



Gender-Transformative Change in ATVET

Agricultural Technical Vocational Education
and Training for Women (ATVET4W)



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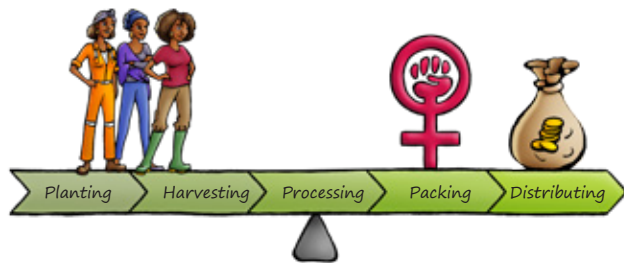
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BACKGROUND

Time to do things differently

Women are the backbone of Africa's agricultural sector. How many times have you heard this phrase? Over and over, experts have highlighted the importance of women in the agricultural workforce. Too often, words have failed to translate into action. How many agricultural development projects have set a focus on capacitating the 52% of women working in agriculture to improve productivity and processing? If agricultural projects, especially those with a focus on training or TVET, fail to focus on women, the continent's agricultural and economic transformation agenda will not succeed.

Agriculture is one of the few sectors where women outnumber men in the workplace. African women contribute the majority of labour in any given agricultural value chain but are excluded or lack the necessary skills to earn profits from the most lucrative segments like processing and marketing. Not only is this an economic injustice, it also prevents African countries from reaping the full benefits of agriculture for poverty eradication, sustainable growth and development.



¹ Speech by Akinwumi Adesina (2018), President of the African Development Bank, AfDB

*We cannot develop the African continent if we fail to develop women.**

* Dr. Ibrahim Mayaki, CEO of the African Union Development Agency (AUDA-NEPAD), speaking at the Women in Agribusiness conference in 2018.



Across the continent, agricultural transformation and women's empowerment are inextricably linked. If women had equal resources available to men, the gross domestic product (GDP) of the world would go up by 26%. In the case of Africa, GDP would go up by an additional 12%¹.

Despite this, progress has been slow. There are persisting barriers that prevent women from accessing land, inputs, information, finance, skills and more. The equation is simple. If the status quo remains and gender-transformative change continues to be a niche approach in development projects, development goals on the continent will not be reached.

Aspiration 6

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

Goal 1

Full gender equality in all spheres of life.



ATVET for Women (ATVET4W)

The African Union (AU) established the Comprehensive Africa Agriculture Development Programme (CAADP) as a strategy to achieve agriculture-based growth and food security on the continent. To achieve this, the African Union Development Agency (AUDA-NEPAD) is implementing Agricultural Technical Vocational Education and Training (ATVET). The ATVET project is being supported by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German government.

Since 2012, the classic ATVET project focuses on setting up functional TVET systems in agriculture in what are now 12 partner countries. In 2017, the sister project ATVET for Women (ATVET4W) was launched in 6 of the 12 partner countries: Benin, Burkina Faso, Ghana, Kenya, Malawi and Togo. One objective is to increase women's access to ATVET systems (formal, non-formal and informal competency-based training along selected agricultural value chains). However, the project takes it a step further. For women to be truly empowered, it is not enough to increase women's access to skills development. Women need to benefit from the training – for example, through increased income. Finally, women need decision-making power over this new income. Rather than only measuring how many women have been trained, ATVET4W questions established norms and gender stereotypes to dismantle existing structural inequalities.

Therefore, ATVET for Women interventions in the 6 countries follow transformative approaches in order to achieve **gender-transformative change**.

OBJECTIVE

Gender-Transformative Change

Sustainable Development Goal (SDG) 5 of the United Nations 2030 Agenda sets out to “achieve gender equality and empower all women and girls”². The formulation of SDG5 suggests that there are two parts. Firstly, gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys³. Secondly, empowerment of women and girls concerns their gaining power and control over their own lives⁴. This implies that to be empowered they must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions.



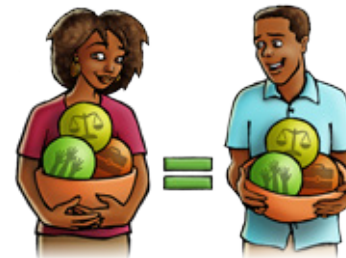
Achieve **gender equality** and **empower all women and girls**

ATVET for Women (ATVET4W) strives to do things differently. It is not enough to increase women’s access to skills development. There might be a scenario where women have equal access to training (gender equality). The important thing is that after completing the training, women also have the agency (empowerment) to make use of their capabilities and opportunities.

² UN Sustainable Development Goals, SDG 5
³ UN Women (2011-17), Gender Equality Glossary
⁴ UN Women (2011-17), Gender Equality Glossary

Gender Equality

“Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female.”



Women’s Empowerment

“The empowerment of women and girls concerns their gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.”



REACH



BENEFIT

EMPOWER?



Development interventions often stop here. If x number of women have been trained, are they empowered to use and truly benefit from these new skills?

What does this gender-transformative approach mean? It means that we take into account gender-based power relations, expand women's choices, promote decision-making and control over resources. This building of self-confidence, expansion of choices and transformation of unequal structures is what we label **gender-transformative change**. It is a prerequisite for achieving gender equality and empowering women and girls (SDG 5).

ATVET4W draws its gender-transformative mandate from the OECD

Gender Equality Policy Marker for development projects. Within GIZ, this is known as Governance and Gender (GG) Marker. ATVET4W has the highest marker GG2, which means gender equality is the project's main objective. In comparison, gender sensitive GG1 projects address gender norms, roles and access to resources only in so far as needed to reach project goals.

To conceptualise this GG2 or gender-transformative approach, ATVET4W draws on the Reach-Benefit-Empower principle⁵.

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

Reach - Benefit - Empower Principle

UN Woman, IFAD, FAO, WFP, IFPRI (2017), "Do agricultural development projects reach, benefit, or empower women?"

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

...simply
reaching
women

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

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

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

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

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

REACH

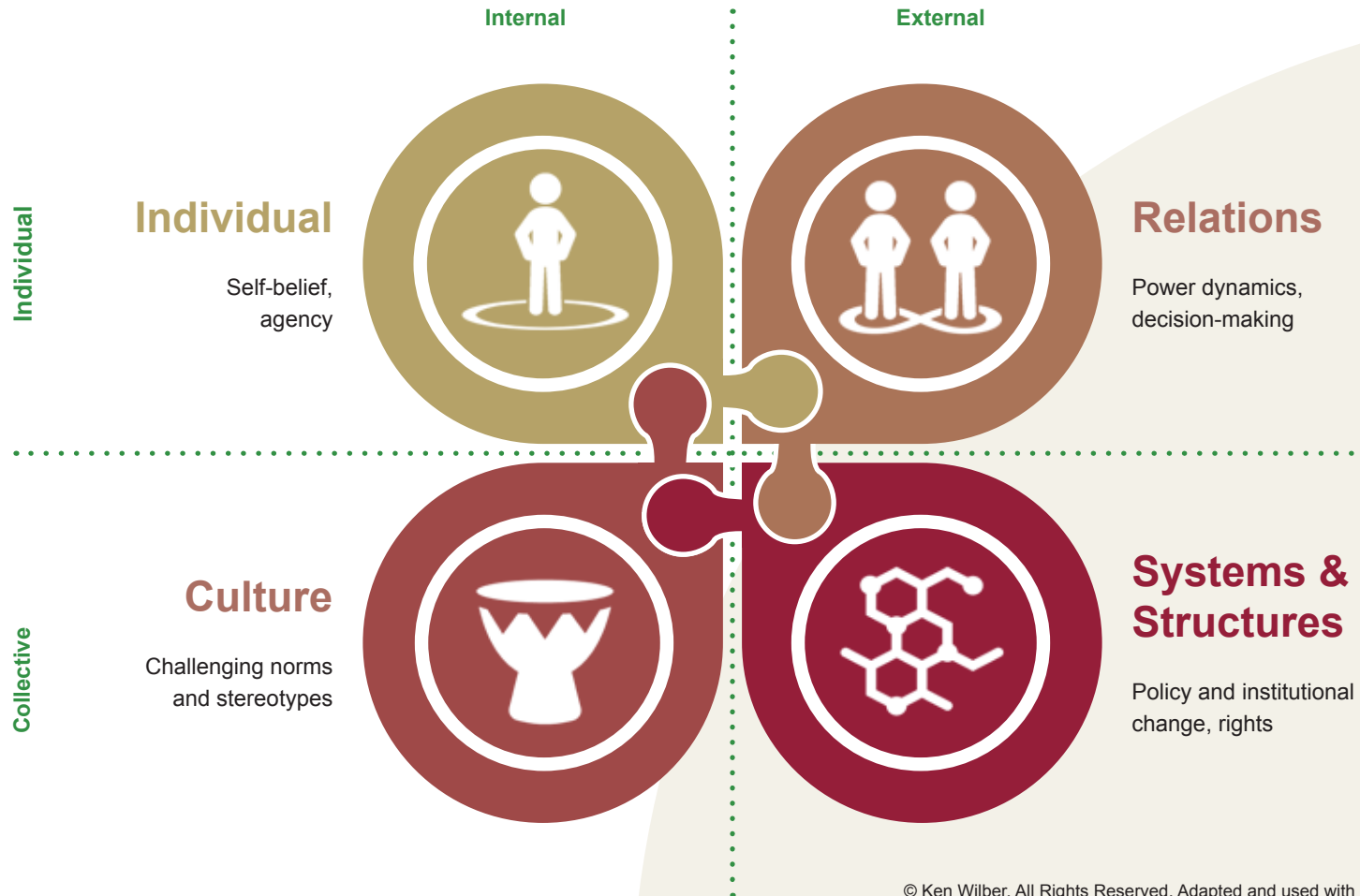
BENEFIT

EMPOWER



Empowerment: Quadrants of Change

Empowerment is complex. To further pin down what this looks like, ATVET4W looks at four quadrants of change for empowerment: individual, relations, culture and systems.



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Success Stories

ATVET for Women (ATVET4W) strives to be gender-transformative. The vision is to empower women through formal and informal training in terms of self-belief, increased decision-making power, choices, transformed social norms and structural change. To unpack what this looks like in practice, the ATVET4W project started piloting innovative gender-transformative initiatives (Unique Selling Projects, USPs).

Taking into account the diverse contexts and barriers faced by women in the six partner countries, each pilot initiative tackles different structural inequalities and norms. Still, each of the six USP initiative applies the Reach-Benefit-Empower principle and targets the quadrants of change.

Ghana

Women in the Driving Seat

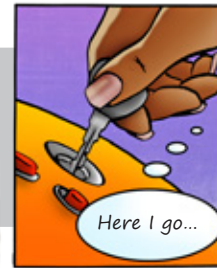
In Ghana, the “Women in the Driving Seat” training programme has trained 182 women in tractor driving and maintenance. The aim is to break glass ceilings in Ghana by training women in traditionally male-dominated areas – namely, mechanised agriculture and farm operations. The Ministry of Food and Agriculture (MoFA), through the Agricultural Engineering Services Directorate (AESD) and Women in Agriculture Directorate (WiAD), launched the Women in the Driving Seat training programme in September 2018 as the first of its kind in Ghana. The training programme is one of the first in Ghana to focus on gender-sensitive training delivery. Training modules include driving, maintenance, business opportunities and bookkeeping. For some of the male trainers, it was the first time in 40 years to instruct female trainees in tractor driving and maintenance.

The Ministry of Food and Agriculture (MoFA) was so impressed by the “Women

in the Driving Seat” initiative that it set in motion plans to allocate a dedicated budget from AESD and WiAD to continue the training in the coming years. In addition, MoFA announced plans to donate four tractors to the women and assist them with setting up two Agricultural Mechanisation Centers in Northern and Southern Ghana respectively. Meanwhile, graduates of the training established the “Women in Tractor Operation Association” as a way to organise and support themselves.

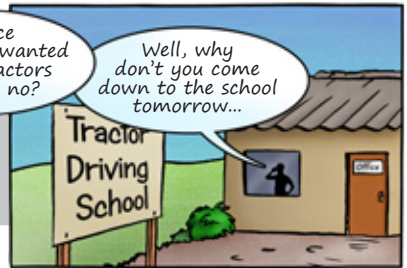
The “Women in the Driving Seat” training programme is a powerful example of how existing social norms can be challenged and new political commitments can be made through a pioneering initiative. The successful training completion rate of 100% showcased that women can excel in tractor driving and maintenance. As a result, the policy priorities of Ghana’s Ministry of Food and Agriculture (MoFA) have been positively influenced.

Individual



* inspired by a true story

Relations



* inspired by a true story

Culture



Systems & Structures

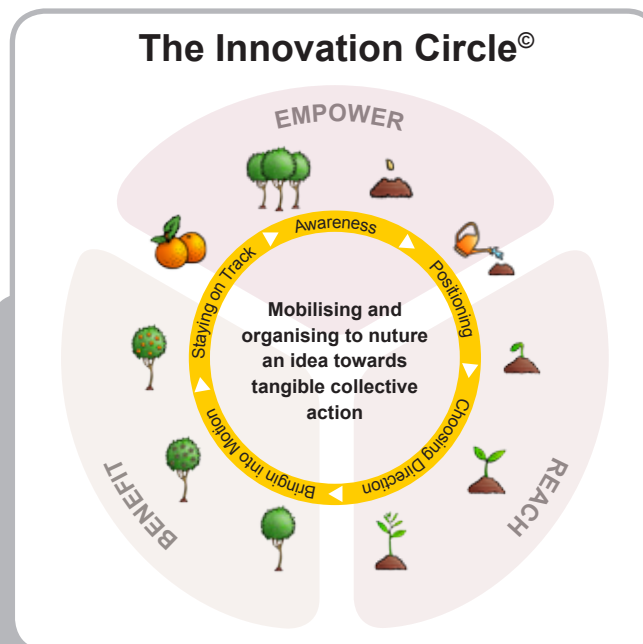


* inspired by a true story

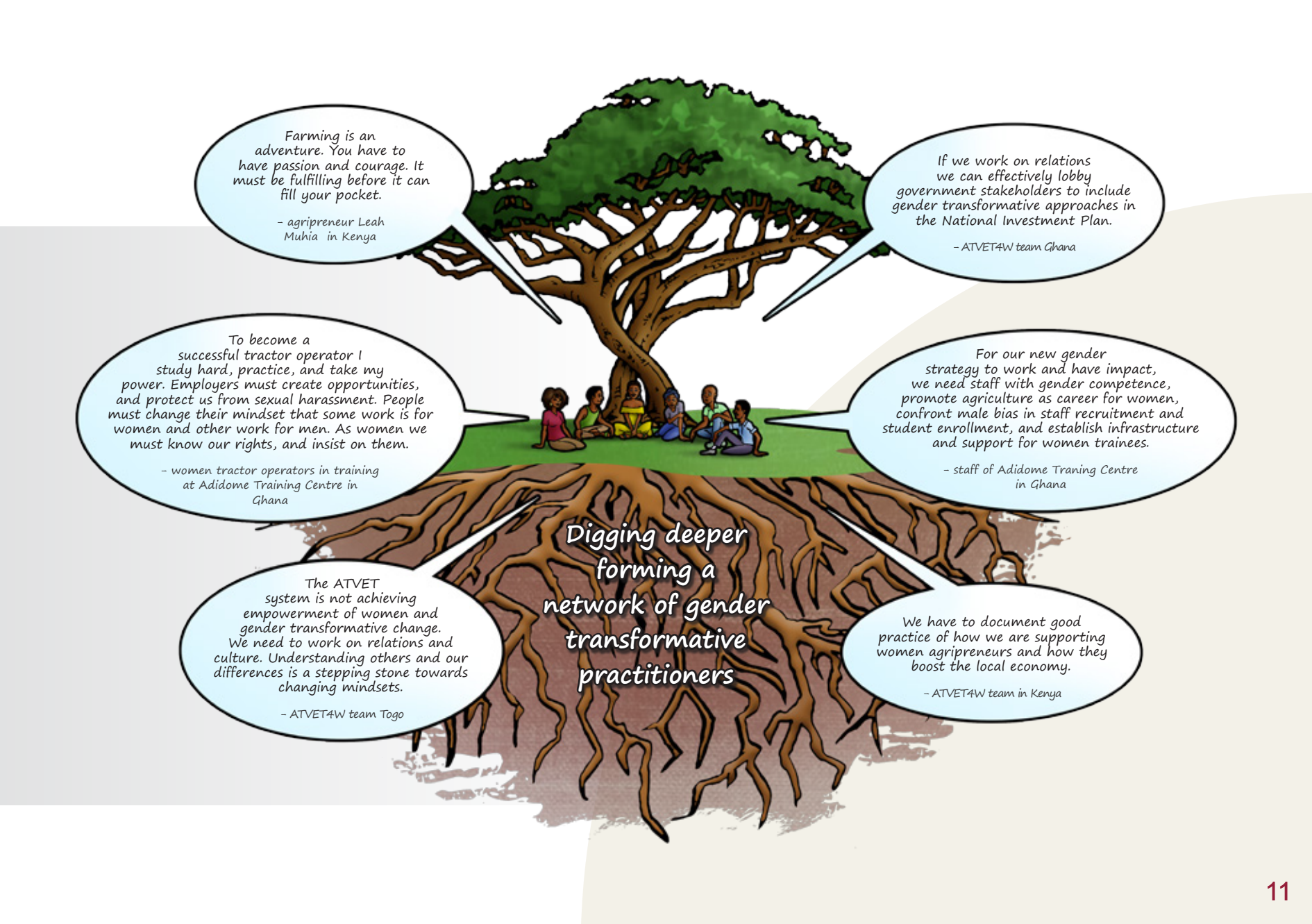
STAYING ON TRACK WITH GENDER EMPOWERMENT

As ATVET4W we strive to contribute to social change and economic justice for women agripreneurs in Africa through gender transformative agricultural skills development. This requires that we understand the complex dynamics of gender, power and innovation in ATVET and in agribusiness. In the context of ATVET4W we have developed a style of leadership as gender transformative change makers which is responsive and stimulates innovation as a social competence.

The InnovationCircle® in its 5 stages provides a map to navigate the emerging issues which arise whilst working with gender transformative change in multi stakeholder environments with multi levels in mind. The IC® process offers the building of resolve to mobilise strengths from engaged partners, open-up thinking to generate new possibilities and facilitate cutting-edge ideas with partners and to test these in a real-world situation. Its IC® never stands still and builds on innovation to continuously improve and learn in a synchronised manner with local contexts. Applying the IC® gives us a grounded confidence and critical awareness required to be able to embed fundamental change that transforms.



STAGE 0	STAGE 1	STAGE 2	STAGE 3	STAGE 4
<p>Awareness guides our ability to follow the momentum of change from one Stage to the next as individual or group</p>	<p>Positioning is about discovering the intention or purpose that inspires especially when the 'going gets tough'</p>	<p>Choosing Direction is about engaging others in envisioning possibilities and trusting the direction you wish to take despite the unknowns</p>	<p>Bringing into Motion is about do-able action steps that address the detail so we can produce something that is realistic and hits the mark</p>	<p>Staying on Track is about persevering with purpose to confidently take action and evolve our decisions in responsive ways</p>



Farming is an adventure. You have to have passion and courage. It must be fulfilling before it can fill your pocket.

- agripreneur Leah Muhia in Kenya

If we work on relations we can effectively lobby government stakeholders to include gender transformative approaches in the National Investment Plan.

- ATVET4W team Ghana

To become a successful tractor operator I study hard, practice, and take my power. Employers must create opportunities, and protect us from sexual harassment. People must change their mindset that some work is for women and other work for men. As women we must know our rights, and insist on them.

- women tractor operators in training at Adidome Training Centre in Ghana

For our new gender strategy to work and have impact, we need staff with gender competence, promote agriculture as career for women, confront male bias in staff recruitment and student enrollment, and establish infrastructure and support for women trainees.

- staff of Adidome Training Centre in Ghana

The ATVET system is not achieving empowerment of women and gender transformative change. We need to work on relations and culture. Understanding others and our differences is a stepping stone towards changing mindsets.

- ATVET4W team Togo

Digging deeper
forming a
network of gender
transformative
practitioners

We have to document good practice of how we are supporting women agripreneurs and how they boost the local economy.

- ATVET4W team in Kenya

Women's Empowerment in Agriculture Index

How does one measure empowerment? It is easy to track the number of women trained. When it comes to gender-transformative change and empowerment, things get more complex. To effectively deliver on its gender-transformative mandate, ATVET4W needs to monitor and evaluate the impact made. For this reason, the project partnered with the International Food Policy Research Institute (IFPRI). ATVET4W is piloting IFPRI's Women's Empowerment in Agriculture Index (WEAI) in two countries: Benin and Malawi. The index aims to increase understanding of the connections between women's empowerment, food security and agricultural growth.

It measures the roles and extent of women's engagement in the agriculture sector in five domains:



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