Gender- Mainstreaming Action Plan for Inclusive and Sustainable Food Systems in Africa

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**Main Acronyms:**

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<tr>
<td>FARA</td>
<td>Forum for Agricultural Research in Africa</td>
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<tr>
<td>AUDA-NEPAD development</td>
<td>African Union Development Agency-New Partnerships for Africa`s development</td>
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Executive Summary

Inclusive sustainable food systems in Africa require a gender-transformative approach to address gender inequalities that women and girls face in accessing and controlling resources and decision-making in the food systems. Gender mainstreaming is a crucial step towards achieving inclusive and sustainable food systems that are gender-responsive, equitable, and socially just. This action plan provides a step-by-step guide for gender mainstreaming in inclusive sustainable food systems in Africa.

The Action plan for gender mainstreaming for inclusive and responsive food system in Africa springs from four (4) different perspectives:

1. The various global, continental, and regional frameworks on gender responsiveness/ inclusiveness and equality (See Annex 1)
2. The existing literature on the current state of gender gaps affecting the drivers of the food systems in Africa as summarized in Figure 1
3. The outcomes of the Round Table Discussions by multi-stakeholders and partners on gender issues and food systems in Nairobi 2022
4. The collated results and outcomes of the online/computer knowledge-based assessment by multi-stakeholders and partners on gender issues and the food system in the continent,

This action plan also contains measurable expected indicators of change and timeline that is in tandem with FARA Strategic Plan (2024-2028). This action plan should be read with other action plans, gender documents, policies and strategies associated with FARA and the CAADPXP4 consortium.

(Please, refer to the inception report and desk review; report of the Nairobi Round Table Discussion on gender mainstreaming in the food system in Africa). There are Thirteen (13) Key Components of Action Plans with Timelines and various Indicators.

The key components of the action plan are:

- **Gender Analysis and Gender Learning:** Gender analysis and gender learning are crucial for achieving sustainable food security and nutrition in Africa. Gender analysis helps identify strategies for increasing women’s participation in the food system and addressing gender inequality. This, in turn, can lead to increased productivity and efficiency in the food system and improve food security and nutrition in Africa. It is crucial to ensure that women’s contributions to food production and distribution are recognized and valued. When women’s roles are recognized and valued, they can fully participate in decision-making processes and benefit from the food system’s rewards. Gender learning involves learning about the different gender roles; and how they affect the food systems. It also involves learning about gender equality and equity, women’s empowerment, and how to ensure that gender is incorporated, addressed with appropriate resources provision in all aspects of the food system. Gender learning helps create awareness and understanding of the importance of gender equity and helps identify strategies for addressing gender inequality in the food system.

- **Gender-Sensitive Policy and Legal Frameworks:** Develop, review, and revise existing policies and legal frameworks related to agriculture and food systems to ensure they are gender-responsive. This involves integrating gender considerations into laws, regulations, and agricultural policies, promoting women’s land rights, and addressing discriminatory practices and barriers that limit women’s participation in agriculture and the entire food system.

- **Access to Productive Resources:** Enhance women’s access to and control over productive resources such as land, water, seeds, and credit. This can be achieved by implementing measures such as land reforms, improving women’s access to credit and financial services, and promoting gender-equitable inheritance laws.
• **Capacity Building and Training:** Provide training and capacity-building programs that specifically target women farmers and entrepreneurs. This includes equipping women with agricultural skills, knowledge on sustainable farming practices, and business management skills to enhance their productivity and income generation.

• **Market Access and Value Chain Integration:** Facilitate women’s access to markets and ensure their active participation in the agricultural value chain. This involves creating market linkages, providing market information and extension services, promoting women’s entrepreneurship, and supporting the establishment of women-led agricultural cooperatives and associations.

• **Technology and Innovation:** Promote adopting and adapting gender-responsive agricultural technologies and innovations. This includes providing women farmers access to appropriate and affordable agricultural machinery, tools, and equipment, as well as promoting climate-smart and sustainable farming practices.

• **Social Protection and Safety Nets:** Develop and implement social protection programs that address the specific vulnerabilities and challenges faced by women in the agricultural sector. This can include measures such as insurance schemes, savings groups, and safety nets that provide a social safety net for women farmers during times of crisis or shocks.

• **Research and Data Collection:** Promote research and data collection on gender and agriculture to better understand the needs, constraints, and opportunities for women in the food system. This includes conducting gender analysis, collecting sex-disaggregated data, and incorporating gender considerations in agricultural research and development programs.

• **Awareness and Advocacy:** Create and raise awareness about gender inequalities in the agricultural sector and advocate for gender-responsive policies and investments. This involves conducting gender sensitization campaigns, engaging with stakeholders at various levels, and fostering partnerships between government, civil society organizations, and the private sector to advance gender equality in food systems.

• **Monitoring and Evaluation:** Establish robust Gender responsive monitoring and evaluation mechanisms to track progress, identify gaps, and ensure accountability for gender mainstreaming efforts in the agricultural sector. Regular monitoring and evaluation allow for course corrections and adjustments to strategies based on evidence and results.

• **Climate change resilience and Mitigation:** Integrating climate change resilience and mitigation strategies into a gender action plan for food systems in Africa, we can enhance the resilience of women farmers, improve food security, and contribute to sustainable agricultural development in the face of climate change.

• **Digital literacy and the use of digital tools:** Integrating digital literacy and appropriate tools into gender action plans for food systems in Africa, we can empower women farmers, enhance their participation, and contribute to sustainable agricultural development while promoting gender equality.
By implementing an action plan that incorporates these components, African countries can work towards achieving gender equality, equity and women’s empowerment within the food systems, ultimately leading to more inclusive, sustainable, and resilient agricultural practices and improved food security for all.

Figure 1. Gendered Food Systems

Source: Adapted from de Brauw et al. (2019)
1.0 **Action Plans**

Gender mainstreaming is an important strategy for achieving Africa’s inclusive and sustainable food systems. The following is a comprehensive roadmap for implementing a gender-mainstreaming action plan for inclusive and responsive sustainable food systems in Africa.

1.1 **ACTION PLAN 1:**

**Conduct a Gender Analysis and Gender Learning: Timeline - 2024**

Conduct a comprehensive gender analysis of the food system to identify existing gender gaps and inequalities. This analysis should cover the entire food value chain, from production to consumption, and should identify the different roles and responsibilities of men and women, and the constraints and opportunities they face. This analysis will provide a basis for developing targeted interventions and policies.

Gender analysis in the context of food systems in Africa involves examining how gender roles, norms, and relations shape and are shaped by the production, distribution, consumption, and governance of food. It seeks to understand how these dynamics affect men, women, and other gender groups differently and influence their access to resources, decision-making power, and overall well-being within the food system.

To conduct a gender analysis in the food systems of Africa, the following key areas should be considered:

1.1 Division of Labor: Examine the roles and responsibilities of men and women in agricultural production, processing, and marketing. Analyze how gender roles shape access to and control over resources such as land, seeds, credit, and technology. Identify gender disparities in agricultural productivity and explore the factors contributing to these disparities.

1.2 Income and Economic Opportunities: Investigate how gender influences income-generating opportunities within the food system. Assess whether women and men have equal access to markets, value chains, and entrepreneurial opportunities. Analyze the impact of gender-based constraints on income levels and economic empowerment, such as limited access to credit, skills, and training.

1.3 Nutrition and Food Security: Evaluate how gender influences access to nutritious and culturally appropriate food. Analyze whether women and men have equal access to diverse and nutritious diets. Examine the role of gender in food distribution within households and communities. Consider the impact of gender on food security, especially for vulnerable groups such as women-headed households, pregnant women, and children.

1.4 Decision-making and Governance: Collaborate with organizations such as African Women in Agricultural Research and Development (AWARD), Food and Agriculture Organization (FAO), One CGIAR gender platform among others, to explore gender disparities in decision-making power within the food system. This collaboration will focus on agricultural policy formulation, resource allocation, and community-level governance structures. Assess the representation and participation of women in agricultural cooperatives, farmer organizations, and other decision-making platforms. Conduct an analysis of the factors that enable or constrain women’s leadership and participation in these processes. By strengthening collaborations with organizations that provide skill and expertise on gender mainstreaming, the gender disparities in decision-making power can be effectively addressed. Likewise, insights can be gained into the specific challenges and opportunities for women in agricultural decision-making.

1.5 Climate Change and Resilience: Examine how gender intersects with climate change and its impact on food systems. Analyze gender-specific vulnerabilities and adaptive capacities in the face of climate-related challenges. Evaluate the differential access to climate-resilient technologies, information, and resources, and the implications for gender equality in the food system.
Social Norms and Empowerment: Investigate the cultural norms, attitudes, and beliefs that shape gender dynamics within the food system. Analyze how gender norms influence access to education, training, and extension services. Explore interventions and initiatives promoting gender equality and women's empowerment in the food system, and assess their effectiveness.

To conduct a comprehensive gender analysis, collect and analyze qualitative and quantitative data, including gender-disaggregated data, from various sources such as surveys, interviews, focus group discussions, and existing literature. Engage with diverse stakeholders, including men, women, youth, policymakers, civil society organizations, and community leaders, to ensure a nuanced understanding of the gender dynamics in African food systems.

To conduct gender analysis and promote gender learning for sustainable food systems in Africa, the following steps should be followed:

1. Define the scope and objectives: Clearly define the scope of the gender analysis and gender learning activities for sustainable food systems in Africa. Identify the specific objectives and desired outcomes of the analysis and learning process.
2. Identify key stakeholders: Determine the key stakeholders involved in sustainable food systems in Africa, including farmers, policymakers, researchers, women's groups, NGOs, and community organizations. Ensure diverse representation and the inclusion of marginalized voices.
3. Collect gender-disaggregated data: Gather quantitative and qualitative data to understand the gender dynamics and inequalities within the food system. Collect information on access to resources, decision-making processes, roles and responsibilities, income generation, and other relevant factors. Ensure the data is disaggregated by gender.
4. Conduct a gender analysis: Analyze the collected data to identify gender gaps, disparities, and inequalities within the sustainable food systems. Examine how gender roles and norms affect access, control, and benefits related to agriculture, food production, and distribution. Consider the intersectionality of gender with other social categories such as age, ethnicity, disability, and location.
5. Identify best practices and success stories: Research and identify best practices and success stories related to gender-responsive sustainable food systems in Africa. Learn from initiatives that have effectively addressed gender inequalities, promoted women's empowerment, and improved the livelihoods of farmers.
6. Engage in participatory processes: Conduct consultations, workshops, focus groups, and interviews with stakeholders to gather their insights and experiences related to gender in sustainable food systems. Ensure the participation of women and marginalized groups in these processes to capture their perspectives and needs.
7. Foster gender learning and capacity building: Collaborate with FAO, AWARD and the One CGIAR to facilitate gender learning sessions, workshops, and training programs. Utilize AWARD's Capacity Development Program on Gender and Agriculture to enhance stakeholders' understanding of gender issues within sustainable food systems. This collaboration will build the capacity of stakeholders to integrate gender equality and women's empowerment principles into their work and decision-making processes, leveraging existing expertise and resources in gender and agriculture.
8. Develop gender-responsive strategies: Based on the gender analysis findings and the lessons learned, develop gender-responsive strategies for sustainable food systems in Africa. These strategies should address gender inequalities and promote women's empowerment across the value chain, from production to consumption.
9. Implement and monitor progress: Implement the gender-responsive strategies and monitor their
progress over time. Regularly assess and evaluate the impact of the strategies on gender equality, women’s empowerment, and the sustainability of the food systems. Use monitoring and evaluation mechanisms to track progress, identify gaps, and make necessary adjustments.

10. **Share knowledge and advocate for change**: Disseminate the findings, lessons learned, and best practices from the gender analysis and gender learning process. Advocate for policy changes, institutional reforms, and investments that support gender equality and women’s empowerment in sustainable food systems. Engage in knowledge-sharing platforms and networks to promote broader learning and collaboration.

By following these steps, gender equality, women’s empowerment, and sustainable food systems in Africa can be promoted by integrating gender lens into analysis, learning, and decision-making processes.

### 1.2 Indicators of Action Plan 1

To track the impact of Action Plan 1, which focuses on conducting a gender analysis and gender learning in the food systems of Africa, the following indicators are developed:

1. **Gender-disaggregated data availability**: Measure the availability and use of gender-disaggregated data related to the food system. This indicator assesses the extent to which gender-specific information is collected; frequency of collection and utilized in decision-making processes and policy formulation.

2. **Gender gap identification**: Assess the number and nature of gender gaps and inequalities identified through the gender analysis. This indicator measures the ability of the analysis to identify disparities in access to resources, decision-making power, and economic opportunities between men and women in the food system.

3. **Policy and intervention development**: Monitor the development and implementation of targeted policies and interventions based on the findings of the gender analysis. This indicator measures the extent to which the analysis translates into concrete actions to address gender disparities and promote gender equality in the food system.

4. **Stakeholder engagement**: Evaluate the level of stakeholder engagement and participation in the gender analysis process. This indicator assesses the involvement of diverse stakeholders, including men, women, policymakers, civil society organizations, and community leaders, in shaping the analysis and ensuring a comprehensive understanding of gender dynamics.

5. **Adoption of gender-responsive practices**: Measure the adoption, rate and extent of adoption, levels of adoption of gender-responsive practices and strategies in the food system based on the recommendations from the gender analysis. This indicator will also identify challenges and benefits derived in practices. This indicator assesses the extent to which the analysis translates into tangible changes in policies, programs, and practices that promote gender equality and empower women.

6. **Increased women’s empowerment**: Assess changes in women’s empowerment indicators, such as increased decision-making power, access to resources, and participation in decision-making platforms. This indicator measures the impact of the gender analysis in improving women’s agency and opportunities within the food system.

7. **Access to and control over resources**: Evaluate changes in women’s access to and control over key resources, including land, seeds, credit, and technology. This indicator assesses the progress in reducing gender disparities and enhancing women’s economic empowerment within the food system.

8. **Reduction of gender disparities**: Monitor changes in gender disparities related to the division of labor, income, access to nutritious food, decision-making power, and resilience to climate change within the food system. This indicator assesses the effectiveness of the analysis in addressing and
reducing gender gaps and inequalities.

9. **Knowledge and awareness**: Evaluate changes in knowledge and awareness among stakeholders about gender dynamics in the food system. This indicator measures the extent to which the analysis contributes to increased understanding and recognition of the importance of gender equality in the food system.

10. **Feedback and perceptions**: Gather qualitative feedback and assess stakeholders’ perceptions of the impact of the gender analysis. This indicator captures stakeholders’ perspectives on the usefulness, relevance, and effectiveness of the analysis in informing policies, programs, and interventions.

11. **Sustainability of gender mainstreaming efforts**: Monitor the sustainability of gender mainstreaming efforts beyond the initial analysis. This indicator assesses the extent to which gender considerations are integrated into ongoing monitoring, evaluation, and decision-making processes within the food system.

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**2.0 ACTION PLAN 2:**

**2.1 Develop, review and revise Gender-Sensitive Policies and Programs: Timeline: 2024 – 2025**

Based on the results of the gender analysis, develop gender-sensitive policies and programs that address the specific needs and constraints of women and men in the food system. These policies and programs should promote gender equality and empower women to participate more fully in the food system, including decision-making processes.

Example: Develop a program to provide women farmers with access to credit, inputs, and training to improve their productivity and increase their income.

Developing, reviewing, and revising gender-sensitive policies and programs for the food systems in Africa requires a comprehensive and participatory approach. Here are the key steps involved in this process:

**2.1.1 Gender Analysis**: A comprehensive gender analysis of the food systems in Africa will be conducted, as mentioned in the previous response, to understand the existing gender disparities, constraints, and opportunities within the sector. This analysis will include an assessment of policies to identify gender gaps and areas where policy reform is needed. By specifically examining policy, the gender analysis will provide a clear understanding of how policies can perpetuate or address gender inequalities within the food systems. The findings from the gender analysis will serve as a foundation for developing gender-sensitive policies and programs that promote gender equality and women’s empowerment in the sector.

**2.1.2. Stakeholder Engagement**: Engage a wide range of stakeholders, including government agencies, civil society organizations, research institutions, farmers’ associations, women’s groups, and marginalized communities. Seek their perspectives, experiences, and feedback to ensure inclusivity and gather diverse insights.

**2.1.3 Conduct an African-wide policy analyses**: Policy analyses on agricultural food systems to assess the gender gaps and challenges within the food system and define concrete areas where reforms are needed. This is with the aim to quickly address and prioritize policy areas where urgent actions are needed.

**2.1.4. Policy Development**: Formulate gender-sensitive policies that specifically target these priority areas, ensuring they promote gender equality, women’s empowerment, and social inclusion. Incorporate elements such as women’s land rights, access to productive resources, market access,
nutrition, and women's participation in decision-making processes. The policy development process will involve engaging relevant stakeholders, conducting consultations, and utilizing the findings from the gender analysis to inform policy recommendations and reforms.

2.1.5 Program Design: Design programs that align with the gender-sensitive policies and address the specific needs and priorities of different gender groups within the food systems. Ensure that programs are responsive to the diverse contexts across African countries and regions. Integrate interventions that promote women’s entrepreneurship, leadership, and capacity building, as well as strategies to address gender-based violence and discrimination.

2.1.6 Capacity Building: Develop capacity-building programs and other relevant partners to enhance the knowledge, skills, and capabilities of stakeholders involved in implementing gender-sensitive policies and programs. Design training sessions and workshops targeting policymakers, government officials, extension workers, farmers, and women’s groups, among others. Focus on gender mainstreaming, gender-responsive planning, and budgeting, emphasizing their significance in achieving gender equality and women’s empowerment within the food systems. Leverage relevant partners on gender-responsive expertise and resources to contribute to the development and delivery of these capacity-building programs, ensuring they are tailored to address the specific needs and contexts of the stakeholders involved.

2.1.7 Monitoring and Evaluation: Establish robust monitoring and evaluation mechanisms to track the progress and impact of gender-sensitive policies and programs. Define gender-sensitive indicators and collect gender-disaggregated data to assess the effectiveness of interventions. Regularly review and revise policies and programs based on the evaluation findings and feedback from stakeholders.

2.1.8 Collaboration and Partnerships: Foster collaboration and partnerships between government agencies, civil society organizations, private sector entities, and development partners. Leverage their resources, expertise, and networks to support the implementation of gender-sensitive policies and programs. Encourage knowledge sharing and exchange of best practices across African countries.

2.1.9 Policy Implementation and Enforcement: Ensure effective implementation of gender-sensitive policies and programs by establishing clear institutional mechanisms and collaborating with civil society organizations (CSOs) and non-governmental organizations (NGOs) to support advocacy and lobbying efforts. Develop partnerships with CSOs and NGOs working on gender equality and women’s empowerment in the food systems sector to enhance policy implementation and enforcement. Seek their expertise in monitoring and evaluating the implementation of gender-sensitive policies, as well as their support in advocating for compliance and accountability. Allocate adequate resources and capacity-building initiatives to relevant institutions to strengthen their capacity to implement gender-sensitive policies effectively. Promote regular monitoring, reporting, and evaluation of policy implementation to ensure transparency and accountability at all levels.

2.1.10 Continuous Learning and Adaptation: Foster a learning culture that encourages continuous reflection, learning, and adaptation. Regularly engage with stakeholders to gather feedback, identify emerging challenges, and refine policies and programs accordingly.

It is essential to note that the success of gender-sensitive policies and programs relies on sustained commitment, adequate resources, and a long-term perspective to address the complex gender dynamics within the food systems of Africa.
2.2 Indicators of Action Plan 2:

To track the implementation of Action Plan 2, which focuses on developing, reviewing, and revising gender-sensitive policies and programs for the food systems in Africa, the following indicators are developed:

2.2.1 **Number of gender-sensitive policies and programs developed:** Measure the number of gender-sensitive policies and programs developed and revised based on the results of the gender analysis. This indicator reflects the commitment to addressing gender disparities and promoting gender equality in policy and practice in the food systems.

2.2.2 **Stakeholder engagement and inclusivity:** Assess the numbers and level of stakeholder engagement and inclusivity in the policy and program development processes. This indicator measures the numbers of times, levels and extent to which diverse stakeholders, including women’s groups, marginalized communities, and civil society organizations, were involved in shaping the policies and programs.

2.2.3 **Policy and program alignment with gender equality principles:** Evaluate the extent to which the developed policies and programs align with gender equality principles, such as promoting women’s empowerment, addressing gender-based discrimination, and ensuring equal access to resources and decision-making processes.

2.2.4 **Budget allocation and resource mobilization:** Monitor the allocation of financial resources to support the implementation of gender-sensitive policies and programs. This indicator assesses the commitment to resource mobilization and the availability of adequate funding to effectively implement the policies and programs.

2.2.5 **Implementation of gender-responsive strategies:** Measure the implementation of gender-responsive strategies within the policies and programs. This includes elements such as women’s access to productive resources, market opportunities, training, capacity building, and leadership positions. This indicator assesses the extent to which the policies and programs address the specific needs and constraints of different gender groups.

2.2.6 **Women’s participation and empowerment:** Assess the increased participation of women in decision-making processes within the food systems. This indicator measures number of participation, levels, extent and changes in women’s representation in leadership positions, their involvement in agricultural cooperatives, and their access to economic opportunities and resources.

2.2.7 **Reduction of gender disparities:** Monitor changes in gender disparities related to access to resources, income levels, and decision-making power within the food systems. This indicator measures the impact of the policies and programs in reducing gender gaps and promoting greater gender equality.

2.2.8 **Capacity building and knowledge enhancement:** Evaluate the effectiveness of capacity-building programs in enhancing the knowledge, skills, and capabilities of stakeholders involved in implementing gender-sensitive policies and programs. This indicator measures the extent to which stakeholders have acquired the necessary skills to mainstream gender considerations effectively.

2.2.9 **Policy and program adaptability:** Assess the ability of policies and programs to adapt to evolving contexts and emerging challenges. This indicator measures the flexibility and responsiveness of the policies and programs to changing gender dynamics within the food systems.

2.2.10 **Stakeholder perception and feedback:** Gather qualitative feedback and assess stakeholders’ perceptions of the impact of the gender-sensitive policies and programs. This indicator captures
stakeholders’ perspectives on the effectiveness, relevance, and responsiveness of the policies and programs in promoting gender equality and empowering women.

3.0 ACTION PLAN 3: Timeline: 2024 – 2028

3.1 Increase women’s access to and control over productive resources

Increasing women’s access to and control over resources is essential for promoting gender equality in food systems. This can be achieved by providing women with equal access to land, finance, and technology. It is also important to ensure that women have access to extension services and markets to sell their produce. An example of this action is establishing a women’s land bank and financial services that target women in agriculture. Improving women’s access to productive resources is crucial for promoting sustainable food systems in Africa. Here are some specific actions to enhance women’s access to productive resources:

3.1.1 Land Rights: Enhance women’s access to and ownership of land by addressing legal and customary barriers. Promote gender-responsive land tenure reforms, ensuring that women have secure and equal rights to land and property. Raise awareness among women about their land rights and provide legal support to address land-related disputes and challenges.

3.1.2 Credit and Financial Services: Increase women’s access to credit and financial services by providing targeted financial literacy training and tailored financial products. Encourage financial institutions to offer loans, savings accounts, and insurance products that are accessible and suitable for women farmers and entrepreneurs. Support the establishment of women-led cooperatives and savings groups to enhance financial inclusion.

3.1.2 Agricultural Inputs and Technology: Ensure that women have equal access to high-quality agricultural inputs, including seeds, fertilizers, and farming equipment. Promote gender-responsive agricultural extension services that provide training and support specifically tailored to the needs of women farmers. Facilitate access to appropriate and affordable agricultural technologies that can enhance productivity and reduce drudgery.

3.1.3 Market Access and Value Chains: Support women’s participation in agricultural value chains by improving their access to markets, transportation, storage, and processing facilities. Strengthen women’s entrepreneurship skills and facilitate market linkages through training, business development support, and access to information. Promote inclusive business models that prioritize the inclusion of women and provide fair and equitable market opportunities.

3.1.4 Education and Skills Development: Invest in education and skills development programs that empower women with knowledge and capabilities in sustainable agriculture, agribusiness, and value addition. Promote gender-responsive vocational and agricultural training programs that address the specific needs and priorities of women. Encourage girls’ education and provide scholarships and incentives to support their enrollment and retention in schools.

3.1.5 Policy and Institutional Support: Advocate for gender-responsive policies and institutional frameworks that prioritize women’s access to productive resources. Engage policymakers, government agencies, and development partners to mainstream gender considerations in agricultural and rural development policies. Strengthen the capacity of institutions responsible for agriculture and rural development to implement gender-responsive programs effectively.
3.1.6 Social and Cultural Norms: Challenge and transform discriminatory social and cultural norms that hinder women's access to productive resources. Promote community dialogues and awareness campaigns to change attitudes and perceptions about women's roles in agriculture and the broader food system. Encourage men's active involvement as allies and champions of gender equality.

3.1.7 Data and Research: Improve the availability and quality of gender-disaggregated data and research on women's access to productive resources in agriculture. Conduct studies and assessments to identify barriers, gaps, and opportunities for enhancing women's access. Utilize evidence-based research to inform policy and programmatic interventions.

3.1.8 Networking and Collaboration: Facilitate networking and collaboration among women farmers, organizations, and stakeholders within the agricultural sector.

3.1.9 Establish platforms for knowledge sharing, learning, and mentorship. Strengthen women's leadership and participation in decision-making processes at all levels.

By implementing these strategies, it is possible to enhance women's access to productive resources, empower them as key actors in sustainable food systems, and contribute to achieving food security in Africa.

3.2 Indicators of Action Plan 3

To track the impact of Action Plan 3, which focuses on increasing women's access to and control over productive resources in food systems, the following indicators are developed:

3.2.1 Women's land ownership and tenure rights: Measure the increase in the percentage of women with secure and equal land rights, including ownership, use, and control of agricultural land. This indicator reflects progress in addressing legal and customary barriers and promoting gender-responsive land tenure reforms.

3.2.2 Women's access to credit and financial services: Assess the percentage of women farmers and entrepreneurs who have access to credit, savings accounts, insurance, and other financial services. This indicator measures the effectiveness of efforts to enhance financial inclusion and provide tailored financial products for women.

3.2.3 Availability and utilization of agricultural inputs and technology: Monitor the availability and utilization of high-quality agricultural inputs and technologies by women farmers. This can be measured by the adoption of improved seeds, fertilizers, farming equipment, and access to gender-responsive agricultural extension services.

3.2.4 Women's participation in agricultural value chains: Measure the percentage of women farmers and entrepreneurs who participate in agricultural value chains, including their access to markets, transportation, storage, and processing facilities. This indicator reflects the effectiveness of interventions to enhance market access and promote women's entrepreneurship.

3.2.5 Women's education and skills development: Assess the increase in women's enrollment and completion rates in education and skills development programs related to sustainable agriculture, agribusiness, and value addition. This indicator measures progress in enhancing women's knowledge and capabilities in the agricultural sector.

3.2.6 Policy and institutional support for women's access to productive resources: Evaluate the adoption
and implementation of gender-responsive policies and institutional frameworks that prioritize women’s access to productive resources. This indicator assesses the commitment and effectiveness of policymakers and institutions in addressing gender disparities in the agricultural sector.

3.2.7 Changes in social and cultural norms: Monitor changes in social and cultural norms that hinder women’s access to productive resources. This can be assessed through surveys and qualitative research to capture shifts in attitudes and perceptions about women’s roles in agriculture and the food system.

3.2.8 Availability of gender-disaggregated data and research: Evaluate the availability and quality of gender-disaggregated data and research on women’s access to productive resources in agriculture. This indicator measures progress in generating evidence-based research to inform policy and programmatic interventions.

3.2.9 Networking and collaboration among women farmers and stakeholders: Assess the establishment and effectiveness of networking platforms, knowledge sharing, learning, and mentorship opportunities for women farmers and entrepreneurs. This indicator measures the extent to which collaboration and collective action are promoting women’s access to productive resources.

3.2.10 Women's leadership and participation in decision-making: Measure the increase in women’s representation and participation in decision-making processes at various levels within the agricultural sector. This can include women’s participation in farmer organizations, cooperatives, and policy formulation processes.

4.0 ACTION PLAN 4: Timeline: 2025 – 2027

4.1 Provide institutional, training and capacity-building programs that specifically target women farmers and entrepreneurs

The fourth component of the action plan is institutional and capacity development. This component aims to enhance the capacity of institutions and individuals especially women farmers to mainstream gender in agriculture and food systems. This will involve the development of training programs and the provision of technical assistance to institutions and individuals involved in agriculture and food systems. This will also involve the creation of gender-sensitive institutional structures and the establishment of gender-sensitive policies and procedures. Institutional and capacity development, along with training, play a critical role in mainstreaming gender into the food systems in Africa. Here are some key steps to promote gender mainstreaming and build institutional and individual capacities:

4.1.1 Policy and Legal Frameworks: Develop and strengthen policy and legal frameworks that prioritize gender mainstreaming in the food systems sector. Ensure that these frameworks provide a clear mandate for gender equality, women’s empowerment, and the integration of gender perspectives across all levels of decision-making.

4.1.2 Institutional Arrangements: Establish or strengthen dedicated gender units or focal points within relevant government departments, research institutions, and agricultural organizations. These units should be responsible for coordinating gender mainstreaming efforts, providing technical support, and monitoring progress.

4.1.3 Gender Mainstreaming Tools and Guidelines: Develop and disseminate gender mainstreaming tools, guidelines, and checklists specific to the food systems context. These resources can assist institutions and individuals in systematically integrating gender into their policies, programs, and practices.

4.1.4 Capacity Building and Training: Conduct capacity-building programs and training workshops to enhance the knowledge and skills of policymakers, government officials, researchers, extension workers, and other stakeholders on gender mainstreaming in the food systems sector. These trainings should cover gender analysis, gender-responsive planning and budgeting, gender-sensitive data collection
and analysis, and gender-sensitive program design and implementation.

4.1.5 Gender-Responsive Research and Data Collection: Promote gender-responsive research methodologies and data collection systems within the food systems sector. Encourage the collection and analysis of gender-disaggregated data to inform evidence-based decision-making. Support research on gender dynamics, women’s contributions, and the impact of gender inequalities on food systems.

4.1.6 Networking and Knowledge Sharing: Facilitate platforms for networking, knowledge sharing, and collaboration among institutions and individuals working on gender and food systems. Foster partnerships between government agencies, research institutions, civil society organizations, and international development partners to share best practices, lessons learned, and innovative approaches.

4.1.7 Monitoring and Evaluation: Develop gender-responsive monitoring and evaluation frameworks to assess the effectiveness of gender mainstreaming efforts in the food systems sector. Regularly monitor progress, collect gender-disaggregated data, and evaluate the impact of interventions on gender equality and women’s empowerment. Use evaluation findings to inform policy and program adjustments.

4.1.8 South-South Cooperation and Learning Exchanges: Facilitate South-South cooperation and learning exchanges to promote knowledge transfer and collaboration among African countries. Create opportunities for institutions and individuals to share experiences, success stories, and challenges related to gender mainstreaming in food systems. Encourage peer learning and mentorship programs.

4.1.9 Gender Champions and Leadership: Promote the engagement of gender champions and leaders within institutions and organizations to drive gender-mainstreaming efforts. Encourage senior-level commitment and support for gender equality and women’s empowerment. Foster an enabling environment that values and prioritizes gender equality within the food systems sector.

4.1.10 Engaging Civil Society and Women’s Organizations: Collaborate with civil society organizations, women’s groups, and grassroots organizations to strengthen gender-mainstreaming efforts. Seek their input, involve them in decision-making processes, and support their capacity building. Recognize and value their expertise and contributions in advancing gender equality within the food systems sector.

By focusing on institutional and capacity development, along with targeted training initiatives, African countries can foster a gender-responsive food systems approach that promotes equity, inclusivity, and sustainable development.

4.2 Indicators of Action Plan 4

To track the implementation of Action Plan 4, which focuses on providing institutional, training, and capacity-building programs targeting women farmers and entrepreneurs, the following indicators are developed:

4.2.1 Existence and functionality of gender units or focal points: Assess the establishment and effectiveness of dedicated gender units or focal points within relevant government departments, research institutions, and agricultural organizations. This indicator measures the institutional commitment to gender mainstreaming and coordination of gender-related efforts.

4.2.2 Adoption of gender mainstreaming policies and legal frameworks: Measure the development and strengthening of policy and legal frameworks that prioritize gender mainstreaming in the food systems sector. This indicator reflects progress in creating an enabling policy environment for gender equality and women’s empowerment.
4.2.3 Participation and completion rates of capacity-building programs: Assess the participation and completion rates of capacity-building programs and training workshops targeting policymakers, government officials, researchers, extension workers, and other stakeholders. This indicator reflects the uptake and effectiveness of capacity-building initiatives.

4.2.4 Integration of gender mainstreaming tools and guidelines: Evaluate the adoption and utilization of gender mainstreaming tools, guidelines, and checklists specific to the food systems context. This indicator measures the extent to which institutions and individuals are incorporating gender considerations into their policies, programs, and practices.

4.2.5 Gender-responsive research and data collection: Monitor the adoption of gender-responsive research methodologies and data collection systems within the food systems sector. Assess the availability and utilization of gender-disaggregated data to inform evidence-based decision-making. This indicator reflects the incorporation of gender analysis into research and data collection practices.

4.2.6. Networking and knowledge sharing activities: Evaluate the participation and engagement of institutions and individuals in networking, knowledge sharing, and collaboration platforms focused on gender and food systems. This indicator measures the level of knowledge exchange, learning, and collaboration among stakeholders.

4.2.7 Implementation of gender-responsive monitoring and evaluation frameworks: Assess the adoption and implementation of gender-responsive monitoring and evaluation frameworks to assess the effectiveness of gender mainstreaming efforts in the food systems sector. This indicator measures the monitoring and evaluation capacity and the integration of gender considerations into evaluation processes.

4.2.8 South-South cooperation and learning exchanges: Measure the participation and outcomes of South-South cooperation and learning exchanges aimed at promoting knowledge transfer and collaboration among African countries. This indicator reflects the level of peer learning and knowledge sharing on gender mainstreaming in food systems.

4.2.9 Engagement of gender champions and leaders: Assess the involvement and commitment of gender champions and leaders within institutions and organizations. This indicator measures the level of leadership support and engagement in driving gender-mainstreaming efforts.

4.2.10 Collaboration with civil society and women's organizations: Evaluate the collaboration and engagement with civil society organizations, women's groups, and grassroots organizations in gender mainstreaming efforts. This indicator measures the inclusivity and involvement of diverse stakeholders in promoting gender equality within the food systems sector.

5.0 ACTION PLAN 5: Timeline: 2025 – 2028

5.1 Facilitate women’s access to markets and ensure their active participation in the agricultural value chain Value Chain Development

The fifth component of the action plan is value chain development. This component aims to promote gender equity and empowerment throughout the entire value chain of agriculture and food systems. This will involve the identification of gender-specific constraints and opportunities along the value chain and the development of gender-sensitive strategies to address these constraints and capitalize on these opportunities. This will also involve the promotion of women’s entrepreneurship and the provision of access to finance and markets for women. Market access and value chain integration play crucial roles in
implementing a gender action plan for sustainable food systems in Africa. Here's an overview of how key issues to be addressed:

5.1 Market Access: Ensuring equitable market access for women is essential for their economic empowerment and the success of sustainable food systems. The gender action plan should focus on

| i. | Removing barriers: Identify and address the barriers that limit women’s access to markets, such as discriminatory practices, lack of information, limited infrastructure, and inadequate financial resources. |
| ii. | Capacity building: Provide training and support to enhance women’s skills in marketing, entrepreneurship, and negotiation, enabling them to effectively engage in market activities. Provide targeted training and capacity-building programs to enhance women’s skills in market analysis, product quality, value addition, branding, and marketing. Empower women with knowledge and tools to access and compete effectively in markets. Training should also address gender-specific challenges and provide strategies to overcome them. |
| iii. | Market linkages: Facilitate connections between women farmers, producers, and agribusinesses with potential buyers, retailers, and export markets. This can be done through business networks, marketplaces, and partnerships. |
| iv. | Advocacy: Work with policymakers and stakeholders to advocate for policies and regulations that promote gender equality in market access and eliminate discriminatory practices. |

5.1.2 Value Chain development & Integration: Promote inclusive value chain development approaches that consider the specific needs and constraints faced by women along the value chain. Analyze gender dynamics within value chains to identify gender-based constraints and opportunities. Develop interventions that address these constraints and ensure women’s active participation and benefit sharing. Integrating women into the agricultural value chain promotes inclusive and sustainable food systems. Consider the following actions:

| i. | Production: Enhance women’s access to productive resources such as land, credit, seeds, and technology, enabling them to participate more effectively in the production phase of the value chain. |
| ii. | Processing and storage: Invest in infrastructure and technologies that improve post-harvest handling, processing, and storage facilities, benefiting women involved in these activities. Provide training on value addition and food safety to enhance the quality of processed products. |
| iii. | Transportation and logistics: Address gender-specific transportation challenges by improving rural infrastructure and logistics, ensuring that women have reliable and affordable means to transport their products to markets. |
| iv. | Financial inclusion: Promote access to financial services, including credit and savings, tailored to the needs of women involved in the value chain. Support the establishment of women-led cooperatives or associations to enhance their collective bargaining power. |

5.1.3 Market Information and Networking: Enhance women’s access to market information, such as prices, demand trends, and market opportunities. Establish and strengthen platforms for knowledge sharing, networking, and linkages between women producers, processors, and buyers. Encourage the formation of women’s groups and cooperatives to collectively access markets and negotiate better prices. Develop mechanisms to provide timely and relevant market information to women, enabling them to make informed decisions about pricing, market demand, and product diversification. |

5.1.4 Access to Finance and Credit: Facilitate women’s access to financial services and credit to
invest in production, processing, and market development. Establish mechanisms that provide affordable and appropriate financial products tailored to women’s needs. Support initiatives that increase women’s financial literacy and entrepreneurial skills to strengthen their financial management capabilities.

5.1.5 Gender-Responsive Market Infrastructure: Improve market infrastructure to address gender-specific constraints. This may include providing storage facilities, processing centers, and marketplaces that are accessible, safe, and equipped with appropriate amenities. Consider women’s time and mobility constraints in the design and location of market infrastructure.

5.1.6 Quality Standards and Certification: Support women in meeting quality standards and certification requirements for their products. Provide technical assistance and training on food safety, quality assurance, and compliance with market standards. Facilitate women’s access to certification bodies and support their participation in relevant training and capacity-building programs.

5.1.7 Market Linkages and Business Development Services: Facilitate linkages between women producers and processors with formal markets, including supermarkets, hotels, and restaurants. Foster partnerships between women-owned businesses and larger market actors. Provide business development services, mentorship, and access to market networks to support women’s growth and sustainability.

5.1.8 Gender-Inclusive Contract Farming and Fair Trade: Promote gender-inclusive contract farming arrangements and fair-trade initiatives that prioritize women’s economic empowerment. Ensure that contract farming agreements consider women’s specific needs, address power imbalances, and provide fair and equitable terms. Support women’s participation in fair trade networks and certification processes.

5.1.9 Gender-Responsive Policy and Advocacy: Advocate for gender-responsive policies that promote women’s market access and value chain integration. Influence policy discussions and decision-making processes to address gender disparities within market systems. Collaborate with stakeholders, including government agencies, civil society organizations, and private sector actors, to advocate for gender equality in market-related policies.

5.1.10 Monitoring and Evaluation: Establish monitoring and evaluation systems to assess the impact of interventions on women’s market access and value chain integration. Use gender-disaggregated data and indicators to track progress and identify areas for improvement. Regularly review and adjust strategies based on monitoring and evaluation findings.

By adopting these strategies, African countries can enhance women’s market access, promote gender equality, and ensure their active participation and empowerment within the food systems value chains.

5.2 Indicators of Action Plan 5

To assess the implementation of Action Plan 5, which aims to facilitate women’s access to markets and ensure their active participation in the agricultural value chain, the following indicators are developed:

5.2.1 Market Access:

i. **Number of barriers identified and addressed:** Track the identification and resolution of barriers that limit women’s access to markets, such as discriminatory practices, lack of information, limited infrastructure, and inadequate financial resources.

ii. **Number of women trained in marketing, entrepreneurship, and negotiation skills:** Measure the participation and completion rates of training programs aimed at enhancing women’s skills in marketing and entrepreneurship.

iii. **Number of market linkages established:** Assess the number of connections facilitated between women farmers, producers, and agribusinesses with potential buyers, retailers, and export markets.

iv. **Number of policies and regulations advocating for gender equality in market access:** Monitor
the development and implementation of policies and regulations that promote gender equality in market access and eliminate discriminatory practices.

5.2.2 Value Chain Development & Integration:

i. **Number of women with increased access to productive resources**: Measure the extent to which women have gained access to productive resources such as land, credit, seeds, and technology, enabling their effective participation in the production phase of the value chain.

ii. **Number of improved post-harvest handling, processing, and storage facilities benefiting women**: Assess the investments made in infrastructure and technologies that enhance post-harvest handling, processing, and storage, particularly benefiting women involved in these activities.

iii. **Number of women benefiting from improved transportation and logistics**: Evaluate the impact of interventions aimed at addressing gender-specific transportation challenges, improving rural infrastructure, and providing reliable and affordable means of transportation for women’s products.

iv. **Number of women accessing financial services and credit**: Track the number of women gaining access to financial services and credit tailored to their needs, enabling them to invest in production, processing, and market development.

v. **Number of women meeting quality standards and certification requirements**: Assess the support provided to women in meeting quality standards and certification requirements for their products, including training on food safety, quality assurance, and compliance with market standards.

vi. **Number of women facilitated in market linkages and business development services**: Measure the number of women producers and processors connected with formal markets, as well as the provision of business development services, mentorship, and access to market networks.

vii. **Number of gender-inclusive contract farming arrangements and fair trade initiatives**: Track the implementation of gender-inclusive contract farming agreements and the participation of women in fair-trade networks and certification processes.

viii. **Number of gender-responsive policies and advocacy efforts**: Assess the number of gender-responsive policies and advocacy initiatives that have been implemented to promote women’s market access and value chain integration.

5.2.3 Market Information and Networking:

i. **Number of women with improved access to market information**: Measure the extent to which women have gained access to timely and relevant market information, such as prices, demand trends, and market opportunities.

ii. **Number of platforms for knowledge sharing and networking established**: Track the establishment and functionality of platforms that facilitate knowledge sharing, networking, and linkages between women producers, processors, and buyers.

iii. **Number of women’s groups or cooperatives formed**: Assess the formation and effectiveness of women’s groups or cooperatives that collectively access markets and negotiate better prices.

5.2.4 Access to Finance and Credit: **Number of women with improved access to financial services and credit**: Measure the number of women gaining access to affordable and appropriate financial products tailored to their needs, as well as the provision of financial literacy training and support.

5.2.5 Gender-Responsive Market Infrastructure: **Number of improved market infrastructure benefiting women**: Assess the investments made in market infrastructure that address gender-specific constraints, benefits and consider women’s time and mobility constraints.

5.2.6 Gender Responsive Monitoring and Evaluation: **Existence and functionality of monitoring and evaluation systems**: Evaluate the establishment and effectiveness of monitoring and evaluation systems to assess the impact of interventions on women’s market access and value chain integration.
6.0 ACTION PLAN 6: Timeline: 2024 – 2027

6.1 Promote the adoption and adaptation of gender-responsive agricultural technologies and innovations

Promoting adopting and adapting gender-responsive agricultural technologies and innovations is vital for implementing a gender action plan for sustainable food systems in Africa. Here are some key strategies to consider:

6.1.1 Gender-responsive technology assessment: Conduct a comprehensive assessment of existing agricultural technologies and innovations to determine their gender responsiveness. Identify technologies that can improve productivity, efficiency, and sustainability while addressing the specific needs and constraints faced by women farmers and producers.

6.1.2 Research and development: Invest in research and development initiatives to develop and adapt agricultural technologies and innovations that are specifically designed to address gender disparities. This can involve the development of gender-responsive seed varieties, mechanization tools suited for women’s physical capabilities, and climate-smart farming practices that consider women’s roles and responsibilities in agricultural production.

6.1.3 Capacity building and training: Provide training programs and capacity-building initiatives that equip women farmers and producers with the necessary skills and knowledge to effectively adopt and utilize gender-responsive agricultural technologies. Training should focus on technical aspects, such as operating and maintaining equipment, as well as broader topics like entrepreneurship, financial management, and digital literacy.

6.1.4 Access to finance: Facilitate access to finance for women farmers and producers to acquire gender-responsive agricultural technologies. This can involve establishing credit facilities, microfinance schemes, or innovative financing models tailored to their specific needs. Encouraging partnerships with financial institutions and promoting women’s economic empowerment through financial inclusion are crucial.

6.1.5 Demonstration and knowledge sharing: Conduct on-the-ground demonstrations of gender-responsive agricultural technologies and innovations to showcase their benefits and effectiveness. Establish farmer field schools, demonstration plots, and knowledge-sharing platforms where women can learn from each other’s experiences and exchange best practices.

6.1.6 Partnerships and collaboration: Foster partnerships and collaboration among stakeholders, including government agencies, research institutions, private sector actors, and civil society organizations. Encourage dialogue and knowledge exchange to leverage expertise, resources, and networks to accelerate the adoption and adaptation of gender-responsive agricultural technologies.

6.1.7 Policy and regulatory support: Advocate for policies and regulations that promote gender-responsive agricultural technologies and innovations. Engage policymakers to integrate gender considerations into national agricultural strategies, provide incentives for the development and adoption of gender-responsive technologies, and remove barriers that hinder women’s access to these innovations.

6.1.8 Gender Responsive Monitoring and evaluation: Implement a robust monitoring and evaluation system to track the adoption and impact of gender-responsive agricultural technologies. Collect sex-disaggregated data to assess the effectiveness of these technologies in improving women’s productivity, income, and overall well-being. Use this data to inform future decision-making and programmatic interventions.
By prioritizing adopting and adapting gender-responsive agricultural technologies and innovations, the gender action plan can empower women farmers and producers, enhance their productivity and income, and contribute to sustainable and inclusive food systems in Africa.

### 6.2 Indicators of Action Plan 6

To assess the implementation of Action Plan 6, which focuses on promoting the adoption and adaptation of gender-responsive agricultural technologies and innovations, the following indicators are developed:

**6.2.1 Adoption rate of gender-responsive agricultural technologies:** Measure the proportion of women farmers and producers who have adopted gender-responsive agricultural technologies and innovations. This indicator reflects the level of uptake and utilization of these technologies among the target group.

**6.2.2 Access to gender-responsive agricultural technologies:** Assess the accessibility of gender-responsive agricultural technologies and innovations for women farmers and producers. This indicator measures the availability of these technologies and the extent to which women have the means to acquire and utilize them.

**6.2.3 Increased productivity and income:** Measure the changes in productivity and income levels among women farmers and producers who have adopted gender-responsive agricultural technologies. This indicator assesses the impact of these technologies on improving women's economic outcomes.

**6.2.4 Training and capacity-building coverage:** Measure the extent of training and capacity-building programs provided to women farmers and producers on gender-responsive agricultural technologies. This indicator reflects the coverage and effectiveness of training initiatives in equipping women with the necessary skills and knowledge.

**6.2.5 Number of successful case studies and best practices:** Identify and document successful case studies and best practices that demonstrate the positive impact of gender-responsive agricultural technologies on women’s empowerment and sustainable food systems. This indicator showcases the effectiveness and replicability of these technologies.

**6.2.6 Stakeholder partnerships and collaborations:** Measure the level of stakeholder partnerships and collaborations established to promote the adoption and adaptation of gender-responsive agricultural technologies. This indicator reflects the extent of collaboration among government agencies, research institutions, private sector actors, and civil society organizations.

**6.2.7 Integration of gender-responsive technologies in policies and strategies:** Assess the integration of gender-responsive agricultural technologies in national agricultural policies and strategies. This indicator evaluates the extent to which gender considerations are incorporated into broader policy frameworks.

**6.2.8 Qualitative feedback and satisfaction:** Gather qualitative feedback and assess the satisfaction levels of women farmers and producers who have adopted gender-responsive agricultural technologies. This indicator captures the perspectives, experiences, and opinions of women regarding the usability and effectiveness of these technologies.
7.0 ACTION PLAN 7: Timeline: 2024 – 2026

7.1 Develop and implement social protection programs that address the specific vulnerabilities and challenges faced by women in the agricultural sector.

Developing and implementing social protection programs that address the specific vulnerabilities and challenges faced by women in the agricultural sector is crucial for a gender action plan in the African food system. Here are some key steps to consider:

7.1.1 Gender-responsive needs assessment: Conduct a comprehensive needs assessment to identify the specific vulnerabilities and challenges faced by women in the agricultural sector. This assessment should consider factors such as limited access to resources, unpaid care work, gender-based violence, and lack of social safety nets.

7.1.2 Targeted social protection programs: Design and implement targeted social protection programs that address the identified vulnerabilities. These programs can include:

i. **Safety nets**: Establish social safety nets, such as cash transfer programs or social pensions, to provide income support to women in agriculture, particularly those in vulnerable situations such as widows, single mothers, or elderly women.

ii. **Agricultural insurance**: Develop and promote agricultural insurance schemes that specifically target women farmers. This can protect them against climate-related risks, crop failures, or other unforeseen events that can lead to economic hardship.

iii. **Healthcare and maternity support**: Provide access to quality healthcare services, including reproductive health, family planning, and maternal care. Support women in agriculture by ensuring they have access to adequate maternity leave, childcare facilities, and support for balancing work and family responsibilities.

iv. **Skills training and capacity building**: Offer training programs that enhance women's skills and knowledge in agricultural practices, entrepreneurship, financial management, and marketing. This can empower them to improve their productivity, income, and resilience.

v. **Gender-responsive extension services**: Strengthen extension services to provide gender-responsive advice and technical support to women farmers. This can include training on sustainable farming practices, climate-smart agriculture, and effective use of agricultural technologies.

vi. **Addressing gender-based violence**: Develop programs that address gender-based violence in agricultural communities. This can involve raising awareness, providing support services, and working with law enforcement agencies to ensure women's safety and protection.

7.1.3 Access to financial services: Promote women's access to financial services, such as savings accounts, credit, and microfinance, tailored to their specific needs. This can enhance their financial inclusion and resilience in the face of economic shocks.

7.1.4 Advocacy and policy support: Advocate for policies and regulations that prioritize and support social protection for women in agriculture. Engage with relevant stakeholders, including governments, policymakers, and civil society organizations, to integrate gender considerations into national social protection frameworks.

7.1.5 Monitoring and evaluation: Establish robust monitoring and evaluation mechanisms to assess the effectiveness of social protection programs. Collect sex-disaggregated data to track the impact of these programs on women's well-being, economic empowerment and resilience.
Use the findings to inform programmatic adjustments and improvements.

**7.1.6 Partnerships and coordination:** Foster partnerships and coordination among various stakeholders, including government agencies, NGOs, community-based organizations, and private sector actors. Collaborate to leverage resources, expertise, and networks to implement and scale up social protection programs effectively.

By developing and implementing social protection programs that specifically address the vulnerabilities and challenges faced by women in the agricultural sector, the gender action plan can enhance their social and economic well-being, promote gender equality, and contribute to the sustainability of the African food system.

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**7.2 Indicators of Action Plan 7**

To assess the impact of Action Plan 7, which focuses on developing and implementing social protection programs for women in the agricultural sector, the following indicators are developed:

**7.2.1 Number of women beneficiaries:** Measure the number of women who have benefited from social protection programs in the agricultural sector, such as cash transfer programs, agricultural insurance schemes, healthcare and maternity support, skills training, and gender-responsive extension services.

**7.2.2 Reduction in poverty rates among women in agriculture:** Track the changes in poverty rates specifically among women engaged in agricultural activities after the implementation of social protection programs. Compare the poverty rates before and after the intervention to assess the impact on women’s economic well-being.

**7.2.3 Improvement in food security and nutrition:** Assess the extent to which social protection programs have contributed to improved food security and nutrition outcomes for women in the agricultural sector. Measure indicators such as dietary diversity, nutritional status, and access to nutritious food.

**7.2.4 Increase in women’s access to financial services:** Monitor the increase in women’s access to financial services, including savings accounts, credit, and microfinance. Measure the number of women who have successfully accessed and utilized these services to enhance their financial inclusion and resilience.

**7.2.5 Enhanced skills and knowledge:** Evaluate the impact of skills training and capacity-building programs on women’s knowledge, productivity, and income in the agricultural sector. Measure improvements in agricultural practices, entrepreneurship, financial management, and marketing skills among women participants.

**7.2.6 Reduction in gender-based violence:** Assess the effectiveness of programs aimed at addressing gender-based violence in agricultural communities. Monitor the prevalence of gender-based violence incidents and measure changes in reporting, awareness, and access to support services for women.

**7.2.7 Policy integration and advocacy:** Track the adoption and implementation of policies and regulations that prioritize and support social protection for women in agriculture. Monitor changes in national social protection frameworks and assess the level of integration of gender considerations.

**7.2.8 Monitoring and evaluation systems:** Evaluate the establishment and functionality of monitoring and evaluation systems to assess the impact of social protection programs on women in the agricultural sector. Measure the availability of sex-disaggregated data and its utilization in tracking progress and informing programmatic adjustments.
7.2.9 Stakeholder collaboration and partnerships: Assess the level of collaboration and coordination among stakeholders involved in implementing social protection programs. Monitor the establishment of partnerships and the leveraging of resources, expertise, and networks to effectively implement and scale up these programs.

8.0 ACTION PLAN 8: Timeline: 2024 – 2025

8.1 Promote research and data collection on gender and agriculture to understand better the needs, constraints, and opportunities for women in the food system.

Promoting research and data collection on gender and agriculture is essential for gaining a deeper understanding of the needs, constraints, and opportunities for women in the food system in Africa. Here are some steps to promote research and data collection in this area:

8.1.1 Gender-responsive research agenda: Develop a gender-responsive research agenda that specifically focuses on the intersection of gender and agriculture/food systems. This agenda should prioritize research questions related to women’s roles, contributions, and challenges within the agricultural sector, including issues of access to resources, decision-making power, and economic empowerment.

8.1.2 Partnerships and collaborations: Foster partnerships and collaborations between research institutions, universities, NGOs, government agencies, and local communities. Encourage multi-disciplinary research teams that include gender experts, agricultural scientists, economists, and social scientists to ensure a holistic understanding of the gender dynamics in the food system.

8.1.3 Data collection and analysis: Conduct systematic data collection and analysis on gender and agriculture, incorporating sex-disaggregated data whenever possible. This can involve surveys, interviews, focus group discussions, and participatory research methods to gather qualitative and quantitative data on women’s experiences, needs, and challenges.

8.1.4 Monitoring and evaluation frameworks: Develop and implement monitoring and evaluation frameworks that include gender-specific indicators to track progress and assess the impact of interventions in the food system. This will help identify gaps, measure the effectiveness of programs, and inform evidence-based decision-making.

8.1.5 Capacity building: Invest in capacity-building programs to enhance the research skills of individuals and organizations working on gender and agriculture. Provide training on research methodologies, data analysis, and gender analysis frameworks to strengthen the quality and relevance of research in this field.

8.1.6 Dissemination and knowledge sharing: Ensure that research findings are effectively disseminated and shared with policymakers, practitioners, and other relevant stakeholders. Utilize various channels, including policy briefs, workshops, conferences, and online platforms, to facilitate knowledge exchange and promote evidence-based decision-making.

8.1.7 Policy advocacy: Use research findings to advocate for policies and programs that address gender inequalities in the food system. Engage policymakers and stakeholders to ensure that gender considerations are integrated into national agricultural strategies, investment plans, and development agendas.

8.1.8 Long-term research collaborations: Encourage long-term research collaborations to generate
continuous and updated knowledge on gender and agriculture. Establish networks and platforms where researchers can share insights, collaborate on joint research projects, and support each other’s work.

By promoting research and data collection on gender and agriculture, the gender action plan can generate valuable insights that inform evidence-based policies and interventions. This will contribute to the empowerment of women in the food system, enhance their economic opportunities, and foster sustainable and inclusive agricultural practices in Africa.

8.2 Indicators of Action Plan 8

To assess the impact of Action Plan 8, which focuses on promoting research and data collection on gender and agriculture, the following indicators will be used:

8.2.1 **Number of gender-responsive research studies conducted**: Measure the number of research studies conducted specifically on gender and agriculture/food systems. This indicator reflects the level of attention and resources dedicated to understanding the gender dynamics in the food system.

8.2.2 **Availability of sex-disaggregated data**: Assess the availability and utilization of sex-disaggregated data in agricultural research. This indicator reflects the extent to which data collection efforts capture gender-specific information, enabling a deeper understanding of women’s experiences, needs, and challenges.

8.2.3 **Research collaborations and partnerships**: Monitor the establishment and effectiveness of research collaborations and partnerships between institutions, organizations, and stakeholders working on gender and agriculture. Measure the number of collaborative research projects and assess their impact on generating comprehensive knowledge.

8.2.4 **Research capacity building**: Evaluate the effectiveness of capacity-building programs aimed at enhancing research skills in the field of gender and agriculture. Measure the number of individuals and organizations trained in research methodologies, data analysis, and gender analysis frameworks.

8.2.5 **Dissemination and utilization of research findings**: Assess the extent to which research findings on gender and agriculture are disseminated and utilized by policymakers, practitioners, and other stakeholders. Measure the number of policy briefs, workshops, conferences, or online platforms where research findings are shared and the level of engagement from target audiences.

8.2.6 **Policy influence and integration**: Monitor the adoption and implementation of policies and programs influenced by research on gender and agriculture. Measure the extent to which research findings have been integrated into national agricultural strategies, investment plans, and development agendas.

8.2.7 **Knowledge uptake and application**: Assess the application of research findings in practice. Measure the extent to which research insights have informed the design and implementation of interventions, programs, and projects aimed at addressing gender inequalities in the food system.

8.2.8 **Long-term research collaborations**: Monitor the establishment and continuity of long-term research collaborations in the field of gender and agriculture. Measure the number of sustained research networks, platforms, or consortia that facilitate ongoing knowledge generation and exchange.
9.1 Create and raise awareness about gender inequalities in the food system sector and advocate for gender-responsive policies and investments

Creating and raising awareness about gender inequalities in the food system sector and advocating for gender-responsive policies and investments are crucial steps in implementing a gender action plan in Africa. Here are some strategies to consider:

9.1.1 Public campaigns and media engagement: Launch public awareness campaigns that highlight the gender disparities and challenges faced by women in the food system. Utilize various media channels, including television, radio, social media, and print media, to reach a wide audience and raise awareness about the importance of gender equality in agriculture and food systems.

9.1.2 Fostering an enabling environment: Creating and fostering an enabling environment for gender responsiveness in the AR4D to allow diverse stakeholders to partake and invest in gender responsive workable policy formulation and actualization without prejudice.

9.1.3 Stakeholder engagement: Engage with diverse stakeholders, including policymakers, government agencies, civil society organizations, community leaders, and the private sector. Conduct advocacy meetings, workshops, and roundtable discussions to sensitize them to the gender inequalities prevalent in the food system sector and emphasize the need for gender-responsive policies and investments.

9.1.4 Policy dialogue and advocacy: Advocate for the inclusion of gender-responsive policies and investments in national agricultural strategies, policies, and action plans. Collaborate with relevant government ministries, women's organizations, and other stakeholders to influence policy formulation and decision-making processes. Provide evidence-based arguments and recommendations to demonstrate the benefits of gender equality in the food system.

9.1.5 Capacity building and training: Organize capacity-building workshops and training programs for policymakers, government officials, and stakeholders on gender-responsive approaches in the food system. Highlight the economic and social benefits of empowering women in agriculture and the importance of integrating gender considerations into policies, programs, and investments.

9.1.6 Partnerships and networks: Foster partnerships and networks with organizations working on gender equality, agriculture, and food security. Collaborate with women's organizations, research institutions, NGOs, and international agencies to leverage their expertise, resources, and networks. Jointly advocate for gender-responsive policies and investments, share best practices, and amplify the collective voice for change.

9.1.7 Evidence-based advocacy: Gather and disseminate evidence and data on the positive impacts of gender equality in the food system. Conduct research, case studies, and evaluations that demonstrate the linkages between gender equality, agricultural productivity, food security, and sustainable development. Use this evidence to advocate for the integration of gender-responsive policies and investments in the gender action plan.

9.1.8 International platforms and partnerships: Engage with regional and international platforms, such as the African Union, regional economic communities, and global initiatives focused on sustainable agriculture and gender equality. Participate in conferences, forums, and policy dialogues to share experiences, learn from others, and advocate for gender-responsive policies and investments at the regional and global levels.
9.1.9 Gender Responsive Monitoring and accountability: Monitor the progress and implementation of gender-responsive policies and investments in the food system sector. Advocate for transparency, accountability, and regular reporting on gender-related indicators and targets. Highlight success stories and positive outcomes to reinforce the importance of sustained commitment to gender equality in agriculture and food systems.

By creating and raising awareness and advocating for gender-responsive policies and investments, the gender action plan can drive systemic change, empower women in the food system, and contribute to more inclusive and sustainable agricultural practices in Africa.

9.2 Indicators of Action Plan 9

To assess the impact of Action Plan 9, which focuses on raising awareness about gender inequalities in the food system sector and advocating for gender-responsive policies and investments, the following indicators will be used:

9.2.1 Awareness levels: Measure the level of awareness among the general public, policymakers, and stakeholders about gender inequalities in the food system sector. This can be assessed through surveys, interviews, or focus group discussions to gauge their understanding of the challenges faced by women and the importance of gender-responsive approaches.

9.2.2 Media reach and engagement: Evaluate the reach and engagement of public campaigns and media initiatives aimed at raising awareness about gender inequalities. Monitor the number of media outlets that cover the issue, the level of audience engagement (e.g., social media interactions, campaign reach), and the frequency of media coverage over time.

9.2.3 Stakeholder engagement: Assess the level of stakeholder engagement in advocacy efforts. Measure the number of policymakers, government agencies, civil society organizations, and private sector representatives actively involved in policy dialogues, workshops, and roundtable discussions on gender-responsive policies and investments.

9.2.4 Policy change and integration: Monitor the adoption and implementation of gender-responsive policies and investments in the food system sector. Measure the number of policy changes, strategies, or action plans that explicitly address gender inequalities and integrate gender considerations. This indicator reflects the extent to which advocacy efforts have translated into tangible policy outcomes.

9.2.5 Capacity building impact: Assess the impact of capacity-building workshops and training programs on policymakers, government officials, and stakeholders. Measure the number of individuals trained, changes in knowledge and attitudes, and the extent to which gender-responsive approaches have been integrated into their work and decision-making processes.

9.2.6 Partnerships and networks: Evaluate the effectiveness of partnerships and networks in advocating for gender-responsive policies and investments. Measure the number of partnerships formed, the level of collaboration, and the collective influence in shaping policies and investments. This indicator reflects the strength of collaboration and the ability to amplify the advocacy efforts.

9.2.7 Evidence utilization: Assess the extent to which evidence and data on the positive impacts of gender equality in the food system have been utilized in advocacy efforts. Measure the number of research studies, case studies, or evaluations that have influenced policy dialogue and decision-making processes.

9.2.8 Policy influence at international level: Monitor the participation and engagement in regional and
international platforms focused on sustainable agriculture and gender equality. Measure the level of involvement in conferences, forums, and policy dialogues, as well as the ability to influence regional and global agendas related to gender-responsive policies and investments.

9.2.9 Monitoring, Accountability and Sustainability mechanisms: Assess the establishment and functionality of monitoring, sustainability and accountability mechanisms for gender-responsive policies and investments. Measure the existence of reporting frameworks, the availability of gender-related indicators, and the regularity of reporting on progress. This indicator reflects the commitment to transparency, accountability, and the tracking of impact over time.

10.0 ACTION PLAN 10: Timeline: 2023-2028

Implementing a gender action plan for sustainable food systems in Africa requires effective resource mobilization. Here are some strategies and potential resources to consider:

10.1 Resource mobilization for implementation:

10.1.1 Government Funding: Governments can allocate funds from national budgets specifically for gender-focused initiatives in agriculture and food systems. These funds can be used for capacity-building programs, training, research, and infrastructure development.

10.1.2 International Aid and Development Agencies: Organizations such as the United Nations (UN) agencies (FAO, UN Women, UNDP), the World Bank, African Development Bank, and other bilateral and multilateral aid agencies often provide grants and loans for sustainable development projects. Engage with these agencies to seek financial support for your gender action plan.

10.1.3 Public-Private Partnerships (PPPs): Collaborate with private sector entities, including agribusinesses, retailers, and financial institutions, to secure funding and technical expertise. PPPs can provide financial resources, knowledge sharing, and market access for small-scale women farmers and entrepreneurs.

10.1.4 Non-Governmental Organizations (NGOs): NGOs working on women’s empowerment, gender equality, and sustainable development can be valuable partners. Seek funding and technical assistance from relevant NGOs or explore partnerships to jointly implement the gender action plan.

10.1.5 Philanthropic Foundations: Research and approach philanthropic foundations that focus on gender equality, agriculture, and food security. Many foundations offer grants and support projects aimed at empowering women and improving sustainable food systems.

10.1.6 Research Grants and Scholarships: Apply for research grants and scholarships that focus on gender and agriculture. Academic institutions, research organizations, and donor-funded programs often provide funding opportunities for research and capacity building related to sustainable food systems and gender equality.

10.1.6 Crowdfunding and Social Impact Investing: Leverage online platforms for crowdfunding campaigns or seek investment from impact investors who prioritize social and environmental outcomes. This approach can help raise funds while raising awareness about your gender action plan.

10.1.7 National and Regional Networks: Engage with national and regional networks focused on gender and agriculture to access funding opportunities, technical support, and collaboration opportunities. These networks can provide valuable connections and resources.
10.1.8 Policy Advocacy and Leveraging Existing Initiatives: Advocate for gender-responsive policies and strategies within existing agricultural and sustainable development initiatives. Align your gender action plan with existing programs to leverage available resources and strengthen implementation.

10.1.8 Local Contributions and Community Engagement: Encourage local communities, women's groups, and stakeholders to contribute financially or in kind to the implementation of the gender action plan. Their participation and ownership can enhance sustainability and impact.

A comprehensive resource mobilization strategy that combines different sources of funding, builds partnerships, and utilizes diverse resources need to be developed to ensure the successful implementation of your gender action plan for sustainable food systems in Africa.

10.2 Indicators of Action Plan 10

To assess the impact of resource mobilization for the implementation of Action Plan 10, which focuses on securing resources for a gender action plan in the African food system, the following indicators can be used:

10.2.1 Funding secured: Measure the amount of funding, frequency of and timely disbursement of funds secured from different sources, including government funding, international aid agencies, private sector partnerships, philanthropic foundations, and research grants. This indicator reflects the ability to mobilize financial resources to support the implementation of the gender action plan.

10.2.2 Resource diversity: Assess the diversity of resources mobilized, including financial resources, technical expertise, knowledge sharing, and in-kind contributions. Measure the proportion of resources from different sources to ensure a balanced and sustainable funding portfolio.

10.2.3 Partnerships established: Evaluate the number and quality of partnerships established with various stakeholders, such as government agencies, NGOs, private sector entities, academic institutions, and community organizations. Measure the level of engagement and collaboration in resource mobilization efforts.

10.2.4 Leveraged resources: Monitor the extent to which existing initiatives, programs, and platforms have been leveraged to access additional resources. Measure the number of partnerships formed with existing agricultural and sustainable development initiatives, indicating the ability to maximize available resources.

10.2.5 Gender-responsive allocation: Assess the extent to which the mobilized resources are specifically allocated to gender-focused initiatives within the food system. Measure the proportion of funding allocated to activities that address gender inequalities, empower women, and promote gender-responsive policies and programs.

10.2.6 Community contributions: Evaluate the level of community engagement and contributions to the implementation of the gender action plan. Measure the extent of financial or in-kind contributions from local communities, women's groups, and other stakeholders, indicating local ownership and sustainability.

10.2.7 Project sustainability: Monitor the long-term sustainability of the funded projects and initiatives. Assess the continuity of funding beyond the initial mobilization phase and the establishment of mechanisms for financial sustainability, such as income-generation activities or revolving funds.

10.2.8 Project outcomes and impact: Assess the outcomes and impact of the funded projects and initiatives in addressing gender inequalities in the food system. Measure changes in women’s empowerment,
access to resources, income generation, and overall well-being. Use qualitative and quantitative indicators to capture the impact of resource mobilization on gender equality.

10.2.9 Monitoring and reporting systems: Evaluate the establishment and functionality of monitoring and reporting systems to track the utilization and impact of mobilized resources. Measure the existence of reporting frameworks, the availability of financial and impact data, and the regularity of reporting on resource utilization.

10.2.10 Innovation and knowledge generation: Assess the generation of innovative solutions, best practices, and knowledge sharing resulting from the funded projects. Measure the number of research studies, policy briefs, and knowledge products produced, indicating the contribution to the broader knowledge base on gender and food systems.

11.0 ACTION PLAN 11: Timeline: 2024 – 2028

11.1 Gender Responsive Monitoring and Evaluation

The last component of the action plan is monitoring and evaluation. This component aims to ensure that gender mainstreaming in agriculture and food systems is effectively monitored and evaluated. This will involve the development of gender-sensitive indicators and the establishment of gender-sensitive monitoring and evaluation systems. This will also involve the regular review of policies, plans, and programs to ensure that they are gender-sensitive.

Establishing robust Gender responsive monitoring and evaluation mechanisms is crucial to track progress, identify gaps, and ensure accountability for gender mainstreaming efforts in the food sector in Africa. Here are some steps to consider

11.1.1 Develop gender-responsive indicators: Develop a set of gender-responsive indicators that align with the goals and objectives of the gender action plan. These indicators should capture relevant aspects of gender equality, women’s empowerment, and gender mainstreaming in the food sector. Ensure that indicators are measurable, specific, and tied to clear targets.

11.1.2 Data collection and analysis: Implement systematic data collection and analysis to monitor progress and measure the impact of gender mainstreaming efforts. Collect sex-disaggregated data, where applicable, to gain a better understanding of the differential experiences and outcomes for men and women in the food sector. Utilize a mix of qualitative and quantitative research methods to capture both the tangible and intangible aspects of gender mainstreaming.

11.1.3 Establish baselines and targets: Set baselines and targets for the gender-responsive indicators to provide a reference point for monitoring progress. Baselines allow for a comparison of the current situation, while targets provide a clear vision of where the gender action plan aims to be in a specified timeframe. Regularly assess progress against these baselines and targets to identify achievements and areas requiring further attention.

11.1.4 Regular reporting and documentation: Implement regular reporting mechanisms to document progress, challenges, and lessons learned. Develop standardized reporting templates that capture relevant information on gender mainstreaming activities, outputs, outcomes, and impacts. Encourage stakeholders to submit regular reports on their gender-related initiatives, allowing for a comprehensive overview of gender mainstreaming efforts in the food sector.

11.1.5 Review and analysis: Conduct periodic reviews and analysis of the collected data and reports to assess the effectiveness of gender mainstreaming efforts. Identify patterns, trends, and gaps in gender equality outcomes and the implementation of gender-responsive policies and interventions. Use this analysis to inform decision-making, program adjustments, and the identification of best practices to
scale up.

11.1.6 Stakeholder engagement and participation: Engage stakeholders in the monitoring and evaluation process. Involve key actors, including government agencies, civil society organizations, women’s groups, and private sector representatives, in data collection, analysis, and reporting. Encourage their active participation in reviewing findings and providing inputs to enhance the quality and relevance of monitoring and evaluation efforts.

11.1.7 Accountability and transparency: Foster a culture of accountability and transparency by sharing monitoring and evaluation findings with relevant stakeholders. Provide regular feedback on progress, challenges, and successes to ensure transparency in the implementation of the gender action plan. Encourage open dialogue and collaborative problem-solving to address gaps and improve gender mainstreaming efforts.

11.1.8 Learning and knowledge sharing: Promote learning and knowledge sharing among stakeholders involved in gender mainstreaming in the food sector. Organize workshops, conferences, and learning exchanges to disseminate findings, share experiences, and exchange good practices. Create platforms for stakeholders to discuss lessons learned, innovations, and strategies for continuous improvement.

By establishing robust monitoring and evaluation mechanisms, the gender action plan can ensure that gender-mainstreaming efforts in the food sector are effectively tracked, progress is measured, and accountability is upheld. This enables evidence-based decision-making, learning, and continuous improvement to advance gender equality and women’s empowerment in the African food system.

11.2 Indicators of Action Plan 11

To track the implementation of Action Plan 11, which focuses on monitoring and evaluation of gender mainstreaming efforts in the food sector, the following indicators will be used:

11.2.1 Number of gender-responsive indicators developed: Measure the number of gender-responsive indicators developed to monitor and evaluate gender mainstreaming efforts. These indicators should cover various dimensions of gender equality, women’s empowerment, and gender-responsive policies and programs in the food sector.

11.2.2 Baselines established: Assess the establishment of baselines for each gender-responsive indicator to provide a starting point for monitoring progress. Measure the proportion of indicators that have defined baselines.

11.2.3 Targets set: Evaluate the setting of targets for each gender-responsive indicator to specify desired outcomes and progress milestones. Measure the proportion of indicators that have defined targets.

11.2.4 Data collection methods: Assess the use of appropriate data collection methods to capture relevant information for monitoring and evaluation. Measure the proportion of indicators for which data collection methods have been defined and implemented.

11.2.5 Data availability: Evaluate the availability and completeness of data for monitoring gender-mainstreaming efforts. Measure the proportion of indicators for which data has been collected and is accessible for analysis.

11.2.6 Data analysis: Measure the extent to which data collected is analyzed to assess progress and outcomes. Evaluate the proportion of indicators for which data analysis has been conducted and findings have been reported.
11.2.7 Reporting frequency: Assess the frequency of reporting on the progress of gender mainstreaming efforts. Measure the number of reports produced per year or reporting cycle.

11.2.8 Stakeholder engagement: Evaluate the level of stakeholder engagement in the monitoring and evaluation process. Measure the participation of key stakeholders, including government agencies, civil society organizations, women’s groups, and private sector representatives, in data collection, analysis, and reporting.

11.2.9 Findings utilization: Assess the utilization of monitoring and evaluation findings in decision-making and program adjustments. Measure the extent to which findings have been used to inform policies, interventions, and resource allocation.

11.2.10 Accountability mechanisms: Evaluate the establishment and functionality of accountability mechanisms for gender mainstreaming efforts. Measure the existence of mechanisms to hold stakeholders accountable for their commitments and actions related to gender equality in the food sector.

11.2.11 Learning activities conducted: Measure the number of learning activities conducted, such as workshops, conferences, and learning exchanges, to share monitoring and evaluation findings, lessons learned, and good practices in gender mainstreaming.

11.2.12 Knowledge sharing platforms: Measure number of and assess the establishment of platforms for stakeholders to exchange knowledge, experiences, and best practices related to gender mainstreaming in the food sector. Measure the existence and utilization of such platforms.

12.0 Action Plan 12: Time line 2023-2028

12.1 Climate Change Resilience and Mitigation for Gender Action Plan for Food Systems in Africa

12.1.1 Climate-smart agricultural practices:

i. Promote sustainable farming techniques: Encourage the adoption of climate-smart agricultural practices such as agroforestry, conservation agriculture, and organic farming. These practices help improve soil health, water management, and resilience to climate shocks.

ii. Diversify crop varieties: Support the cultivation of diverse, climate-resilient crop varieties that are adapted to changing climatic conditions. This can enhance food security and reduce the risk of crop failure due to extreme weather events.

iii. Water management: Promote efficient water management practices such as rainwater harvesting, small-scale irrigation systems, and water-saving techniques. Access to reliable water sources can help women farmers cope with droughts and water scarcity.

iv. Crop rotation and intercropping: Encourage the use of crop rotation and intercropping techniques to optimize land use, enhance biodiversity, and reduce the risk of pests and diseases.

12.1.2 Access to climate information and early warning systems:

v. Strengthen climate information services: Improve the availability and accessibility of climate information tailored to the needs of women farmers. This can include localized
weather forecasts, early warning systems, and information on climate-resilient farming practices.

vi. **Use mobile technology:** Utilize mobile phones and text messaging services to disseminate climate information to women farmers in a timely and accessible manner. Collaborate with local telecommunications providers and leverage existing mobile networks.

vii. **Training on climate risk management:** Provide training and capacity-building programs to women farmers on climate risk management. This can include workshops on interpreting climate information, decision-making under uncertainty, and adaptive strategies.

12.1.3 **Financial and technical support:**

i. **Access to climate finance:** Facilitate women's access to climate finance mechanisms, including microfinance, grants, and climate funds. Support their engagement in climate-related projects and ensure inclusivity in accessing financial resources.

ii. **Technical assistance and extension services:** Strengthen extension services and provide technical assistance to women farmers, focusing on climate-resilient practices and technologies. Train agricultural extension workers to address the specific needs and challenges faced by women in climate change adaptation and mitigation.

iii. **Insurance schemes:** Advocate for the development of climate insurance products specifically tailored to smallholder women farmers. These insurance schemes can provide compensation in case of climate-related crop failures or losses.

12.1.4 **Women's empowerment and participation:**

i. **Strengthen women’s leadership:** Promote women’s leadership and decision-making roles in agricultural organizations, cooperatives, and community-based initiatives related to climate change resilience and mitigation.

ii. **Gender-responsive policies:** Advocate for gender-responsive policies and programs that recognize and address the specific vulnerabilities and needs of women in agriculture. Ensure that climate change strategies and action plans integrate gender considerations.

iii. **Capacity building and education:** Invest in capacity-building programs and education initiatives that empower women with the knowledge and skills to adapt to and mitigate climate change. This can include training on sustainable agriculture, natural resource management, and entrepreneurship.

12.1.5 **Knowledge sharing and networking:**

i. **Establish knowledge-sharing platforms:** Create platforms for women farmers to share experiences, knowledge, and best practices related to climate change resilience and mitigation. These platforms can include workshops, farmer field schools, and online communities.

ii. **South-South cooperation:** Promote South-South cooperation and exchange visits among women farmers and agricultural practitioners across African countries. This can facilitate the sharing of climate adaptation and mitigation strategies that have been successful in different contexts.

By integrating climate change resilience and mitigation strategies into a gender action plan for food systems in Africa to enhance the resilience of women farmers, improve food security, and contribute to sustainable agricultural development in the face of climate change.
12.2. Indicators for Action Plan 12

Indicators for tracking the implementation of climate change resilience and mitigation actions in the gender action plan for food systems in Africa are:

12.2.1 Climate-Smart Agricultural Practices:
   i. Percentage of women farmers adopting climate-smart agricultural practices.
   ii. Area of land under climate-resilient crop varieties.
   iii. Number of women farmers practicing efficient water management techniques.
   iv. Adoption rate of crop rotation and intercropping among women farmers.

12.2.3 Access to Climate Information and Early Warning Systems:
   i. Availability of climate information services tailored to women farmers.
   ii. Number of women farmers reached with climate information via mobile technology.
   iii. Number of women farmers trained in climate risk management.

12.2.4 Financial and Technical Support:
   i. Number of women farmers accessing climate finance mechanisms.
   ii. Percentage of women farmers receiving technical assistance and extension services.
   iii. Adoption rate of climate insurance schemes among women farmers.

12.2.5 Women's Empowerment and Participation:
   i. Number of women in leadership and decision-making roles in climate-related agricultural organizations.
   ii. Existence and implementation of gender-responsive climate change policies and programs.
   iii. Number of women farmers participating in capacity-building and education initiatives related to climate change.

12.2.6 Knowledge Sharing and Networking:
   i. Number of knowledge-sharing platforms established for women farmers.
   ii. Participation level of women farmers in knowledge-sharing activities and networks.
   iii. Number of South-South cooperation initiatives promoting exchange visits among women farmers.

13.0 Action Plan 13: Timeline- 2023-2028

13.1 Enhance Digital Literacy and the Use of Digital Tools

Digital literacy and tools play a crucial role in implementing a gender action plan for food systems in Africa. Here are some key considerations and actions toward achieving this:

13.1.1 Digital Literacy:
   i. Promote digital literacy programs: Develop and implement training programs that focus on building digital literacy skills among women in the agricultural sector. These programs should cover basic computer skills, internet usage, digital communication, and online research.

   ii. Tailor training to local contexts: Ensure that the digital literacy programs are designed with the specific needs and challenges of women in African agricultural communities in mind. Consider factors like language, accessibility, and cultural norms.

   iii. Collaborate with local organizations: Work closely with local NGOs, community centers, and women’s groups to deliver digital literacy training. These organizations often have existing networks and can provide valuable insights into the needs of the community.
iv. **Provide ongoing support:** Digital literacy training should be accompanied by ongoing support to address questions, challenges, and troubleshooting. This can include establishing helplines, online forums, or community-based mentors.

### 13.1.2 Tools for Gender Action Plan:

i. **Mobile applications:** Develop mobile applications that provide women farmers with access to information on weather patterns, market prices, crop management techniques, and financial services. Ensure these apps are user-friendly, available in local languages, and compatible with low-end devices.

ii. **Online marketplaces:** Create online platforms or marketplaces that connect women farmers directly with buyers, eliminating intermediaries and enabling fairer prices. These platforms can also offer digital payment options to facilitate secure transactions.

iii. **Data collection and analysis tools:** Develop tools to collect, analyze, and visualize data related to women’s participation in agriculture and food systems. This data can inform evidence-based policy decisions and help track progress toward gender equality goals.

iv. **E-learning platforms:** Establish online platforms that provide women farmers with access to agricultural training materials, educational resources, and best practices. These platforms can be complemented with discussion forums and virtual mentoring programs.

v. **Social media and networking:** Leverage social media platforms to create online communities where women farmers can connect, share experiences, and learn from each other. Encourage the formation of women-led networks for peer support and knowledge exchange.

### 13.1.3 Infrastructure and Accessibility:

i. **Improve internet connectivity:** Work towards expanding internet access and improving connectivity in rural areas. This can involve initiatives such as establishing community Wi-Fi zones, increasing mobile network coverage, or utilizing satellite internet technologies.

ii. **Address device affordability:** Explore partnerships and initiatives to make digital devices more affordable and accessible to women farmers. This could include subsidies, installment payment plans, or facilitating access to refurbished devices.

iii. **Enhance digital skills of extension workers:** Provide training to agricultural extension workers on digital tools and platforms. They can then serve as intermediaries, supporting women farmers in adopting and effectively utilizing digital technologies.

### 13.1.4 Monitoring and Evaluation:

Implement robust monitoring and evaluation frameworks: Develop frameworks to monitor and evaluate the impact of digital literacy and tools on women’s empowerment, productivity, income generation, and overall well-being. Regularly assess the effectiveness of interventions and make necessary adjustments based on the feedback received.

By integrating digital literacy and appropriate tools into gender action plans for food systems in Africa, we can empower women farmers, enhance their participation, and contribute to sustainable agricultural development while promoting gender equality.

### 13.2 Indicators of Action Plan 13

Indicators tracking the implementation of enhanced digital literacy and the use of digital tools in the
gender action plan for food systems in Africa are as follows:

**13.2.1 Digital Literacy:**
- i. Number of women trained in digital literacy skills.
- ii. Percentage of women who demonstrate improved digital literacy skills.
- iii. Number of digital literacy programs implemented in agricultural communities.
- iv. Level of satisfaction among participants with digital literacy training.

**13.2.2 Tools for Gender Action Plan:**
- i. Number of mobile applications developed and deployed for women farmers.
- ii. Adoption rate of mobile applications by women farmers.
- iii. Number of online marketplaces established for women farmers.
- iv. Volume and value of transactions facilitated through online marketplaces.
- v. Number of data collection and analysis tools developed and utilized.
- vi. Percentage of women farmers accessing e-learning platforms.
- vii. Engagement level of women farmers on e-learning platforms.
- viii. Growth and activity of social media communities for women farmers.

**13.2.3 Infrastructure and Accessibility:**
- i. Percentage increase in internet connectivity in rural areas.
- ii. Number of initiatives implemented to improve internet access.
- iii. Affordability index of digital devices for women farmers.
- iv. Number of extension workers trained in digital tools and platforms.

**13.2.4 Monitoring and Evaluation:**
- i. Number of monitoring and evaluation frameworks developed and implemented.
- ii. Indicators of women's empowerment, such as increased decision-making power, access to resources, and income generation, attributed to the use of digital tools.
- iii. Feedback from women farmers on the impact of digital literacy and tools on their agricultural practices and livelihoods.
14.0 Proposed Institutional Framework

These are the proposed Institutional Framework for the implementation of the Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems in Africa

14.1 Lead Agency

AUDA-NEPAD, as the regional development agency of the African Union and FARA, will serve as the lead agency responsible for coordinating the implementation of the Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems in Africa.

14.2 Steering Committee

A steering committee consisting of key stakeholders, including representatives from AUDA-NEPAD and FARA, relevant government agencies, civil society organizations, academia, and private sector actors, will be established to provide oversight and guidance for the implementation of the action plan.

14.3 Technical Working Groups

Technical working groups consisting of experts from relevant sectors and disciplines will be established to provide technical guidance and support for the implementation of specific components of the action plan.

14.4 Country Focal Points

Country focal points will be designated in each participating country to facilitate the implementation of the action plan at the national level. They will work closely with the relevant government agencies, civil society organizations, and other stakeholders to ensure that the action plan is tailored to the specific needs and context of each country.

14.5 Monitoring and Evaluation

A monitoring and evaluation framework will be developed and implemented to track the progress of the implementation of the action plan. Regular monitoring and evaluation reports will be submitted to the steering committee and relevant stakeholders to ensure accountability and transparency in the implementation process.

14.6 Resource Mobilization

A resource mobilization strategy will be developed and implemented to ensure that adequate resources, including financial, human, and technical resources, are mobilized to support the implementation of the action plan. A coordination mechanism will be established to facilitate the sharing of resources among stakeholders.

14.7 Communication and Advocacy

A communication and advocacy strategy will be developed and implemented to create awareness and promote the action plan among relevant stakeholders. This will involve the use of various communication channels, including social media, print and electronic media, and community outreach activities. Advocacy efforts will also be targeted towards policy makers and decision makers to ensure that the action plan is integrated into national policies and strategies.

The institutional framework outlined above is intended to ensure that the Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems in Africa is implemented in a coordinated and effective manner, with the active participation of all relevant stakeholders.
1. **National Governments:** National governments in Africa should take the lead in implementing the Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems. They should develop policies and allocate resources to support gender mainstreaming initiatives in agriculture and food systems. They should also provide an enabling environment for women to participate in agriculture and food systems by addressing the legal, social and cultural barriers that impede women’s access to land, markets, finance, and technology.

2. **Regional Economic Communities (RECs):** The RECs in Africa, such as the African Union, the Economic Community of West African States (ECOWAS), and the East African Community (EAC), should support the national governments in implementing the Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems. They should promote regional collaboration and coordination on gender mainstreaming initiatives in agriculture and food systems. They should also facilitate knowledge sharing and capacity building among member states on gender-responsive policies and practices.

3. **Regional Research and Development Organizations/Initiatives:** Regional research and development organizations such as: Forum for Agricultural Research in Africa (FARA) and other CAADPXP4 consortium members, African Women in agricultural Research and Development (AWARD), Food and Agriculture Organization (FAO), the One CGIAR Gender Platform, and the International Livestock Research Institute (ILRI) should support the implementation of the Gender-Mainstreaming Action Plan by providing technical support, conducting research, and disseminating information on gender-responsive policies and practices in agriculture and food systems. These identified Development Organizations participate in technical working group on gender responsiveness in AR4D organizations.

4. **Civil Society Organizations (CSOs):** CSOs such as women’s groups, farmer organizations, and NGOs should play an active role in advocating for gender-responsive policies and practices in agriculture and food systems. They should also provide support services to women farmers such as training, access to credit, and marketing opportunities.

5. **Private Sector:** The private sector, including agribusinesses, should play a role in implementing the Gender-Mainstreaming Action Plan by promoting gender equality in their business practices and investing in initiatives that support women’s participation in agriculture and food systems.

6. **Development Partners:** Development partners such as the United Nations Development Programme (UNDP), the Food and Agriculture Organization of the United Nations (FAO), and the International Fund for Agricultural Development (IFAD) should support the implementation of the Gender-Mainstreaming Action Plan by providing financial and technical assistance to national governments, RECs, regional research and development organizations, and CSOs.

7. **Monitoring and Evaluation:** A monitoring and evaluation framework should be developed to track progress and ensure accountability in the implementation of the Gender-Mainstreaming Action Plan. The framework should include gender-disaggregated indicators to measure the impact of gender mainstreaming initiatives in agriculture and food systems.
Conclusion

This gender-mainstreaming action plan provides a comprehensive guide for achieving gender equality and inclusive sustainable food systems in Africa. Implementing these actions will require collaboration among stakeholders in the food systems and commitment to gender equality. The action plan provides a framework for developing gender-responsive policies and interventions that promote inclusive and sustainable food systems.

The Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems in Africa provides a roadmap for promoting gender equality in the agriculture sector. The plan outlines a series of steps that can be taken to address the specific challenges faced by women in agriculture and create an enabling environment for their full participation in the food system. By following this action gender mainstreaming in agriculture and food systems is essential for achieving inclusive and sustainable food systems in Africa. The gender mainstreaming action plan outlined in this paper provides a comprehensive and detailed framework for addressing the gender gaps in agriculture and food systems. This action plan should be implemented at the national, regional, and continental levels to ensure that gender equity is promoted throughout the entire food system.

In conclusion, the proposed institutional framework for the implementation of the Gender-Mainstreaming Action Plan for Inclusive Sustainable Food Systems in Africa involves the collaboration and coordination of various stakeholders including national governments, RECs, regional research and development organizations, CSOs, private sector, and development partners. The framework provides a roadmap for effective implementation, monitoring and evaluation of the action plan.

TYPICAL TEMPLATE AND HEADINGS FOR COUNTRY LEVEL OPERATIONS:

<table>
<thead>
<tr>
<th>Vision &amp; Objectives</th>
<th>Key Priority areas</th>
<th>Strategies and Actions</th>
<th>Institutional and Policy Support</th>
<th>M&amp;E</th>
<th>Partnerships and collaborations</th>
<th>Resources and timeline</th>
</tr>
</thead>
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</tbody>
</table>
### ANNEXES

### ANNEX 1

**Global level frameworks:**

<table>
<thead>
<tr>
<th>Sustainable Development Goal (SDG)</th>
<th>Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal 1: End poverty in all its forms everywhere</strong></td>
<td>1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property inheritance, natural resources, appropriate new technical and financial services, including microfinance.</td>
</tr>
<tr>
<td><strong>Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture</strong></td>
<td>2.3. By 2030, double agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists, and fishers, including through secure and equal access to land and other productive resources and inputs, knowledge, financial services, markets and opportunities for value additions and non-farm employment.</td>
</tr>
<tr>
<td><strong>Goal 5: Achieve gender equality and empower all women and girls</strong></td>
<td>5.1 End all forms of discrimination against all women and girls everywhere.</td>
</tr>
<tr>
<td></td>
<td>5.5. Ensure women’s full and effective participation and equal opportunities for leadership.</td>
</tr>
<tr>
<td><strong>Goal 10: Reduce inequality within and among countries.</strong></td>
<td>10.2. By 2030, empower and promote the social, economic, and political inclusion for all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.</td>
</tr>
<tr>
<td></td>
<td>10.3. Ensure equal opportunities and reduce inequalities of outcomes including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and actions in this regard.</td>
</tr>
<tr>
<td><strong>Goal 13: Take urgent action to combat climate change and its impacts</strong></td>
<td>13.3. Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</td>
</tr>
</tbody>
</table>
Annex 2

Continental level frameworks:

African Union: At the continental level, all states in Africa are members of the African Union (AU) and are committed to the principle of promoting gender equality as articulated in Article 4(l) of the Constitutive Act of the African Union.

Article 2 of the African (Banjul) Charter on Human and People’s Rights recognizes and guarantees the enjoyment of rights and freedoms in the Charter without distinction on the grounds of race, ethnic group, colour, sex, language, religion, political or any other opinion, national and social origin, fortune, birth, or other status.


Article XIX Right to Sustainable Development states that “African Union States Parties shall take all appropriate measures to promote women’s access to credit, training, skills development, and extension services at rural and urban levels to provide women with a higher quality of life and reduce the level of poverty among women” (African Union, 2003: 17).

Solemn Declaration on Gender Equality in Africa signed by member states in Addis Ababa in 2004 reaffirms the pledge to continue, expand and accelerate efforts to promote gender equality at all levels (African Union, 2004:1).
## Annex 3

### Regional level frameworks:

<table>
<thead>
<tr>
<th>Regional Economic Community</th>
<th>Member States</th>
<th>Normative frameworks/ Commitments on gender equality/ women and girls’ rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECOWAS</td>
<td>Benin, Burkina Faso, Ghana, Guinea Bissau, Sierra Leone, Liberia, Mali, Nigeria, Togo</td>
<td>Supplementary Act on Equality of Rights between Women and Men (2015)</td>
</tr>
<tr>
<td>ECCAS</td>
<td>Cameroon, Rwanda</td>
<td>ECCAS Gender Policy (2019)</td>
</tr>
<tr>
<td>EAC</td>
<td>Kenya, Uganda, Rwanda</td>
<td>EAC Gender Policy (2018)</td>
</tr>
</tbody>
</table>
| IGAD                        | Ethiopia, Kenya, Uganda, Sudan | IGAD Gender Policy Framework (2012-20) 
IGAD Gender Management System Handbook (2017) |
| SADC                        | Madagascar, Malawi, Mozambique, South Africa, Zambia, Zimbabwe | SADC Protocol on Gender and Development |
| COMESA                      | Ethiopia, Kenya, Madagascar, Malawi, Rwanda, Sudan, Uganda, Zambia, Zimbabwe | COMESA Revised Gender Policy (2016) 
Framework for Comprehensive Support for Women and Youth Cross Border Traders in the COMESA Region (2018). |

Source: Adaptation of Table 4.1 in van Eerdewijk, et al. (2018:93).
Annex 4: Country wide Examples

Illustration 1: Gender in Agriculture Partnership (GAP) in Ethiopia

An example of the implementation of this gender mainstreaming action plan is the Gender in Agriculture Partnership (GAP) in Ethiopia. The GAP is a partnership between the Ethiopian Ministry of Agriculture and Natural Resources, the International Center for Agricultural Research in the Dry Areas (ICARDA), and the Canadian International Development Agency (CIDA). The GAP aims to promote gender equity in agriculture and rural development in Ethiopia. The GAP has developed a gender-sensitive research agenda, provided training and technical assistance to institutions and individuals, and promoted women’s entrepreneurship in agriculture. The GAP has also established gender-sensitive indicators to measure the performance of agriculture and rural development with respect to gender equity.

Illustration 2: Gender-Sensitive Policies and Strategies

In Rwanda, the Ministry of Agriculture and Animal Resources developed a gender-sensitive National Agriculture Policy, which aims to promote gender equity and women’s empowerment in the agricultural sector. The policy includes specific strategies for increasing women’s access to productive resources, such as land and credit, and for promoting women’s leadership and decision-making in agriculture.

Illustration 3: Allocate Resources and Build Capacity

In Ghana, the Women in Agriculture Development (WIAD) program was established to provide training and capacity-building opportunities for women farmers. The program provides training in sustainable agriculture practices, financial management, and marketing, and also advocates for women’s land rights and access to credit.

Illustration 4: Implement and monitor gender-sensitive programs and projects

In Ethiopia, the Agricultural Growth Program (AGP) was launched with the aim of increasing agricultural productivity and commercialization. The program included a gender-sensitive component, which aimed to increase women’s access to productive resources and services. The program was monitored to ensure that women were benefiting from the program activities.

Illustration 5: Evaluate and adjust

In Malawi, the Ministry of Agriculture and Food Security conducted an evaluation of the Gender and Agriculture Strategic Plan to identify the strengths and weaknesses of the plan and to make recommendations for improvements. The evaluation found that while the plan had led to some positive changes, there were still gaps in the implementation of the plan that needed to be addressed.

Illustration 6: Promoting gender-sensitive monitoring and evaluation frameworks

One example of a successful gender mainstreaming initiative in agriculture and food systems is the Women in Maize project in Kenya. The project was aimed at increasing women’s participation and productivity in maize production. It involved providing women with training on improved maize production practices, access to credit, and the establishment of women-led savings groups. As a result of the project, women’s yields increased by 53% and their income from maize production increased by 48%. The project also contributed to women’s empowerment by improving their decision-making power and social status in their communities.
Illustration 6: Women Empowerment in Agriculture Index (WEAI)

One example of a successful gender-responsive program in sustainable food systems is the Women's Empowerment in Agriculture Index (WEAI) developed by the International Food Policy Research Institute (IFPRI). The WEAI measures women's empowerment in five domains: production, resources, income, leadership, and time use. The index has been used in several countries to identify the specific areas where women face challenges in agriculture and food systems, and to design targeted interventions that promote women's empowerment and gender equality. For instance, in Ethiopia, a program called Gender-Responsive Agricultural Development for Sustainable Nutrition Improvement (GRANDS) was developed based on the findings of the WEAI survey. The program provided women farmers with training on improved agricultural practices, access to credit and markets, and leadership skills. As a result, women's participation and productivity in agriculture increased, leading to improved nutrition outcomes for their households.
Gender- Mainstreaming Action Plan for Inclusive and Sustainable Food Systems in Africa
Akeredolu Mercy, Saghîr Petra, Karen Munoko

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