

Simplified Approval Process Annex 4: Gender assessment and action plan



GREEN
CLIMATE
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Prepared by Susan A. Markham

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Introduction

One Acre Fund has submitted a proposal for the Green Climate Fund (GCF): *Scaling up Climate Resilience Solutions for Burundian Smallholders*. This gender analysis and gender action plan are submitted as an annex to that proposal, and seek to address gender dynamics in relation to the scope of the project, namely how the collection of sex-disaggregated data and the integration of gender into monitoring, evaluation and learning (MEL) processes will unlock knowledge regarding a deeper level of impact and empowerment for the female smallholder farmers One Acre Fund serves, and overcome any lingering barriers to program participation.

Context

One Acre Fund (1AF)

1AF is a non-profit delivering a bundled solution to the low-income, staple-crop farming families. 1AF serves 1.5M+ farm families directly in nine countries in rural East and Southern Africa, offering support for agricultural inputs, input distribution and climate-smart training in order to build resilience. To implement this project, 1AF will utilize the one-time mobilization of working capital to create a 'revolving fund' that enables 1AF to source high-quality agricultural inputs, and create long-term impact through the annual recovery of input support at proven low levels of 'leakage' of <2%.

1AF is a 501c(3) nonprofit corporation founded in Kenya and registered in the U.S. The Burundi 1AF branch is the executing entity for this project, currently with 1000+ in-country staff members, and headquartered in Muramvya in Muramvya Province, Burundi. 1AF operates in Burundi under the local brand Tubura. This program includes loans for seed, fertilizer and products like farming tools, physical distribution of farm inputs, climate-smart training on agricultural techniques, and market support to maximize harvest profits. It boosts farmer yields enough to improve food security and household incomes, enabling new productive investments that lift smallholder farmers out of poverty over time. 1AF recognizes the critical role women's empowerment plays in driving social and economic returns.

1AF has coordinated an internal Gender Working Group since 2022 that is headed by a global gender monitoring and evaluation expert, who leads monitoring and reporting of gender outcomes for Burundi from the central level. This team is building a more robust centralized repository for gender resources across 1AF - both gender programming and gender mainstreaming data. 1AF utilizes gender-sensitive approaches to help further drive female participation and benefits in Burundi. These include small introductory input support sizes for agricultural inputs to build financial literacy and avoid over-indebtedness; group trainings on climate-smart agriculture to provide support while aligning with cultural norms; oral and pictorial-based training to account for rural women's comparatively low literacy rates; and a high proportion of female field extension agents. The MEL team conducts annual demographic surveys to understand differences in male and female enrollment and participation rates, and more.

Burundi

Burundi is a landlocked Central African country bordered by Tanzania, Rwanda, and the Democratic Republic of the Congo.¹ Located along Lake Tanganyika in the African Great Lakes region, Burundi covers an area of approximately 27,830 sq. km.² The economic capital and largest city, Bujumbura, is located in this region.³ Gitega, the country's administrative capital, is in the Central Plateaus.⁴

Burundi is a democratic presidential republic, wherein the President is both the Head of State and Head of Government.⁵ The country's legislature has two chambers, the Senate and the National Assembly. The presidency is determined through a two-round election, and the winning candidate selects their vice-president, prime minister, and cabinet ministers.⁶ Members of the 123-seat National Assembly and 39-seat Senate serve five-year terms; National Assembly districts are drawn based on proportional representation, and delegates are publicly elected.⁷ Women currently hold 38.2 percent of the seats in the lower chamber of parliament and 41 percent of the seats in the higher chamber.⁸ Senators are chosen via an electoral college through "communal councils," which are 116 deliberative bodies situated throughout the country. Council membership is decided by direct election.⁹

Although Burundi has one of the highest population densities in Africa,¹⁰ the population is overwhelmingly rural.¹¹ As of 2022, roughly 14 percent of the total populace lived in urban areas;¹² however, based on measurements taken the following year, the country is rapidly urbanizing with an annual growth rate of 5.43 percent.¹³ Still, most Burundians work in agriculture—a sector that employs approximately 86 percent of the population,¹⁴ which is the highest rate of agricultural employment in the world.¹⁵ Based on 1AF data, many of these agricultural workers are smallholder farmers, each cultivating land totaling less than 0.4 hectares. Moreover, based on the same data, 83 percent of farmers rely on their farms for over half their annual incomes *as well as* for sustenance.

¹ [Country Reports](#)

² [CIA](#)

³ [Relief Web](#)

⁴ [Britannica](#)

⁵ [CIA](#)

⁶ [Constitution Net](#)

⁷ [Index Mundi](#)

⁸ [IPU](#)

⁹ [World Bank](#)

¹⁰ [World Atlas](#)

¹¹ [CIA](#)

¹² [World Bank](#)

¹³ [CIA](#)

¹⁴ [World Bank](#)

¹⁵ [World Population Review](#)

Burundi has a population of approximately 13 million people, growing at a rate of about 2.7 percent annually.¹⁶ The country has one of the highest birth rates in the world,¹⁷ at about 36 births per 1000 people (based on data from 2023).¹⁸ Burundi is a young country; 42.7 percent of the populace is aged 14 or under. Only 3.3 percent of Burundi is aged 65+. The population is nearly evenly split between men (49.6%) and women (50.4%).¹⁹ The four biggest ethnic groups in Burundi are Hutus, Tutsis, Twa People, and South Asians. The official languages are Kirundi, French, and English; English is the least spoken of the three. Swahili is spoken in the country as well, although it is not an official language. The majority of Burundians, at about 59 percent, are Catholic, followed by Protestants at around 35 percent. A significant minority of Muslims live in Burundi as well, constituting 3.4 percent of the population.²⁰

The overwhelming majority of Burundians—roughly 86 percent of the population, as of 2022—are engaged in agricultural work²¹ on 85 percent of the 2.6 million hectares of arable land in Burundi²². Per 2021 data, Burundi is the country with the highest rate of employment in the agriculture sector.²³ Most of these people operate smallholder farms in rural areas, dependent on their land for both sustenance and income; per 1AF research, 83 percent of Burundian farmers fit this description. Moreover, 90 percent of Burundian *households* practice sustenance farming.²⁴ (Note: “Households” is not meant to denote individual citizens.) On average, these farms are small—only about 0.4 hectares each on average, according to 1AF findings. (Some sources, such as the International Fertilizer Development Center, determine the usual farm size to be 0.5 hectares.)²⁵ These farms are rain-fed, meaning they do not rely on irrigation;²⁶ This makes them susceptible to adverse weather conditions such as drought, which can delay planting and affect germination.²⁷ Over 55 percent of Burundi’s agricultural workforce is women, which is the 8th highest percentage worldwide.²⁸

Although the majority of Burundi’s population is engaged in agricultural work, the country is experiencing high rates of food insecurity. According to 2019 estimates, 86 percent of Burundians are dependent on agriculture; however, Burundi faces low per-farm productivity combined with a low total arable land area.²⁹ Overall, the World Food Programme (WFP) classified 41.2 percent of the country’s population (5.4 million people) as food insecure in 2023

¹⁶ [World Bank](#)

¹⁷ [World Population Review](#)

¹⁸ [MacroTrends](#)

¹⁹ [UNFPA](#)

²⁰ [CIA](#)

²¹ [World Bank](#)

²² [WFP Burundi Country Strategic Plan 2024-2027](#)

²³ [World Population Review](#)

²⁴ [Springer](#)

²⁵ [IFDC](#)

²⁶ [Springer](#)

²⁷ [Fews](#)

²⁸ [FAO](#)

²⁹ [World Food Programme](#)

and noted that this value could worsen over time.³⁰ The Global Hunger Index categorizes the hunger situation in Burundi as “alarming”.³¹ In the peak of the lean period from April-May 2023, 2.3 million people experienced high levels of acute food insecurity.³² Approximately 15 percent of the populace is facing acute food insecurity, per World Food Programme data. Burundi also has the world’s highest rate of chronic childhood malnutrition, at 55.9 percent.³³

According to the World Economic Forum (2023) Global Gender Gap index, Burundi ranks 35th globally and fifth among sub-Saharan African countries, which is a fall from the 2022 report ranking. Burundi scores at 81 on economic participation and opportunity, where women’s labor force participation is 78.25, which is almost equal to that of men (78.94). Burundi is also only one of two countries where the wage gender gap is more than 80 percent closed. Burundi scores 120th for educational attainment, however, as women’s literacy rate and tertiary school enrollment significantly lag behind men’s. As in most countries, gender-based violence (GBV) is an important issue. In Burundi, 46.7 percent of women face some type of GBV in their lifetime.³⁴ According to a 2023 report from the Food and Agriculture Organization of the United Nations (FAO), Burundi ranks first among African countries in the percentage of rural women reporting sexual violence since 2015 (54%).³⁵

Gender and Agriculture

Gender

In order to address issues facing women in the agricultural sector, it is important to understand concepts of sex, gender, equity, and equality. While the program will measure the number of women engaged in various agricultural activities, it is because of gender issues that they often do not participate or benefit equally in these activities.

“Sex” is the biological characteristics which define humans as female or male. “Gender” is a socio-cultural concept which refers to socially constructed relationships based on sexual distinction. Because of gender, the social, economic and political differences between women and men are acquired. What is acceptable due to gender can change over time and is widely variable inside countries and among different cultural, political and socio-economic contexts. Gender impacts the living conditions, status, function and social position of men and women. The disparities, inequities, relations and discrimination that exist between men and women are commonly called "gender inequalities" or "gender issues".

The concept of equity refers to the conditions which allow women and men to enjoy the same opportunities with regard to access to and control of development resources. For example, in the education sector, equity consists of guaranteeing all students (girls and boys) the same opportunities to access a quality education whatever their origin, geographical location, socio-

³⁰ [WFP](#)

³¹ [Global Hunger Index - Burundi](#)

³² [WFP Burundi Country Strategic Plan 2024-2027](#)

³³ [WFP Country Brief January 2024](#)

³⁴ [World Economic Forum Report](#)

³⁵ [FAO](#)

economic situation, state of health, convictions or beliefs. Equity is a means to achieve equality and involves the implementation of compensatory measures.

Equality between women and men means that men and women have the same status in a given society, and equal conditions to fully exploit their human rights. They contribute equally to economic, social and cultural development and must profit equally. The equality of rights between women and men is thus enshrined as a fundamental principle by the Burundian Office for Protection of Environment, which, in its actions, endeavors to identify the legal, economic, political and social or cultural barriers to be removed in order to ensure the full enjoyment of their rights by women and men.³⁶

Agriculture

There are five dimensions to gender inequality in agriculture: land rights, productive resources, unpaid work, employment and decision making.³⁷ A 2023 report from the Food and Agriculture Organization of the United Nations (FAO) provides a comprehensive picture of the status of women working in agriculture globally; shows how the creation of work in agrifood systems for women in many countries enhances their well-being and provides opportunities for economic growth, incomes, productivity and resilience; and provides analyses about the challenges women face.³⁸

Globally, agrifood systems are a major employer of women and constitute a more important source of livelihood for women than for men in many countries. Despite the importance of agrifood systems, however, women's roles tend to be marginalized and their working conditions are likely to be worse than men's: that is irregular, informal, part-time, low-skilled, labor-intensive and vulnerable. Women's access to land, inputs, services, finance and digital technology continues to lag behind that of men. Discriminatory social norms and rules affecting women and girls are at the heart of gender inequality and are slow to change. Challenges to women's full and equal employment in agrifood systems hold back their productivity and sustain wage gaps. Globally, the gender gap in land productivity between female and male-managed farms of the same size is 24 percent.³⁹ Women's empowerment is key to economic and social outcomes. Benefits from projects that empower women are higher than those that just mainstream gender. Increasing attention has been placed on addressing constraints created by discriminatory social norms and gender-blind policies and laws in agrifood systems.

Key findings from the FAO report:

- Closing the gender gap in farm productivity and the wage gap in agrifood-system employment would increase global gross domestic product by 1 percent (or nearly USD 1 trillion). This would reduce global food insecurity by about 2 percentage points, reducing the number of food-insecure people by 45 million.

³⁶ [Ministry of Environment, Agriculture and Livestock, Burundian Office for Protection of Environment Gender Strategy](#)

³⁷ [IISD](#)

³⁸ [FAO](#)

³⁹ [Ibid.](#)

- If half of small-scale producers benefited from development interventions which focused on empowering women, it would significantly raise the incomes of an additional 58 million people and increase the resilience of an additional 235 million people.⁴⁰

Burundi Gender Profile

The following country analysis is based on the model used by the U.S. Agency for International Development (USAID) as it is described in its policy manual, ADS 205. Gender analysis is socioeconomic analysis of quantitative and qualitative information to identify, understand, and explain gender gaps between individuals, which typically involves examining 1) Differences in the status of women and girls, men and boys and their differential access to and control over assets, resources, education, opportunities, and services; 2) The influence of gender roles, structural and systems barriers, and norms on the division of time among paid employment, unpaid work, and volunteer activities; 3) The influence of gender roles, structural and systems' barriers, and norms on leadership roles and decision-making; constraints, opportunities, and entry points for narrowing gender gaps and empowering women; and 4) Potential differential impacts of development policies and programs on women and girls, men and boys, including unintended or negative consequences.⁴¹ As 1AF continues to expand its work on gender equality and women's empowerment, they will continue to review how this context impacts both internal operations and external programs.

Laws, policies, regulations, and institutional practices

This section is focused on the laws, policies, regulations, and institutional practices that influence the context in which men and women act and make decisions because it provides a framework within which women farmers live and work. It covers gender equality laws broadly and several gender strategies under implementation by the government.

The Government of Burundi has subscribed to many international agreements and conventions to promote women's rights and gender equality, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1992), the Beijing Declaration and Platform for Action (1995), and United Nations Security Council Resolution 1325 (2000). CEDAW is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights. It is often described as the international bill of rights for women. Regular reports regarding CEDAW's implementation in Burundi are submitted to the UN on a regular basis. The Beijing Declaration and the Platform for Action, adopted unanimously by 189 countries, is an agenda for women's empowerment and considered the key global policy document on gender equality. UN Security Council Resolution 1325 addresses two critical issues—the inordinate impact of violent conflict and war on women and girls, and the crucial role that women should, and already do play in conflict prevention and peacebuilding. In addition to these international agreements, in 2003, Burundi ratified the Protocol to the African Charter on Human and Peoples' Rights (the Maputo Protocol) that went into effect in 2005 and guarantees comprehensive rights to women.⁴²

⁴⁰ Ibid.

⁴¹ [USAID](#)

⁴² [African Union](#)

The Constitution of Burundi includes several articles that guarantee the equality of all citizens in law and in dignity. Article 13 states: "All Burundians are equal in merit and dignity. All citizens enjoy the same rights and are entitled to the same protection of the law. No Burundian will be excluded from the economic or political social life of the nation because of his race, language, religion, sex or ethnic origin". Article 20 states: "All citizens have rights and obligations". Article 22 states: "All citizens are equal before the law, which affords them equal protection."

The Ministry of National Solidarity, Social Affairs, Human Rights, and Gender established and currently implements the National Gender Policy (2012–2025). This policy aims to effectively address inequalities and discrimination between men and women, to advance gender equality throughout Burundi, and provides a substantial gender-responsive budget to do so.⁴³

The Ministry of National Solidarity, Social Affairs, Human Rights, and Gender established and currently implements the National Gender Policy. At the provincial and municipal levels, the Ministry runs family and community development centers (CDFCs), now known as the Provincial Directorate of Family and Social Development (PDFSD), to provide support services to GBV survivors and to mobilize, train, and support savings groups.⁴⁴

The Burundian Office for Protection of Environment within the Ministry of Environment, Agriculture and Livestock issued a Gender Strategy in 2020. The objectives of this strategy include 1) Bring gender equality in the Office's development actions to a strategic level in all its projects and programs; 2) Promote women through positive discrimination to promote equal opportunities with men; 3) Ensure the participation of women at the strategic level in the steering, coordination and monitoring bodies of projects and programs; and 4) Make gender and equality between women and men a tool for poverty reduction and climate change mitigation.⁴⁵

Somewhat contradictory, the Code of Persons and the Family, Article 122 establishes the husband as the head of the household, stating, "He performs this function to which the wife contributes morally and materially in the interest of the household and children. A wife undertakes this function when the husband is absent or prohibited from doing so."⁴⁶

With regard to gender-based violence (GBV), the government of Burundi adopted the Law on the Protection of Victims and the Prevention and Punishment of Sexual and GBV in 2016. The law provides a comprehensive definition of GBV along with an approach to address the investigation, prosecution, and punishment of perpetrators, and protection and support services for victims, including legal aid and compensation. The law prohibits domestic violence, rape (including spousal rape), and sexual harassment with penalties of up to 30 years' imprisonment, and either a fine or 3 to 5 years' imprisonment for conviction of domestic abuse of a spouse. There are, however, inconsistencies between this GBV law and the 2017 revised Penal Code.⁴⁷

⁴³ [UNDP](#)

⁴⁴ [SEEP](#)

⁴⁵ [BOPE](#)

⁴⁶ [Equality Now](#)

⁴⁷ [Amnesty International](#)

Burundi's Vision 2025 includes gender as a cross-cutting issue and the document states, "Burundi has registered the advancement of women among its priorities." Solutions for greater gender equality put forward in the document include setting up a proactive policy for the promotion of women through the improvement of their access to education, ensuring an increase in the economic participation of women, and initiating an input support policy focused on micro-credit and other innovative types of financing.⁴⁸ The National Plan for the Development of Burundi (2018-2027) includes projects to facilitate equitable access to economic opportunities between men and women.⁴⁹

Cultural norms and beliefs

Every society has cultural norms and beliefs about what are appropriate qualities, life goals, and aspirations for men and women. Gender norms and beliefs are often supported by and embedded in laws, policies, and institutional practices. They influence how women and men behave in different domains. Norms and beliefs go beyond what formal laws say to govern daily lives. For women farmers, this may impact whether they are the members in the program, what productive inputs are purchased and what crops and trees are grown. The attitudes towards women in Burundi can be described by the following proverb: "Umukobwa ni akarago k'abaraye," which means "Women and girls were created to provide pleasure to men."⁵⁰

Cultural norms and beliefs are rooted in the country's strong patriarchal system and often relegate women to the domestic sphere and to unpaid or low-paid activities. According to CARE International, "It is a society where we still see male domination. Men dominate in decision making, in the management of household assets. The division of labour is not equitable. The woman takes care of the household. It is the man who is the breadwinner, he is the only one who earns money, except in the more educated milieu."⁵¹ Parenting practices in Burundi dictate that a girl should receive proper training in "female" tasks such as household work and raising children, be taught to respect men, and be prepared to work in the fields.⁵² Women generally require their husband's permission to engage in any activity that involves a transaction and often need their husband's engagement to manage money and sales. Men often also manage household budgets, regardless of who earned the income.⁵³

A 2017 CARE report states that because land generally belongs to men, the women who work on farms are considered to be working for their husbands. Consequently, the revenue from agriculture is the main household income, which puts men in the position to decide how the household expenditures are made. During male-only focus groups, most of the men

⁴⁸ [Vision Burundi 2025](#)

⁴⁹ [National Plan for the Development of Burundi](#)

⁵⁰ [CARE](#)

⁵¹ [Euronews](#)

⁵² [Search for Common Ground](#)

⁵³ [SAGE](#)

participating stated that they believe that the income generated from the farms belongs to the men and that they should be entitled to decide on how it is spent.⁵⁴

A CARE report stated that all are socialized to view violence as a normative part of life. “Domestic violence is not only a pervasive problem, but a mainstream expectation within family life.”⁵⁵ However, cultural norms around GBV have shifted in recent years. Data from a 2016-2017 Demographic and Health Survey (DHS) show a decrease in acceptance of certain forms of GBV, such as intimate partner violence, since the 2010 DHS. In 2016-2017, 62 percent of women and 35 percent of men considered it acceptable for a husband to beat his wife for at least one reason. Previously, in 2010, 73 percent of women and 44 percent of men considered it acceptable.

Gender roles, responsibilities, and time use

The most fundamental division of labor within all societies is between productive (market) economic activity and reproductive (non-market) activity. This central social structure is often linked to gender-specific activity. It is one of the most basic questions: how we spend our days. For women farmers, these issues get to how much time they spend doing agricultural work versus work for the home (caring for children and older family members, cooking, cleaning).

Commitment to girls’ education is often an early indicator for women’s gender roles. Gender inequalities in education persist globally and at all levels of education, despite improvements in the last two decades. Progress in gender parity has been more consistent in primary education than in secondary and tertiary education, including across regions. Sub-Saharan Africa continues to score the lowest in gender parity in both secondary and tertiary education. In Burundi, girls enter secondary school at slightly higher rates than boys, according to official statistics; however, they are more likely to drop out of school as they become older.⁵⁶

Global patterns in time use demonstrate the existence of substantial gender disparities in time spent on unpaid domestic and care work, such as cleaning, cooking, caring for household members and water collection, particularly in low- and middle-income countries. As previously described within gender norms, the typical division of labor among Burundians is highly gendered, as men and women assume different gender-normative roles. On average, women spend 5.5 more hours per day on household tasks and care work than men.⁵⁷

Burundian women, particularly in rural areas, provide unpaid agricultural labor for agricultural tasks perceived to be physically less demanding (such as planting, weeding, cultivating, and harvesting) and working on household plots owned by their husbands or male relatives. Their labor accounts for 62–70 percent of total farmwork hours.⁵⁸

⁵⁴ [CARE](#)

⁵⁵ [CARE](#)

⁵⁶ [CEDAW](#)

⁵⁷ [CARE](#)

⁵⁸ [Feed The Future](#)

Access to and control over assets and resources

A key component of gender analysis is an examination of whether women and men own and/or have access to and the capacity to use productive resources: assets (land, housing), income, social benefits (social insurance, pensions), public services (health, water), technology and information necessary to be a fully active and productive participant in society. For this program, this aspect of gender equality impacts how women farmers interact with 1AF itself, accessing support for productive inputs and attending training sessions.

Compared to men, women have limited access to the inputs and resources needed for agricultural production and income-generating activities. Such inputs and resources include access to credit, land, training, information, and loans. Without access to land because of formal inheritance laws, women are less likely to have the necessary collateral to obtain credits and loans.⁵⁹ According to UN Women, 40.1 percent of the people in Burundi with “secure tenure rights to land” are women and half of the people with legally recognized documentation of their rights to land are women.⁶⁰ Despite support for women’s equality in general (81%), an Afrobarometer survey in 2012 indicated that a majority of Burundians (57%) say that girls and women should not have the same right as their brothers to inherit their family’s land.⁶¹

A 2016 CEDAW report raises a concern that there are no laws regulating inheritance in Burundi. “Women continue to face barriers to their economic empowerment, given their poor socioeconomic condition and the stereotypes against them, in addition to their limited access to credit for failure to meet banks’ requirements and the right to land tenure owing to unequal inheritance rights.”⁶²

More broadly, women have limited or no influence in decision-making about how land and resources are managed. If women do cultivate their own plots, it is typically for household food consumption. Regarding livestock ownership, cows are usually owned by the male head of household, though women may own small livestock. However, a husband can use his wife’s livestock for any purpose he deems necessary.⁶³ When women engage in income-generating activities, they seldom exercise authority over how to spend the resulting income.

Globally, major constraints to women’s access to financial products and services include lack of resources (e.g. income or assets), discriminatory social norms and policies and, often, the identification documents required to open a bank account.⁶⁴ Women in Burundi also have less access to finance and banking. A 2012 national financial inclusion survey found that men were twice as likely as women to have an account with a formal financial institution.⁶⁵

⁵⁹ [SAGE](#)

⁶⁰ [UNWomen](#)

⁶¹ [Afrobarometer](#)

⁶² [OCHR](#)

⁶³ [USAID](#)

⁶⁴ [FAO](#)

⁶⁵ [Survey](#)

Patterns of power and decision-making

This domain of gender analysis examines the ability of women and men to decide, influence, and exercise control over material, human, intellectual, and financial resources, in the family, community, and country. While women farmers may share equally in the agricultural work, this questions who makes key decisions between farmers who are married and who controls the income that is created through their efforts.

Culturally, most of the time within a Burundian household, either the husband or the eldest son holds decision-making power as the head of the household. Economically, the imbalance in asset ownership within households results in men having financial power over women. A study conducted on behalf of CARE Burundi revealed that young men in general are against gender equality because it would lead to equal access to inheritance and property ownership between men and women.⁶⁶

Women are fairly well-represented in public life. There is a 30 percent quota for women's representation in the executive branch, parliament, and community councils and women currently hold 38.2 percent of the seats in the lower chamber of parliament and 41 percent of the seats in the higher chamber.⁶⁷

Focus groups conducted by 1AF in early 2024 confirmed much of the desk research regarding women's status and gender issues. With regard to equality between women and men, one participant said, "Normally it should be equal, but seeing that the tasks are more numerous for women than for men, it's really impossible." When asked why more women do not participate in 1AF Burundi programs, a participant stated that women prioritize "what they are told to do by their husbands."

In both male and female-only groups, there was a consistent rhetoric in these focus groups, that "In most families, women are not free. They are under the control of their husbands." When asked what their opinion would be of a household where men and women jointly made the decision on farming practices, and investments, the male-only group and one of the female-only groups responded "The man here is not free"; however, all groups agreed this demonstrated "peace and love in these families" and "well-organized families".

Methodology

This gender analysis was carried out by an independent consultant retained by 1AF in March 2024. The development of the analysis is based on a literature review of national strategy documents, and reports by governmental, multilateral and civil society organizations. Secondary research was conducted through a review of more than twenty resources focused on gender and agriculture, and internal 1AF documents. Primary research included interviews with five 1AF staff members. Information collected from focus groups with both 1AF Burundi field officers and farmers in Burundi was also included to support the desk research.

⁶⁶ [CARE](#)

⁶⁷ [IPU](#)

The issues addressed in the gender analysis are aligned with the issues outlined by the GCF, including the relationships between men and women, their access to resources, their activities, and the constraints they face relative to each other. Specifically, the main issues guiding the gender analysis:

Context

- What is the adult literacy rate, poverty rate, labor force participation rate, employment rate?
- What is the legal status of women?
- What are commonly held beliefs, perceptions, and stereotypes related to gender?
- What is the division of labor among women and men?
- What are some of the inequalities that exist between women and men?
- What resources (economic, financial, physical, natural, other assets) do women and men have access to? Who manages or controls access to these resources?
- Do women have equal access to education, technical knowledge, and/or skill upgradation?
- To what extent do women and men from vulnerable communities participate in decision-making processes? What type of decisions are made by women?
- What are the constraints (social, cultural, economic, political) that restrict women's active participation in household and community level decision – making processes?

Project

- What roles are women and men anticipated to play in the context of the project?
- What will these roles entail in terms of time commitment and need for mobility?
- What are the differential needs/priorities of women and men in the context of the project? Will the project be able to address their respective needs and priorities? If so, how?
- Do women and men have equal access to information and opportunities necessary to participate and benefit fully from the anticipated outcomes of the project?
- Will services and technologies provided by the project be available and accessible to both women and men?
- Has the project recognized the distinct vulnerabilities of women and men and developed specific response strategies for each target group?
- Are the specific knowledge and skills of women and men, especially from vulnerable groups, being utilized to contribute to project outcomes and solutions?
- Has the project identified opportunities to challenge gender stereotypes and increase positive gender relations through equitable actions? If so, what are these opportunities and actions?

Gender Action Plan

Current Work on Gender

Globally

1AF has been considering the impact of gender issues and women's empowerment in its internal operations and programs for several years, across its nine countries of operation.

Previous research includes a 2019 report by Value for Women (VFW) which carried out an applied research initiative aimed at assessing the 1AF model, documenting its then-current state and how it fared from a gender inclusion lens. In 2020, Dalberg conducted a Global Gender Audit and Rwanda Women’s Economic Empowerment (WEE) Study. The audit found that over 80 percent of staff surveyed believe that 1AF is a gender equitable organization.⁶⁸ Another key finding was that female representation in Burundi lagged the other core 1AF countries of operation. Compared to other countries where representation was between 50 and 55 percent, female staff in Burundi made up only 40 percent of the overall staff.⁶⁹

In 2021-2022, 1AF laid out a vision for change with regard to diversity, equity and inclusion (DEI) and made important progress on equity in pay and benefit structures. In 2022, in a presentation to the Swedish International Development Cooperation Agency (SIDA), gender was listed as a long-term strategy priority of 1AF; this included an external memo “Gender at One Acre Fund”, which included the commitment to integrating a gender lens across 1AF’s operations.⁷⁰ In 2023, the organization focused on consistent and objective performance management. 1AF also invested in areas where the organization had made less progress since 2021, such as gender representation and farmer-facing team inclusion.

1AF has a Gender Working Group that was formed in 2022 and is led by a global gender monitoring and evaluation expert. The goals of the working group: 1) begin research to capture and understand the reality for women farmers when it comes to accessing inputs and information, division and time spent within different categories of labor, household decision-making and control of income and land rights of women; and 2) assess the understanding, knowledge and skills that 1AF employees have on gender equality and the empowerment of women, and on the 1AF’s gender architecture and gender policy.

Currently, the team is building a robust centralized repository for gender resources across 1AF, covering issues of gender with regard to internal policies and employment, gender-mainstreaming in programs and the collection of sex-disaggregated data. Specific goals currently include attracting women to work for 1AF and ensuring equal representation at all employment levels, and monitoring outcomes over time to ensure equity and inclusion. Some of the specific issues to be addressed by the organization to “set women up for success at 1AF” are the challenges of relocation; long work hours for field staff members and the risk of having money at home. A global, holistic gender strategy is under development with the goal of completion in the first half of 2024. 1AF is currently working to hire a Global Gender Lead to design and implement gender strategies across all of its countries of operations. A job posting will be listed on its public website soon. This person will be working directly with all of the gender champions across the organization and will supervise the work on the ground in Burundi. This includes the work of an Innovations Program Associate, a dedicated staff person in Burundi who will ensure the Gender Action Plan for the project is carried out in a way that is integrated into the core operations of the project

⁶⁸ [Dalberg Gender Audit](#)

⁶⁹ Ibid.

⁷⁰ [Gender at One Acre Fund](#)

Internal Operations in Burundi

With regard to internal policies, 1AF Burundi has a zero tolerance policy towards sexual harassment at the workplace: Sexual harassment includes sexual advances committed by a colleague, supplier, or partner in exchange for favors, as well as any behaviors creating a hostile work environment. While it is impossible to describe all the behaviours of sexual harassment, it includes: physical conduct, verbal or nonverbal conduct of a sexual nature and not limited to: verbal: unwanted propositions or pressure to have meetings of a sexual nature; physical: intended bodily contact, lustful regards; non-verbal: unwanted emails, discussions or presents; displaying suggestive sexual images' and the implicit or explicit promise or threat concerning current or future employment status.

There is also a comprehensive family leave policy which includes time off for marriage (4 days), a spouse's death (4 days), a child's marriage (4 days), a child's death (4 days), a parent's or grandparent's death (4 days), the death of in laws or siblings (2 days), and relocation for work (4 days). Paternity leave is four days, Maternity leave is 12 weeks, extendable to 14 weeks, of which six must be taken post-partum. For the six months after birth, breastfeeding mothers have a right to one rest hour per day.

In order to increase the number of women on staff in Burundi, there is a policy of always having at least one female on the panel when recruiting. Moreover, there is a target of minimum 30 percent of the recruits being female and that if man and woman have the same competences, they will hire the female.

Currently, the Burundi staff breakdown includes the follow percentages of women, representing a degree of progress since the Dalberg report referenced above:

- 45% of field officers in 1AF Burundi are women
- 47% of staff in the top 1.5% leadership positions (JL9+) are female.
- 71% of staff in the steering committee are female.
- Percentage of top/manager Field Officers in 1AF/1AF Burundi that are women (47% female FOs, 41% female Field managers, 40% Assistant Field Directors, 33% Field directors)

As the job levels or seniority increases, the percentage of women reduces, apart from in the most senior (JL9+) positions.

Data Collection

For all of its projects, 1AF gathers extensive data each season on farmer harvests, profits, quality of life, nutrition, program satisfaction, soil health, and more in Burundi.

Gender-disaggregated data collected to date on programs:

- 76% of 1AF clients say that women are carrying out the majority of farming labor
- 44% of 1AF contract signers are women
- 62% of those attending 1AF climate-smart trainings are women

Focus groups were designed in collaboration with female staff in Burundi, including Annaise Kwizera, FOPS lead, Ornella Hatungimana, GR lead and Lucy Swain, Innovations Program Associate. These focus groups, conducted in March and April this year, focused on better understanding the level of baseline gender awareness and perspectives on barriers and potential entry points from 1AF Burundi staff, and are informing this gender analysis and additional research. The field staff, being the closest to farmers, have valuable insights into the lives of female farmers and their participation in the project. By the end of April 2024, ten focus groups had taken place with both 1AF staff and members. Eight female and four male staff participated in the initial pilot activity. In late April, eight focus groups took place in four collines with female and male farmers. In the following months, the refined focus group guide will be rolled out with an additional four staff focus groups, and four farmer focus groups.

The MEL team also conducts annual demographic surveys to understand differences in male and female program enrollment and participation rates, and more.

External/Programs

In Burundi, there is a dedicated staff member who leads monitoring and reporting of gender outcomes for Burundi. To that end, 1AF utilizes gender-sensitive approaches to help further drive female participation and benefits in Burundi. These include small introductory input support packages to build financial literacy; group climate-smart training sessions to provide support while aligning with cultural norms; oral, pictorial, practice-based training to account for rural women's comparatively low literacy rates; and a high proportion of female field extension agents.

Technical Review Response

On environmental and social safeguards, and gender:

A global, holistic gender strategy is under development with the goal of completion in the first half of 2024. It will include a gender theory of change, a plan to build gender-focused technical expertise through specialist recruitment and staff training, and implementation activities around gender-inclusive human resources policies and procedures. Moreover, the process has begun to hire a Global Gender Lead to supervise these efforts. "One Acre Fund is committed to building its capacity and fostering partnerships to bring the needed technical, strategic and financial resources to bear on delivering greater economic and social returns for Africa's female smallholders."⁷¹

Expanded Work on Gender

Internal Operations in Burundi

As previously noted, 1AF Burundi currently operates under detailed family leave and sexual harassment policies and is implementing a recruitment strategy to increase the number of women on staff at all levels.

⁷¹ [External memo](#)

In addition to these policies, the Tubura Women Leaders Committee (FTC) is an initiative aimed at helping women overcome their disadvantages and grow within 1AF Burundi and in their personal lives. The goals of the FTC: 1) Improve team well-being and health; 2) Professional development tips tailored to women; and 3) Support for women to advocate for themselves and others, including by letting them know what behaviors violate the rules, and how these behaviors can be reported and avoided.⁷²

There has also been set up a “mutual savings fund” called "Solidarity of working women" created by and made up of the women of One Acre Fund and those who adhere to these regulations.⁷³ The main objective of the Fund is the social and professional promotion of its members through the following actions: promoting member savings; the granting of loans for the realization of projects; and providing training to help members improve professionally.

Any new organizational policies and procedures will integrate gender issues into them rather than create ones specific to women staff members.

Data Collection

For all of its projects, 1AF gathers extensive data each season on farmer harvests, profits, quality of life, nutrition, program satisfaction, soil health, and more in Burundi. To unlock a deeper level of impact and empowerment for female smallholders served, and overcome the lingering barriers to program participation, 1AF is currently collecting sex-disaggregated data for the previously mentioned metrics with analysis available in the summer. A new methodology that includes age data will begin in June with analysis available later this year. This information will identify how the results vary between male and female clients. This data collection will also help 1AF gain a better understanding of the gendered barriers women face to full program participation.

In collaboration with female staff in Burundi, including Annaise Kwizera, FOPS lead, Ornella Hatungimana, GR lead and Lucy Swain INN associate, 1AF will integrate a gender lens into MEL processes (e.g. tracking gender-responsive metrics, introducing a women’s empowerment survey), which will be leveraged to improve program design for women. The Women’s Empowerment in Agriculture Index (WEAI), created by the U.S. Agency for International Development (USAID) and International Food Policy Research Institute (IFPRI), measures women’s empowerment based on interviews of women and men within the same household.⁷⁴ It can be used to assess women’s empowerment as well as compare it to men’s. An abbreviated version of the WEAI is currently being conducted in Burundi. The roll out of a full version that includes age data will take place for the Burundi program in 2025. This will equip the organization to then tailor program components to better meet the needs of female farmers, driving productivity and income generation.

⁷² Presentation Comité des Femmes Leaders Tubura

⁷³ [Reglement Caisse des femmes](#)

⁷⁴ [WEAI](#)

External/Programs

As previously stated, there are five dimensions to gender inequality in agriculture: land rights, productive resources, unpaid work, employment and decision making.⁷⁵ These dimensions of inequality are addressed here separately but are also mainstreamed throughout the 1AF program and activities outlined in the proposal logical framework. The activities outlined here seek to integrate gender issues throughout rather than create separate programs focused on women farmers. The impact of these activities will be increased farmer yields to improve food security and household incomes, enabling new productive investments that lift smallholder farmers, both men and women, out of poverty over time. The outcomes will include improved knowledge to overcome barriers to program participation, such as credit, inputs, and training, and an increase in the number of female smallholder farmers served by One Acre Fund. See *below and the attached table per the GCF template.*

Cross-Cutting Component: Partnership

1AF programs complement the broader smallholder agricultural sector/ecosystem in Burundi, which includes interventions from civil society members, international organizations, embassies and, as explained previously, the Burundian government.

1AF will investigate governmental and civil society organizations that are already working on gender and agriculture in Burundi to explore collaborations on data, training materials, service delivery, etc. As 1AF builds its knowledge about and capacity to implement programming that addresses the needs of women farmers, it will look to international and local organizations with experience in this area, specifically regarding initiatives that challenge gender norms that perpetuate gender inequality. Besides the offices included in the concept note, the Ministry of National Solidarity, Social Affairs, Human Rights, and Gender currently implements the National Gender Policy with gender focal points or gender units within ministries. In addition, the Burundian Office for Protection of Environment within the Ministry of Environment, Agriculture and Livestock has a gender strategy. The reports cited in this analysis provide a starting point for potential partners: FAO, USAID, CARE, The Bill and Melinda Gates Foundation, and Catholic Relief Services. They are often looking for private sector partners. 1AF Burundi has already had some exploratory exchanges with a number of these entities.

1AF Component #1: Sustainable Access to Climate Resilience Inputs

CHALLENGE 1a: Women farmers often do not have secure or formal land rights due to cultural norms and informal marriages. This lack of land rights can impact their access to credit due to lack of collateral.

ACTIVITY OUTCOME:

Women farmers have increased access to credit outside of 1AF's program.

OUTPUTS:

⁷⁵ [IISD](#)

- Creditworthiness certificates that help member farmers access commercial credit (outside of 1AF input support program);
- Increased awareness among staff about the benefits of formalized marriages for women's land rights (with the possibility of expanding the awareness-raising to members if this pilot is successful); and

ACTIVITIES:

- Creditworthiness certificates offered to farmers who successfully reimburse 100% of their total input support packages (i.e. reimbursing 1AF for agricultural inputs) for six seasons.
- Awareness raising training conducted for 1AF staff to educate them about the benefits of formalizing marriage, including land tenure.

INDICATORS AND TARGETS:

- % of 1AF women members; Target: 40%
- # of certificates distributed (data disaggregated by sex); Target: 40% of certificates distributed are to women
- % of 1AF staff educated about the benefits of formal marriages with regard to women's land rights; Target: 100%
- Total USD value of input support disbursements: Target 40% of value

TIMELINE:

- Certificate distribution underway: By end of 2026
- Staff education: By end of 2025

RESPONSIBILITIES:

- Gender expert/specialist

CHALLENGE 1b: Women farmers do not access/purchase as many productive resources (1AF "inputs") that increase farm productivity.

ACTIVITY OUTCOME:

Women farmers have increased access to and purchase more inputs/productive resources.

OUTPUTS:

- Input distribution schedules take into account women's timing and mobility constraints;
- Input marketing takes into account gender aspects of labor saving tools;
- 1AF product bundles include mechanized tools; and
- Climate smart inputs are appropriately marketed to women to increase uptake.

ACTIVITIES:

- Offer flexibility in picking up inputs and/or allow a representative to pick up farmers' inputs.

- Integrate gender lens scoring sheets into product review processes for rating new and existing products such as hoes, watering cans and harvest drying sheets.
- Offer, on a trial basis, maize shellers or another product focused on saving the time of women farmers, in the product bundle.
- Improve marketing of climate smart inputs to women farmers.

INDICATORS AND TARGETS:

- % of distribution schedules allowing flexibility; Target: 100%
- Scoring sheets integrate gender into product reviews; Target: Yes
- Maize shellers or other time saving product trialed; Target: Yes
- % of climate smart inputs marketed to women; Target: 100%
- % of women farmers who purchase inputs/productive resources; Target depends on baseline
- % of inputs/productive resources purchased by women farmers; Target depends on baseline

TIMELINE:

- Distribution schedules flexibility: By end of 2025
- Product evaluations include gender score: By end of 2025
- Trial time saving product: By end of 2025
- Climate smart inputs marketing improved for women: By end of 2026

RESPONSIBILITIES:

- Gender expert/specialist

1AF Component #2: Climate Extension & Farmer Advisory

CHALLENGE 2a: Women farmers are deterred from attending climate-smart training sessions in the same numbers as men due to social norms, time constraints, and relevancy of content.

ACTIVITY OUTCOME:

More women farmers attend more climate-smart training sessions.

OUTPUTS:

- Capacity-building and gender-sensitization training for 1AF Burundi staff;
- Training methods and content use a training andragogy suited for the low literacy levels faced by women (eg. heavy use of pictures and minimal technical terms);
- Training content that holds relevance for women farmers (e.g. content is unbiased towards crops/technologies that are typically adopted by men); and
- Topics on gender equality including training sessions (including gender-based violence, joint decision-making in the HH); assuming an appropriate partner can be found.

ACTIVITIES:

- Create and implement capacity-building and gender-sensitization training for 1AF Burundi staff.

- Review current climate-smart training methods and content to ensure that they are appropriate for women farmer's education and literacy levels. Revise if necessary.
- Review current climate-smart training content to ensure that it holds relevance for women farmers (e.g.content is unbiased towards crops/technologies that are typically adopted by men). Revise if necessary.
- Revise training material content to include topics on gender equality including training sessions (including gender-based violence, joint decision-making in the HH); assuming an appropriate partner can be found.

INDICATORS AND TARGETS:

- % of farmers attending training sessions that are women; Target: 70%
- % of staff receiving capacity-building and gender-sensitization training; Target: 100%
- % of training methods and content appropriate for women farmer's education and literacy levels; Target: 100%
- % of training content that has been ensured is relevant for women farmers; Target: 100%
- Training material content includes topics on gender equality; Target: Yes (assuming an appropriate partner is found)
- % of women beneficiaries adopting climate-resilience practices: Target: 40%

TIMELINE:

- Capacity-building and gender-sensitization training: By end of 2026
- Appropriate level training methods and content: By end of 2025
- Relevant training content: Trial by end of 2025

RESPONSIBILITIES:

- Gender expert/specialist

CHALLENGE 2b: Women farmers are not able to maximize harvest profits due to crop selection and market access.

ACTIVITY OUTCOME:

1AF is more knowledgeable about the gender differences in obstacles, motivations, and factors affecting crop selection and market access.

OUTPUTS:

- Report regarding the crops men and women farmers grow and their market values;
- Report regarding market access for men and women farmers; and
- Gender and age analysis regarding the gender differences in obstacles, motivations, and factors affecting crop selection and market access.

ACTIVITIES:

- Conduct data collection regarding the crops men and women farmers grow and their market values.

- Conduct data collection regarding market access for men and women farmers.
- Analyze data regarding the gender and age differences in obstacles, motivations, and factors affecting crop selection and market access.

INDICATORS AND TARGETS:

- % of surveys collecting sex- and age-disaggregated data regarding crops; Target: 100%
- % of surveys collecting sex- and age-disaggregated data regarding market access; Target: 100%

TIMELINE:

- Data collection regarding the crops: By end of 2026
- Data collection regarding market access: By end of 2026
- Gender analysis of data: By end of 2027

RESPONSIBILITIES:

- Gender expert/specialist

1AF Component #3: Agroforestry

CHALLENGE 3a: Women farmers are not able to maximize harvest profits and benefit more broadly due to decision-making processes regarding the planting of agroforestry trees that deliver improved soil fertility, fruit, ready medicinal value and timber.

ACTIVITY OUTCOME:

1AF is more knowledgeable about gender issues impacting decision-making processes regarding the agroforestry trees that are grown.

OUTPUTS:

- Report regarding the gender issues impacting decision-making processes regarding the agroforestry trees that are grown.

ACTIVITIES:

- Conduct data collection regarding the agroforestry trees men and women farmers grow.
- Conduct data collection regarding decision-making processes about the agroforestry trees that are grown.
- Analyze data regarding the gender and age differences affecting the agroforestry trees that are grown.

INDICATORS AND TARGETS:

- % of collines collecting sex-disaggregated data regarding agroforestry trees; Target: 100%
- % of collines collecting sex- and age-disaggregated data regarding decision-making processes about the agroforestry trees that are grown; Target: 100%

TIMELINE:

- Data collection regarding agroforestry trees: By end of 2025
- Data collection regarding decision-making: By end of 2026
- Gender analysis of data: By end of 2026

RESPONSIBILITIES:

- Gender expert/specialist

Gender Action Plan:

Activities	Indicators and Targets	Timeline	Responsibilities
<p>Impact Statement: increased farmer yields to improve food security and household incomes, enabling new productive investments that lift smallholder farmers, both men and women, out of poverty over time</p>			
<p>Outcome Statement: improved knowledge to overcome barriers to program participation, such as credit, inputs, and training, and increased number of female smallholder farmers served by One Acre Fund (Targets: 40% of 1AF members are women; 40% of total USD value of input support disbursements to women; increased % of women farmers who purchase inputs/productive resources (Target depends on baseline); increased % of inputs/productive resources purchased by women farmers (Target depends on baseline); 70% of farmers attending training sessions are women; 40% of women beneficiaries adopt climate-resilience practices)</p>			
<p>Output Statement 1a: Creditworthiness certificates; and Increased awareness among staff about the benefits of formalized marriages for women's land rights</p>			
<p>(i) Creditworthiness certificates offered to farmers who successfully reimburse 100% of their total input support packages (i.e. reimbursing 1AF for agricultural inputs) for six seasons. (ii) Awareness raising training conducted for 1AF staff to educate them about the benefits of formalizing marriage, including land tenure.</p>	<ul style="list-style-type: none"> ● # of certificates distributed (data disaggregated by sex); Target: 40% of certificates distributed are to women ● % of 1AF staff educated about the benefits of formal marriages with regard to women's land rights; Target: 100% 	<ul style="list-style-type: none"> ● By end of 2026 ● By end of 2025 	<ul style="list-style-type: none"> ● Gender expert/specialist
<p>Output Statement 1b: Gender-informed input distribution schedules; Gender-informed input marketing; 1AF product bundles include mechanized tools; and climate smart inputs marketed to women</p>			
<p>(i) Offer flexibility in picking up inputs and/or allow a representative to pick up farmers' inputs.</p>	<ul style="list-style-type: none"> ● % of distribution schedules allowing flexibility; Target: 100% 	<ul style="list-style-type: none"> ● By end of 2025 	<ul style="list-style-type: none"> ● Gender expert/specialist

<p>(ii) Integrate gender lens scoring sheets into product review processes for rating new and existing products.</p> <p>(iii) Offer maize shellers or another product focused on saving the time of women farmers, in the product bundle.</p> <p>(iv) Improve marketing of climate smart inputs to women farmers.</p>	<ul style="list-style-type: none"> ● Scoring sheets integrate gender into product reviews; Target: Yes ● Maize shellers or other time saving product trialed; Target: Yes ● % of climate smart inputs marketed to women; Target: 100% 	<ul style="list-style-type: none"> ● By end of 2025 ● By end of 2025 ● By end of 2026 	
<p>Output Statement 2a: Capacity-building and gender-sensitization training for 1AF Burundi staff; Gender-informed training methods; Gender-relevant training content; and Gender-integrated training content</p>			
<p>(i) Create and implement capacity-building and gender-sensitization training for 1AF Burundi staff.</p> <p>(ii) Review current climate-smart training methods and content to ensure that they are appropriate for women farmer's education and literacy levels. Revise if necessary.</p> <p>(iii) Review current climate-smart training content to ensure that it holds relevance for women farmers (e.g. content is unbiased towards crops/technologies that are typically adopted by men). Revise if necessary.</p>	<ul style="list-style-type: none"> ● % of staff receiving capacity-building and gender-sensitization training; Target: 100% ● % of training methods and content appropriate for women farmer's education and literacy levels; Target: 100% ● % of training content that has been ensured is relevant for women farmers; Target: 100% 	<ul style="list-style-type: none"> ● By end of 2026 ● By end of 2025 	<ul style="list-style-type: none"> ● Gender expert/specialist

<p>(iv) Revise training material content to include topics on gender equality including training sessions (including gender-based violence, joint decision-making in the HH); assuming an appropriate partner can be found.</p>	<ul style="list-style-type: none"> • Training material content includes topics on gender equality; Target: Yes (assuming an appropriate partner is found) 	<ul style="list-style-type: none"> • Trial by end of 2025 	
<p>Output Statement 2b: Report regarding the crops men and women farmers grow and their market values; Report regarding market access for men and women farmers; and Gender analysis regarding the gender differences in obstacles, motivations, and factors affecting crop selection and market access</p>			
<p>(i) Conduct data collection regarding the crops men and women farmers grow and their market values. (ii) Conduct data collection regarding market access for men and women farmers. (iii) Analyze data regarding the gender differences in obstacles, motivations, and factors affecting crop selection and market access.</p>	<ul style="list-style-type: none"> • % of surveys collecting sex-disaggregated data regarding crops; Target: 100% • % of surveys collecting sex-disaggregated data regarding market access; Target: 100% 	<ul style="list-style-type: none"> • By end of 2026 • By end of 2026 • Gender analysis of data: By end of 2027 	<ul style="list-style-type: none"> • Gender expert/specialist
<p>Output Statement 3a: Report regarding the gender issues impacting decision-making processes regarding the agroforestry trees that are grown</p>			
<p>(i) Conduct data collection regarding the agroforestry trees men and women farmers grow. (ii) Conduct data collection regarding decision-making</p>	<ul style="list-style-type: none"> • % of collines collecting sex-disaggregated data regarding agroforestry trees; Target: 100% • % of collines collecting sex-disaggregated data regarding decision- 	<ul style="list-style-type: none"> • By end of 2025 • By end of 2026 	<ul style="list-style-type: none"> • Gender expert/specialist

<p>processes about the agroforestry trees that are grown. (iii) Analyze data regarding the gender differences affecting the agroforestry trees that are grown.</p>	<p>making processes about the agroforestry trees that are grown; Target: 100%</p>	<ul style="list-style-type: none">• By end of 2026	
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