMENT TOOLS

FINTRAC FFTZ-LD		GENDER CONTEXTUAL ANALYSIS	
Date / /			
Province:		District :	Ward:
Number of participants:		M:	F:
Facilitators:			
Focus Group Questions		Women Farmers	

Introduction: We are a team from Fintrac implementing the FTFZ-LD program. We are trying to find out how best to design our strategies to incorporate women, men, and youth in our program activities, with help from you.

1. What are women and men, girls', and boy's roles and responsibilities in beef and dairy production? (List who is responsible and probe for why?) Herding, dipping milking, disease management, marketing, feeding, feed production, water management, draught power.
2. Who allocates these roles?
3. In your household where is decision making centralized?
 - a. How involved are women, youth and children in decision making on marketing, buying and selling of cattle or milk.
 - b. Who makes decisions on incomes from beef and dairy produce?
4. Who owns livestock in your households? (Probe for how?) purchases, bridal cows etc.
5. Which age groups own more cattle 10-29 youth and 30+ and why?
6. Do you have other sources of income, what do you do and when?
7. What do you do with the income? (Probe to find out, bank, give to husband)
8. Do you have? 1. Lead farmers 2. MCC committee 3. Irrigation Management Committee 4.Producer Group in this area? What proportion are women and why?
9. What items do you own in the household? What items do you buy without consulting anyone else?
10. Who gets loans or credit facilities in your household area? (probe why?)
11. How do you get information on agriculture (market prices, technology, training)? What are the best ways of getting information and why?
12. How prone are women (married, widowed, separated) to GBV? (Physical abuse; financial abuse, Emotional abuse, marital rape.)

FINTRAC FFTZ-LD		GENDER CONTEXTUAL ANALYSIS	
Date / /			
Province:		District :	Ward:
Number of participants:		M:	F:
Facilitators:			
Focus Group Questions		Men Farmers	

Introduction: We are a team from Fintrac implementing the FTFZ-LD program. We are trying to find out how best to design our strategies to incorporate women, men, and youth in our program activities, with help from you.

1. What are women and men, girls', and boys' roles and responsibilities in beef and dairy production? (List who is responsible and probe for why?) Herding, dipping milking, disease management, marketing, feeding, feed production, water management, draught power.
2. Who allocates these roles?
3. In your household where is decision making centralized?
 - a. How involved are women, youth and children in decision making on marketing, buying and selling of cattle or milk.
 - b. Who makes decisions on incomes from beef and dairy produce?
4. Who owns livestock in your households? (Probe how?) Purchases, bridal cows etc
5. Which age groups own more cattle 10-29 youth and 30+ and why?
6. Do you have other sources of income, what do you do and when?
7. What do you do with the income? (Probe to find out, bank, give to husband)
8. Do you have? 1. Lead farmers 2. MCC committee 3. Irrigation Management Committee 4. Producer Groups in this area? What proportion are women and why?
9. What items do you own in the household? What items do you buy without consulting anyone else?
10. Who gets loans or credit facilities in your household area? (Probe why?)
11. How do you get information on agriculture (market prices, technology, training) what are the best ways of getting information and why?
12. How prone are women (married, widowed, separated) to GBV (Physical abuse; financial abuse, Emotional abuse, marital rape.)

FINTRAC FFTZ-LD

GENDER CONTEXTUAL ANALYSIS

Date / /

Province:

District :

Ward:

Name of Organization:

Key Informant Questions

Stakeholders

1. What proportion of people does your organization work with? (Probe age, sex)

List services: _____

2. Does your organization have a gender policy? (Tick) Yes No

Explain: _____

3. Do men and woman have equal access to the services? (Tick) Yes No

4. How involved are youths in your activities?

Explain: _____

5. What gender challenges does your organization face when implementing activities?

6. Where do you think our program can intervene effectively to address gender issues

Explain: _____
