



Gender in the African Cashew initiative (ACi)



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Gender in the African Cashew initiative



1. Introduction: Gender in rural development and agricultural value chains

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Out of the 1.5 million cashew farmers in Africa, about 90% are poor and live in rural, deprived areas

Especially women face many disadvantages

Low annual income of 120-450 USD for African cashew farmers. Cashew production contributes 50% to the household income

Crucial particularly for female-headed households as mostly the only cash crop

Increasing demand of cashew due to strong growth in emerging markets (China, India)

High potential and chance of involving talents and capabilities of women to strengthen the sector

Promoting African cashew has a high poverty-reducing potential, especially for deprived women.

3 Forces / Focus Areas:

Sustainable growth in production and farming income

Sustainable success in local processing

Sustainable supply chains

1. Introduction: Gender in rural development and agricultural value chains



“The African farmer and her husband”

Women’s essential role in agriculture, especially in Sub-Saharan Africa

- Mostly subsistence and small scale farmers
 - Provide the majority of labor particularly for staple food crops
 - Steady rise of female-headed households: Male migration, early death, divorce and separation
- Indispensable role in food security

1. Introduction: Gender in rural development and agricultural value chains



In general, women in rural settings in Africa face multiple disadvantages in many areas

In the household

- Carry out demanding unpaid domestic activities
- Often not involved in decision-making and bargaining
- Work more hours

In agriculture

- Lack of access to land, credit, information and other resources
- Do the hardest and time-consuming but less visible tasks on the farm

In wage employment

- No employment opportunities, and if low-paid
- Higher-paid positions are held by men
- Less educated
- Rural-urban gap

Do these statements hold true in the cashew value chain? To what extent?

Gender in the African Cashew initiative



2. ACi's approach to gender

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Why including gender in a technical, agricultural project?

“The African farmer and her husband”: Increasing involvement of women in agriculture and value chains

No new development: Cashew industry traditionally relies on the participation of both men and women in production and processing

‘Social’ reason:

- Ensure gender equality in agriculture and wage employment
- Reduce discrimination

‘Economic’ reason:

Realizing women’s potential and capabilities strengthens competitiveness and increases profitability of the African cashew value chain



Ultimate goal: alleviating poverty

2. ACi's approach to gender



Women's empowerment pays off!!!

- When inputs are allocated more equitably within the household, productivity on women's plots can be improved
- Gender alone is not a significant determinant of agricultural efficiency, women are equally capable of being good farmers
- Women are increasingly taking charge of rural households and family farms
In Ghana, female-headed households now make up 35 percent of the total, with 53 percent of these being in rural areas
- Donors and governments pay greater attention on gender

2. ACi's approach to gender



Women's empowerment pays off!!!

Women smallholders often deliver better-quality products

- Increasing the number of women smallholders helps to improve product quality since women place greater diligence and attention to quality control
- Chance to get access to premium markets (higher returns for farmers since consumers pay more for higher quality): Fair Trade, organic markets

Women typically receive little of the income from crop sales

- Encourage male smallholders to give a share of their land or crop income to their wives helps increase productivity: Women will gain a greater incentive to improve production
- Benefits for family and community: Women preferably spend money for social and longer-term interests, e.g. children's education, food security, health

Getting more women into leadership positions

- Women and their priorities are better represented in group decision-making
- Delivers commercial benefits: different, new and innovative ideas, voices heard

2. ACi's approach to gender



Aims

Allow equal representation and participation of men and women along the African cashew value chain

Empower women to have more meaningful impact on decision-making in four areas: household, community, farm and processing plant

Method

Mainstream and fully integrate gender on all project levels

Adopt specific gender equality strategies and interventions

Instruments

Sex-disaggregated data

Qualitative gender survey

Policy dialogue

Innovative tools and approaches

Awareness raising

Internal capacity building

2. ACi's approach to gender: Besides mainstreaming, ACi emphasizes income diversification and creates new opportunities for rural women

Nursery management



- Grow good quality cashew seedlings
- Use on their farms to increase yields
- Income through selling of seedlings for the individual and the group

Beekeeping



- Establish bee hive; harvest of the honey
- Income through production and selling: honey, body cream, juice etc.
- Increased cashew nut quality

Cashew apple processing



Planned after feasibility study

Independent income source giving women more power in household decision-making
Empowering character of groups: women gain confidence, access to social networks

2. ACi's approach to gender: Policy dialogue

Public actors

- Governments
- Donor agencies (BMGF, BMZ)
- GIZ as the lead organisation

Main interests

- Women's economic empowerment
- Gender equality
- Reduce discrimination against women

Private actors

- Processing factories
- Trading companies
- Wholesalers and retailers

Main interests

- Qualified, healthy and empowered work force
- Low labor turnover
- Increased competitiveness and profitability
- Sustainability

ACi brings together public and private interests

- Promote employment opportunities mostly for women in the processing sector, leading to greater profitability using the skills and capabilities of women
- Mainstreaming: Ensure equal representation and participation of men and women along the African cashew value chain
- Empower women to have more meaningful impact on decision-making in four areas: household, community, farm and processing plant

2. ACi's approach to gender: Partnership



Learning is facilitated through strong focus on cooperation and knowledge-sharing amongst the different stakeholders

Implementing partners

- Inputs on gender survey
- ACA emerging as legitimate industry body

GIZ

GIZ-Ghana: Platforms, exercises and meetings; gender focal person
GIZ gender department: Knowledge sharing and dissemination

Gender in ACi

Agricultural ministries

- ACi 'trains the trainer'
- Raising awareness: Encourage the involvement of female extension agents

Private sector companies

Identify areas for action to include women's needs at the work space

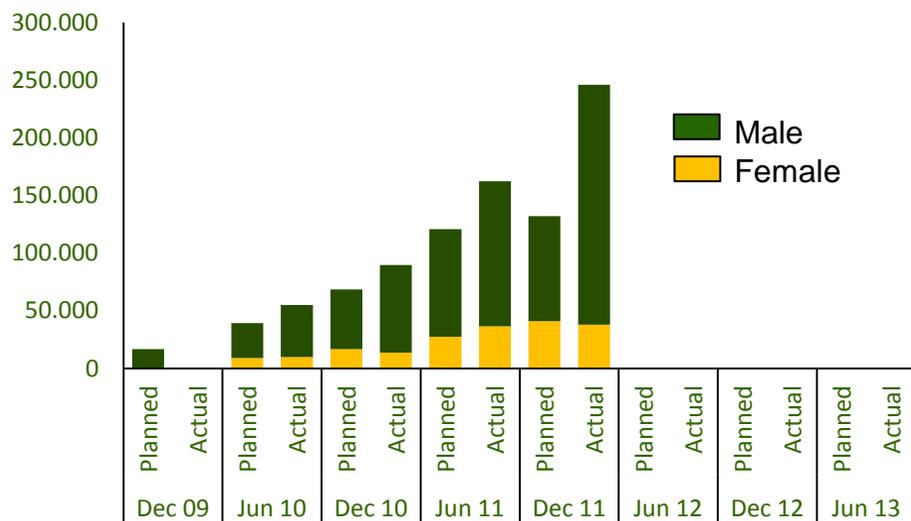
2. ACi's approach to gender: ACi considers sex-disaggregated data



Force 1

**Sustainable growth
in production and
farming income**

Number of farmers trained (all project countries)

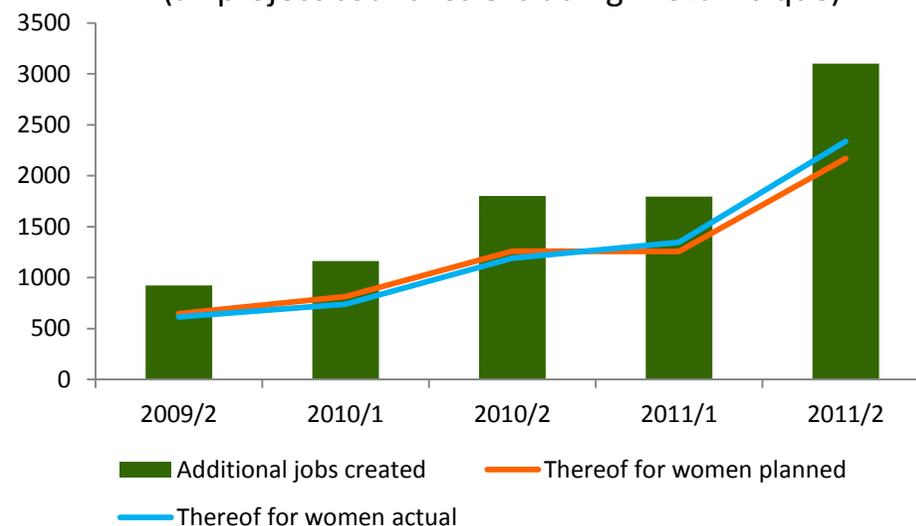


➤ **240,000 farmers trained in good agricultural practices, 27% women**

Force 2

**Sustainable success
in local processing**

Additional jobs created in processing
(all project countries excluding Mozambique)



➤ **3,100 new jobs created in the processing factories, thereof 74% for women**

BUT: DO THESE FIGURES TELL THE WHOLE STORY?

Gender survey African Cashew initiative



3. Gender survey: Overview and Methodology

3. Gender survey: Overview



Research aims

- Add a qualitative dimension to the quantitative data: Examine the current situation of men and women* in the cashew sector (production and processing)
- Analyze ACi's intervention on four environments (household, farm, community and processing plant) to verify successes and react towards shortcomings
- Listen to the voices of the beneficiaries: Ensure that gender holds a vital place in the project as well as in the next phase of the project

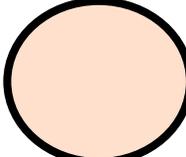
Two main hypotheses

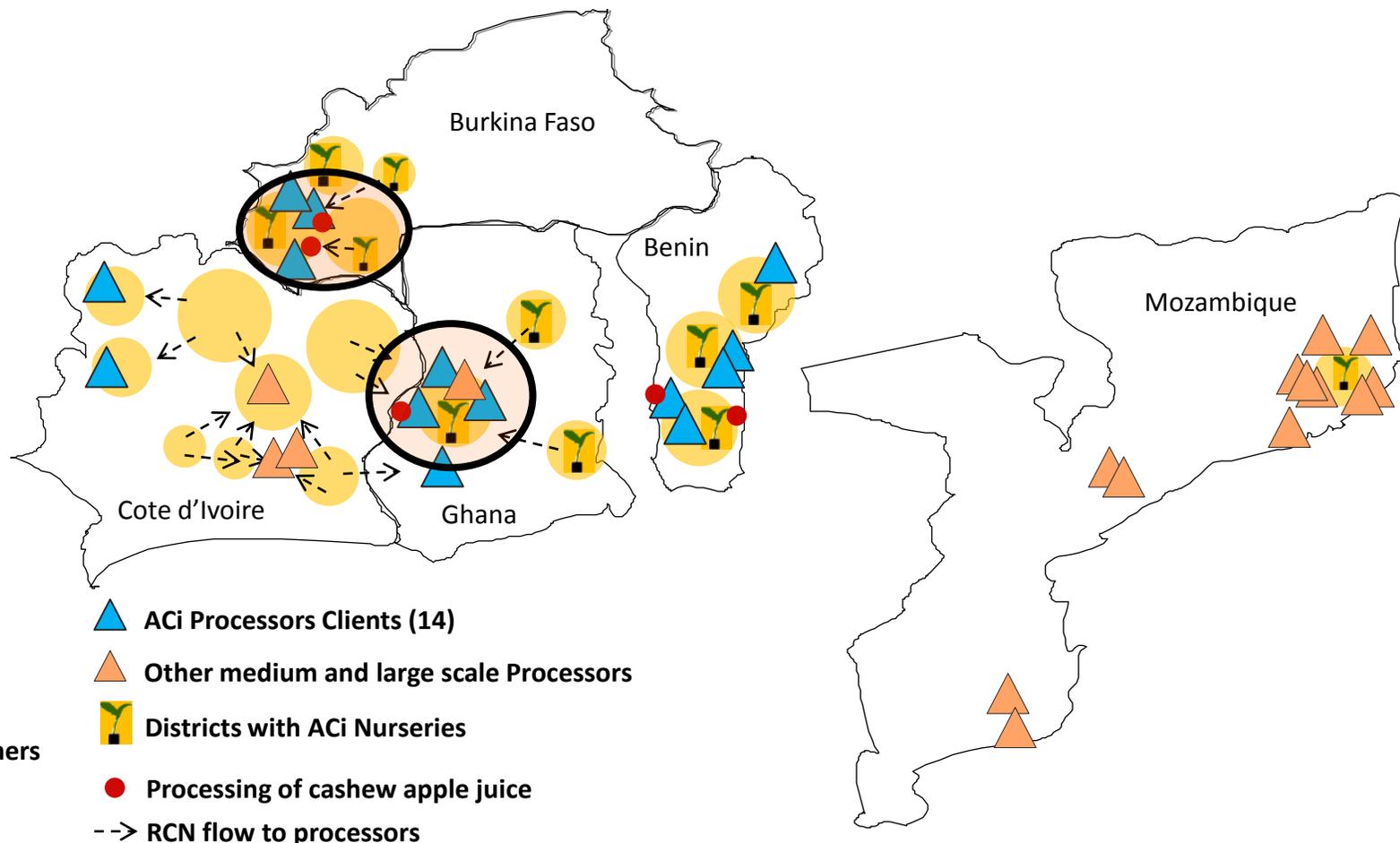
- Women are empowered, have a higher self-esteem and have more meaningful impact on decision-making in the household, community as well as in farmer-based organizations
- Women and families spend their increased income more usefully and sustainably, e.g. on children's education, health, food supply etc. improving the well-being of household members, and reducing rural poverty

* The term gender applies both to men and women, in the context of rural development in Sub-Saharan Africa, women are however the primary target group for a gender intervention since they face more disadvantages

3. Gender survey: Overview

Trainings of farmers are conducted in the areas where the processors source their RCN.

 Locations where interviews have been conducted



Interviews have been conducted in Ghana and Burkina Faso in the regions where the farmers have been trained and where the majority of cashew is produced and processed.

3. Gender survey: Overview



Why Ghana and Burkina Faso?

- ACi project countries
- Very different socio-cultural contexts and population structures
- Has lead to different results and allows multiple starting points for comparison, up-scaling best practices and overcome limitations

	Ghana	Burkina Faso
Farmer households	34 (21 women)	31 (23 women)
Factory hands	12 (10 women)	12 (9 women)
Processing managers	3 (all men)	2 (both men)

In 5 communities and 2 processing plants in each country

3. Gender survey: Methodology

- Internally conducted survey
- Research team:
ACi gender team
ACi country staff Ghana (Sunyani)
ACi country staff Burkina Faso (Bobo-Dioulasso)
- Semi-structured interviews with pre-elaborated questionnaires: flexible and open-ended questions
- Informed consent provided



Gender survey African Cashew initiative



3. Gender survey: Findings in production

3. Gender survey: Findings (production)



Benefits of cashew (for women)

Cashew as an important cash crop

- Often the only one in the area
- Principal income source complementing mainly subsistence food crops (yam, maize, groundnuts etc.)
- Crucial income-source for marginalised female-headed households (low education, lack of agency)

Farmers report a general increase of income due to cashew

- Higher yields
- Trainings attended and application of good practices
- Group selling
- Price increased

“ Yes I believe cashew farming is a good employment opportunity considering the fact that I never attended school. Therefore I cannot do any white collar job except farming” (Woman, Ghana)

“We are poor. With cashew it is an improvement in our life” (Woman, Burkina Faso)

3. Gender survey: Findings (production)

Gender division of labor: Major difference

Ghana

Women involved in all specific farming activities (to a lower extent)

- Contribute to joint family cultivation
- Cultivate own plantation
- Work less in pruning, spraying (do also not want to)
- Sometimes supervision of hired labor



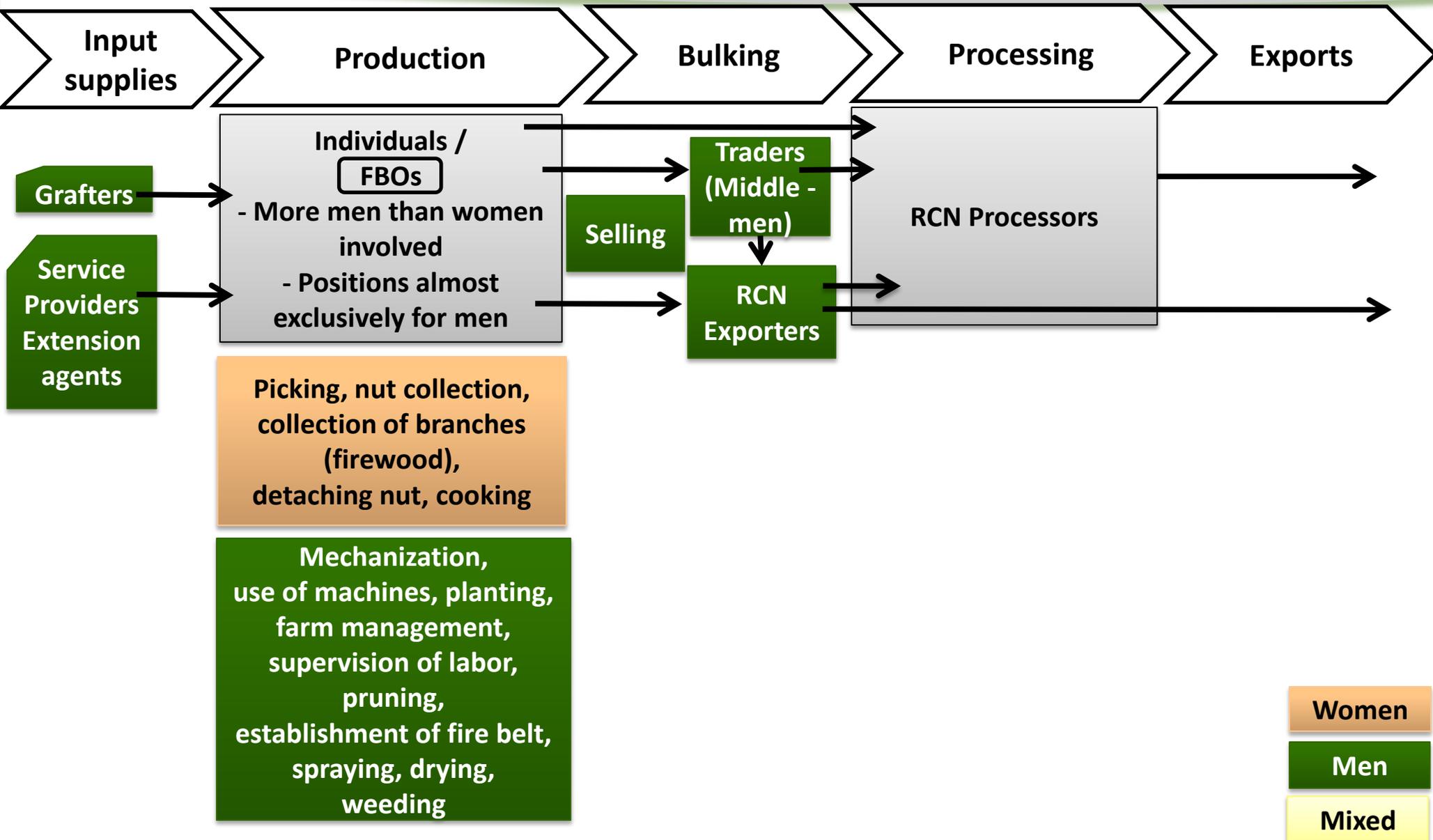
Burkina Faso

Women involved in the lower scales

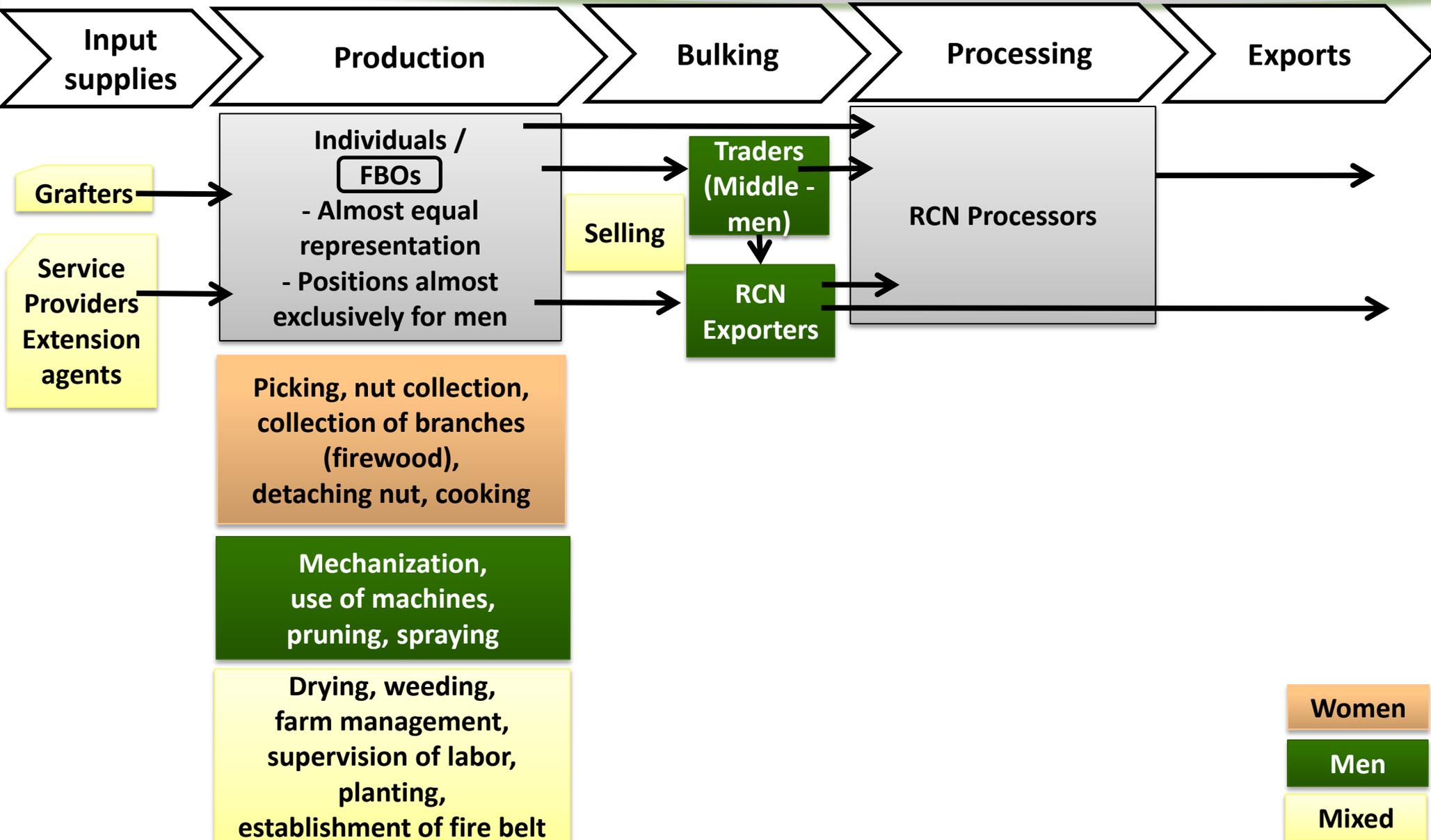
- Mostly only collection of nuts (harvest campaign), collect the branches
- Occasionally help with the men's tasks: Not an active role in production, no access to own farm
- Differences reflected in hired labor
- Women responsible for smaller crops and vegetables (groundnuts, millet etc.)
- Different in women's groups

"It is the men who practice cashew production. We only help with the nut collection" (Woman, Burkina Faso)

Gender in the cashew value chain (production): Burkina Faso



Gender in the cashew value chain (production): Ghana



3. Gender survey: Findings (production)



Workload

Women's multiple burdens remain:
care, housework, farm, small business

Perception that men work more than their wives,
however do not see household chores as
actual work

Lack of social capital: Women have to take little
children to the farm

Mostly people, especially women, report an
increase of farming activities and workload
due to GAP trainings

"We prepare the food, we bring the food to the farm, we help on the farm and when we go home we prepare the dinner while the men relax" **(Woman, Burkina Faso)**

"A woman cannot work harder than a man" **(Man, Ghana)**

„I live with my mother and when I'm away there is nobody to take care of her so I do everything for her before leaving for the farm. My mother is very old and immobile so I feel bad leaving her all by herself but I have no choice" **(Woman, Ghana)**

3. Gender survey: Findings (production)

ACi's intervention empowers women on multiple levels

- Empowering character of nursery groups, beekeeping: women gain confidence, independence and a further income; can also participate if not engaged in cashew
- Empowering character of GAP trainings: women realise their skills and talents
- Men encourage women to participate, go together to the trainings, usually no objections
- Snowball effect: dissemination of GAP between women, husbands (attended trainings) to women
- Benefits of trainings: select bad and good nuts, harvest fallen down fruits, nylon technique

"I can quickly graft to save my farm if some seedlings go bad (...). I give the good seeds to my friends and teach them how to graft"
(Woman, Ghana)

"Before I did not know the value of cashew"
(Woman, Burkina Faso)



3. Gender survey: Findings (production)



ACi's intervention empowers women on multiple levels

Limitations

- Almost no women in nursery groups in Burkina Faso
- Men participate more and share more in trainings
- Women do often not show incentives

Sometimes only men attend the trainings:

- Women do household chores
- Not allowed to (rarely)
- Not selected/have not been informed
- Do not consider themselves as eligible and 'real' cashew farmers

"We want to have activities for the women"

"What kind of activities"

"You are implementing the services, you should decide on that"

(Woman, Burkina Faso)

3. Gender survey: Findings (production)



ACi's intervention empowers women on multiple levels

Differences Ghana – Burkina Faso

- Some trainings not of interest for women (only harvest/post-harvest) in Burkina Faso
- Even less extension agents in Burkina Faso

Recommendations

- Awareness-raising on gender issues for more participation and using women's potential: extension agents, male household heads
- Encourage women to join nursery groups (especially in Burkina Faso)
- Strengthen nursery groups, follow-up on beekeeping, identify other areas for women's income diversification, e.g. cashew-apple processing
- Elaborate trainings targeting women, adjust trainings to be gender-sensitive

"The cashew apples are thrown away. I would like to know what it can be used for. Maybe I could do this and make some small money which I can keep in my cloth and buy what I want"
(Woman, Ghana)

Best practice: Extension officers reach farmers at their houses to teach them about farming practices and follow up on trainings

3. Gender survey: Findings (production)



ACi strengthens farmer-based organisations

Women benefit from membership

- Access to trainings and knowledge: good agricultural practices, marketing of products, better understanding of cashew sector
- Come together, share insight and ideas, speak out
- Access to credit easier through a group
- ‘Nnoboa’ (Ghana) or ‘Ton’ (Burkina Faso): joint labor

Membership in organization means access to social networks

Women have more direct interest in FBOs than in community meetings

“The membership benefits me a lot, firstly I gain a higher price on the market through group bulk selling and secondly if I have problems, the group can lend me some money which I can pay back out of my stocks”

(Woman, Burkina Faso)

3. Gender survey: Findings (production)



ACi strengthens farmer-based organisations

Limitation: Few women in leadership positions

- Women do not attend regularly (household chores)
- Sometimes shy, afraid of talking (however share opinions during discussions)
- Identify the most hard-working people (only men)
- Women have no education
- Women do not win elections
- Women show no incentives

“The men say, if the women are many, they bring in more problems” (Woman, Ghana)

“We were once called together and informed about the need to form such a group. After we were informed, we haven’t heard anything again. But it is something I think will be good for us” (Woman, Ghana)

3. Gender survey: Findings (production)



ACi strengthens farmer-based organisations

Differences Ghana – Burkina Faso

- More women-only organisations in Burkina Faso
- Less leadership positions for women in Burkina Faso
- Ghana: almost equal representation in FBOs but not equal power
- Less women involved in Burkina Faso

“The men decide and the women follow because it is the men who take the right decisions and tackle the problems. The women come after the men” (Man, Burkina Faso)

“The men react positively towards our ideas and contributions but mostly it is the men who give the solution” (Woman, Burkina Faso)

Recommendations

- Role models (successful female farmers)
- Awareness raising
- Quotas
- Create incentives for women to join FBOs

Best practice

- ✓ Change meeting time to 8 pm
- ✓ Men encourage wives to attend meetings

3. Gender survey: Findings (production)



Household decision-making

Ghana

“My husband and I always make decisions together. He always consults me”

“I make most of the decisions and my husband supports. This is because most of the money is contributed by me so I can spend it for whatever I want”

“If he says no, I can't do anything. I will not do anything that upsets him”

- In Ghana, women have more saying
- Often decisions are taken jointly

Burkina Faso

“He is the head of the household so I need to ask for his permission”

“No, I cannot buy anything without his advice”

“It is me who married my wife and I brought her to my family and made the children so that is why we discuss problems but it is always me who gives the solution”

- In Burkina Faso, women are sometimes asked for opinions but men take final decision
- Sometimes even request women's income

3. Gender survey: Findings (production)



Household decision-making

- Men give 'pocket money' to their wives
- Women spend money preferably on education, health and the wellbeing of the family, especially on the upbringing of the children

Differences Ghana – Burkina Faso

- Especially in Burkina Faso, women often have limited power and are only involved in social decisions regarding the household
- Women's lack of incentives: Respect their husband (More in Burkina Faso)
- Burkina Faso: Money made out of cashew is kept with the men, money from small business (if) with the women

"I would spend more on education and clothing if I had more money"
(Woman, Ghana)

"I do not want to change the way the money is spent because it is my husband and the father of my children so we have to obey what he says for the well-being of the children" **(Woman, Burkina Faso)**

"The woman belongs to the man who paid the dowry for me. If you gain money in other activities (you can use it but the money from cashew it is the husband who decides"
(Woman, Burkina Faso)

3. Gender survey: Findings (production)



Well-being

Free time

- Men and women mostly „relax“ (it can also mean taking care of the children or cooking) at home
- Often, do not have a lot of “real“ free time (mostly women)
- Men go out more than women

Perception of farm work

- Usually no discrimination of women’s farm work, all are farmers in the community and it is considered a respectful task (help their husbands) and many women engage in it
- Empowerment: women realise skills and talents, go out of the house

“Most people are engaged in farming in this area, so it is normal. Even if you don’t do anything that is when people will call you a lazy woman“
(Woman, Ghana)

“The people think that it is good to work on the farm. It is a liberation“
(Woman, Burkina Faso)

3. Gender survey: Findings (production)



Land and assets are usually controlled by men

- Spraying machines and chainsaws not used by women
- Women more involved in food crops: mainly for subsistence, limited income source
- Credits are mostly handled by men, access for single women more difficult (no guarantees, no collaterals, need to repay)

Differences Ghana – Burkina Faso

- Women in Ghana have more decision-making power in terms of how to use the land
- In Burkina Faso, commercial crops are solely the responsibility of men
- In Ghana, women often have separate farms and can therefore decide solely on the use of the money and land
- Less access to assets and inputs in Burkina Faso
- Limited access to land, especially for female-headed households (in Burkina Faso less than in Ghana)

“The land belongs to the men so we use it for what we want without asking the women for their opinion. Also the women always have to ask for our permission before using the farm because the women do not have their own land” (Man, Burkina Faso)

„My husband is a cashew farmer. I help him on his farm” (Woman, Ghana)

“The children are our agricultural assets” (Woman, Burkina Faso)

3. Gender survey: Findings (production)



Mostly men sell and buy the cashew nuts

Differences Ghana – Burkina Faso

In Ghana more women involved in the selling of the nuts: depends on who is around; however mostly men if both are there

In Burkina Faso they do often not even know the prices

Not many women are buying agents

Reasons given:

- Women do not know much about marketing
- Buyers rather cheat and lie to the women: men receive a better price
- Markets are far, it is too difficult for the women to carry the nuts, women are less mobile
- Women have to take care of the household

“My husband sells mine for me in the house because I might be busy elsewhere and also because he is a male, he won’t be cheated. He then gives me the money from my nuts”
(Woman, Ghana)

“The market is verbal. You need to speak, negotiate and bargain at the same time which is not easy”
(Man, Burkina Faso)

“At our place it is the men who come to buy. I have never seen any women buying”
(Man, Burkina Faso)

3. Gender survey: Findings (production)



Recommendations

- Strengthen women's organizations through trainings
- Facilitate access to credit for rural women (might purchase land)
- Reach next generation of better-educated women and use their potential
- Reach people who are not direct owners of cashew farms, e.g. daughters of farmers
- Create trainings especially designed to strengthen FBOs: money management, group selling; gender sensitivity: how to involve and encourage women and realize their value in cashew production
- Include gender issues in innovative programs (e.g. soap opera, radio)
- Facilitate sharing of knowledge and best practices with regards to gender issues between FBOs, processors, project countries, etc.
- Women are rarely involved in selling and buying of cashew nuts: Education and training on financial aspects

Gender survey African Cashew initiative



3. Gender survey: Findings in processing

3. Gender survey: Findings (processing)



Well-being

In the factory

- Equal treatment of women and men by managers and co-workers, relates to household transformation
- No discrimination, harassment or abuse against women
- Only minor problems such as misunderstandings etc.
- Good working relationships
- Women's needs taken into account: Jobs are secured during pregnancy, women can leave if child is sick, separate toilets provided

"I work now 2 years at the factory and I feel very comfortable. We form a family at the factory" **(Woman, Burkina Faso)**

"The manager makes us very happy. He is very easy-going and does not shout on us" **(Woman, Ghana)**

In the community

- Gain more respect: hard-working and not jobless (stigma)

"People always commend me for working hard to support my children. My husband is away so I always have to work really hard to support them" **(Woman, Ghana)**

"If you want to seek advice, it is better to get that advice from somebody who works" **(Man, Ghana)**

3. Gender survey: Findings (processing)



Well-being

In the household

- Empowering nature of job: Women have their own independent income source and can mostly do what they want with the money
- Do not have to ask their husband for money to care for their needs
- Better bargaining position and higher saying in the household: more respected, proud, higher self-esteem
- Mostly positive perception: women bring in more income, support the children, able to provide for the family
- Women spend money preferably on education, health and the wellbeing of the family, especially on their children

"I work at the factory to help my husband with the expenses and as well resolve my own problems without the help of my husband"
(Woman, Burkina Faso)

"Every one of us masters one's own income so we can both independently on what to spend the money on"
(Woman, Burkina Faso)

"If you give it to him you are stupid. You gain it so it is your money, why would you even give it to him"
(Woman, Burkina Faso)

3. Gender survey: Findings (processing)



Well-being

Limitations

- Long working hours, 6 days a week: Factory and housework
- Challenging and tiring work
- Supervisor: women are more absent than men
- Seldom: men want women at home, too much say at household, neglect of chores, take care of aged and children (missing child care facilities)

Best practice

- Invite husbands to the factories, develop flyers to educate about the work

3. Gender survey: Findings (processing)

Work

Gender division of labor

- Mainly women: peeling, cleaning, grading, sorting
- Mixed: shelling
- Mainly men: steaming, carrier, driver, accountant, technicians, management
- No differences in work performance, depends on the individual (e.g. ranking of Top 10 shellers: 4 female)



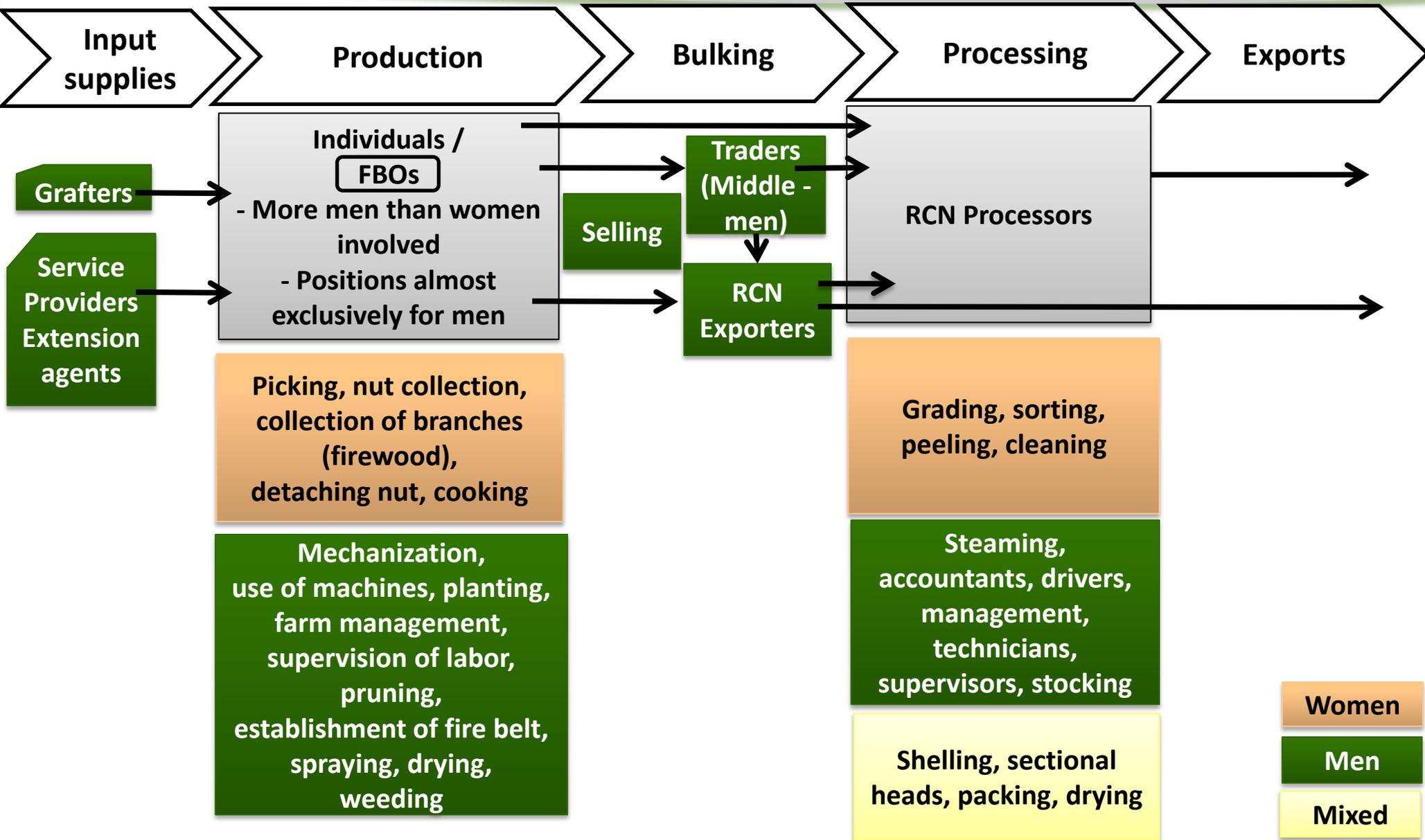
“The cashew industry is basically female” (Man, Ghana)

“The women can’t do that” (Man, Burkina Faso)

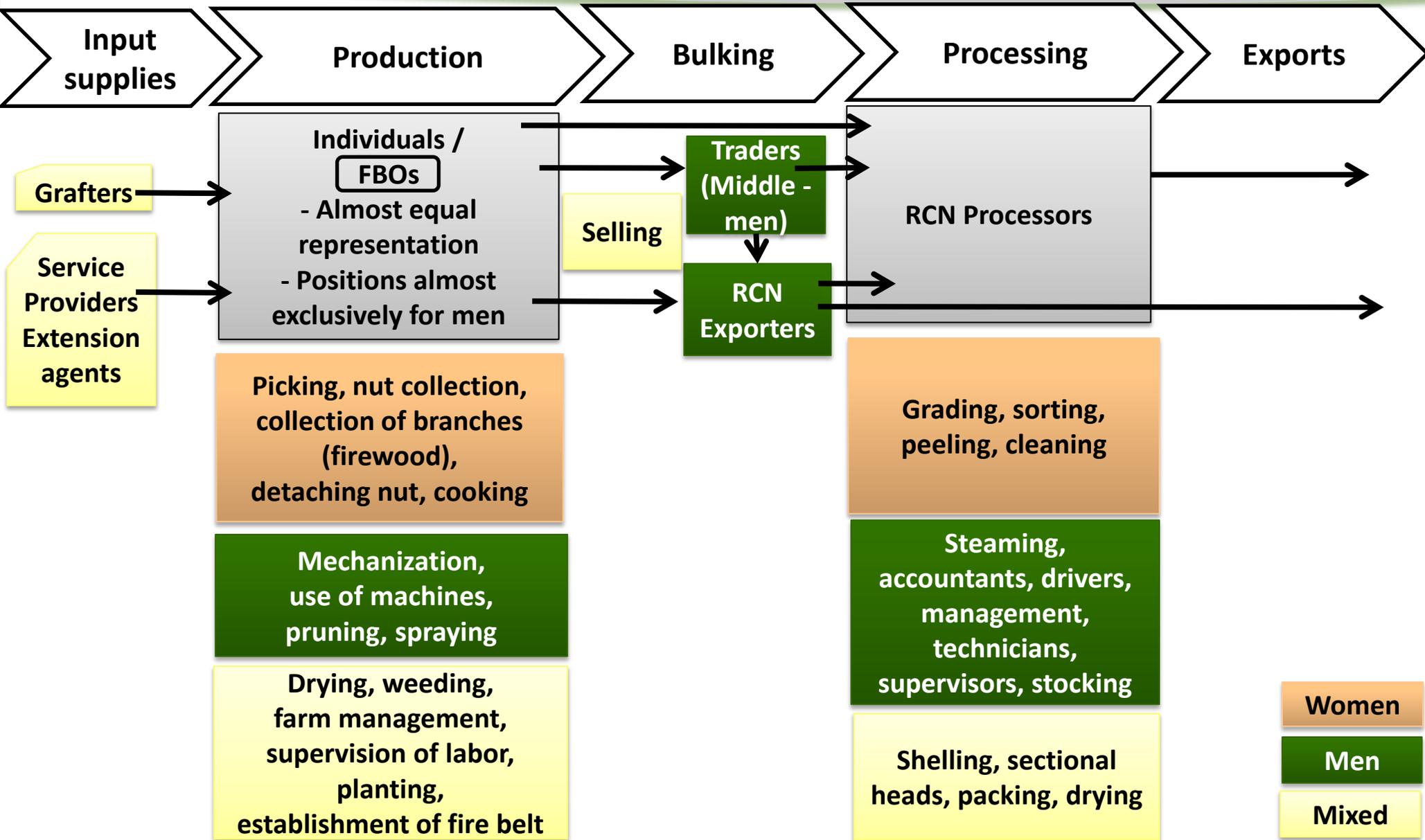
“The work is feminine, it is not for the men” (Man, Burkina Faso)

“I am proud to say that at the cracking station some women are better than men. They earn up to 12 Cedis a day” (Man, Ghana)

Gender in the cashew value chain: Burkina Faso



Gender in the cashew value chain: Ghana



3. Gender survey: Findings (processing)



Unions

Sectional heads represent their group

- Solve misunderstandings
- Get access to loans
- Communicate opinions and ideas to management, e.g. working conditions
- Know about rights and responsibilities
- Talk about private concerns

Empowering character

- Women have otherwise not many chances of participating in any organization
- Strengthens their social capital and network

Limitations

- Supervisors and sectional heads predominantly male: men are more efficient, have more knowledge due to trainings, education etc.

“If I have a problem at work or with my superior I tell it to the delegate who will convoke a meeting to decide on how to solve the problem” (Woman, Burkina Faso)

“If we need money before our salaries, the managers give us loans and then deduct them from our monthly salaries” (Woman, Ghana)

3. Gender survey: Findings (processing)



Cashew-processing is perceived as long-time employment

- Essential source of income for female-headed households (single, widowed, abandoned) since the income of a husband is not given
- Employment opportunity also for deprived women (low education, no access to land, lack of agency)

Differences Ghana – Burkina Faso

- Burkinabé see it rather as long-term employment than Ghanaian women (higher labor turnover: start-up money, further education)

Limitations

- Seek employment because of the money and desperation and not because they particularly like the job

“Yes, I want to work here for a long time. It brings me money to take care of my children” **(Woman, Ghana)**

“Due to my low education, this is the only job I could do. These factories have really helped those of us who did not attend school” **(Woman, Ghana)**

“In this community you can not get any other work” **(Man, Ghana)**

3. Gender survey: Findings (processing)



Recommendations

Trainings

- Women's rights and responsibilities, e.g. in the work place
- Work ethics
- Gender sensitivity, education on women's needs (employees, processing managers, supervisors)
- Educate husbands of their women's work
- Management and leadership targeting women

Incentives for women to take on roles as sectional heads

Quotas in management and sectional heads

3. Gender survey: Strengths and limitations



Strengths

- Conduction together with experienced country staff
- Different interview partners (male/female, extension agents, processing managers etc.) allow a holistic view
- Multiple comparisons possible
- Hear individual unique stories of women (transformation of life)

3. Gender survey: Strengths and limitations



Limitations

- Bias in the conduction and analysis?
- Representative analysis in processing regarding household transformation?
- Women respect their husbands too much and sometimes feel not comfortable giving information about him

Gender in the African Cashew initiative



4. Perspective

4. Perspective: Shortcomings and possible solutions?

- Deep-rooted socio-cultural beliefs and traditions hinder women's empowerment
- Women's multiple work burdens remain

- Continue to raise awareness, e.g. through innovative approaches (radio, soap operas)
- Educate farmers of women's potentials
- Reach next generation (better educated)
- Innovative technology and access to social services (e.g. child care) reduce women's work burdens

- Women participate and share less in meetings and trainings
- Less women are extension agents, in trainings and leadership positions

- Create incentives for women to participate more, to join organizations
- Intensify agricultural education for girls: work together with schools, colleges etc.
- Render education for women: leadership, money management etc.

4. Perspective: Shortcomings and possible solutions



Major differences between project countries

- Facilitate sharing of knowledge and best practices with regards to gender issues between FBOs, processors, public sector etc.

Women have less access to land

- Facilitate access to credits to purchase land, e.g. through FBOs
- Mandatory joint titling
- Widow's rights to use and control land

Less women involved in selling and as buying agents

- Education and training on financial aspects of the cashew sector
- Encourage women to sell their cashew nuts independently

4. Perspective: Shortcomings and possible solutions



Awareness-raising and trainings

- Women's rights and responsibilities, e.g. in the household, on the farm, in the FBO
- Gender sensitivity: education on women's needs, how to involve and encourage women and realize their value in cashew production (husbands, extension agents, MOFA, FBOs)
- Establish local gender units in agricultural ministries and processing companies, gender focal persons in districts (provide trainings for them)
- Create trainings especially designed to strengthen FBOs, sectional groups and women's organizations: money management, group selling, dispute resolution etc.
- Talk to women: What do they want? Are they satisfied with their situation?

4. Perspective: How are the results used?



Final report states all findings, gives recommendations and identifies follow-up action

Raising awareness

- Elaboration of materials for communications: case studies, fact sheets etc.
- Presentation of findings: GIZ Ghana, ACi, Eschborn during Gender Week
- Inclusion in news letter, website, social media
- Internal capacity building: gender survey for project staff, processing managers, extension agents, household heads

Survey to be carried out in other project countries, in March in Côte d'Ivoire (processing)

Suggestions for deeper research: household transformation through employment in processing, from micro to macro: gender relations beyond processing

Cashew has provided a thriving business for women!!!



THANK YOU!

