

Report of the Livestock and Fish workshop on gender in dual purpose livestock value chains, Nicaragua, 21-22 January 2014

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Workshop Objectives

Provide processes and methodologies to facilitate participants' understanding and implementation of gender in their work areas related to the dual purpose cattle value chain.

Specifically:

1. Create opportunities to reflect on our work with gender from a personal to an organizational level.
 - a. Gender equity, equality and personal perceptions.
 - b. Gender-disaggregated statistics in livestock production and information gaps between women and men in the livestock sector in Nicaragua
 - c. Organizational diagnosis and gender mainstreaming

2. Provide knowledge to implement gender in value chains.
 - a. Gender perspective in value chains analysis.
 - b. Experiences of gender work with livestock value chains in Nicaragua
 - c. Methodologies (general review of gender tools, gender indicators and practical exercises)

Workshop activities and results

Knowledge and skills that the participants expect to obtain from the workshop.

Knowledge	Skills
<ul style="list-style-type: none"> • Methods and techniques for diagnosis and research (variables and indicators) of value chains with a gendered approach. • General concepts of gender equality and knowledge about the gender debate. • Current status of the livestock sector in the country and the gender advances in rural areas • Share experiences and learn about other organizations working on gender • Value chains from a gender perspective • Gender training • Statistics. 	<ul style="list-style-type: none"> • Tools for analyzing value chain and gender diagnoses • Livestock and Fish methodology for gender analysis • Strategies for implementation of gender approach in livestock research programs and projects. • Communication and interaction with mixed groups. • Group dynamics to address gender topics with men, women and families. • Recognize/value women's work in livestock farms. • Understand what the gender roles in farmer families are. • Incorporate gender approach in farm diagnostics. • Incorporate value chain analysis in rural development projects.

Group session: interpreting statements about the social construction of gender

- Group 1: “Colonization introduced gender differences, where none previously existed.” (Lugones, M. 2008).

Group opinion: Gender differences existed previously, even before colonization, since women had a domestic role while men worked more in agriculture, but colonization exacerbated these differences through the patriarchal system and the new religion imposed by the colonizers. Indigenous culture almost disappeared. This has resulted in an invisibility and lack of recognition of the role of women that we are still living.



- Group 2: “The oppressive gender system that was imposed in Yoruba society (Africa) through colonialism ... covers the subordination of females in all aspects of life” (Oyewumi, 1997)

Group opinion: Subordinate women represent an inferior position in all aspects of life because subordination is always an inferior position imposed by the colonial system. An oppressive system imposes itself as a power relationship. The author perceives this as a negative situation (differentiation) and qualifies it as oppressive.

- Group 3: “Many Native American tribal communities were matriarchal ... and understood gender on equal terms, not in subordination terms that European capitalism imposed” (Allen P.G., 1986; 1992)

Group opinion: The author is implying that in a matriarchal society decisions were made by women and relationships were more equitable. A model of subordination was imposed and/or adopted by external imposition. We ask ourselves: When we talk about a matriarchal system, does it mean that it is a gender equality system? Is equality promoted in a matriarchal society? Is a system ruled by women more just and does it promote egalitarian relationships than a system governed by men?

- Group 4: “The imposition of the European state system is the most enduring legacy of European colonial rule in Africa. The exclusion of women from the public sphere is a tradition that was exported to Africa during this period "... "The transformation of state power into male power was achieved by excluding women from state structures. This reflected a deep contrast with the organization of the Yoruba State, in which power was not determined by gender” (Oyewumi, 1997).

Group opinion: Social construction is a European imposition, taking into account that African women had positions of power (queens) and there were no differences or exclusionary practices based on gender. Colonization brought female exclusion to Africa.

- Group 5: “The internal chief presided over the tribe, village or group, dealing with maintaining harmony and managing internal affairs. The male red chief presided over the mediation between the tribe and those outside of it”. “Most individuals fit within tribal gender roles based on propensity, inclination and temperament. The Yuma had a tradition to designate gender based on dreams: if a woman dreamed about weapons, she became male for all practical purposes” (Allen, 1986; 1992).

Group opinion: Dreams are used to share roles and make decisions. The statement indicates that in the social structure of the Native Americans, the roles are pre-defined. Dreams are used to decide and women could not become warriors unless they dreamt it.

Conclusions from the facilitator:

- There are still many matriarchal systems that indicate that the line of succession is matrilineal with certain characteristics, including the decision-making power of women. Matriarchal does not mean that women have power over men, it means that women (especially mothers), in some indigenous populations, such as the Garifunas, have the leading role in important aspects of life. It is important to study each context to understand the meanings of matriarchal systems in each specific population.

- In the case of the Yoruba, the important thing is that besides dreams; which were traditionally interpreted to assign roles, is that they were decided on the basis of propensity, inclination and temperament, not by gender. There are ancient elements that cannot be adapted to our situation, we tend to interpret roles of women and men from our education and experience on gender, which is why it is important to study the social context in which we will do research. We must understand the social structure first, in order to analyze gender dynamics.

Why work for gender equality

Presentation by Patricia Lindo (workshop facilitator/gender and value chain expert).

Working for gender equality revolves around three criteria: social justice, poverty alleviation/food security and competitiveness and business.

The first criterion states that the benefits of growth and development should be distributed equally between men and women, as both are contributing. The second criterion emphasizes that women are important actors for poverty alleviation because when resources are managed by them, nutrition, health and education of families improve considerably.

The third criterion states that gender inequality has high economic costs because women generate economic growth from their labor contributions.

Finally, there must be a balance between the criteria, to avoid commodifying equality.

Gender constraints in cattle value chains

Presentation by Mieke Vanderschaeghe (gender and cattle value chains expert)

In Nicaragua, the statistics on livestock tend to conceal the work of women. For example, the National Agricultural Census (CENAGRO) indicates that 23% of livestock producers are women, but in reality, they are involved in a much higher percentage, since livestock production is based on a household economy where work and contributions of women are fundamental.

Women participate in most chain linkages, but face many barriers. The main is male dominance in livestock, which prevents their visibility, value and even self-recognition as actors in the sector; this limits their decision-making power and control over revenues and resources to produce.

In addition, there are barriers for women to access services because credit, technical assistance and projects tend to focus on the first link of the value chain where male interests prevail, devaluing women's business in milk processing.

The case studies to obtain such data were: livestock cluster in León and Chinandega (Millennium Challenge Account) in 2006, the dairy value chain in the mining triangle (GIZ- OXFAM) 2009 and the milk value chain in the west (Association of Producers and Exporters of Nicaragua) 2013.



Comments on gender barriers in livestock

There are strong cultural factors that influence how surveys are designed that make women's role invisible, for example, the data from the Agricultural National Census did not include information about families.

It is important to ask ourselves how to separate the contributions within the family in a way that the data reflect the reality and the participation of women in the entire value chain can be made visible. In this sense, qualitative methods allow capturing more factual information, for example through biographical methods.

The data presented are primarily focused on households with primary activity, but if we take into account households with secondary activities, how would data of participation of women vary?

In secondary farm activities, there are women that own more cattle than men. In this sense, the Bono Productivo¹ has had a big impact and it is important to make small producers more visible and change the scheme, thinking more about small producers instead of the bigger ones.

¹ Government program aiming to serve as a means of organization, capitalization, training, and technical assistance to impoverished cattle farmer families.

Gender mainstreaming in programs and projects

Presentation by Patricia Lindo

The word “transversalización” was translated to Spanish from the English word mainstreaming. It means integration and it emerged during the Fourth World Conference on Women in Beijing, 1995. Two years later, gender mainstreaming was adopted by the United Nations as a focus on policies and programs.

To understand mainstreaming, it is important to also understand equality, both legally and de facto (as non-discrimination, as state accountability and as substantive).

A gender mainstreaming strategy implies that the concerns of women and men are integrated into all policies and projects, and there are specific activities aimed at empowering women. This entails an institutional transformation.

Among the aspects that have favored mainstreaming is the presence of sanctions and mandatory procedures to integrate gender in an institution or project, or that equality is considered "good business". While the ultimate goal of these aspects is not equality, if we look at the glass half full, we conclude that "it is better than nothing."

Finally, it is important to see gender as a change of attitude; we must start from ourselves, in our work spaces to mainstream gender.

Experiences of gender mainstreaming in participant organizations	
Heifer	It has been possible to incorporate the gender approach in several projects but sometimes gender mainstreaming has made women’s work less visible. A year ago, the organization established a 5-axes theory of change, one of which is gender.
UNA (National Agricultural University)	In some universities (UPOLI, UCA and UNA) there has been gender mainstreaming done in study profiles.
CATIE (Tropical Agricultural Research and Higher Education Centre)	At an institutional level, CATIE has had a gender policy since 1995 that has not been updated, but recently a gender strategy was developed in the MAPNorway program. It is difficult for organizations to understand specific actions for women.
Nitlapán (Research and development institution)	At an institutional level, we have no gender policy but efforts have been made since 2007. Some projects have integrated a gender approach; we realize that these are only strokes because there is no institutional gender line.
CRS (Catholic Relief)	Only 1 out of 9 programs has a gender strategy (PROGRESA) but many gender-related changes are being made. One of the greatest

Services)	achievements is that the institution designates an exclusive budget for women (25% is intended for women´s training in technology).
CIAT	CIAT has a long history with gender. 10-15 years ago there was a program dedicated to gender and participatory research and also a large gender program with researchers, but they disappeared. Now there is more emphasis on gender because there are strong demands to include gender in 20% of programs in order to receive funds. The risk is that mainstreaming can make women invisible, which is why it is best to integrate it more concretely.
INTA (Nicaraguan Institute of Agricultural Technology)	When analyzing the constitution, equality among people is raised to state institutions but not for civil society organizations to implement. This is a big gap in terms of gender mainstreaming.



The Livestock and Fish Gender Strategy

Presentation by Kathy Colverson, gender theme leader of Livestock and Fish.

The focus of the Livestock and Fish research program is to increase productivity in small-scale systems:

- 'by the poor' → poverty reduction
- 'for the poor' → food security

One of the cross-cutting components of the program is gender, which has a strategy that aims to achieve four main outputs: Capacity development, Access and control of resources in livestock and fish value chains, gender transformative approaches and gender and nutrition.

During 2013, many activities have been developed. Among the main successes: capacity development initiatives in 4 countries, a value chain toolkit with gendered questions was created and shared, M & E indicators drafted and proposals on GTAs were developed. For 2014, the gender component of the program aims to continue making alliances with local partners and developing their skills through different training activities. Also in this year, the effectiveness of the tools will be evaluated for gender analysis of the value chains (including data on consumption) and proposals that incorporate the GTA (gender transformative approach) will be developed.

The gender strategy of Livestock and Fish and my work - actions developed by organizations that can be linked to the gender strategy outputs.

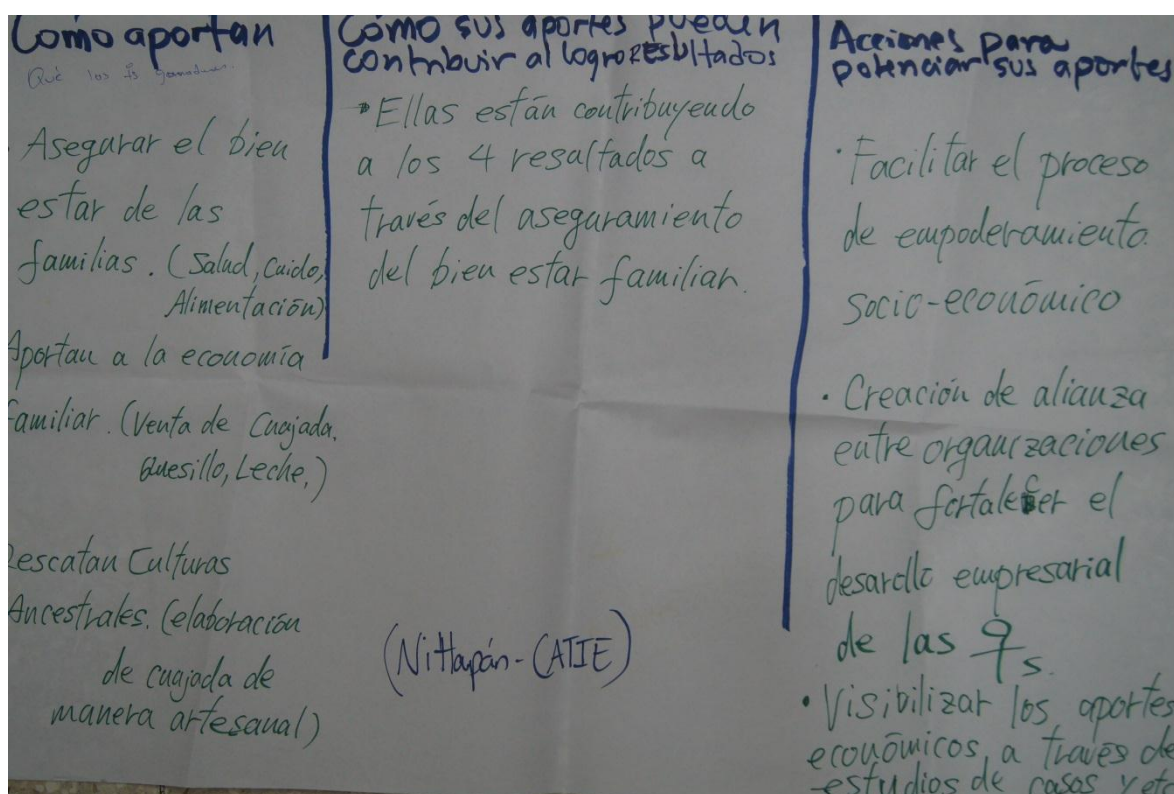
L&F Gender Strategy Output	INTA	HEIFER	CRS	Nitlapán	CIAT	UNA	CATIE
1. Capacity Development	<ul style="list-style-type: none"> • Training and technical assistance to small production units on issues related to primary production (health, clean milking, feeding during dry season). <p><i>SHORT AND MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Training and technical assistance • Gender workshops in sustainable livestock projects. <p><i>SHORT AND MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • 1 capacity development workshop for value chain analysis with a gender approach with technical groups from partner organizations. • Document results of a pilot project of Inclusive Business Development with women that collect, process and market milk <p><i>SHORT TERM</i></p> <ul style="list-style-type: none"> • Milk processing workshops. • Workshops on management and business administration, business development and marketing. <p><i>MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Advising women producers and marginalized groups to improve their management and control of resources. • Promote local entrepreneurship. (Encourage local business ideas for dairy processing). <p><i>SHORT, MEDIUM AND LONG TERM</i></p>	<ul style="list-style-type: none"> • Identify partners in other CRPs, as potential users or beneficiaries of the L & F gender strategy • Participate with partners from other CRPs in gender workshops and sharing of tools. <p><i>SHORT AND MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Train farmers and technicians on production and agro-processing • Awareness and generational leadership motivation workshops. • Organizational processes workshops • Workshops on entrepreneurship and market <p><i>SHORT AND MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Development of field schools with farmer families and strengthening women's technical skills • Business technical assistance to women organized in cooperatives. <p><i>MEDIUM TERM</i></p>

<p>2. Gender strategies and approaches to improve access and control of women and marginalized groups to resources.</p>	<ul style="list-style-type: none"> • Collaborative action will be articulated with Nitlapán to provide resources to youth groups organized by INTA. • Technical assistance and training for women, in synergy with the Bono Productivo program. <p><i>MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Improve pastures and forages. • Provision of veterinary kits • Improvement of the cattle herd by delivering animals with high genetic value. • Training to improve conditions for market access in the dairy and meat value chains. <p><i>SHORT AND MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Facilitate Structuring gender policies in producer organizations (cooperatives, farmers' association). • Investment in small businesses with groups of women (5 collection centers and dairy processing centers). • Technology transfer and investment in BPP farm certification. <p><i>MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Access to financial resources through a Business Incubation Program. • Implementation of resource management methodology for small producers to access credit • Partnerships with groups formed by other organization (INTA). • Training methodology to advice and strengthen business partnerships to achieve good management and governance practices. • Risk Management Methodology in Cattle farms to implement components related to: credit access, technical services 	<ul style="list-style-type: none"> • Evaluation/validation of gender analysis tools of L&F in action sites of other CRP's Humidtropics and WLE • Economic analysis of products and livelihoods on farms, incorporating the gender approach <p><i>SHORT AND MEDIUM TERM</i></p>	<ul style="list-style-type: none"> • Design, management and evaluation of production and agribusiness projects. <p><i>SHORT TERM</i></p>	<ul style="list-style-type: none"> • Analysis of livestock value chain, identifying gender gaps in each link to contribute to reduce them. • Strengthening the technical, business and organizational capacities of organizations working in the value chain. <p><i>MEDIUM TERM</i></p>
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				and marketing <i>SHORT, MEDIUM AND LONG TERM</i>			
3. Gender transformative approaches						<ul style="list-style-type: none"> Propose strategies for communication in all its modalities leading to a change in women's rights to improve their access to markets, technology and resources <p>LONG TERM</p>	
4. Strategies and approaches to increase the level of consumption animal source foods.		<ul style="list-style-type: none"> Training in nutrition Rescue of traditional foods (Recipe and fairs). Creation of promoters' networks. <p><i>SHORT AND MEDIUM TERM</i></p>					<ul style="list-style-type: none"> Through workshops on food and nutrition security, creation of family gardens, to promote a diet rich in protein. <p><i>MEDIUM TERM</i></p>

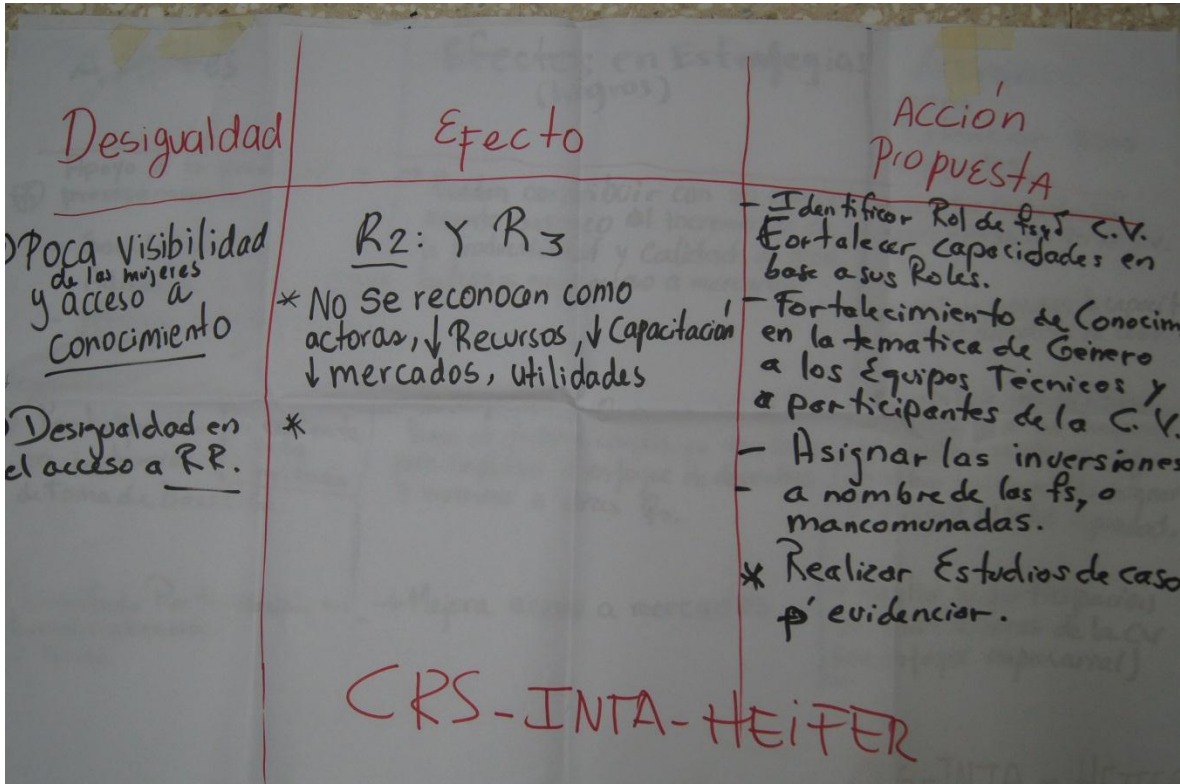
Contributions and actions of women in the value chain

Group exercise to identify key inequalities and contributions of women in the value chain, how these contributions can help achieve the results of the gender strategy and what actions can be taken to enhance these contributions and reduce inequalities.



Contributions of women in the dual purpose cattle value chain.	How to contribute to the achievement of results of the gender strategy?	Actions to enhance contributions
<ul style="list-style-type: none"> Care and reproduction Ensuring food for families and farm workers. Breeding minor species. Active participation in resource management. Daily support in the dairy production process (especially hygiene) Participation in the processing of dairy and meat products. Limited participation in marketing and decision-making. From their empirical knowledge, they contribute to increase productivity and improve the quality of milk production, which creates better access to markets. 	<ul style="list-style-type: none"> Developing their skills, talents and abilities (seminars, workshops, courses, formal education) Highlight women's rights and contributions. Organizing women Develop activities for female empowerment. Work with entrepreneurship and marketing themes. Align training to the contributions of women in the VC. Promote training processes at management level with cooperatives. Promote/contribute to develop gender policies in cooperatives. Expand their participation with other actors in the 	

<ul style="list-style-type: none"> The participation of women in decision-making spaces constitutes a basis to advance the rights approach and motivate other women. 	VC.
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Gender inequalities in the VC	How can these inequalities affect the achievement of the gender strategy outputs?	Actions to reduce inequalities
<ul style="list-style-type: none"> Inequality in access to resources (land, cattle, branding irons, credit). Differences in education level (technical training). Limited access to information to form organizations or join existing ones. Low self-esteem and recognition of their participation and capabilities generates inequality. The division of labor, the assignment of traditional gender roles and participation level is unequal. 	<ul style="list-style-type: none"> Limiting women's participation in the VC and access to benefits. Limiting their access to technology. Women have fewer resources, less training opportunities and reduced access to markets. 	<ul style="list-style-type: none"> Develop women's capacity in decision-making, knowledge and skills through empowerment. Implement mechanisms / policies that increase access to factors of production. Create partnerships between organizations. (L&F) Identify women's roles and needs in value chains and strengthen their abilities based on their roles. Strengthen knowledge on gender issues to technicians and value chain actors. Assign resources to women or joint name to ensure their legal access. Conduct case studies to obtain more information.

Gender and value chains

Presentation by Patricia Lindo

In Nicaragua, women participate primarily in agricultural value chains of major products, processing for retail and small-scale, in small businesses for subsistence and on postharvest marketing activities.

It is clear that women add value, but they do so in unfavorable conditions and their work is considered as informal "craftwork" therefore unsupported by promotion policies, credit and technical assistance.

Although women are present in the entire chain, the producer status is held by men as well as the partner or family representative status.

To work with a gender approach in value chains, the traditional concept of the family's role in economic development should be demystified, as family members have different interests and intra-household relations are governed by power relations because men are controlling the family's work, production and income.

Based on the facts mentioned above, this methodology offers a new look at the concept of family, promoting dual-headed households and the negotiation power of women. It is also important that the work of women is valued as an integral part of value chains.

Case study exercise

The objective is that the staff from organizations working with cattle value chains is able to acquire gender sensitive facilitation skills for mixed groups, families, women, men and young people, to discuss about their contributions and benefits to/from the value chains.

It is based on a case developed with a cooperative in the town of Siuna where MASRENACE-GTZ and Oxfam-GB PRODER established a partnership to improve the dairy chain in 2008. This case was developed in a 2009 workshop after a team of consultants facilitated the gender integration process in a dairy cooperative in Siuna for four months. For the workshop, partners and their wives / husbands were invited, with the objectives of:

1. Contributing to both men and women's visualization of the competitiveness of their product in the context of the competitiveness of the chain, and the ability to articulate it.
2. Contributing to the recognition of women and men's contributions to the dairy chain.
3. Contributing to the discussion on the control of the benefits of their participation in the dairy chain.
4. Contributing to raise awareness of the importance of decision-making and joint control over products of labor (productive and reproductive), particularly in dairy revenues.

In the workshop, a mapping of the dairy chain was performed, and subsequently an exercise with Tool: Visualization of contributions of men and women to product quality and gender

gaps in benefits (Vanderschaeghe & Lindo, 2009). They were asked to work separately (men and women) using the following guide questions:

- ¿What is women's contributions to milk quality?
- ¿What is men's contributions to milk quality?
- ¿What are the benefits of women's work in milk production?
- ¿What are the benefits of men's work in milk production?
- ¿Are these benefits equal?
- If they are not: ¿ How to improve the benefits for women?

In the Livestock and Fish Gender Workshop, the participants group was divided into two subgroups. Each subgroup read and discussed the answers obtained from men and women from the cooperative. The objective of this exercise was to think about how gender roles can influence in the differences and similarities of the answers.

The workshop participants were asked to work with the following guide:

- From the responses of men and women from the cooperative, how would you facilitate the discussion with this group of producers?
- What questions would you pose to achieve visibility and recognition of women, and generate changes in people's perceptions?
- What key messages would you tell this group to motivate changes in their way of thinking?
- How would close this exercise?

Results:

Group 1

The first step taken by the group was to analyze how to address the debate and the inconsistencies in men and women's responses. The group's proposal was to start the discussion with the following questions:

Why do opinions differ regarding incomes and benefits?

Why aren't women members of the cooperative and why are the benefits uneven?

How are women able to perform so many activities during the day?

Would men be willing to cooperate with domestic work?

After discussing the questions above, the group proposed to deliberate key messages with the producers: i) Integrating views and perceptions on the work of men and women to share different perceptions ii) value the positive experiences of men such as their contributions to household chores, iii) Ask a couple to share their experience on sharing housework.

Finally, as closure: Perform a psychodrama with the producers about how cow milking occurs (how the family prepares for this activity and the type of work that women do ... etc.).

Group 2.

The group would begin addressing the producers with three key questions:

What do you think about these responses? (Discussing first the responses obtained from women and then the ones from men)

Are these responses just to reality? (The aim is to validate the responses from men and women producers)

(A question for men) What would you do if your wife/daughter became ill and could not carry out the daily housework? If you would hire someone to do it, how mucho would you pay that person?

The objective of these questions is to think about the economic value of women's daily housework. This group suggested to finish the discussion with key messages related to women's undervalued work.

Comments from the facilitator:

Group 1- In facilitation processes, it is not advisable to begin asking the question "Why?", particularly in psychosocial processes where attitudes, habits and cultural practices are involved, asking "Why?" may have a sense of judgment and should be avoided in all circumstances to prevent individuals and groups from feeling judged by what they do, say or think.

On the other hand, trying to integrate women and men's opinions is a very good idea; without leading the responses to a consensus, taking into account that men and women producers are entitled to think differently from each other and that has to be recognized and validated. It is also a good idea to stimulate and recognize the housework that some men perform.

Group 2- Introducing the discussion by asking men and women's opinion about the workshop results is a very good start because it is important to encourage dialogue from both sides, especially about their thoughts and feelings towards a specific topic or situation.

In conclusion, when facilitating a discussion, we must recognize and stimulate good gender practices within value chains, as a way to increase women's self-esteem and recognition.

Revision of Livestock and Fish Program value chain analysis tools

Observations from the participants about the gendered value chain analysis tool for producers:

- For information about livelihood, it would be best to use other methods different than focus groups, for example, surveys. Furthermore, the format of the tools is similar to an interview rather than a focus group guide.
- The tool is too long.
- For quantitative data, it would be better to use more specific methods.
- There is no description on how to approach the group, perhaps a few introductory ice-breakers could be added.
- Some of the activities are too complicated (the seasonal calendar for example) and could be simplified.
- The tool seems to be designed for a workshop rather than a focus group as it addresses specific issues and not a general exchange of views.
- Previous to the livelihood exercise, the concept should be built.

Workshop evaluation

After the workshop, each participant individually and anonymously completed a survey to assess the workshop and provide valuable feedback. 93% of the participants felt that the format, agenda and schedule of the workshop was excellent.

100% said the theme of the workshop was relevant to their work. They also said that the level of knowledge the facilitator and her interaction with the participants were excellent.

As for the contents learned in the workshop, among the most commonly mentioned: how invisible the work of women is, gender initiatives and work being developed in Nicaragua, tools for analyzing gender in value chains, concepts, methodologies and quantitative data for gender analysis.

Most participants agreed that the best thing from the workshop was the freedom to express their ideas and to interact with the facilitator, allowing fluidity better flow of the issues and a richer exchange of experiences.

On the other hand, time was a limiting factor that the participants identified when asked what they liked least about the workshop.

All the participants said they would attend a similar workshop again.



Yoga to energize the group!

Participants

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Web pages and links for reference

- Livestock and Fish Program: www.livestockfish.cgiar.org
- Gender and learning: <http://livestock-fish.wikispaces.com/gender+and+learning>
- Gender training manual: <http://cgspace.cgiar.org/handle/10568/33426>
- Value chain analysis toolboxes: [http://livestock-fish.wikispaces.com/VC Toolkit](http://livestock-fish.wikispaces.com/VC_Toolkit)
- www.ruta.org/toolbox