

AGRILINKS



What's lurking in your value chain? Uncovering the hidden costs of gender-based violence in agriculture

Speakers:

Krista Jacobs, USAID Bureau for Food Security

Rodrigo Abed, ACDI/VOCA

Delene Fisher, Unilever

Winfridah Nyakwara, Unilever

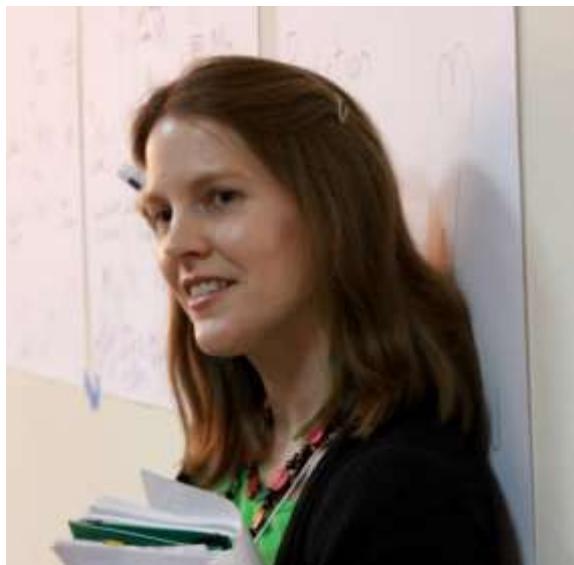
Moderator:

Zachary Baquet, USAID Bureau for Food Security

Date:

October 30, 2019

Krista Jacobs, USAID Bureau for Food Security



Krista Jacobs is the Senior Gender Advisor in USAID's Bureau for Food Security, which coordinates the US government's Feed the Future programming. She is a development economist whose work focuses on gender, food security, and assets. Current and recent work includes advising agricultural projects on gender integration, program evaluation, developing methods to measure women's and men's land and asset rights, building gender capacity of community-based programs, and building the monitoring and evaluation capacity of local civil-society organizations. Her work has focused in East and West Africa. Dr. Jacobs holds a PhD in Agricultural and Resource Economics from the University of California, Davis.

Rodrigo Abed, ACIDI/VOCA



Rodrigo Abed is a Technical Research Specialist with the Tanzania-NAFAKA II project at ACIDI/VOCA and he is leading the development and implementation of the project's learning agenda. Prior to joining NAFAKA, Rodrigo held different appointments in the public and private sector as well as in an international organization, both nationally and internationally (Germany and Italy). His work focuses on bridging the gap between research and implementing evidence-based actions at the field level to achieve sustainable rural development. A Paraguayan national, Rodrigo holds a BS in Agriculture from the National University of Asuncion and a Master's in Agribusiness from Texas A&M University through a Fulbright scholarship.

Delene Fisher, Unilever



Delene Fisher joined Unilever as Vice President of Supply Chain for East Africa and Unilever Tea Plantations based in Nairobi, Kenya. She manages the commercial FMCG Supply Chain in a high growth, emerging market environment across Kenya, Ethiopia, Uganda, Rwanda and Tanzania, as well as the Tea plantations in Kenya and Tanzania with of approximately 15 000 employees. Delene has over 25 years of Supply Chain experience and worked with various multinationals (Arysta Lifescience, British American Tobacco and Royal Dutch Shell, in roles spanning across Europe, Middle East, Latin American and Africa. A native of Cape Town, South Africa, Delene has a Bachelor of Commerce degree, majoring in Finance and Economics, and Master's degree in Business Administration from the University of Stellenbosch in South Africa.

Winfridah Nyakwara, Unilever

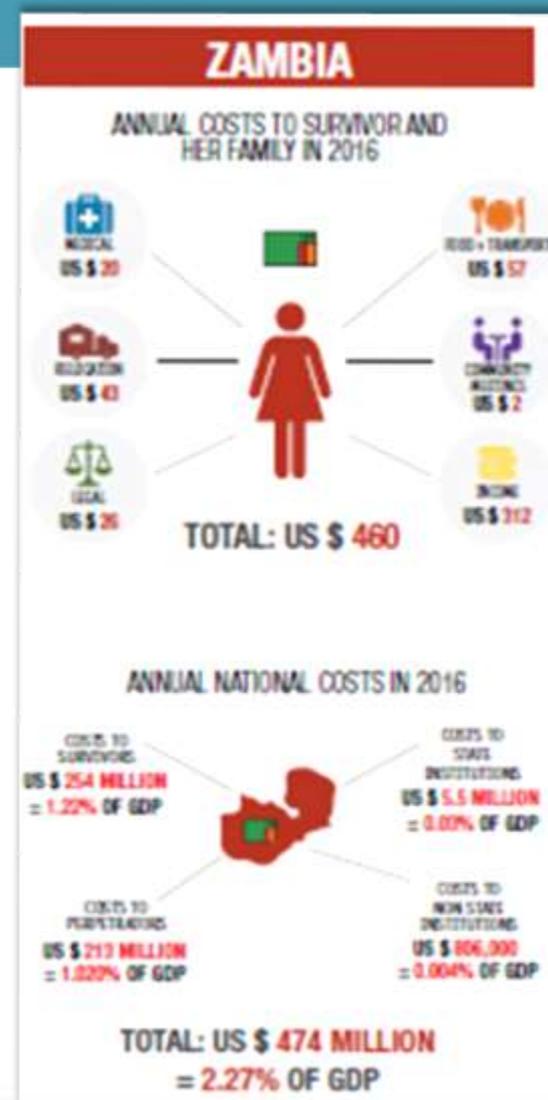


Winfridah Nyakwara is an experienced human rights lawyer, gender specialist and social sustainability professional from Kenya. She has over 12 years' experience in human rights, gender and sustainability work. Winfridah has a Law Degree from Moi University in Kenya and a master's degree in International development from the University of Edinburgh. Currently Winfridah is the Integrated Social Sustainability Manager, Africa at Unilever, having worked at Unilever since December 2013. She joined the business as human rights expert to provide leadership at local level to embed human rights in the tea operations in Kenya. Winfridah was part of the team that launched the safety for women, boys' and girls' program in Tea operations in East Africa. She is passionate about translating human rights into practical benefits for the community, women and girls, and other vulnerable groups.

Gender-based Violence & Agriculture

- Gender-based violence is present & prevalent in the communities we work in
 - 35% of women globally have experienced either physical or sexual violence (WHO)

- GBV affects
 - Survivors
 - Families and communities
 - Businesses
 - Overall economic productivity costs



CARE International, 2018. Counting the Costs of Violence Against Women

Gender-based Violence & Agriculture

- Programmatic choices, participation, effectiveness
- Changes in resources, income, information, visibility, roles, leadership, etc. → changes in power dynamics, vulnerabilities, opportunities





NAFAKA II: A project's journey to empower a community in the fight against GBV

Program Objectives

- Strengthening the input supply value chain.
- The development of local institutional and human capacity (Producer Organization).
- The improvement of milling and processing of maize and rice produce.

Adopting a CLA Culture

- Transitioning to an evidence-based project
- Developing a CLA (Collaborate, Learn, and Adapt) culture
- Reaping benefits:
 - Staff's analytical capacity
 - External collaborations



Research Design...

Initial Research Design

- NAFAKA's rationale to provide mechanization grants
- Alignment with GoT plans: ASDP II
- Coverage: 40 Producer organizations
- Large-scale survey requiring enumerators
- 2 variables of interest:
 - Time-saved
 - Income generated



Research Design...

Research Design Adapted

- Are there enough resources to conduct such a study?
- Scaling down the intervention
- Updated methodology allowed us to expand our objectives:
 - Measure the grant's effect on time saving and income-generation.
 - Determine the gender gap in time allocation (intra-household dynamics).
 - Understand time-use patterns throughout an agricultural season.

Research Design...

Full-time Farmers, Part-time Enumerators

- “Turning” farmers into enumerators
- Selected 30 couples
- Capacity building to complete diaries
- Separate groups for men and women, supervised by 1-2 NAFKA staff
- 7 days of data collection



...Uncovers a Hidden Reality



Debriefing session-Jan '19: Sharing the diaries' results.

How a Market Systems Project Adapted after Learning about GBV



Reflecting on the Process: A Paradigm Shift

- Exposing a hidden reality
- Time diaries: A tool to empower people
- Evaluating interventions: The power of evidence
- Learning and adapting: reflecting on the findings, developing an evidence-based response



WOMEN IN
AGRICULTURE:
ADDRESSING GBV IN TEA
SUPPLY CHAIN

October
2019

1. UNILEVER COMMITMENT

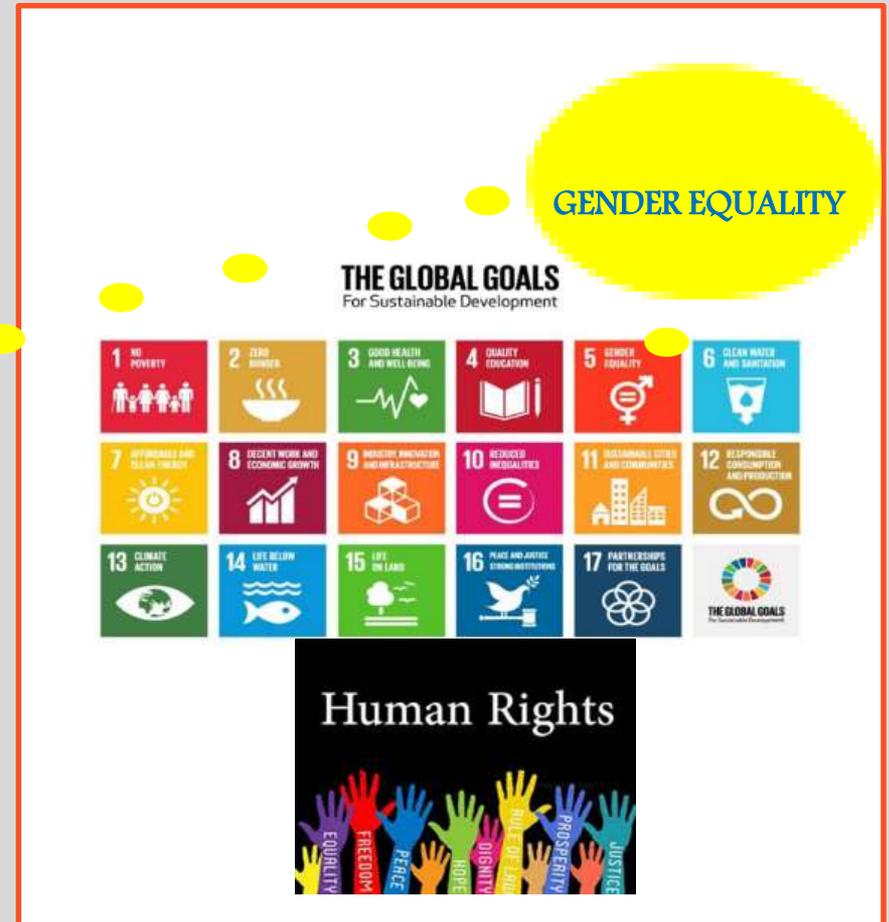
UNILEVER SUSTAINABLE LIVING PLAN



OPPORTUNITIES FOR WOMEN

Goal: By 2020 we will empower 20 million women

1. Build a gender balanced organization with focus on management
2. Promote safety for women in communities we operate in
3. Enhance access to training and skills
4. Expand opportunities in our value chain



2. Reasons to address gbv IN AGRICULTURE

3

Compelling reasons to ADDRESS Gbv In agriculture

The "human "
The right
thing to do

benefits

- women thrive
- improved Productivity
- Business growth

Align with company's purpose

3. WHY IS IT THE RIGHT THING TO DO?

GBV IS A form of human rights abuse, it is endemic

FORMS OF GBV

- Intimate Partner / domestic violence
- Sexual Violence (Rape, defilement, indecent assault, sodomy etc)
- Sexual Harassment
- Female Genital Mutilation
- Child marriage/ forced marriage
- Psychological harm or suffering

GBV RISK factors

3 LEVELS: Individual, relationship & community

COMMON EXAMPLES

- Low levels of education
- Regressive culture
- Substance abuse
- Poor financial management

Violence Against Women Prevalence Data, Surveys By Country

Region	Country	Lifetime experience of physical and/or sexual violence from an intimate partner	Survey
Northern Africa			
	Egypt	34%	DHS 2005, National
	Morocco	(63%)*	Other 2010, National
Western Africa			
	Cape Verde	16%	DHS 2005, National
	Ivory Coast	(12%)*	DHS 2005, National
	Ghana	23%	DHS 2008, National
	Liberia	39%	DHS 2007, National
	Nigeria	18%	DHS 2008, National
Central Africa			
	Cameroon	42%	DHS 2004, National
	Democratic Republic of Congo	64%	DHS 2007, National
East Africa			
	Ethiopia	71%	WHO 2002, National
	Kenya	41%	DHS 2003, National
	Malawi	28%	DHS 2004, National
	Mozambique	40%	IVAWS 2004, National
	Rwanda	34%	DHS 2005, National
	Uganda	59%	DHS 2006, National
	Tanzania	41% City, 56% Province	WHO 2002, City and Province
	Zambia	50%	DHS 2007, National
	Zimbabwe	38%	DHS 2006, National
	South Africa		
	Namibia	36%	WHO 2002, City of Windhoek
	South Africa	14% physical, 4% sexual (no combined measure available)	DHS 1998, National

**Available measure is past 12 months physical and/or sexual violence from an intimate partner or non-partner*

Source: UN Women, March 2011. Violence Against Women Prevalence Data: Surveys by Country.

4. 7 PRACTICAL steps TO ADDRESS GBV

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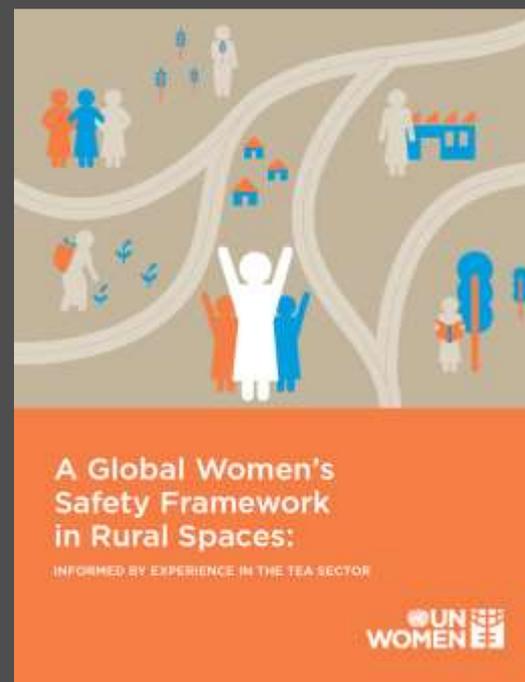
steps
to embed
human rights
in business
operations



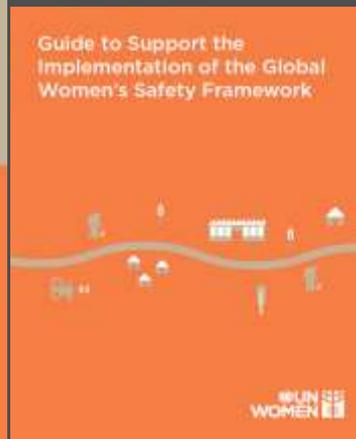
5. EXAMPLES OF PROGRAMS TO DRIVE GENDER EQUALITY



SAFETY PROGRAM FOR WOMEN, BOYS AND GIRLS IN TEA SUPPLY CHAIN



Global women's safety framework in rural spaces and its implementation guide



6. SAFETY FOR WOMEN, BOYS AND GIRLS

4 PILLARS OF SUCCESS

1. PREVENTION
2. DETECTION
3. RESPONSE
4. EXTERNAL ENGAGEMENT



THE journey continues.....



PREVENTION

- Policy
- Integrated Employee training and awareness
- Mentorship programs- youth, women
- Sports
- Peer education
- School programs etc....
- Social Campaigns

DETECTION

- Complaints management system
- Periodic case reviews for trend spotting and hotspot mapping

RESPONSE

- Psychosocial support
- Internal referral mechanism

EXTERNAL ENGAGEMENT

- Partnerships with Civil society orgs, UN agencies
- Partnerships or collaborations with Government agencies

Selected Tools for preventing & responding to GBV in the Agriculture Sector

- USAID: [Toolkit](#) for Integrating GBV Prevention & Response into Economic Growth Projects
- [FAO](#): How can we protect men, women and children from gender-based violence? Addressing GBV in the food security and agriculture sector
- [UN Women](#): A Global Women's Safety Framework in Rural Spaces: Informed by Experience in the Tea Sector



Questions and Answers

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