



Government of Malawi

MINISTRY OF AGRICULTURE AND FOOD SECURITY

# Agriculture Sector Gender, HIV and AIDS Strategy

2012-2017



Ministry of Agriculture and Food Security



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Ministry of Agriculture and Food Security

**Agriculture Sector Gender, HIV and AIDS Strategy**

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## List of Abbreviations

<b>ADC</b>	Area Development Committee
<b>ADD</b>	Agricultural Development Division
<b>ADP</b>	Agriculture Development Programme
<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>ASWAp</b>	Agriculture Sector Wide Approach
<b>CAADP</b>	Comprehensive African Agriculture Programme
<b>CBO</b>	Community Based Organization
<b>CDM</b>	Centre for Development Management
<b>CEDAW</b>	Convention on the Elimination of All forms of Discrimination Against Women
<b>CHH</b>	Child Headed Household
<b>CISANET</b>	Civil Society Agriculture Network
<b>CISONECC</b>	Civil Society Network on Climate Change
<b>COWFA</b>	Coalition of Women Farmers
<b>CSO</b>	Civil Society Organisation
<b>DADO</b>	District Agriculture Development Officers
<b>DAESS</b>	District Agricultural Extension Services System
<b>DC</b>	District Council
<b>DCCMS</b>	Department for Climate Change and Metrological Services
<b>DEC</b>	District Executive Committee
<b>DFID</b>	UK's Department for International Development
<b>DIO</b>	District Irrigation Officer
<b>DNHA</b>	Department of Nutrition, HIV and AIDS
<b>DoDMA</b>	Department of Disaster Management Affairs
<b>DPF</b>	District Partners Forum
<b>DPSM</b>	Department of Public Sector Management and Development
<b>EU</b>	European Union
<b>FAO</b>	Food and Agriculture Organization
<b>FHH</b>	Female Headed Household
<b>FISP</b>	Farm Input Subsidy Program
<b>FRIM</b>	Forestry Research Institute of Malawi
<b>FUM</b>	Farmers Union of Malawi
<b>GBV</b>	Gender Based Violence
<b>GDP</b>	Gross Domestic Product
<b>GEI</b>	Gender Equality Index
<b>GHA</b>	Gender, HIV and AIDS
<b>GII</b>	Gender Inequality Index

<b>GoM</b>	Government of Malawi
<b>HIV</b>	Human Immunodeficiency Virus
<b>IEC</b>	Information, Education and Communication
<b>IFAD</b>	International Fund for Agriculture Development
<b>LDF</b>	Local Development Fund
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MBCA</b>	Malawi Business Coalition on HIV and AIDS
<b>MDGs</b>	Millennium Development Goals
<b>MDHS</b>	Malawi Demographic and Health Survey
<b>MDPC</b>	Ministry of Development Planning and Cooperation
<b>MFI</b>	Microfinance Institutions
<b>MGDS</b>	Malawi Growth and Development Strategy
<b>MHH</b>	Male Headed Household
<b>MIRTDC</b>	Malawi Industrial Research and Technology Development Council
<b>MoAFS</b>	Ministry of Agriculture and Food Security
<b>MoEP&amp;D</b>	Ministry of Economic Planning and Development
<b>MoF</b>	Ministry of Finance
<b>MoGCSW</b>	Ministry of Gender, Children and Social Welfare
<b>MoIWD</b>	Ministry of Irrigation and Water Development
<b>MoJ</b>	Ministry of Justice
<b>MoL</b>	Ministry of Labour
<b>MoLGRD</b>	Ministry of Local Government and Rural Development
<b>NAC</b>	National AIDS Commission
<b>NACAL</b>	National Census of Agriculture and Livestock
<b>NAF</b>	National Action Framework
<b>NASFAM</b>	National Smallholder Farmers' Association of Malawi
<b>NGP</b>	National Gender Policy/Programme
<b>NSO</b>	National Statistical Office
<b>OPC</b>	Office of the President and Cabinet
<b>ORT</b>	Other Recurrent Transactions
<b>OVC</b>	Orphans and other Vulnerable Children
<b>PLHIV</b>	People Living with HIV
<b>RENEWAL</b>	Regional Network on AIDS, Food Security and Livelihoods
<b>SACCO</b>	Savings and Credit Cooperatives Organisation
<b>SADC</b>	Southern Africa Development Community
<b>STI</b>	Sexually Transmitted Infections
<b>TA</b>	Technical Assistant



<b>TBD</b>	To be determined
<b>ToR</b>	Terms of Reference
<b>TWG</b>	Technical Working Group
<b>UK</b>	United Kingdom
<b>UN</b>	United Nations
<b>UNDP</b>	United Nations Development Programme
<b>UNDP</b>	United Nations Development Programme
<b>UNGASS</b>	UN General Assembly Special Session on AIDS
<b>UNGG</b>	United Nations Gender Group
<b>USAID</b>	United States Agency for International Development
<b>VDC</b>	Village Development Committee
<b>WHO</b>	World Health Organisation



## Foreword

The Government of Malawi recognises the importance of Gender, HIV and AIDS in development. For this reason, the Ministry of Agriculture and Food Security is committed to addressing these issues in the sector. Therefore, in collaboration with its partners, this strategy has been developed to guide all stakeholders in the implementation of Gender, HIV and AIDS responsive programs and projects between 2012 and 2017.

The strategy has been developed through a national participatory process, which involved consultations with a wide range of stakeholders at all levels. The main guiding documents for the strategy are: Agriculture Sector Wide Approach (ASWAp), the draft National Gender Policy and the National HIV and AIDS Action Framework. It is also aligned with the objectives of the Millennium Development Goals and the Malawi Growth and Development Strategy. The purpose of the strategy is to promote gender equality, prevent the spread of HIV and mitigate the impacts of AIDS in order to increase agricultural productivity in line with ASWAp priorities.

The strategy has three strategic pillars namely

- (i) Quality participation of women and other vulnerable gender categories in ASWAp focus areas and key support services
- (ii) Gender, HIV and AIDS responsive technology generation and dissemination and
- (iii) Effective coordination, Capacity Building and resource mobilization.

The Government strongly believes that the strategy will contribute to the national development agenda by addressing gender inequalities, preventing the spread of HIV and reducing the impacts of AIDS in the agriculture sector.– My Ministry is ready and committed to support stakeholders in the implementation of the strategy. I therefore appeal to



Government Line Ministries and Departments, Development Partners, the Civil Society, the Private Sector and Farmers for their commitment and concerted efforts in the implementation of the same.

A handwritten signature in blue ink, appearing to read 'Peter N. Mwanza', is centered on a light yellow rectangular background.

Honourable Professor Peter N. Mwanza, M.P

**Minister of Agriculture and Food Security**

## **Acknowledgement**

The process of developing the Agriculture Sector Gender, HIV and AIDS Strategy was a result of combined efforts and support of various organizations which included the National Smallholder Farmers' Association of Malawi (NASFAM), Action Aid, Civil Society Agriculture Network (CISANET), Bunda College of Agriculture, Regional Network on AIDS, Food Security and Livelihoods (RENEWAL), Ministry of Gender, Children and Social Welfare (MoGCSW), National AIDS Commission (NAC) and United Nations Gender Group (UNGG). Therefore, the Ministry of Agriculture and Food Security would like to express its gratitude for their contribution.

The Ministry would also like to thank all members of the Technical Working Group on Gender, HIV and AIDS and the National Taskforce on Gender, HIV and AIDS in the Agriculture sector for their input into the whole process of developing the strategy. Particularly, the Ministry would like to thank Dr. G. M. E. Malindi for providing guidance during the strategy formulation process. In addition, the MoAFS extends its vote of thanks to the following experts for their technical reviews of the issues paper and the strategy: Ms. F. L. Kayuni, Mr. A. Chikomola, Mr. B. Mandula, Mr. A. Namakhoma, Mr. K. Chaula, Mrs Y. Madhlopa, Mr. S. Bota, Ms V. Kapeleta, Mrs. G. Kalinde Thaulo, Ms. Iratxe Pérez Urdiales, Mr. K. Matekenya, Ms. S. Kankwamba, Mr. H. Malata, Mr. V. Mhoni, Mr. J. Kazima, Dr. C. Mthinda, Mr. K. Mikwamba, Ms. M.B. Lwanda and Mr. M. Longwe. The Ministry would also like to sincerely thank Ms. M. Remme and Mr R. Malumelo, FAO Gender, HIV and AIDS Specialists, who tirelessly worked with the Ministry's officials, the taskforce members and the consultants in developing this strategy.

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Development Offices, Extension Workers, the Private Sector, Traditional Leaders, Civil Society Organizations and Farmers.

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Jeffrey H. Luhanga, (PhD)  
**Secretary for Agriculture and Food Security**  
**September, 2012**

## **Executive Summary**

Agriculture is the most important sector of the Malawi economy. The sector employs about 80 percent of the workforce and contributes over 80 percent of foreign exchange earnings. It accounts for 39 percent of gross domestic product (GDP) and contributes significantly to national and household food and nutrition security. More than 85 percent of rural households derive their livelihoods from agriculture. Although it is such an important sector of the economy, gender disparities and HIV issues are among the major constraints that affect its contribution to sustainable development in the country. Therefore the Ministry of Agriculture and Food Security is committed to addressing gender, HIV and AIDS issues in the sector.

In the agriculture sector, women provide 70 percent of the workforce and produce 80 percent of food for home consumption. However, there are disparities between men and women in their access to and control over agriculture production resources such as land, credit, extension services, farm implements and inputs. Furthermore, the participation of women in decision-making in the sector is also limited as the process is dominated by men. Women, especially widows, are most affected as they generally experience agricultural related property-grabbing including land, oxen, ploughs and inputs. They also have limited access to agricultural markets due to lack of transport, technology and price negotiation skills.

Malawi continues to experience severe HIV and AIDS epidemic with prevalence rates among sexually active adults relatively higher among females at 12.9 percent than males at 8.1 percent. The effects of HIV and AIDS on agriculture include loss of persons in their most economically productive years due to death which affects both the quality and quantity of agricultural labour. AIDS related illnesses and deaths have resulted in loss of assets, income, intergenerational and technical skills, knowledge and practices thereby negatively affecting agriculture production and productivity.

In 2003, the Ministry developed the first Gender, HIV and AIDS strategy for the agriculture sector which was implemented between 2003 and 2008. Building on the gaps and lessons identified from the evaluation of the



strategy in 2009, the Ministry in collaboration with various stakeholders has developed this strategy to guide the implementation of gender, HIV and AIDS responsive programs and projects in the Agriculture Sector. The strategy has been developed through a participatory process, which involved consultations with a wide range of stakeholders at all levels. The main documents that guided the development of the strategy are: Agriculture Sector Wide Approach (ASWAp), the draft National Gender Policy and the National HIV and AIDS Action Framework. The strategy is also aligned to the objectives of the Millennium Development Goals and the Malawi Growth and Development Strategy.

The goal of this Strategy is *to contribute to sustainable and equitable food, nutrition and income security at national, community and household level through the empowerment of women and other vulnerable gender categories*. The purpose of the strategy is *to promote gender equality, prevent the spread of HIV and mitigate the impacts of AIDS in order to increase agricultural productivity in line with ASWAp priorities*.

The strategy has 3 pillars and these are: Quality participation of women and other vulnerable gender categories in ASWAp focus areas and key support services;

Gender, HIV and AIDS responsive technology generation and dissemination and Effective coordination, capacity building and resource mobilization.

Under these pillars, the specific objectives are:

- To improve food, nutrition security and agro-based income among vulnerable groups in order to reduce gender disparities and contribute to HIV prevention and mitigation of AIDS impacts
- To strengthen women's access to and control over agriculture resources, opportunities, benefits and decision making processes at household, community and national levels
- To reduce factors that promote gender inequality and spread of HIV due to agricultural related mobility and migration

- To promote generation and dissemination of gender, HIV and AIDS responsive technologies and information
- To strengthen leadership and coordination of the Gender, HIV and AIDS strategy for harmonized and decentralised implementation
- To mobilise, track and effectively utilise financial and technical resources for the implementation of Gender, HIV and AIDS strategy
- To strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing
- To build and sustain capacity of agriculture sector institutions and vulnerable groups to effectively mainstream gender, HIV and AIDS issues and actions

The strategy implementation will focus on *Women, Female Headed Households, Orphans and other Vulnerable Children, Child Headed Households, People with Disabilities, People Living with HIV, Mobile and Migrant Workers and the Elderly*. The implementation structure of the strategy will enable relevant stakeholders at all levels to actively participate. At national level, the Ministry of Agriculture and Food Security will provide policy guidance in the implementation of the strategy through the Executive Management Committee of ASWAp. The Technical Working Group on Gender, HIV and AIDS will technically guide the implementation of the strategy. At district level, the strategy will be implemented through the District Agriculture Extension Services System with collective efforts of all stakeholders.

The key stakeholders are: Public Sector Ministries, Departments and Statutory Organisations; the Private Sector; Development Partners; Training, Research and Academic Institutions and Civil Society Organisations including Faith and Farmer-Based Organizations.

The results framework of this Strategy is the main tool for monitoring and evaluation. The framework spells out a set of outcomes, indicators, benchmarks and targets. Monitoring information will be collected through field visits, community feedback forums, review meetings, surveys or studies, technical and financial reports. In addition, the strategy will undergo comprehensive annual reviews which will involve stakeholders in the sector.





## **1. Introduction**

### **1.1 Background**

#### **1.1.1 Situation analysis of the Agriculture Sector in Malawi**

Agriculture is the most important sector of the Malawi economy and is comprised of the smallholder and the commercial sub-sectors. It employs about 80 percent of the workforce and contributes over 80 percent of foreign exchange earnings. The sector accounts for 39 percent of Gross Domestic Product (GDP) out of which 70 percent is from the smallholder sub-sector. More than 85 percent of the sector is rural based (Malawi Government, 2006). There are 2.67 million smallholder farmers in the country (Malawi Government, 2007). These mainly cultivate food crops such as maize, cassava and sweet potatoes to meet their subsistence requirements on small and fragmented land holdings under customary land. Estates, on the other hand focus on high value cash crops for export such as tobacco, tea, sugar, coffee and macadamia.

There is also an emerging medium scale semi-commercial sub-sector organised through farmer groups, clubs, cooperatives and associations. This group of farmers is actively involved in medium scale crop and livestock farming, agro-processing and agricultural produce marketing. While this emerging sub-sector has not been studied, anecdotal reports indicate that women are actively involved, although their level of participation has not been quantified yet.

#### **1.1.2 Situation analysis of gender**

In many factors of life women are more disadvantaged than men. In Malawi the Gender Inequality Index was 0.758. This is an indication that there is huge disparities exist between males and females. The factors considered in the analysis were involved reproductive health, empowerment and the labour market (Malawi Government, 2011). Women, who constitute about 51 per cent of the country's population of 13.1 million, are marginalized in social and economic spheres, such as agriculture health and education. For example a larger percentage of females than males (41 percent and 31 percent respectively) aged 5 years and above are illiterate.(GOM, 2008).

In agriculture there are disparities between men and women in access to and control over production resources and services. For example, fewer women (14 percent) than men (18 percent) access extension services; average land holding size for female headed households is lower (0.803 ha) than that (1.031ha) of male headed household (Malawi Government, 2007). Women, especially widows, are the main victims of agricultural related property-grabbing including land, farm implements and inputs.

The participation of women in decision-making in many sectors, including agriculture, is limited as the process is dominated by men. For example, the 2004 MDHS shows that 64 percent of husbands make decisions about daily household purchases. Even at institutional level, most organizations are headed by males. For example, in August, 2011 the Ministry of Agriculture and Food Security (MoAFS) had 42 males against 10 females in decision making positions and Bunda College of Agriculture had 31 males against 5 females.

Although women provide 70 percent of the labour force and produce 80 percent of food for home consumption (UNDP and FAO 2007), they have little control over the produce and benefit less from the income earned. Among the fisher folk, more women are involved in agricultural production than men who are mostly involved in fishing which results in labour shortage for agricultural production. Women also have limited access to agricultural markets due to inadequate access to affordable modes of transport, appropriate marketing technologies and

Summary of situation analysis of gender	
• Gender Development Index (GDI) -	0.374
• Literacy levels. Females	59%; Males 69%
• Population. Women	51%; Men 49%
• Access to extension services. Women	14%; Men 18%
• Average land holding size. Women	0.803 ha; Men 0.964 ha
• Participation in HH decision making in MHH. Women	36%
• Composition of agricultural labour force. Women	70%
• Poverty prevalence. FHH	59%; MHH 51%
• Care-giving for the sick. Women:	80%
• PLHIV. Women:	56-58%
• GBV victims. 90% are women	

price negotiation skills. Men dominate in the commercial sub-sector which gives them an economic advantage over women (GoM, 2007). The inequalities between men and women highlighted above exacerbate income disparities between men and women. For example, about 51 percent of the people who live in the male headed households are poor as compared to 59 percent who live in female headed households (Malawi Government, 2007). In relation to health, women are more susceptible to HIV as evidenced by the higher percentage of women aged 59 to 49 years (12.9 percent) than men of the same age bracket (8.1 percent) living with HIV.(GoM, 2011a.)

More women than men are victims of gender based violence (GBV). For example 90 percent of GBV cases involve women as victims. These social problems reduce women's contribution to and participation in the economic development of the country, including the participation in agricultural development and their response to the HIV epidemic.

One of the challenges constraining responsive action is inadequate documented data and information related to agriculture and rural livelihoods. For example, there is limited data indicating levels of participation and accrued benefits for women and other vulnerable gender categories in the various agricultural value chains, programmes and projects. Even where the information is available, there is limited dissemination and sharing.

### **1.1.3 Situation analysis of HIV and AIDS**

The prevalence of HIV in the country among people aged 15 to 49 years is 10.6 percent (8.1 percent among males, 12.9 percent among females) (GoM, 2011). AIDS is negatively affecting the agriculture sector in its production and productivity. On the other hand increased agricultural related mobility and a seasonal migration promotes promiscuity which increases the risk of HIV infection:-

According to the Malawi Government (2007), the effects of AIDS on agriculture include:

- loss of labour
- loss of production resources
- loss of time for farming
- postponement or abandonment of farm operations
- loss of income
- acquisition of non productive credit loss of inter generational transfer of skills and knowledge in farming due to death of adults (Alumira, 2004).

**Summary of AIDS impacts on agriculture**

In the 2006/2007 season, among households with chronically ill persons:

- 33% sold produce because of the illness
- 25% engage in *ganyu*
- 13% had to obtain loans or credit to care for the sick
- 8% sold their assets to care for the sick
- 20% had no time for land preparation
- 33% had no time for weeding
- 16% did not harvest on time

Source: NACAL, 2007

**1.1.4 Relationships between Gender, HIV and AIDS and agriculture**

Gender inequality predisposes women and girls to HIV infection. This is due to the limited decision making powers that women have. In the Agricultural sector, women and girls have limited access to land, improved agricultural technologies. The major agricultural investment decisions are usually taken without their consent. While they provide most of the productive labour, they rarely control the productive resources or produce, nor benefit from the proceeds of their labour. This further limits their ability to make investment decisions, which in turn reduces their capacity to attain food, income and nutrition security. Reduced crop and livestock production exacerbates household income and food insecurity. Hunger and poverty provide fertile ground for survival sex (sex for food, or sex for money) among women and girls thereby increase the risk of HIV infection. Hunger, poverty and malnutrition are some of the factors that cause household

vulnerability to AIDS impacts, and reduce its ability to return to normal (resilience) after AIDS-related shock such as illness or death of the bread winners, Furthermore, death of active adults results in Child-Headed Households (CHH) who are ill-equipped to take up farming activities because of inadequate knowledge, skills and resources for agricultural production. Since the advent of AIDS, many prime-age women have died. Women farmers are the primary custodians of knowledge, skills and experience on agro-biodiversity, and their loss has had great impact on agricultural development (Malindi *et al*, 2010).

## **1.2 Process for developing the Gender, HIV and AIDS Strategy**

The strategy has been developed through a participatory national process that involved reviews of international, regional and national literature and best practices on HIV, gender and their linkages with agriculture. The process included consultations with key stakeholders at national, district and community levels.

Consultations were also held in 6 Agriculture Development Divisions (ADD), 7 districts and 28 villages in addition to meetings with development partners and the National Taskforce on Gender, HIV and AIDS.

### **1. Rationale**

#### **2.1 Lessons from previous Gender, HIV and AIDS strategy (2003 - 2008)**

Gender disparities and HIV issues are among the major constraints that affect agricultural production and food security in the country. This prompted the MoAFS to facilitate the development of the first Agriculture Sector gender, HIV and AIDS strategy in 2003. The strategy aimed at mainstreaming gender, HIV and AIDS in all agricultural policies, programmes and projects. It had eight strategic pillars namely: Gender, HIV and AIDS mainstreaming; Economic empowerment; Food and nutrition security; Community-based support; Workplace support; Human resources management; Action research and Expanded communication. The strategy was implemented between 2003 and 2008 and was evaluated in 2009. The findings show that some progress had been made in implementing all the pillars. However, despite the achievements made,

the implementation of the strategy faced a number of challenges, which include:

- Inadequate staff and farmer knowledge and skills on gender HIV and AIDS mainstreaming
- Inadequate numbers of staff to facilitate implementation of the strategy
- Low commitment by various stakeholders at all levels towards gender, HIV and AIDS issues
- Weak coordination among stakeholders in the implementation, monitoring and evaluation of the strategy
- Limited funding

Based on the experiences from the previous strategy, the MoAFS facilitated consultations with various stakeholders at national, district and community levels which identified key gender, HIV and AIDS issues to be addressed in this strategy as outlined below.

## **2.2 Gender, HIV and AIDS issues**

**Limited participation of women in agricultural decision-making:** Men make most of the decisions in agriculture which disadvantages women in terms of productivity at household, community, institutional and national levels.

**Income disparity:** Women have limited access to income which limits their investment in productive agriculture. The inequalities in income between men and women also contribute to women's susceptibility to HIV infection and increase their vulnerability to the impacts of AIDS compared to men. Majority of men with relatively higher socio-economic status in the poor communities lure women into sex, thereby predisposing both of them to HIV infection.

**Limited access to and control over assets and benefits:** The inequalities in access to and control over resources and benefits between men and women both in the workplace and within farming communities



increase women's vulnerability. Women have limited access to and control over agricultural assets, resources and services such as land, credit, extension and training. This worsens their poverty and creates a cycle of dependency on men, thereby increasing the risk to HIV infection and the impacts of AIDS.

**Unfriendly legal environment:** The current legal frameworks on land tenure, credit conditions, property and inheritance rights are less responsive to the needs of women and the other vulnerable gender categories.

**Limited women's access to information and technology:** Relative to men, women face more serious constraints in access to information and technologies for production and marketing of their goods and services.

**Unfriendly marketing systems:** There is inadequate marketing infrastructure in the rural areas which forces male and female farmers to market their goods and products in distant urban areas for extended periods which in turn makes them susceptible to HIV infection. The weekly markets which normally operate until late and also serve as recreation points cause urban-rural and rural-rural mobility of people thereby increasing their vulnerability. Scarcity of agricultural produce and inputs in the rural marketing points results in scramble for the same which makes the women who have triple roles (productive, reproductive and community) to become desperate, hence involving themselves in sex for priority access. On the other hand, men who are in charge take advantage of the desperate situation and demand sex as payment for preferential access.

**Unequal division of labour:** Women are overburdened because they perform triple roles. The demand of these multiple roles on their time negatively affects their involvement in high value income-generating activities which puts them at an economic disadvantage when compared with men who usually focus on productive and community roles only

**Mobility and migration:** There is more mobility and migration by males than females in the agriculture sector which results in loss of family labour, agricultural knowledge and skills. Seasonal and occasional migration of

estate and casual workers, fisher folk, tenants and agriculture sector employees without the accompaniment of their spouses presents risk of HIV infection both among the migrants and their spouses.

**Changes in gender categories involved in agriculture:** Due to AIDS, there are more widows, elderly and Child Headed Households (CHH) who do not have reliable income, agricultural knowledge and skills.

**Disruption of social support systems:** AIDS has increased the diminishing of the social support system due to increased illnesses and deaths. The support from extended families and kinship systems that provide critical welfare functions like provision of communal labour or sharing of food is overstretched or no longer functional.

### **2.3 Institutional capacity and coordination issues**

**Diversion of resources:** Increased cases of HIV related illnesses and deaths of agriculture sector results in diversion of financial and other resources meant for agricultural development to provision of medical treatment, care for the sick and covering costs for funerals.

**Loss of knowledgeable, skilled and experienced agricultural personnel:** The agriculture sector has lost a lot of skilled and qualified personnel due to AIDS which has resulted in compromised quality of outputs.

**Limited capacity of sectoral institutions:** Personnel in most institutions in the agriculture sector have inadequate knowledge and skills in gender, HIV and AIDS mainstreaming. In addition, there is inadequate staffing and financial resources to implement gender, HIV and AIDS responsive programs.

**Limited research that is responsive to gender, HIV and AIDS issues:** There is inadequate evidence based information related to gender, HIV and AIDS and few gender, HIV and AIDS responsive technologies.

**Non-responsive gender Monitoring and Evaluation (M&E) System:** M&E system used in the agriculture sector do not adequately disaggregate



data by gender and vulnerability to HIV which makes it difficult to effectively respond to issues of gender and HIV.

**Inadequate coordination and commitment:** There is weak coordination, leadership and commitment in addressing gender, HIV and AIDS issues among stakeholders in the Agriculture sector. Gender, HIV and AIDS issues are taken as peripheral activities hence there is minimal commitment to take meaningful action.

## **2.4 Climate change Issues**

Droughts and floods resulting from climate change erode assets meant to improve agriculture production and livelihoods, making people, especially women, more vulnerable. With frequent incidences of drought and floods, women and child headed households are the most affected due to the resultant impacts like loss of assets, shortage of food and unsafe drinking water. This causes these vulnerable groups to turn to risky and unsustainable coping mechanisms like prostitution, charcoal burning and selling of production resources.

## **2.5 Agro-biodiversity issues**

Gender roles and power relations influence the way various gender categories utilize and conserve agriculture biodiversity. Women tend to use agro-biodiversity resources in a more sustainable manner than their male counterparts. They also have more knowledge on the use of indigenous species and varieties. Men on the other hand tend to deplete the resources for commercial purposes at the expense of conserving agro-biodiversity. AIDS has also resulted in loss of knowledge, and skills in utilization and conservation of agro biodiversity.

## **3. Relevant Development Policy Frameworks**

The Strategy is in line with existing policies and frameworks at National, Regional and International levels as follows:

### **3.1 The Malawi Growth and Development Strategy II**

The Malawi Growth and Development Strategy II (MGDS II) which is the blueprint that guides development policy and programming in Malawi

identifies gender, HIV and AIDS as cross cutting issues. In addition, two of the MGDS II priority areas namely food security and greenbelt initiative are directly related to the agriculture sector. Mainstreaming gender, HIV and AIDS in the agriculture sector will contribute to economic growth by strengthening the labour market through reducing gender inequalities and promoting effective and efficient participation of women and other vulnerable gender categories, value addition and attaining more equitable markets.

### **3.2 The Agriculture Sector Wide Approach (ASWAp)**

The ASWAp is a priority investment program that has targeted three focus areas, two key support services and two cross-cutting issues. The focus areas are: i) Food Security and risk management, ii) Commercial agriculture, agro-processing and market development and iii) Sustainable agricultural land and water management. The key support services are: i) Technology generation and dissemination and ii) Institutional strengthening and capacity building. HIV prevention, AIDS impact mitigation, Gender equity and empowerment have been stipulated as cross-cutting issues. The GHA strategy is guided by the ASWAp main outcome on gender, HIV and AIDS which is: *“Reduced gender disparities and impacts of HIV and AIDS in the farming communities and workplaces”*.

### **3.3 The Draft National Gender Policy (NGP)**

The overall goal of the draft NGP is *to mainstream gender in the national development process in order to enhance participation of women and men, girls and boys for sustainable and equitable development for poverty eradication*. The draft NGP notes that gender inequalities still exist and are deeply rooted in society due to historic patriarchal values that have continuously put women at a disadvantage. The draft NGP seeks to achieve the following broad objectives related to the agriculture sector:

- To strengthen gender mainstreaming in the agriculture, food and nutrition security sectors
- To ensure gender issues are mainstreamed throughout all activities relating to HIV and AIDS



- To strengthen gender mainstreaming in the natural resources and environmental sector to achieve equality and sustainable environmental development
- To reduce poverty among women and other vulnerable groups through economic empowerment

### **3.4 The National HIV and AIDS Framework (NAF)**

The NAF has seven priority areas: Prevention and behaviour change; Treatment, care and support; Impact mitigation; Mainstreaming and decentralisation; Research, monitoring and evaluation; Resource mobilisation and utilization and Policy and Partnerships. The GHA Strategy subscribes to most of these priority areas through interventions that are targeting the vulnerable gender categories.

### **3.5 The National Food Security Policy**

The long term goal of the Food Security Policy is to significantly improve food security of the population. The specific objective of the policy is *to guarantee that all men, women, girls and boys and under-five children in Malawi have at all times, physical and economic access to sufficient nutritious food required to lead an active and healthy life*. This is in tandem with the purpose of the GHA Strategy.

### **3.6 The National Nutrition Policy**

The National Nutrition Policy aims at promoting consumption of diversified and nutritionally adequate diets among men, women, girls, boys and the vulnerable groups such as under-five children, pregnant and lactating mothers, the elderly and the chronically ill persons. This GHA Strategy is informed by the Policy.

### **3.7 International Conventions, Declarations and Frameworks**

The strategy is in line with the goals and objectives of the Millennium Development Goals (MDGs), the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), the African Charter on Human Rights, the Fifty-Ninth World Health Assembly Resolutions on

Nutrition and HIV and AIDS (2006). It is also consistent with the SADC HIV and AIDS Strategy Framework and Programme of Action (2003-2007) which acknowledges the relationship between poverty, food insecurity and HIV and AIDS. It is also consistent with the 2001 UN General Assembly Special Session on AIDS (UNGASS).

*(Refer to annex 1 for summary of the alignment of the GHA objectives to selected national policies and strategies)*

#### **4. Guiding Principles**

The strategy is guided by the following principles:

**Integrated and harmonized programming:** Issues of gender, HIV and AIDS will be integrated into all policies, programs and projects by all stakeholders in the sector based on various gender categories' needs in a coordinated manner to improve efficiency and effectiveness.

**Rights-based approach:** Implementation of the strategy will ensure that the rights of farmers and other stakeholders are respected regardless of their gender, HIV and social status.

**Results-based management:** Implementation and monitoring of the strategy will be results-oriented to ensure that outcomes set are achieved and tracked.

**Strength-based approach:** The strategy will build on strengths of various gender categories' in addressing their vulnerability.

**Vulnerability Focused:** The strategy implementation will focus on the following gender categories: ***Women, Female Headed Households (FHH), Orphans and Vulnerable Children(OVC), Child Headed Households(CHH), People with Disabilities, People Living with HIV(PLHIV), Mobile and Migrant Workers and the Elderly.***



## 5. Goals, Purpose and Objectives

### 5.1 Goal

The goal of the Agriculture Sector Gender, HIV and AIDS Strategy is *to contribute to sustainable and equitable food, nutrition and income security at national, community and household level through the empowerment of women and other vulnerable gender categories.*

### 5.2. Purpose

The purpose of the Strategy is *to promote gender equality, prevent the spread of HIV and mitigate the impacts of AIDS in order to increase agricultural productivity in line with ASWAp priorities.*

### 5.3 Expected Outcomes and Indicators of the Strategy

The major expected outcomes and indicators of this Strategy are as follows:

Table 1: Outcomes and Indicators of the Strategy

Expected Outcomes	Indicators
<ul style="list-style-type: none"> <li>• Women and other vulnerable groups economically empowered by 2017.</li> <li>• Women and vulnerable groups who are food secure by 2017.</li> <li>• Reduced malnutrition among women and children and other vulnerable groups by 2017</li> </ul>	<ul style="list-style-type: none"> <li>• Percentage of women and other vulnerable groups with increased income from agro-based economic activities.</li> <li>• Percentage reduction in the number of food insecure women and other vulnerable groups in the agriculture sector</li> <li>• Percentage reduction in malnutrition of women and children and other vulnerable groups at household level.</li> </ul>

## **5.4 Strategic Pillars and Specific Objectives**

The Strategy has 3 pillars which are: i) Quality participation of women and other vulnerable gender categories in ASWAp focus areas and key support services ii) Gender, HIV and AIDS responsive technology generation and dissemination and iii) Effective coordination, capacity building and resource mobilization.

Under these pillars, the specific objectives are:

- To improve food and nutrition security and agro-based income among vulnerable groups, in order to reduce gender disparities and contribute to HIV prevention and mitigation of impacts
- To strengthen women's access to and control over agriculture resources, opportunities, benefits and decision making processes at household, community and national levels
- To reduce factors that promote gender inequality and spread of HIV due to agricultural related mobility and migration
- To promote generation and dissemination of gender, HIV and AIDS responsive technologies and information
- To strengthen leadership and coordination of the Gender, HIV and AIDS Strategy for harmonized and decentralised implementation
- To mobilise, track and effectively utilise financial and technical resources for the implementation of Gender, HIV and AIDS Strategy
- To strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing
- To build and sustain capacity of agriculture sector institutions and vulnerable groups to effectively mainstream gender, HIV and AIDS issues and actions



## 5.5 Alignment of Strategic Pillars and Specific Objectives to ASWAp

Table 2 below presents the three strategic pillars and 8 specific objectives of the Strategy and how these are aligned to the ASWAp.

Table 2: ASWAp Focus and Support Areas, Strategic pillars and specific objectives

ASWAP FOCUS AND SUPPORT AREA	STRATEGIC PILLARS	SPECIFIC OBJECTIVES OF THE STRATEGY
<p><b>FOCUS AREA 1:</b> Food Security, Nutrition Nutrition And Risk Management</p> <p><b>FOCUS AREA 2:</b> Commercial Agriculture, Agro-Processing and Market Development</p> <p><b>FOCUS AREA 3:</b> Sustainable agricultural Land and Water Management</p>	<p><b>Strategic Pillar 1:</b> Quality participation of women and other vulnerable gender categories in ASWAp focus areas and key support services</p>	<p>1.1 To improve food, nutrition security and agro-based income among vulnerable groups, in order to reduce gender disparities and contribute to HIV prevention and mitigation of AIDS impacts</p>
		<p>1.2 To strengthen women's access to and control over agriculture resources, opportunities, benefits and decision making processes at household, community and national levels</p>
		<p>1.3 To reduce factors that promote gender inequality and spread of HIV due to agricultural related mobility and migration</p>

<p><b>SUPPORT AREA 1:</b></p> <p>Technology Generation and Dissemination</p>	<p><b>Strategic pillar 2:</b></p> <p>Gender, HIV and AIDS responsive technology generation and dissemination</p>	<p>2.1 To promote generation and dissemination of gender, HIV and AIDS responsive technologies and information</p>
<p><b>SUPPORT AREA 2:</b></p> <p>Institutional Strengthening and Capacity Building</p>	<p><b>Strategic pillar 3:</b></p> <p>Effective coordination, Capacity Building and resource mobilization</p>	<p>3.1 To strengthen leadership and coordination of the Gender, HIV and AIDS strategy for harmonized and decentralised implementation</p>
		<p>3.2 To mobilise, track and effectively utilise financial and technical resources for the implementation of gender, HIV and AIDS strategy</p>
		<p>3.3 To strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing</p>
		<p>3.4 To build and sustain capacity of agriculture sector institutions and vulnerable groups to effectively mainstream gender, HIV and AIDS issues and actions</p>



## 6 Outcomes, Indicators and Actions of Strategic Objectives

In order to track the progress towards achievement of the expected outcomes of the GHA Strategy, a number of key outcomes indicators have been developed under each strategic pillar. The Strategy also has a number of strategic actions to be implemented by the Sector's stakeholders within its implementation period. This has been summarised in tables 3 to 18.

**Strategic Pillar 1:  
Quality participation of women and other vulnerable gender categories in ASWAp focus areas and key support services**

**Strategic Objective 1:1. To improve food and nutrition security and agro-based income among vulnerable groups in order to reduce gender disparities and contribute to HIV prevention and mitigation of AIDS impacts**

Table 3: Outcomes and indicators for Strategic Objective 1.1

OUTCOMES	INDICATORS
1.1.1 Food and nutrition security in vulnerable households	<ul style="list-style-type: none"> <li>• Percentage of vulnerable households consuming at least three nutritious meals a day, throughout the year</li> <li>• Percentage of vulnerable household members having access to diversified food at household level</li> <li>• Percentage reduction in stunted and underweight children</li> </ul>
1.1.2 Increased participation of vulnerable groups in agro-based, fisheries, sustainable food production and income generating activities	<ul style="list-style-type: none"> <li>• Percentage of vulnerable households involved in crop diversification</li> <li>• Percentage of vulnerable household involved in fish farming</li> <li>• Percentage of vulnerable households involved in livestock production</li> <li>• Percentage of vulnerable household whose income has increased</li> </ul>

	<ul style="list-style-type: none"> <li>Percentage increase in income of vulnerable households from agro-based and fisheries activities</li> <li>Percentage of vulnerable households managing and benefiting from agro-based and fisheries income generating activities</li> </ul>
1.1.3 Increased access to markets by vulnerable groups	<ul style="list-style-type: none"> <li>Percentage of vulnerable groups accessing formal markets</li> </ul>
1.1.4 Increased access to Microfinance loans by vulnerable groups	<ul style="list-style-type: none"> <li>Percentage of microfinance institutions that have gender and HIV sensitive lending conditions</li> <li>Percentage of vulnerable groups accessing loans for agro-based and fisheries enterprises</li> </ul>

**Strategic actions to improve food and nutrition security and agro-based income among vulnerable groups in order to reduce gender disparities and contribute to HIV prevention and mitigation of AIDS impacts**

Table 4: Strategic Actions for Strategic Objective 1.1.

Strategic actions	Timeframe	Implementers
1.1.1.1 Provide production resources to women and other vulnerable gender categories such as high nutritive value crops and improved livestock	Short- term	MoAFS, District Councils, Private Sector, CSOs, VDCs
1.1.1.2 Promote production and use of available indigenous foods in order to improve nutrition of people living with HIV	Short to Medium term	MoAFS, District Councils, DHNA, CSOs, Training and Academic Institutions, VDCs
1.1.1.3 Provide food supplements and agricultural inputs to members of staff living with HIV at the workplace	Short term	All agricultural institutions

1.1.1.4 Promote fish farming for women and other vulnerable gender categories in order to improve protein intake among farming communities, particularly for PLHIV	Short to Medium term	MoAFS, District Councils, Training and Academic Institutions, CSOs, VDCs
1.1.1.5 Promote production and consumption of non- traditional high nutritive foods by vulnerable gender categories	Short to Medium term	MoAFS, District Councils, CSOs, Training and Academic Institutions, VDCs
1.1.1.6 Scale-up nutrition education to vulnerable groups	Short to Medium term	MoAFS, DHNA, District Councils, CSOs, VDCs
1.1.2.1 Develop and institutionalize mechanisms for enforcing the guidelines for transparent and participatory identification of vulnerable gender categories in Farm Input Subsidy Programme (FISP) and other programs	Short to medium term	MoAFS, District Councils, CSOs, VDCs
1.1.2.2 Develop and institutionalize mechanisms for ensuring that vulnerable gender categories are protected from abuse and exploitation during the FISP process and other input distribution programs	Short to medium term	MoAFS, District Councils, Private Sector, ACB, MPS, CSOs, VDCs
1.1.2.3 Promote small stock animal production through pass-on schemes for vulnerable gender categories	Short to medium term	MoAFS, District Councils, CSOs, Training and Academic Institutions, VDCs
1.1.2.4 Promote the use of labour, time, and cost saving technologies related to agriculture and fisheries amongst vulnerable gender categories	Short to medium term	MoAFS, District Councils, CSOs, VDCs, Agricultural Academic Institutions, CISANET, Private sector, MIRTDC, MoGCSW
1.1.2.5 Develop and implement mechanisms for targeting women, PLHIV and youths with agricultural and fisheries extension services	Medium to long term	MoAFS, MoGCSW, MoY, CSOs, District Councils, VDCs

1.1.2.6 Promote participation of vulnerable groups in commercially oriented agro-based and fisheries enterprises and marketing	Long term	MoAFS, CISANET, Private sector , FUM, Coalition of Women Farmers, District Councils
1.1.2.7 Build capacity of extension workers, women and other vulnerable gender categories in group and enterprise management	Long term	MoAFS, Agricultural Academic Institutions, FUM, MoGCSW, District Councils, Coalition of Women Farmers, Private Sector
1.1.3.1 Promote conducive marketing environment for vulnerable gender categories	Long term	MoAFS, Agricultural Academic Institutions, CISANET, Ministry of Trade, Private sector, FUM, Coalition of Women Farmers, District Councils
1.1.4.1 Facilitate linkages between vulnerable groups and microfinance services	Short to medium term	MoAFS, CSOs, Private Sector , FUM, Coalition of Women Farmers, District Councils
1.1.4.2 Lobby MFIs to make their loan conditions and policies to be Gender, HIV and AIDS responsive	Short to long term	MoAFS, CSOs, District Councils, Private Sector
1.1.4.3 Promote investment in agro-based and fisheries enterprises by beneficiaries of social support programmes	Short to long term	MoAFS, Ministry of Gender, Children and Community Development, MoF, MoDP CSOs, Private Sector, FUM, Coalition of Women Farmers, District Councils

**Strategic Objective 1.2. To strengthen women’s access to and control over agricultural resources, opportunities, benefits and decision making processes at household, community and national levels**

Table 5: Outcomes and indicators for Strategic Objective 1.2

OUTCOMES	INDICATORS
<p>1.2.1 Resource poor women have access to and control over agricultural and fisheries benefits, assets, opportunities, resources and income</p>	<ul style="list-style-type: none"> <li>• Percentage of women accessing credit, inputs and income for agricultural and fisheries enterprises</li> <li>• Percentage of women who have control over credit, inputs and income for agricultural and fisheries enterprises</li> <li>• Percentage of women that own and control agricultural land and fishing gear</li> <li>• Percentage of women in the agriculture sector that are aware of agricultural and fisheries extension services</li> <li>• Percentage of women in the agriculture sector demanding agricultural and fisheries extension services</li> <li>• Percentage of women who have access to agricultural and fisheries extension services</li> </ul>
<p>1.2.2 Quality participation of women in decision making processes at all levels in agriculture and fisheries</p>	<ul style="list-style-type: none"> <li>• Percentage of women and men in decision making positions in agricultural and fisheries institutions and organizations at all levels</li> <li>• Percentage of women and men participating in decision making processes at institutional and community levels</li> </ul>

**Strategic actions to strengthen women’s access to and control over agricultural resources, opportunities, benefits and decision making processes at household, community and national levels**

Table 6: Strategic Actions for Strategic Objective 1.2

<b>Strategic actions</b>	<b>Timeframe</b>	<b>Implementers</b>
1.2.1.1 Develop and implement mechanisms for improving women’s access to and control over agricultural and fisheries resources (such as land, water, information) and benefits	Medium term	CSOs, MoAFS, MoGCSW, MoL, Training and Academic Institutions, Private sector, FUM, Coalition of Women Farmers
1.2.1.2 Facilitate the formation and strengthening of groups of women and link them to agricultural and fisheries service providers	Short to medium term	MoAFS, CSOs, Private Sector, FUM, Coalition of Women Farmers
1.2.2.1 Conduct awareness campaigns on the importance of women’s participation in decision making in agriculture and fisheries	Short-term	CSOs, MoAFS, MoGCSW, Private Sector, FUM, Coalition of Women Farmers
1.2.2.2 Review and implement interventions to increase the number of women in policy and decision making positions at all levels in the agriculture sector	Medium to long term	CSOs, MoAFS, MoGCSW, Academic institutions
1.2.2.3 Integrate gender, HIV and AIDS education in agricultural and fisheries training programmes	Short to medium term	Training and Academic institutions, MoAFS, MoGCSW,
1.2.2.4 Build capacity of women in the agriculture sector in leadership, assertiveness and decision making	Medium term	Training and Academic, CSOs, MoAFS, MoGCSW, institutions, Private sector, FUM, Coalition of Women Farmers

**Strategic Objective 1.3. To reduce factors that promote gender inequality and spread of HIV that arise due to agricultural related mobility and migration**

Table 7: Outcomes and indicators for Strategic Objective 1.3.

OUTCOMES	INDICATORS
1.3.1 Reduced vulnerability to HIV infection of migrant men and women as well as their spouses	<ul style="list-style-type: none"> <li>• Availability of Gender, HIV and AIDS responsive interventions for mobile and migrant workers</li> <li>• Percentage of migrant men and women and their spouses with reduced risky behaviours</li> </ul>
1.3.2 Increased capacity of women to address income and social inequalities that arise due to agricultural and fisheries related mobility and migration	<ul style="list-style-type: none"> <li>• Percentage of households of mobile and migrant workers that are income and food secure</li> <li>• Percentage of spouses of mobile and migrant workers who have access to agriculture and fisheries advisory services</li> </ul>
1.3.3 Gender, HIV and AIDS responsive working conditions for mobile and migrant workers in agriculture sector	<ul style="list-style-type: none"> <li>• Percentage of institutions with Gender, HIV and AIDS responsive working conditions for mobile and migrant workers</li> </ul>

**Strategic actions to reduce and manage factors that promote gender inequality and spread of HIV that arise due to agricultural related mobility and migration**

Table 8: Strategic Actions for Strategic Objective 1.3

<b>Strategic actions</b>	<b>Timeframe</b>	<b>Facilitators</b>
1.3.1.1 Develop and implement gender, HIV and AIDS responsive by-laws for agricultural and fisheries mobile and migrant workers	Short to medium term	CSOs, MoJMoAFS, MoGCSW, District Councils, Private Sector
1.3.1.2 Promote fish farming and fisheries enterprises among spouses of migrant workers	Short to medium term	MoAFS, CSOs, Training and Academic Institutions, District Councils, Private Sector
1.3.2.1 Build the economic capacity of spouses of migrant workers	Short to long term	MoAFS, Private Sector, CSOs, District Councils
1.3.2.2 Provide agricultural and fisheries advisory services to households of spouses of migrant workers	Short to long term	MoAFS, Agricultural training and academic institutions, Private Sector, CSOs, District Councils
1.3.2.3 Promote access to gender, HIV and AIDS services for mobile and migrant workers in the agriculture sector Short to long term	Short to long term	MoH, MoAFS, MoGCSW, NAC, MBCA, Private Sector, CSOs, District Councils
1.3.3.1 Lobby institutions to provide Gender, HIV and AIDS responsive working conditions for mobile and migrant workers	Short to medium term	MoL, CSOs, MoAFS, District Councils, Private Sector, legislators
1.3.3.2 Promote enforcement and monitoring of Gender, HIV and AIDS responsive working conditions in the Estates and other Agricultural Institutions	Medium term	CSOs, MoAFS, MoL, Training and Academic Institutions, Media Houses, District Councils, and Private Sector, legislators



**Strategic pillar 2:  
Gender, HIV and AIDS responsive technology generation and dissemination**

**Strategic Objective 2.1. To promote generation and dissemination of gender, HIV and AIDS responsive technologies and information**

Table 9: outcomes and indicators for Strategic Objective 2.1.

OUTCOMES	INDICATORS
2.1.1 Enhanced generation and dissemination of Gender, HIV and AIDS responsive technologies and information	<ul style="list-style-type: none"> <li>• Number of targeted gender, HIV and AIDS responsive agriculture and fisheries research studies</li> <li>• Percentage of vulnerable households that have adopted gender, HIV and AIDS responsive agricultural and fisheries technologies</li> <li>• Proportion of gender, HIV and AIDS responsive agriculture and fisheries technologies</li> </ul>
2.1.2 Strengthened collaboration on the generation and utilization of gender, HIV and AIDS responsive technologies and information among extension workers, researchers and farmers	<ul style="list-style-type: none"> <li>• Number of functional collaborative initiatives among extension workers, researchers and farmers</li> </ul>

**Strategic actions to promote generation and dissemination of gender, HIV and AIDS responsive technologies and information**

Table 10: Strategic actions for Strategic Objective 2.1

Strategic actions	Timeframe	Facilitators
2.1.1.1 Develop and generate gender, HIV and AIDS responsive technologies and information in agriculture and fisheries	Short to long term	MoAFS, academic and research institutions, CSOs, Private Sector
2.1.1.2 Disseminate harmonise gender, HIV and AIDS responsive agricultural and fisheries technologies and information	Short to long term	MoAFS, CSOs academic and research institutions, Media, Private Sector, District Councils, COWFA

<b>Strategic actions</b>	<b>Timeframe</b>	<b>Facilitators</b>
2.1.1.2 Disseminate harmonise gender, HIV and AIDS responsive agricultural and fisheries technologies and information	Short to long term	MoAFS, CSOs academic and research institutions, Media, Private Sector, District Councils, COWFA
2.1.1.3 Conduct research on the role of indigenous traditional foods and herbs in the nutrition of PLHIV	Short to long term	Academic and Research Institutions, MoAFS, National Herbarium and Botanical Gardens, FRIM, Ministry of Health, OPC Department of HIV and AIDS and Nutrition, CSOs,
2.1.1.4 Conduct research studies on gender, HIV and AIDS in agriculture and fisheries	Medium term	MoAFS, CSOs, Academic and Research Institutions
2.1.2.1 Establish and operationalize collaboration structures for gender, HIV and AIDS in agriculture and fisheries	Short to long term	MoAFS, CSOs, Academic and Research Institutions, District Councils
2.1.2.2 Promote research on climate variability and change that addresses the needs of women farmers and other vulnerable gender categories	Short to long term	Training, Academia and Research institutions, DCCMS, MoAFS, MoGCC, CSOs, Department of Climate Change and Meteorological Services

**Strategic pillar 3:  
Effective coordination, Capacity Building and resource mobilization**

Table 11: Outcomes and Indicators for Strategic Objective 3.1

OUTCOMES	INDICATORS
3.1.1 Effective leadership and coordination in the implementation of the strategy	<ul style="list-style-type: none"> <li>• Availability of a designated focal person for coordination of the strategy implementation</li> </ul>
3.1.2 Institutionalized structural arrangements for implementing the strategy	<ul style="list-style-type: none"> <li>• Availability of operational structures for implementing the strategy at all levels</li> <li>• Availability of gender, HIV and AIDS responsive terms of reference for the DAESS structures.</li> </ul>
3.1.3 Increased ownership of the gender, HIV and AIDS strategy by various stakeholders	<ul style="list-style-type: none"> <li>• Percentage of organizations and institutions that integrate the strategy's actions in their plans and budgets</li> <li>• Percentage of organizations and institutions submitting reports on the implementation of the strategy</li> </ul>
3.1.4 Harmonized programming in the implementation of the strategy by various stakeholders	<ul style="list-style-type: none"> <li>• Percentage of institutions doing joint programming and reviews on the implementation of the strategy</li> <li>• Availability of operational information hub (website, resource centre, database)</li> </ul>

**Strategic actions to strengthen leadership and coordination of the Gender, HIV and AIDS strategy for harmonized and decentralised implementation**

Table 12: Strategic actions for Strategic Objective 3.1

<b>Strategic actions</b>	<b>Timeframe</b>	<b>Facilitators</b>
3.1.1.1 Assign and institutionalize a fulltime coordinator and Technical Assistant to facilitate the implementation of the strategy	Short term	MoAFS, Development partners
3.1.2.1 Institute and revamp the structural arrangements for implementing the strategy	Short to medium term	MoAFS, Development partners, CSOs, Private partners, Training and Academic institutions
3.1.3.1 Create stakeholders' awareness on the GHA strategy	Short term	MoAFS, Development partners, CSOs, Private partners, Training and Academic institutions
3.1.4.1 Institute stakeholders' joint programming and reviews	Short to long term	MoAFS, CSOs, Private partners, Training and Academic institutions
3.1.4.2 Establish and scale up information sharing platform	Short to medium term	MoAFS, CSOs, Private partners, Training and Academic institutions

**Strategic Objective 3.2. To mobilise, track and effectively utilise financial and technical resources for the implementation of gender, HIV and AIDS strategy**

Table 13: Outcomes and Indicators for Strategic Objective 3.2

OUTCOMES	INDICATORS
3.2.1 Increased financial commitment and technical support by all stakeholders to GHA strategy implementation	<ul style="list-style-type: none"> <li>Percentage of the gender, HIV and AIDS strategy budget funded</li> <li>Percentage of stakeholders with increased funding to GHA strategy actions</li> <li>Proportion of financial allocation and expenditure for Gender, HIV and AIDS interventions in the ASWAp budget</li> </ul>
3.2.2 Enhanced accountability on resource utilization by stakeholders in the implementation of the GHA strategy	<ul style="list-style-type: none"> <li>Proportion of agriculture institutions submitting and sharing regular financial reports that stipulate resource allocation to Gender, HIV and AIDS activities</li> <li>Proportion of agriculture institutions with systems for tracking utilization of funds for Gender, HIV and AIDS activities</li> </ul>

**Strategic actions to mobilise, track and effectively utilise financial and technical resources for the implementation of gender, HIV and AIDS strategy**

Table 14: Strategic Objective 3.2. Strategic actions

Strategic actions	Timeframe	Implementers
3.2.1.1 Market the GHA strategy to stakeholders and development partners for resource support	Short to medium term	CSOs, MoAFS, Development partners, Private Sector, COWFA, Training and Academic institutions
3.2.1.2 Develop and implement a resource mobilization plan for Gender, HIV and AIDS strategy	Short to medium term	MoAFS, MoF, MoDP, Development partners, CSOs, COWFA, Training and Academic institutions

Table 12: Strategic Actions for Strategic Objective 2.2 (continued)

Strategic actions	Timeframe	Implementers
3.2.2.1 Establish a budget and expenditure tracking system for Gender, HIV and AIDS related activities	Short to medium term	MoAFS, MoF, MoDP, Development partners, District Councils, CSOs,, COWFA, Training and Academic institutions

**Strategic Objective 3.3. To strengthen the Gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing**

Table 15: Strategic Objective 3.3. Outcomes and indicators

OUTCOMES	INDICATORS
3.3.1 Monitoring and Evaluation System that responds to Gender, HIV and AIDS needs in agriculture	<ul style="list-style-type: none"> <li>• Availability of Gender, HIV and AIDS responsive M&amp;E framework</li> <li>• Availability of Gender, HIV and AIDS responsive M&amp;E tools</li> <li>• Availability of Gender, HIV and AIDS disaggregated information in monitoring and evaluation reports</li> <li>• Availability of analyzed and interpreted Gender, HIV and AIDS information in the documents and reports</li> </ul>
3.3.2 Improved documentation and sharing of best practices and lessons on Gender, HIV and AIDS in agriculture	<ul style="list-style-type: none"> <li>• Availability of documentation and publications on best practices on Gender, HIV and AIDS in agriculture</li> </ul>
3.3.3 Enhanced participation of women and other vulnerable gender categories in the community-based M&E processes	" Proportion of women and other vulnerable gender categories actively participating in community-based M&E processes
3.3.4 Improved accountability of service providers to rights holders (women and other vulnerable gender categories)	" Proportion of agricultural institutions with functional gender, HIV and AIDS inclusive accountability tools

**Strategic actions to strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing**

Table 16: Strategic Actions for Strategic Objective 3.3.

<b>Strategic actions</b>	<b>Timeframe</b>	<b>Implementers</b>
3.3.1.1 Review and/or develop M&E systems in the agriculture sector, to make them Gender, HIV and AIDS responsive	Short term	MoAFS, CSOs, MoF, MoDP, Training and Academic institutions, and Private Sector
3.3.1.2 Scale up Gender, HIV and AIDS responsive M&E systems at all levels	Short to long term	MoAFS, CSOs, Training and Academic institutions and Private Sector
3.3.2.1 Document and share best practices and lessons on gender, HIV and AIDS in the agriculture sector	Short to long term	MoAFS, Training and Academic Institutions, CSOs, Private Sector, Media, Department of HIV and AIDS and Nutrition, MoGCSW, NAC
3.3.3.1 Develop and implement M&E that enhance participation of women and other vulnerable gender categories	Short to long term	MoAFS, MoF, MoDP Training and Academic Institutions, CSOs, NSO
3.3.4.1 Establish a centralized technical data management hub on gender, HIV and AIDS in the agriculture sector	Short to medium term	MoAFS, MoF, MoDP, Development partners, District Councils, DISTMIS CSOs
3.3.4.2 Facilitate accountability to vulnerable rights holders in the agriculture sector	Short to long term	MoAFS, MoF, MoDP, Development partners, District Councils, DISTMIS, CSOs
3.3.4.3 Collect, analyze and incorporate baseline data on Gender, HIV and AIDS in the GHA Strategy	Short term	MoAFS, CSOs, Private Sector, NSO, Training and Academic institutions

**Strategic Objective 3.4: To build and sustain capacity of agriculture sector institutions and vulnerable groups to effectively mainstream gender, HIV and AIDS issues and actions**

Table 17: Outcomes and Indicators for Strategic Objective 3.4

OUTCOMES	INDICATORS
3.4.1 Gender, HIV and AIDS responsive policies, programmes and projects	<ul style="list-style-type: none"> <li>• Percentage of programmes and projects that have gender, HIV and AIDS responsive indicators and actions</li> <li>• Percentage of policies that are gender, HIV and AIDS responsive</li> </ul>
3.4.2 Increased expertise of the agriculture sector staff in mainstreaming gender, HIV and AIDS in their core business	<ul style="list-style-type: none"> <li>• Percentage of male and female staff able to identify, analyze and mainstream gender, HIV and AIDS issues and actions in their core business</li> </ul>
3.4.3 Improved attitudes and practices of the agriculture sector staff and institutions on gender, HIV and AIDS	<ul style="list-style-type: none"> <li>• Percentage of male and female staff with positive attitudes and practices towards Gender, HIV and AIDS</li> <li>• Percentage of agriculture institutions with supporting mechanisms for addressing stigma and discrimination related to Gender, HIV and AIDS amongst employees</li> </ul>
3.4.4 Enhanced conservation and utilization of fish species and indigenous crops and livestock by vulnerable gender categories	<ul style="list-style-type: none"> <li>• Percentage of vulnerable households sustainably utilizing indigenous crops, livestock, and fish species</li> </ul>
3.4.5 Enhanced delivery of Gender, HIV and AIDS responsive agro-biodiversity and climate variability and change interventions by institutions	<ul style="list-style-type: none"> <li>• Percentage of institutions implementing gender, HIV and AIDS responsive agricultural interventions to conserve and utilize indigenous crops, livestock, and fish species</li> <li>• Percentage of institutions implementing gender, HIV and AIDS responsive agricultural interventions to adapt and mitigate the impacts of climate variability and change</li> </ul>



<b>OUTCOMES</b>	<b>INDICATORS</b>
3.4.6 Enhanced ability of vulnerable gender categories to adapt to climate variability and change	<ul style="list-style-type: none"> <li>Percentage of vulnerable households practicing agricultural interventions that are adapted to climate variability and change</li> </ul>

**Strategic actions to build and sustain capacity of agriculture sector institutions and vulnerable groups to effectively mainstream gender, HIV and AIDS issues and actions**

Table 12: Strategic Actions for Strategic Objective 3.4

<b>Strategic actions</b>	<b>Timeframe</b>	<b>Facilitators</b>
3.4.1.1 Mainstream gender, HIV and AIDS issues in ongoing and new sector policies, programmes and projects	Short to long term	MoAFS, MoGCSW, CSOs, Training and Academic institutions, Private Sector, NAC, COWFA
3.4.2.1 Build the capacity of the agriculture sector staff in mainstreaming gender and HIV and AIDS in their core business	Short to long term	MoAFS, MoGCSW, CSOs, Training and Academic institutions, Private Sector, NAC, COWFA
3.4.2.2 Mainstream gender, HIV and AIDS in existing agricultural training curricula	Short to medium term	Training and Academic institutions MoAFS, MoGCSW,
3.4.2.3 Develop and implement academic and professional courses on gender, HIV and AIDS analysis and mainstreaming	Short to long term	Academic and Training institutions
3.4.3.1 Promote behavioural change interventions among agriculture sector staff on gender, HIV and AIDS	Short to medium term	COWLA, COWFA, NAC, MoAFS, CSOs, Training and Academic institutions,
3.4.3.2 Develop and implement mechanisms for addressing stigma and discrimination at the workplace in the agriculture sector	Short to medium term	MoAFS, CSOs Training and Academic institutions, Private Sector, MBCA, FUM, NAC, COWFA
3.4.4.1 Build capacity of women and other vulnerable gender categories in sustainable production and utilization of fish species, indigenous crops and livestock	Short to medium term	MoA Ministry of Natural Resources, Training and Academic institutions
3.4.4.2 Scale up best practices in agro-biodiversity management amongst vulnerable gender categories, especially women	Short to medium term	MoAFS, District Councils, CSOs, Ministry of Natural Resources and Development partners, Training and Academic institutions

Strategic actions	Timeframe	Facilitators
3.4.5.1 Build capacity of agricultural institutions in mainstreaming gender, HIV and AIDS in agro-biodiversity and climate variability and change management programmes and policies	Short to medium term	MoAFS, MoGCSW, Training and Academic Institutions, CSOs, Ministry of Natural Resources, Private sector, Department of Climate Change and Meteorological Services
3.4.6.1 Build capacity of women and other vulnerable gender categories in agricultural interventions for adapting to and mitigating climate variability and change	Short to medium term	MoAFS, Department of Disaster Management Affairs (DoDMA), CSOs, Ministry of Natural Resources
3.4.6.2 Promote local best practices in adaptation and mitigation of climate variability and change amongst women and other vulnerable gender categories	Short to medium term	MoAFS, MoIWD, District Councils, CSOs, Ministry of Energy and Mines

## 7. Results Framework

The results framework (attached as Annex 2) contains the outcomes, actions, indicators outlined above, their benchmarks, targets and estimated costs to implement the Strategy. The Framework will guide the implementation of the GHA Strategy.

## 8. Implementation Arrangements

### 8.1 Coordination and Policy Guidance

The implementation arrangement of the strategy has been structured in a way that will allow active participation of relevant stakeholders from the Public and Private Sector, Civil Society and Development Partners at all levels actively participate. At national level, the Ministry of Agriculture and Food Security will provide policy guidance in the implementation of the strategy through the Executive Management Committee of ASWAp. The Technical Working Group on Gender, HIV and AIDS will guide the implementation of the strategy. The responsibilities of the TWG are to:

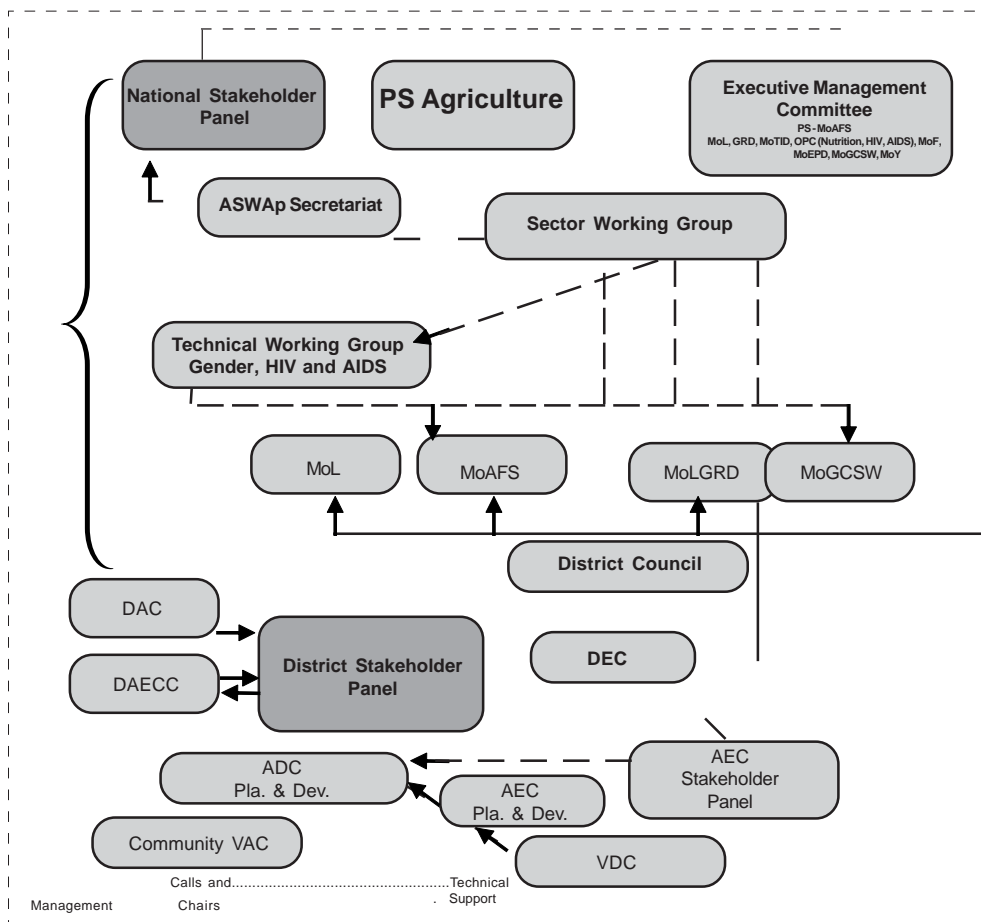
- Provide technical guidance to the Agriculture Sector Wide Approach Sector Working Group and Technical Working Groups in ASWAp on gender, HIV and AIDS mainstreaming
- Provide technical guidance on the implementation and monitoring of Gender, HIV and AIDS strategy in the Agriculture sector, programme of work, Medium Term Expenditure Framework, development of strategic documents and frameworks
- Facilitate capacity development on Gender HIV and AIDS mainstreaming amongst stakeholders in the Agricultural sector.
- Facilitate networking of relevant structures and stakeholders at national and district level in mainstreaming Gender, HIV and AIDS in agricultural programmes
- Coordinate the development, management and dissemination of Information Education and Communication materials on Gender, HIV and AIDS in the Agriculture sector
- Facilitate sharing and up-scaling of good practices on Gender, HIV and AIDS mainstreaming in the agriculture sector
- Promote gender, HIV and AIDS responsive research, technology development and dissemination in the Agriculture sector
- Lobby and advocate for adequate funding to support gender, HIV and AIDS mainstreaming responses in the agriculture sector
- Provide guidance in the institutionalization of accountability mechanisms for gender, HIV and AIDS mainstreaming in agricultural institution
- Coordinate monitoring, reporting and evaluation of gender, HIV and AIDS-responsive agricultural interventions at community, district and national levels
- Report to SWG on the progress made in the implementation of gender, HIV and AIDS activities



At national level a designated focal person based in the ASWAp secretariat will coordinate the implementation of the strategy. A Technical Assistant (TA) will be deployed to assist the designated focal person with coordination and setting up of systems.

At District, Area and Community levels, the strategy will be implemented through the District Agriculture Extension Services System (DAESS) in collaboration with of all stakeholders. The Terms of Reference for the DAESS Structures will be revised to include sector related Gender, HIV and AIDS responsibilities. Following the revision of these Terms of Reference, the DAESS Structures will strengthen linkages with existing structures on gender, HIV and AIDS at all levels.

(On page 49) Figure 1: Gender, HIV and AIDS Strategy Implementation Arrangement as aligned to ASWAp



## **8.2 Roles of Stakeholders and Partners**

The strategy has five major groups of stakeholders, namely: 1) Public Sector Ministries, Departments and Statutory Organisations, 2) The Private Sector, 3) Development Partners, 4) Training, Research and Academic Institutions and 5) Civil Society Organisations including Faith and Farmer-based Organizations. Each of these stakeholders will perform specific roles for the successful implementation of the strategy as follows:

### **OPC Department of Nutrition, HIV and AIDS (DNHA)**

In this strategy the DNHA will provide technical support to Agriculture Institutions and Organizations on nutrition, HIV and AIDS.

### **The Ministry of Finance (MoF) & Ministry of Economic Planning and Development (MoEP&D)**

The MoF and MoEP&D will:

- Ensure that adequate resources are allocated for the implementation of the gender, HIV and AIDS Strategy.
- Provide technical guidance in the development of a Gender, HIV and AIDS responsive Monitoring and Evaluation system

### **The Ministry of Health**

The Ministry of Health in this Strategy will:

- Provide HIV and AIDS services for women and vulnerable gender categories
- Support monitoring and evaluation of HIV and AIDS responsive interventions
- Provide information on HIV and AIDS

### **The National AIDS Commission**

The Commission will:

- Support mobilisation of technical and financial support required for implementing the GHA Strategic Actions on HIV and AIDS.
- Support monitoring and evaluation of HIV and AIDS interventions
- Support research on HIV and AIDS



### **The Ministry of Gender, Children and Social Welfare (MoGCSW)**

The MoGCSW will:

- Provide policy guidance on gender and Orphans and Vulnerable Children
- Support capacity building of Agriculture sector Institutions and Organizations on gender
- Support Monitoring and Evaluation of gender responsive interventions

### **The Ministry of Local Government and Rural Development (MoLG&RD)**

The MoLG&RD will:

- Facilitate district level harmonized planning, implementation and financing of the Strategy
- Support capacity building of district level structures on gender and HIV and AIDS responsive M & E
- Promote visibility of the Strategy at District level
- Conduct monitoring and evaluation of the Strategy at district level

### **The Department of Human Resource Management and Development (DHRMD)**

The DHRMD will:

- Provide policy, technical and administrative guidance on Gender, HIV and AIDS work place Programmes
- Facilitate capacity building in gender, HIV and AIDS mainstreaming at work place
- Monitor and evaluate gender and HIV and AIDS interventions at the work place
- Provide authority to recruit personnel to fill vacant positions that will enhance gender, HIV and AIDS programming

### **The Ministry of Labour**

The Ministry will:

- Provide guidance in relation to Gender responsive labour laws and policies

- Monitor the vulnerability issues in the estates which include child labour, tenancy issues and Gender Based Violence
- Support implementation of programmes that will reduce child labour.
- Support implementation of programmes aimed at managing risk factors associated with migrant labour

### **The Private Sector**

The Private Sector will:

- Provide financial support for the implementation of the GHA Strategy
- Build capacity on gender, HIV and AIDS in their institutions
- Institute workplace programming on gender, HIV and AIDS in their institutions
- Revise lending institutions' conditions and policies to be gender, HIV and AIDS responsive

### **Civil Society Organisations (CSOs)**

The CSOs will:

- Implement the agriculture sector gender, HIV and AIDS strategy
- Lobby government, development partners and the private sector on issues pertaining to gender, HIV and AIDS in agriculture
- Commission research, Monitoring and Evaluation on gender, HIV and AIDS in agriculture
- Conduct budget tracking on allocation and utilization of funds for the GHA actions
- Mobilise resources for the implementation of the GHA Strategy
- Build capacity in gender, HIV and AIDS to other Civil Society Organisations
- Create neutral platforms where issues of gender, HIV and AIDS in agriculture sector are debated and addressed





### **The academic, research and training institutions**

The institutions will:

- Mainstream gender, HIV and AIDS in agricultural curricula
- Build capacity on gender, HIV and AIDS in agriculture sector
- Conduct research on key issues related to the GHA Strategy
- Development and dissemination of gender, HIV and AIDS responsive agricultural technologies
- Review and implement the policy for selection to higher learning institutions to ensure equitable access to education
- Review and implement gender, HIV and AIDS responsive agricultural training programmes
- Develop a curriculum for Gender, HIV and AIDS Programmes

### **The Development Partners**

The development partners will:

- Provide harmonised financial, technical and material support for the implementation and review of the GHA Strategy
- Provide technical guidance with regard to implementation and funding modalities

## **8.3 Monitoring and Evaluation**

Monitoring and Evaluation will be done at village, area, district and national levels in line with the strategy implementation arrangement. The results framework will help in the development of the Gender, HIV and AIDS responsive monitoring and evaluation system. Monitoring information will be collected through field visits, community feedback forums, review meetings, surveys or studies, technical and financial reports. The strategy will undergo comprehensive annual reviews which will involve all stakeholders in the sector. The reviews will facilitate the drawing of strategies to address challenges and upscale best practices. The ASWAp Monitoring and Evaluation framework and reporting format will be revised to make it responsive to gender, HIV and AIDS, hence accommodating

the strategy framework. The national TWG will be responsible for consolidating, analysing and interpreting the information. Final evaluation will be done at the end of the strategy implementation period to measure achievements, constraints and draw lessons learnt.

#### **8.4 Sustainability mechanisms**

In this strategy, several sustainability mechanisms have been considered and these include:

- Capacity building at various levels which includes training and education, wide dissemination of the strategy to all stakeholders and partners at all levels, improvement of the implementation arrangements,
- Improved coordination that includes having designated focal person at national level, institutionalisation of operational structures at all levels to implement the strategy in order to ensure harmonised programming by all stakeholders in the sector.
- Concrete resource mobilisation mechanisms through linkages with civil society organisations, private sector and development partners.

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**ANNEX 1: Alignment of objectives from the GHA strategy to national policies**

Agriculture Gender, HIV and AIDS Strategy Objectives	National Policies		
	ASWAp Focus areas	NGP Objective	NAF Objective
Food, nutrition security and agro based income among vulnerable groups	Food Security and risk management,  Sustainable management of land and water	Gender mainstreaming in agriculture, food security and nutrition	Mitigation of the economic and psychosocial effects of HIV and AIDS Reduce new HIV infections in Malawi
Women’s access to and control over agriculture resources, opportunities, benefits and decision making processes at house hold, community and national levels	Commercial agriculture, agro-processing and market development	Reduce poverty among women and other vulnerable groups	Mitigation of the economic and psychosocial effects of HIV and AIDS Reduce new HIV infections in Malawi  Reduce new infections

<b>Agriculture Gender, HIV and AIDS Strategy Objectives</b>	<b>National Policies</b>		
	<b>ASWAp Focus areas</b>	<b>NGP Objective</b>	<b>NAF Objective</b>
Reduce and manage factors that promote gender inequality and spread of HIV due to agricultural related mobility and migration			
Promote generation and dissemination of gender, HIV and AIDS responsive technologies and information	Technology generation and dissemination	Reduce poverty among women and other vulnerable groups through economic empowerment	Generate and disseminate information about the HIV and AIDS epidemic and response
Strengthen leadership and coordination of the Gender, HIV and AIDS strategy for harmonized and decentralised implementation	Institutional strengthening and capacity building	Mainstream gender throughout all activities relating to HIV and AIDS	Increase the involvement and contribution of public sectors, private sector and civil society in the HIV and AIDS response
Mobilise, track and effectively utilise financial and technical resources for the implementation of Gender, HIV and AIDS strategy	Institutional strengthening and capacity building	Capacity building of institutions on gender	Generate and disseminate information about the HIV and AIDS epidemic and response

<b>Agriculture Gender, HIV and AIDS Strategy Objectives</b>	<b>National Policies</b>		
	<b>ASWAp Focus areas</b>	<b>NGP Objective</b>	<b>NAF Objective</b>
Strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability,		Capacity building of institutions on gender	Enhance HIV and AIDS financial resource mobilisation and management at all levels
Strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing		Capacity building of institutions on gender	Enhance HIV and AIDS financial resource mobilisation and management at all levels
Build and sustain capacity of agriculture sector institutions and vulnerable groups to effectively mainstream gender, HIV and AIDS issues and actions		Capacity building of institutions on gender	Facilitate and coordinate multi-sectoral implementation of the NAF

## ANNEX 2: RESULTS FRAMEWORK

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**Strategic Pillar 1: Quality participation of women and other vulnerable gender categories in ASWAp focus area and key support services**

**Strategic Objective 1.1: To improve food and nutrition security and agro-based income among vulnerable groups in order to reduce gender disparities and contribute to HIV prevention and mitigation of AIDS impacts**

<sup>1</sup> TBD is a short form for "To Be Determined" as part of implementation of the activities. It is envisaged that implementation of the results framework will begin with baseline studies to determine baseline values and targets for the framework.



Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.1.1.2	Promote production and use of available indigenous foods in order to improve nutrition status of people living with HIV	Number of male and female PLHIV receiving planting materials for indigenous foods (including vegetables)	TBD	TBD	2012-2017 (Short to Medium term)	MoAFS, District Councils, DHNA, CSOs, Training and Academic Institutions, VDCs	0	1,300,000
1.1.1.3	Provide food and agricultural inputs to members of staff living with HIV at the workplace	Number of male and female staff living with HIV accessing supplementary food and inputs at the workplace	TBD	TBD	2012-2014 (Short term)	All agricultural institutions	600,000	1,600,000
1.1.1.4	Promote fish farming for women and other vulnerable gender categories in order to improve protein intake among farming communities, particularly for PLHIV	Number of women and other vulnerable gender categories owning fish farms Number of women and other vulnerable gender categories trained in fish farming Number of women and other vulnerable gender categories participating in fish farming	TBD	TBD	2012-2014 (Short to Medium term)	MoAFS, District Councils, Training and Academic Institutions, CSOs, VDCs	0	600,000

Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.1.1.5	Promote production and consumption of non-traditional high nutritive value foods by vulnerable gender categories	Number of vulnerable gender categories trained in the production of non-traditional high nutritive value foods Number of vulnerable gender categories utilizing non-traditional high nutritive value foods	TBD	TBD	2012-2014 (Short to Medium term)	MoAFS, District Councils, CSOs Training and Academic Institutions, VDCs	0	100,000
1.1.1.6	Scale-up nutrition education to vulnerable groups	Number of women and men reached with nutrition education Number of vulnerable gender categories reached with nutrition education	TBD	TBD	2012-2014 (Short to Medium term)	MoAFS, DHANA, District Councils, CSOs, VDCs	0	120,000
<b>Sub Total (USD)</b>							<b>900,000</b>	<b>5,020,000</b>



OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
1.1.2 Increased participation of vulnerable groups in agro-based, fisheries, sustainable food production and income generating activities		<ul style="list-style-type: none"> <li>Percentage of vulnerable households involved in crop diversification</li> <li>Percentage of vulnerable households involved in fish farming</li> <li>Percentage of vulnerable households involved in livestock production</li> <li>Percentage of vulnerable household whose income has increased</li> <li>Percentage increase in income of vulnerable households from agro-based and fisheries activities</li> <li>Percentage of vulnerable households managing and benefiting from agro-based and fisheries income generating activities</li> </ul>			- Surveys - Monthly reports		- Leadership and resource commitment by government, CSOs and development partners - Scale up of FISP - Scale up of the Green Belt Initiative	
Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.1.2.1	Develop and institutionalize mechanisms for enforcing the guidelines for transparent and participatory identification of vulnerable gender categories in Farm Input Subsidy Programme (FISP) and other programs	Availability of guidelines for identifying FISP beneficiaries  Number of programmes that are compliant with revised guidelines  Number of women and other vulnerable gender beneficiaries of FISP and other programmes	TBD	TBD	2012-2015 (Short to medium term)	MoAFS, District Councils, CSOS, VDCs	100,000	100,000
1.1.2.2	Develop and institutionalize mechanisms for ensuring that vulnerable gender categories are protected from abuse and exploitation during the FISP process and other input distribution	Availability of mechanisms for ensuring that vulnerable gender categories are protected from abuse and exploitation during the FISP process and other input distribution programs  Number of institutions	TBD	TBD	2012-2014 (Short term)	MoAFS, District Councils, Private Sector, ACB, MPS, CSOs, VDCs	300,000	1,200,000

Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.1.2.3	<p>other input distribution programs</p> <p>Promote small stock animal production pass-on schemes for vulnerable gender categories</p>	<p>Number of institutions enforcing protection of vulnerable gender categories</p> <p>A viability of redress mechanism for abused vulnerable gender categories</p> <p>Number of women and other vulnerable gender categories benefiting from pass-on schemes</p>	TBD	TBD	2012-2014 (Short to Medium term)	MoAFS, District Councils, CSOs, Training and Academic Institutions, VDCs	0	1,650,000
1.1.2.4	<p>Promote the use of labour, time and cost saving technologies related to agriculture and fisheries amongst vulnerable gender categories.</p>	<p>Number of women and other vulnerable gender categories accessing labour, time and cost saving technologies</p>	TBD	TBD	2012-2014 (Short to Medium term)	MoAFS, District Councils, CSOs, VDCs, Agricultural Academic Institutions, C/ISANET, Private sector, MIRTDC, MoGCSW	0	500,000
Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)

<b>1.1.2.5</b>	Develop and implement mechanisms for targeting women, PLHIV and youths with agricultural and fisheries extension services	Number of women accessing quality agriculture and fisheries services Number of male and female PLHIV accessing quality fisheries extension services Number of male and female youth accessing quality agriculture services	TBD	TBD	2013-2017 Medium to long term	MoAFS, MoGCSW, MoY, CSOs, District Councils, VDCs	300,000	300,000
<b>1.1.2.6</b>	Promote participation of vulnerable groups in commercially oriented agro-based and fisheries enterprises and marketing	Number of vulnerable groups trained in agricultural marketing of cash crops & fisheries enterprises and marketing	TBD	TBD	2012-2017 (Long term)	MoAFS, CISANET, Private sector, FUM, Coalition of Women Farmers, District Councils	120,000	120,000
<b>1.1.2.7</b>	Build capacity of extension workers, women and other vulnerable gender categories in group and enterprise management	Number of male and female extension workers trained in group and enterprise management Number of women and other vulnerable gender categories trained in group and enterprise management	TBD	TBD	2012-2017 ( Long term)	MoAFS, Agricultural Academic Institutions, FUM, MoGCSW, District Councils, Coalition of Women Farmers, Private Sector	100,000	350,000
<b>Sub Total (USD)</b>							<b>620,000</b>	<b>4,220,000</b>



OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
1.1.4	Increased access to microfinance loans by vulnerable groups	<ul style="list-style-type: none"> <li>Percentage of microfinance institutions that have gender and HIV sensitive lending conditions</li> <li>Percentage of vulnerable groups accessing loans for agro-based and fisheries enterprises</li> </ul>			-Microfinance survey reports		-Commitment by microfinance institutions	
<b>Strategic Action No</b>	<b>Actions</b>	<b>Outputs Indicators</b>	<b>Baseline</b>	<b>Target</b>	<b>Time Frame</b>	<b>Responsible Partners</b>	<b>Required Budget (USD) (2012-2013)</b>	<b>Total Estimated Budget (USD) (2012-2017)</b>
1.1.4.1	Facilitate linkages between vulnerable groups and microfinance services	Number of women, male and female PLHIV, physically challenged and youths accessing microfinance services	TBD	TBD	2012-2015 (Short to Medium term)	MoAFS, CISANET, Private Sector ,FUM, Coalition of Women Farmers, District Councils	50,000	175,000
1.1.4.2	Lobby MFIs to make their loan conditions and policies to be Gender, HIV and AIDS responsive	Number of MFIs with gender, HIV and AIDS responsive loan conditions	TBD	TBD	2012-2017 (Short to long term)	MoAFS, CSOs, District Councils, Private Sector	0	150,000
1.1.4.3	Promote investment in agro-based and fisheries enterprises by beneficiaries of social support programmes	Number of women, male and female PLHIV, physically challenged and youths accessing loans from MFIs Number of social support programme beneficiaries, by gender category, trained on agro-based and fisheries enterprises Number of social support programme beneficiaries, by gender category, operating agro-based and fisheries enterprises	TBD	TBD	2012-2017 (Short to Long term)	MoAFS, MoGCSW, MoF, MoDP, CSOs, Private Sector, FUM, Coalition of Women Farmers, District Councils	0	150,000
<b>Sub Total (USD)</b>							<b>50,000</b>	<b>475,000</b>

**Strategic Objective 1.2: To strengthen women's access to and control over agriculture resources, opportunities, benefits and decision making processes at household, community and national levels**

OUTCOME	OUTPUT INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS					
1.2.1 Resource poor women have access to and control over agricultural and fisheries benefits, assets, opportunities, resources and income	<ul style="list-style-type: none"> <li>Percentage of women accessing credit, inputs and income for agricultural and fisheries enterprises</li> <li>Percentage of women who have control over credit, inputs and income for agricultural and fisheries enterprises</li> <li>Percentage of women that own and control agricultural land and fishing gear</li> <li>Percentage of women in the agriculture sector that are aware of agricultural and fisheries extension services</li> <li>Percentage of women in the agriculture sector demanding agricultural and fisheries extension services</li> <li>Percentage of women who have access to agricultural and fisheries extension services</li> </ul>	<ul style="list-style-type: none"> <li>Baseline and follow up reports</li> <li>Reports from lending institutions and implementing partners</li> <li>Records on farm inputs beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>Resource commitment by government and other stakeholders</li> <li>Conducive policy environment</li> <li>Effective coordination by MOAFS</li> <li>Willingness and commitment by lending institutions</li> </ul>					
Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.2.1.1	Develop and implement mechanisms for improving women's access to and control over agricultural and fisheries resources such as land, water, information and benefits	<ul style="list-style-type: none"> <li>Number of mechanisms implemented</li> <li>Percentage of women having access to agriculture and fisheries resources</li> <li>Percentage of women having control over agriculture and fisheries resources</li> </ul>	TBD	TBD	2012-2014 (Medium term)	CSOs, MoAFS, MoGCSW, MoL, Training and Academic Institutions, Private sector, FUM, Coalition of Women Farmers MoJ	0	300,000

Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.2.1.2	Facilitate the formation of groups of women and link them to agricultural and fisheries service providers	Number of women groups formed Number of women groups linked to agricultural and fisheries service providers	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, CSOs, Private Sector, FUM, Coalition of Women Farmers	250,000	250,000
<b>Sub Total (USD)</b>							<b>350,000</b>	<b>1,000,000</b>

OUTCOME	OUTCOME INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS					
1.2.2 Quality participation of women in decision making processes at all levels in agriculture and fisheries	<ul style="list-style-type: none"> <li>Percentage of women and men in decision making positions in agricultural and fisheries institutions and organizations at all levels</li> <li>Percentage of women and men participating in decision making processes at institutional and community levels</li> </ul>	<ul style="list-style-type: none"> <li>-Targeted surveys</li> <li>-Database (compendium)</li> <li>-Institutional reports</li> </ul>	<ul style="list-style-type: none"> <li>- Requisite capacity of the institutions to manage the database</li> <li>- Cooperation of the institutions in women empowerment processes</li> </ul>					
Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.2.2.1	Conduct awareness campaigns on the importance of women's participation in decision making in agriculture and fisheries	Number of awareness campaigns on women's involvement in decision making in agriculture and fisheries	TBD	TBD	2012-2014 (Short term)	CSOs, MoAFS, MoGCSW, Private Sector, FUM, Coalition of Women Farmers	150,000	300,000





**Strategic Objective 1.3: To reduce and manage factors that promote gender inequality and spread of HIV that arise due to agricultural related mobility and migration**

OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
1.3.1 Reduced vulnerability to HIV infection of migrant men and women as well as their spouses		<ul style="list-style-type: none"> <li>Availability of Gender, HIV and AIDS responsive interventions for mobile and migrant workers</li> <li>Percentage of migrant men and women and their spouses with reduced risky behaviours</li> </ul>			- Behavioural Surveillance Survey		- Leadership and resource commitment by government and development partners -Conducive policy environment	
Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.3.1.1	Develop and implement gender, HIV and AIDS responsive by-laws for agricultural and fisheries mobile and migrant workers	Number of gender AIDS responsive developed	TBD	TBD	2012-2015 (Short to Medium term)	MoAFS, MoGCSW, CSOs, District Councils, Private Sector	150,000	450,000
1.3.1.2	Promote fish farming and enterprises among spouses of migrant workers	Number of male and female spouses of migrant workers involved in fish farming and fisheries enterprises	TBD	TBD	2012-2015 (Short to medium term)	MoAFS, CSOs, Training and Academic Institutions, District Councils, Private Sector	0	500,000
<b>Sub Total (USD)</b>							<b>150,000</b>	<b>950,000</b>



OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
1.3.3 Gender, HIV and AIDS responsive working conditions for mobile and migrant workers in the agriculture sector		<ul style="list-style-type: none"> <li>Percentage of institutions with Gender, HIV and AIDS responsive working conditions for mobile and migrant workers</li> </ul>			-Mini Surveys Monitoring visits		- Leadership and resource commitment by government and stakeholders -Conducive policy environment	
Strategic Action No	Actions	Output Indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
1.3.3.1	Lobby institutions to provide Gender, HIV and AIDS responsive working conditions for mobile and migrant workers	Number of advocacy meetings with companies in agriculture and fisheries  Number of institutions targeted with advocacy messages	TBD	TBD	2012-2014 (Short to medium term)	CSOs, MoAFS, MoL, District Councils, Private Sector, legislators	0	150,000
1.3.3.2	Promote enforcement and monitoring of Gender, HIV and AIDS responsive working conditions in Estates and other Agricultural institutions	Number of estates and other agricultural institutions implementing and monitoring Gender, HIV and AIDS responsive working conditions  Number of monitoring visits to estates and other agricultural institutions on implementation of Gender, HIV and AIDS responsive working conditions	TBD	TBD	2013-2015 (Medium term)	CSOs, MoL, MoAFS, Training and Academic Institutions, Media Houses, District Councils, and Private Sector, legislators	0	70,000
<b>Sub Total (USD)</b>							<b>0</b>	<b>220,000</b>

2.1.1.2	Disseminate harmonised HIV and AIDS responsive agricultural technologies and information	Number of harmonized gender, HIV and AIDS responsive technologies disseminated	TBD	TBD	2012-2017 (Short to long term)	MoAFS, CSOs academic and research institutions, Media, Private Sector, District Councils, COWFA	0	150,000
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<b>2.1.1.3</b>	Conduct research on the role of indigenous and traditional foods and herbs on nutrition of PLHIV	Number of research studies conducted on the role of indigenous and traditional foods and herbs in the nutrition of PLHIV	TBD	TBD	2012-2017 (Short to long term)	MoAFS, National Herbarium and Botanical Gardens, FRIM, Ministry of Health, OPC Department of HIV and AIDS and Nutrition, CSOs, Academic and Research Institutions	0	800,000
<b>2.1.1.4</b>	Conduct research studies on gender, HIV and AIDS in agriculture and fisheries	Number of research conducted on the role of indigenous, traditional foods and herbs in the nutrition of People Living with HIV	TBD	TBD	2012-2015 (Short to medium term)	MoAFS, CSOs, Academic and Research Institutions	50,000	200,000
<b>Sub Total (USD)</b>							<b>150,000</b>	<b>1,770,000</b>

<b>OUTCOME</b>	<b>OUTCOME INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>CRITICAL ASSUMPTIONS</b>
<b>2.1.2</b> Strengthened collaboration on the generation and utilization of gender, HIV and AIDS responsive technologies and information among extension workers, researchers and farmers	<ul style="list-style-type: none"> <li>Number of functional collaborative initiatives among researchers, extension workers and farmers</li> </ul>	<ul style="list-style-type: none"> <li>Surveys</li> <li>Reports from partners</li> </ul>	<ul style="list-style-type: none"> <li>Leadership by MOAFS</li> <li>Resource commitment by government and other stakeholders</li> <li>Conducive policy environment</li> </ul>

Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2017)
2.1.2.1	Establish and operationalize gender, HIV and AIDS responsive collaboration structures in agriculture and fisheries	Number of collaborative structures responsive to gender, HIV and AIDS in agriculture and fisheries in place Number of meetings conducted by gender, HIV and AIDS responsive collaboration structures	TBD	TBD	2012-2017 (Short to long term)	MoAFS, CSOs, Academic and Research Institutions, District Councils	100,000	400,000
2.1.2.2	Promote research on climate variability and change that addresses the needs of women farmers and other vulnerable gender categories	Number of research studies conducted on climate change and variability that benefits women farmers and other vulnerable gender categories	TBD	TBD	2012-2016 (Short to long term)	MoAFS, Training, Academia and Research institutions, DCCMS, MoGCC, CSOs, Department of Climate Change and Meteorological Services	0	250,000
<b>Sub Total (USD)</b>							<b>100,000</b>	<b>650,000</b>

**Strategic pillar 3: Effective Coordination, Capacity Building and Resource Mobilization**

**Strategic Objective 3.1: To strengthen leadership and coordination of the Gender, HIV and AIDS strategy for harmonized and decentralised implementation**

OUTCOME	OUTCOME INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS		
3.1.1 Effective leadership and coordination in the implementation of the strategy	<ul style="list-style-type: none"> <li>Availability of a designated focal person for coordination of the strategy implementation</li> </ul>	<ul style="list-style-type: none"> <li>Partner reports</li> <li>Meeting minutes</li> </ul>	<ul style="list-style-type: none"> <li>Leadership and resource commitment by government and development partners</li> <li>Improved institutional framework</li> </ul>		
Strategic Action No	Actions	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.1.1.1	Assign and institutionalize a fulltime coordinator and technical assistant to facilitate the implementation of the strategy	2012-2013 (Short term)	MoAFS, Development partners	100,000	500,000
<b>Sub Total (USD)</b>				<b>100,000</b>	<b>500,000</b>





OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
3.1.4 Harmonized programming in the implementation of the strategy by various stakeholders		<ul style="list-style-type: none"> <li>Percentage of institutions doing joint programming and reviews on the implementation of the strategy</li> </ul> Availability of operational information hub (website, resource centre, database)			<ul style="list-style-type: none"> <li>-Partner reports</li> <li>Meeting minutes</li> </ul>		-Leadership and resource commitment by government and development partners -Improved institutional framework	
Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.1.4.1	Institute stakeholders' joint programming and reviews	Number of joint stakeholder programming and review meetings	TBD	TBD	2012-2016 (Short to long term)	MoAFS, CSOs, Private partners, Training and Academic institutions	0	700,000
3.1.4.2	Establish and scale up information sharing platform	Number of information sharing platforms established and up-scaled  Number of stakeholders using the information sharing platform	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, CSOs, Private partners, Training and Academic institutions	0	175,000
						<b>Sub Total (USD)</b>	<b>0</b>	<b>875,000</b>

**Strategic Objective 3.2: To mobilise, track and effectively utilise financial and technical resources for the implementation of Gender, HIV and AIDS strategy**

OUTCOME	OUTCOME INDICATORS	MEANS OF VERIFICATION	CRITICAL ASSUMPTIONS					
3.2.1 Increased financial commitment and technical support by all stakeholders to GHA Strategy implementation	<ul style="list-style-type: none"> <li>Percentage of the gender, HIV and AIDS strategy budget funded</li> <li>Percentage of stakeholders with increased funding to GHA strategy actions</li> <li>Proportion of financial allocation and expenditure for gender, HIV and AIDS interventions in the ASWAp budget</li> </ul>	<ul style="list-style-type: none"> <li>Partner reports</li> <li>Meeting minutes</li> </ul>	-Leadership and resource commitment by government and development partners					
Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.2.1.1	Market the strategy to stakeholders and development partners for resource support	No of GHA resource mobilization forums conducted	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, Development partners, Private Sector, CSOs, COWFA, Training and Academic institutions	0	100,000
3.2.1.2	Develop and implement a resource mobilization plan for Gender, HIV and AIDS strategy	Resource mobilization plan No of stakeholders responding to the resource mobilization plan	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, MoF, MoDP, Development partners, CSOs, COWFA, Training and Academic institutions	50,000	110,000
						<b>Sub Total</b>	<b>50,000</b>	<b>210,000</b>

OUTCOME	OUTCOME INDICATORS	MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS				
Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.2.2	Enhanced accountability on resource utilization by stakeholders in the implementation of the GHA strategy	<ul style="list-style-type: none"> <li>Proportion of agriculture institutions submitting and sharing regular financial reports that stipulate resource allocation to Gender, HIV and AIDS activities</li> <li>Proportion of agriculture institutions with systems for tracking utilization of funds for Gender, HIV and AIDS activities</li> </ul>			<ul style="list-style-type: none"> <li>Surveys</li> <li>Audit reports</li> </ul>	<ul style="list-style-type: none"> <li>Leadership and resource commitment by government and development partners</li> </ul>		
3.2.2.1	Establish a budget and expenditure tracking system for Gender, HIV and AIDS related activities	Availability of functional budget tracking system	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, MoF, MoDP, Development partners, District Councils, CSOs, COWFA, Training and Academic Institutions	50,000	100,000
						<b>Sub Total (USD)</b>	<b>50,000</b>	<b>100,000</b>

**Strategic Objective 3.3: To strengthen the gender, HIV and AIDS responsiveness of agriculture sector monitoring and evaluation system for enhanced accountability, learning and sharing**

OUTCOME	INDICATORS	MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS				
3.3.1 Monitoring and Evaluation System that responds to Gender, HIV and AIDS needs in agriculture	<ul style="list-style-type: none"> <li>Availability of Gender, HIV and AIDS responsive M&amp;E framework</li> <li>Availability of Gender, HIV and AIDS responsive M&amp;E tools</li> <li>Availability of Gender, HIV and AIDS disaggregated information in monitoring and evaluation reports</li> <li>Availability of analyzed and interpreted Gender, HIV and AIDS information in the documents and reports</li> </ul>	<ul style="list-style-type: none"> <li>Surveys</li> <li>Partner reports</li> <li>Meeting minutes</li> </ul>	<ul style="list-style-type: none"> <li>Effective data management system in place</li> <li>Leadership and resource commitment by government and stakeholders</li> </ul>					
Strategic Action No	Actions	Output indicator	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.3.1.1	Review and/or develop M&E systems in the agriculture sector to make them Gender, HIV and AIDS responsive	Availability of Gender, HIV and AIDS responsive M&E system	TBD	TBD	2012-2014 (Short term)	MoAFS, CSOs, MoF, MoDP, Training and Academic institutions, and Private Sector	60,000	120,000
3.3.1.2	Scale up Gender, HIV and AIDS responsive M&E systems at all levels	Number of stakeholders using the Gender, HIV and AIDS responsive M&E systems at all levels	TBD	TBD	2012-2016 (Short to long term)	MoAFS, CSOs, Training and Academic institutions, and Private Sector	150,000	250,000
<b>Sub Total</b>							<b>210,000</b>	<b>370,000</b>

3.3.3.1.1	Develop and implement M&E that enhance participation of women and other vulnerable categories	Participatory Gender, HIV and AIDS responsive M&E	MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
			Partner reports	Responsible Partners	Leadership and resource commitment by government and stakeholders	Required Budget (USD) (2012-2013)
			Surveys	Time Frame	Stakeholders' willingness to share documents	Total Estimated Budget (USD) (2012-2016)
No			Participatory Gender, HIV and AIDS responsive M&E	TBD	TBD	250,000
		Number of stakeholders using Community based Gender, HIV and AIDS responsive M&E	2012-2016 (Short to long term)	MoAFS, Training and Academic Institutions, CSOs, Private Sector, Media Department of HIV and AIDS and Nutrition, MoGCSW, MAC	50,000	250,000
				Sub Total (USD)	50,000	250,000
			2012-2016 (Short to long term)	MoAFS, MoF, MoDP Training and Academic Institutions, NSO	100,000	300,000
				Sub Total (USD)	100,000	300,000
					(USD) (2012-2013)	Budget (USD) (2012-2016)

OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.3.4	Improved accountability of service providers to rights holders (women and other vulnerable gender categories)	<ul style="list-style-type: none"> <li>Proportion of agricultural institutions with functional gender, HIV and AIDS inclusive accountability tools</li> </ul>			<ul style="list-style-type: none"> <li>Surveys</li> <li>Partner reports</li> </ul>			<ul style="list-style-type: none"> <li>Leadership and resource commitment by government and stakeholders</li> <li>Stakeholders' willingness to share documents</li> </ul>
3.3.4.1	Establish a centralized technical data management hub on gender, HIV and AIDS in the agriculture sector	A centralized technical data management hub	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, MoF, MoDP, Development partners, District Councils, DISTMIS CSOs	100,000	250,000
3.3.4.2	Facilitate accountability to vulnerable rights holders in the agriculture sector	Number of feedback forums to the vulnerable rights holders	TBD	TBD	2012-2016 (Short to long term)	MoAFS, MoF, MoDP, Development partners, District Councils, DISTMIS and CSOs	0	500,000
3.3.4.3	Collect, analyze and incorporate baseline data on gender, HIV and AIDS in the GHA Strategy	Data base on agriculture sector gender, HIV and AIDS	TBD	TBD	2012-2013 (Short term)	MoAFS, CSOs, Private Sector, NSO, Training and Academic Institutions	150,000	150,000
						<b>Sub Total (USD)</b>	<b>250,000</b>	<b>900,000</b>

Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.4.2.1	Build the capacity of the agriculture sector staff in mainstreaming gender and HIV and AIDS in their core business	Number of male and female staff trained	TBD	TBD	2012-2016 (Short to long term)	MoAFS, MoGCSW, CSOs, Training and Academic institutions, Private Sector, NAC, COWFA	300,000	700,000
3.4.1.1	Mainstream gender, HIV and AIDS issues in ongoing and new sector policies, programmes and projects.	Number of sector policies, programmes and projects that have mainstreamed gender, HIV and AIDS	TBD	TBD	2012-2016 (Short to long term)	MoAFS, MoGCSW, CSOs, Training and Academic institutions, Private Sector, NAC, COWFA	36,000	180,000
<b>Sub Total (USD)</b>							<b>36,000</b>	<b>180,000</b>
OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
3.4.2 Increased expertise of the agriculture sector staff in mainstreaming gender, HIV and AIDS in their core business		<ul style="list-style-type: none"> <li>Percentage of staff (disaggregated by gender) able to identify, analyze and mainstream gender, HIV and AIDS issues and actions in their core business</li> </ul>			<ul style="list-style-type: none"> <li>- Surveys</li> <li>- Training Reports</li> </ul>		<ul style="list-style-type: none"> <li>-Leadership and resource commitment by government and other stakeholders</li> <li>-Conducive policy environment</li> </ul>	





OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.4.4	Enhanced conservation and utilization of fish species and indigenous crops and livestock by vulnerable gender categories	<ul style="list-style-type: none"> <li>Percentage of vulnerable households sustainably utilizing indigenous crops, livestock and fish species</li> </ul>			-Surveys -- Institutional reports	- Resource commitment by government and other stakeholders -Conducive policy environment Leadership by the MOAFS		
3.4.4.1	Build capacity of women and other vulnerable gender categories in sustainable production and utilization of fish species, indigenous crops and livestock	Number of women and other vulnerable gender categories trained in conservation and management of fish species and indigenous crops and livestock	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, MoCSCW, District Councils, CSOs, Ministry of Natural Resources, Training and Academic institutions	0	500,000
3.4.4.2	Scale up best practices in agro-biodiversity management amongst vulnerable gender categories, especially women	Number of women and vulnerable gender categories trained in agro-biodiversity conservation  Number of women and vulnerable gender categories conserving agro-biodiversity	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, District Councils, CSOs, Ministry of Natural Resources and Development partners, Training and Academic institutions	0	400,000
<b>Sub Total (USD)</b>							<b>100,000</b>	<b>1,500,000</b>



OUTCOME		OUTCOME INDICATORS			MEANS OF VERIFICATION		CRITICAL ASSUMPTIONS	
Strategic Action No	Actions	Output indicators	Baseline	Target	Time Frame	Responsible Partners	Required Budget (USD) (2012-2013)	Total Estimated Budget (USD) (2012-2016)
3.4.6	Enhanced ability of vulnerable gender categories to adapt to climate variability and change	Percentage of vulnerable households practicing agricultural interventions that are adapted to climate variability and change						
3.4.6.1	Build capacity of women and other vulnerable gender categories in agricultural interventions for adapting to, and mitigating climate variability and change	Number of women and other vulnerable gender categories trained in interventions for adapting and mitigating climate variability and change	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, Department of Disaster Management Affairs (DoDMA), CSOs, Ministry of Natural Resources	0	250,000
3.4.6.2	Promote local best practices in adaptation and mitigation of climate variability and change amongst women and other vulnerable gender categories	Number of fora showcasing best practices in adaptation and mitigation of climate variability and change Number of women and other vulnerable gender categories reached with best practices in adaptation and mitigation of climate variability and change	TBD	TBD	2012-2014 (Short to medium term)	MoAFS, MoIWD, District Councils, CSOs, Ministry of Energy and Mines	0	500,000
<b>Sub Total (USD)</b>							<b>0</b>	<b>750,000</b>
<b>Total budget (USD)</b>								<b>30,900,000</b>