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GENDER ASSESSMENT IN THE AGRICULTURAL SECTOR

FINAL REPORT

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WARNING

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ACRONYMS

ACDI	Canadian International Development Agency
AFAO	Association of West African Women
AJS	Association of Senegalese Jurists
ANA	National Aquaculture Agency
APROFES	Association for the Advancement of Senegalese Women
ASPRODEB	Senegalese Association for the Promotion of Grassroots Development Projects
ASPSP	Senegalese Association of Farmer Seed Producers
CCC	Behavioral Change Communication
CLPA	Artisanal Fishing Local Councils
CNCR	National Council for Rural Collaboration
DEEG	Equity and Gender Equality Directorate
DIRFEL	Regional Directory of Women Raising Cattle
DO	Organizational Development
DRDR	Regional Directorate of Rural Development
FDEA	Women's Business Development in Africa
FEPRODES	Federation of Associations and Groups of Women Producers in the Saint Louis Region
FEPROMAS	Federation of Corn Producers of Saloum
FIARA	International Fair for Agriculture and Animal Resources
FIDA	International Fund for Agricultural Development
FIDAK	International Fair of Dakar
FNRAA	National Fund for Agricultural and Agro-food Research
FTF	Feed the Future
GAF	Financial Management
GPF	Women's Involvement Groups
GTC	Citizen Work Group
ISFAR	Higher Institute of Agricultural and Rural Training
ISRA	Senegalese Institute for Agricultural Research
ITA	Institute of Agro-food Technology

JICA	Japan International Cooperation Agency
LOASP	Agro-Sylvopastoral Orientation Law
NTIC	New Information and Communication Technologies
ONG	Nongovernmental Organizations
OP	Producers Organization
OSC	Civil Society Organization
PADAER	Support Program to Agricultural Development and Rural Entrepreneurship
PADEC	Casamance Economic Development Support Program
PAFA	Agricultural Value Chains Support Project
PAIS	Italy-Senegal Agricultural Project
PAPSEN	National Agricultural Investment Program Support Project
PRACAS	Program for Accelerating the Cadence of Senegalese Agriculture
PSE	Plan for an Emerging Senegal
PTF	Technical and Financial Partners
REFAN	Network of Northern Women Farmers
REFDEV	Network of Women in Development
SFD	Development Financial Structures
SIA	International Agricultural Salon
SIAM	International Agricultural Salon of Morocco
SIGI	Social Institutions and Gender Index
SNEEG	National Strategy for Equity and Gender Equality
ST	Technical Services
TDR	Terms of Reference
UGPAR	Union of Agricultural Producer Groups in Rao
USAID	United States Agency for International Development
UTC	Transformation and Conservation Unit
VNC	Community Nutrition Volunteers
WEAI	Women's Empowerment in Agriculture Index

EXECUTIVE SUMMARY

Despite the crucial role women play in farming and small-scale agriculture, gender inequality persists in many ways, compromising food and nutritional security. It is this observation that emerged from the gender in Senegalese agriculture assessment sponsored by USAID and its Economic Growth Office. Senegal MEP conducted the study from July 18th to August 31st, 2016 and was primarily focused on grain, horticulture, livestock and fishing value chains. Cross cutting sectors like water and agricultural policies were also analyzed with seven major research questions.

In addition to the literature review, the assessment team went to Dakar, St. Louis, Matam, Kaolack, Kolda, Kédougou and Sédiou to collect qualitative data. The data collected allowed the team to answer seven identified research questions, which were:

1. What are the widest gender disparities in the agriculture sector? What are the consequences for the well-being and opportunities for women, girls, men and boys?
2. What elements of change have occurred for women in the agriculture sector over the last 10 years?
3. What current approaches are being taken by EGO to address gender in the agriculture sector?
4. How well are the current EGO approaches addressing gender disparities in terms of narrowing the gaps between men and women?
5. How are other donors tackling gender in the agriculture sector?
6. What remaining gaps need to be addressed?
7. Based on current systems and perceptions, what are the most strategic opportunities and/or approaches for intervention to narrow these gaps?

Even though vital information was gathered throughout this assessment exercise, there were certain limitations observed during the study. These mainly concerned:

- The period of time when the field mission took place, as it coincided with the raining season making certain areas inaccessible;
- The lack of time necessary to best cover the regions;
- The absence of secondary statistical disaggregated by sex, value chain and region.

Results and Conclusions by Question

AQ1. The results showed disparities based on: i) access to and control of land; ii) sex division of value chains, with commercial cultures under the monopoly of men; iii) access to agricultural production equipment; iv) access to financing; and v) decision making, which was limited within the family as well as in organizations. All these elements demonstrate the fragility of women in the sector, with repercussions for the well-being of the whole household.

This situation requires concrete actions, from advocacy for better access to land, to functional literacy for women in Information Technology (IT) through improvement of their agricultural and home conditions. In addition, there needs to be an emphasis on revitalizing organizations as well as facilitating appropriate funding.

AQ2. In analyzing the changes that occurred over the course of the last ten years, especially with Technical and Financial Partner (PTF) programs such as Yaajeende, as well as institutional dispositions, it appears that a minority of women leaders of a certain profile made significant progress. This analysis contributed to a few changes in the principal points of disparity, thus repositioning women in the sector. However, measures are still necessary to build and expand upon these changes, particularly in capitalizing and popularizing the emerging experiences of "women who change agriculture," through exchange visits in favor of others who are still facing inequality.

AQ3-AQ4. The USAID Economic Growth Office (EGO), using its global approach that puts gender at the heart of its programs and Feed the Future projects, led a series of activities in favor of agriculture and food security. Even though gender was not at the center of these activities, projects like Yaajeende and Comfish were particularly beneficial to women in terms of diversifying their revenues, improving their nutritional habits and building institutional capacity. However, there is still much work to be done to integrate gender into indicators, particularly when it comes to qualitative indicators.

AQ5. With the same lens as USAID, other PTFs in the field were also carrying out development projects to promote women in agriculture. The International Fund for Agricultural Development (FIDA), through the Support Program to Agricultural Development and Rural Entrepreneurship (PADAER) and Agricultural Value Chains Support Project (PAFA), constitute a great example of supporting women in agriculture and planning of lowland rice production in the South. However, these donors do not really address the disparity in land accessibility, which ought to have been a priority in order to cause a ripple effect in other value chain segments.

AQ6. Breaking down all these development initiatives in favor of women has not stopped the aforementioned gaps. Socio-cultural, institutional, financial and technical factors impede progress. A system of levers should be activated to alleviate these gaps, especially through focusing on raising awareness in the community, including among women. USAID will have to connect strategic actors and support other actions, such as training, lobbying, relationship building, advocacy, material support, etc.

AQ7. Despite socio-cultural realities and customs, USAID can take a range of actions to bridge these gaps. Whether it is a project concerned with grains, horticulture, livestock, fishing, water or agricultural policy, gender gaps can be highlighted in order to bridge these inequalities that disadvantage women. Appropriate interventions can be taken to better position women in the short- and medium-term, with positive consequences for the well-being of the whole household. Indeed, from simply creating exchange networks to completing adapted and appropriate trainings, women will be able to evolve sustainably in the agricultural sector in the next 5 years, especially if there is an institutional framework (e.g. Plan for an Emerging Senegal (PSE), National Strategy for Equity and Gender Equality (SNEEG), Program for Accelerating the Cadence of Senegalese Agriculture (PRACAS)) that works in its favor.

Some Recommendations for Future Activities

To respond to the disparities identified in this study, the assessment team recommends the following actions for future USAID activities:

- Develop important and effective advocacy and communication programs (use of people or resource organizations, systems and local supports) around the application of Agro-Sylvopastoral Orientation Law (LOASP) Article 54, which states: “the state ensures equal rights of men and women in rural areas, particularly in farming. Furthermore, ability to access property and credit are granted to women.”
- Raise awareness among men, land commissions within municipal councils and local authorities (Administrative and technical services, village councils, local leaders, local collectivities) to change perceptions, systems and practices to help expand the amount of land allocated to women.
- Publicize and diffuse good advocacy practices for women leaders and other actors concerning land allocation to women (ex: National Council for Rural Collaboration (CNCR) and Association of Senegalese Jurist (AJS) programs).
- Change operating modes of institutional systems (GOS, PTFs, NGOs) that grant and support access to inputs and equipment so they take into account and work to address gender disparities.
- Align women's economic autonomy programs initiated by the government and PTFs to reduce disparities linked to production factor access.
- Exploit new drill-pump reserve opportunities to facilitate access to water (water points, supply) for homes and agricultural activities, especially horticulture.
- Put in place an important investment program in agricultural equipment, adapted to the needs and financial women capacities, especially for production, conservation and transformation of grains, milk and fishing and horticultural products by creating synergy between the Government, PTFs, NGOs.
- Promote grain and milk sectors in allowing women to obtain warehouses, conservation units, and modern equipment for transformation, transportation, and commercialization.
- As part of a support program to modernize and semi-industrialize agricultural products, put in place semi-industrial performing conservation and transformation units that consume less energy or use renewable energy.
- Increase the use of the USAID/Development Credit Authority by making it more accessible to women's agricultural projects.
- Supply technical assistance to women's organizations when they ask for credit and financial support.
- Support the implementation of credit programs for women, centered on their agricultural activities. These should take into account current factors blocking women, including provision, guarantee, small sums, short term, deferred absence and higher interest taxes.
- Conceive and develop an innovative and functional literacy strategy for women, especially at the village level.
- Adapt training themes, approaches and tools based on the women needs and realities, especially their calendar and status: use of IT with content focused on administrative and financial management of activities and on their organizations.
- Reinforce technical training in transformation and commercialization sectors where women are very active.
- Develop managerial and commercial marketing training for women.

- Put in place a coaching and monitoring system for activities that builds on the emerging generation of women leaders and literate young girls who accompany female producers.
- Put in place a female entrepreneurship support cell that includes successful female agricultural entrepreneurs. The support cell should seek to:
 - Foster relationship building between producers, transformers and traders to organize women's presence in all value chain segments.
 - Encourage women to invest themselves in decision making bodies of umbrella organizations and address women's needs.
 - Develop initiatives aiming to reinforce women's leadership and their decision-making capacities.
 - Establish an identification mechanism for women having leadership skills and offer them adapted coaching.
- Overcome men's resistance through adapted and effective advocacy.
- Encourage women and reinforce their capacities for quality participation in the public affairs of the administration and the management of municipal councils.
- Lead effective advocacy alongside regional and local authorities to promote the right of women and parity in decision-making bodies.
- Develop a mentoring/sponsoring program with emblematic women to encourage other women to engage in the public sphere.
- Reinforce the capacity of elected officials to advocate for conditions of women in agriculture.

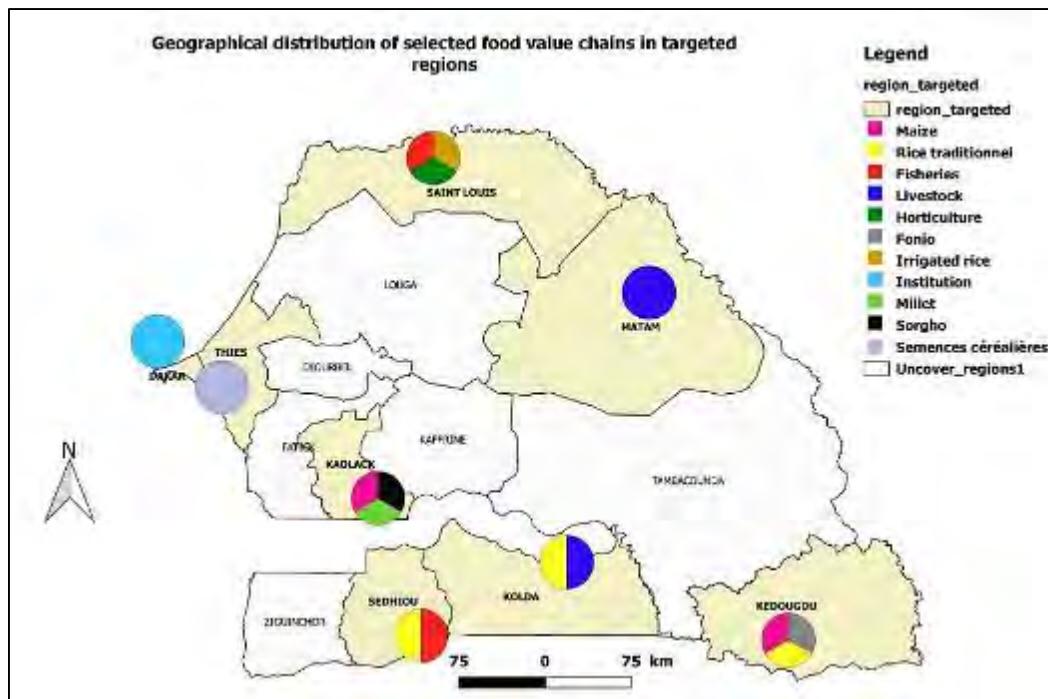
I ASSESSMENT GOAL AND RESEARCH QUESTIONS

Assessment Goals

USAID / Senegal conducted a gender assessment across the Mission in 2010. Following this, USAID's Economic Growth Team wanted a detailed assessment of gendered issues specific to agriculture, a sector where great disparities exist. This assessment will group together all existing data concerning gender in agriculture in Senegal, specifically in the regions of Dakar, Kolda, Sédiou, Saint-Louis, Matam, Kédougou and Kaolack. The goal of the assessment is to understand the current gender gaps in agriculture across grain, livestock, horticultural and fishing value chains. The study will also look at transversal activities like water, sanitation and agricultural policy. Perceptions and barriers were examined in order to improve women's economic autonomy in the agricultural sector and targeted recommendations will support approaches that work effectively to bridge these gaps. The recommendations in this assessment report will serve mainly USAID's Economic Growth Office to support the conception of new activities. It will also serve as a base for discussion with the Senegalese Government (GOS) in terms of planning and support around new joint activities.

The map below shows the value chain distribution for data collected in each study region.

FIGURE I: TARGETED VALUE CHAINS IN THE STUDY REGIONS



Questions and Methodology

This assessment is directly in line with the last gender assessment the Mission completed in 2010, which showed great disparities in the agricultural sector. The results of this assessment will provide a clearer image and means to improve related activities in order to expand the work of gender equality. The seven assessment questions are the following:

1. What are the widest gender disparities in the agriculture sector? What are the consequences for the well-being and opportunities for women, girls, men and boys?
2. What elements of change have occurred for women in the agriculture sector over the last 10 years?
3. What current approaches are being taken by EGO to address gender in the agriculture sector?
4. How well are the current EGO approaches addressing gender disparities in terms of narrowing the gaps between men and women?
5. How are other donors tackling gender in the agriculture sector?
6. What remaining gaps need to be addressed?
7. Based on current systems and perceptions, what are the most strategic opportunities and/or approaches for intervention to narrow these gaps?

The privileged approach to address these questions was carried out through two main activities:

- a) Desk Review: The review allowed for the examination and analysis of the former assessment and pertinent documents. The existing policies and systems were also analyzed to understand trends, causes and efforts and highlight the major challenges.
- i) Data collection and qualitative research carried out at the national and regional / local level from July 29 to August 18, 2016. This data collection was conducted through semi-structured interviews and focus groups. A series of interview guides was developed for each informant group and stakeholder: institutional stakeholders, USAID representatives, other donor agents, farmers, women's and men's farming organizations and Feed the Future project agents. In total, 45 individual and grouped interviews and 26 focus groups were organized with:
 - o 3 ministers (Women, Livestock and Fishing)
 - o 21 offices of 5 Technical Services in each region (Agriculture, Livestock, Fishing, Community and Hydraulic Development)
 - o 24 associations of which 14 were women's associations
 - o 7 NGOs and credit institutions
 - o 9 offices of 3 Feed the Future projects
 - o 7 offices of other donor projects

Overview of Agriculture in Senegal

Agriculture in Senegal is an important economic sector; it contributes to 14% of GDP and occupies 60% of the working population (MAER, 2015). Senegalese agriculture is essentially rain-fed and seasonal, based on both cash crops and subsistence farming.

Cash Crops

Nuts occupy a third of land cultivated (Kaolack, Tambacounda, Casamance, Cayor, Baol, Sine). Groundnuts are produced in the Casamance, in the Sine and Saloum. Production was 1,121,000 tons in 2015 (MAER).

Other industrial crops are cotton (second major crop after nuts) in the Kolda, Tambacounda and Kaolack regions, sugar cane in Richard-Toll; tobacco in Kaolack; sisal in Kolda.

Subsistence Crops

Grains cover half of cultivated land. The principal grains are millet, sorghum and corn. Production regions are situated in the center (groundnut basin) and in the South (Casamance, Tambacounda). Total production was estimated at 2,271,000 tons in 2015 (MAER).

Rice is cultivated in the Casamance, in Kédougou and in the river valley. Production is estimated at 917,371 tons of paddy, of which 57% is rainfed rice. Other subsistence crops include manioc, cowpea, sweet potato and yams. (MAER, 2015)

Horticulture, important in the Niayes, have expanded around regional capitals: tomatoes, potatoes, onions, and cabbage. Fruits include bananas, citrus, and mangoes.

Women's Place in Senegalese Agriculture

In the agricultural sphere, Senegalese women are at the heart of the country's current economic problems. They produce more than 80% of subsistence crops destined for auto-consumption. Sometimes constituting cheap labor, they take on a very important part of agricultural production activities, a main source of employment and income in Senegal since it involves 60% of the population. (MAER 2015)

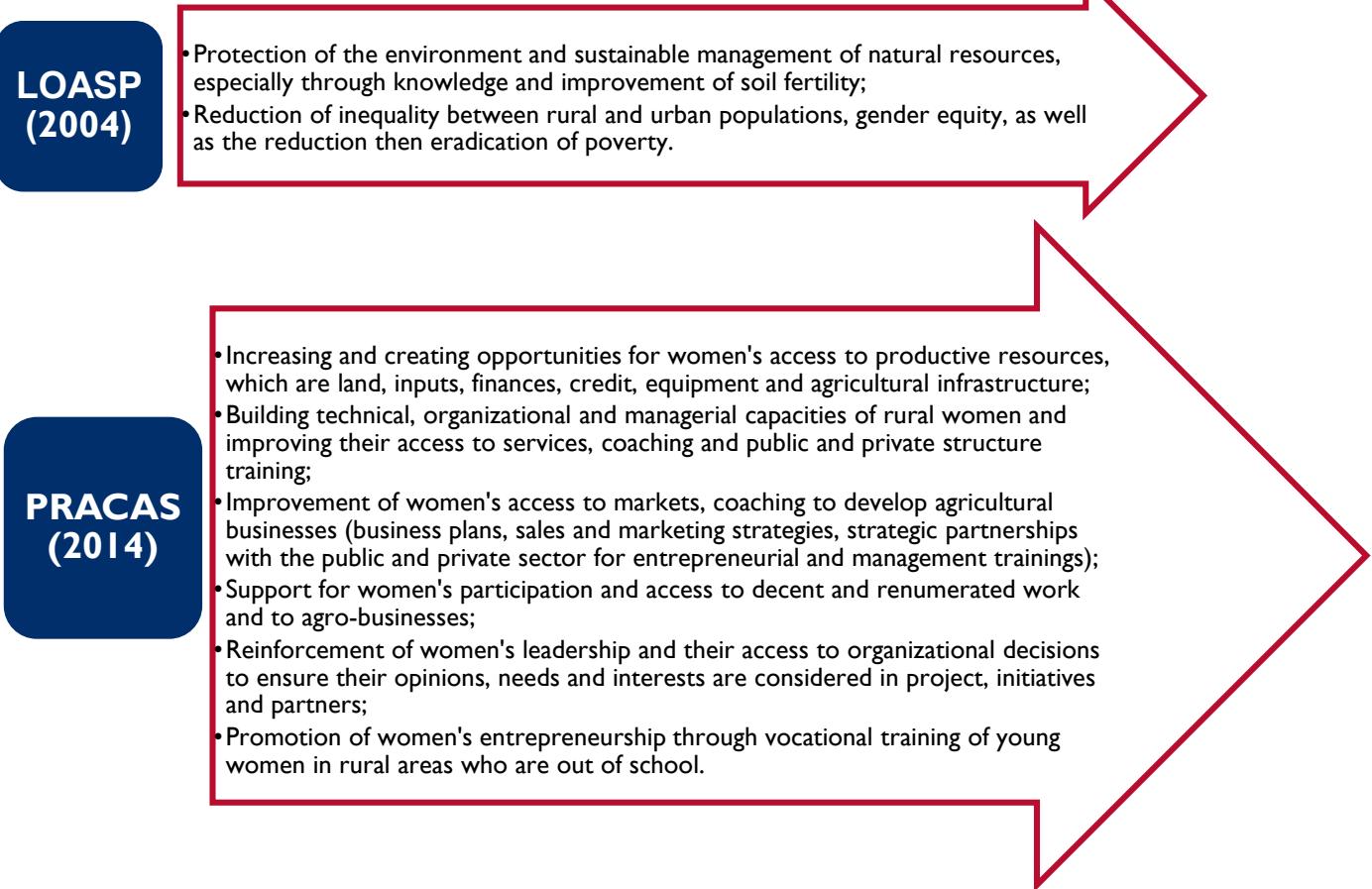
Despite this essential role in food production, their access to production factors, especially land, was found to be problematic in almost all agro-ecological zone in the country.

II THE WIDEST DISPARITIES IN THE AGRICULTURAL SECTOR

Gender and Agricultural Policies in Senegal

The Senegalese Government adopted the Plan for an Emerging Senegal (PSE) in 2014, and considers agriculture as a priority for national economic growth. Agriculture plays a major role in improving the supply of food to the population, consolidating food security and reducing poverty. To implement the plan, the Program for Accelerating the Cadence of Senegalese Agriculture (PRACAS), which aligns itself with the LOASP enacted in 2004, was developed. LOASP defined in article 6 a set of objectives which are combined with those in article 54. It stipulates that the Government ensures equal rights to men and women in rural areas, particularly in farming. Furthermore, it accorded to women the ability to access property and credit.

FIGURE 2: OBJECTIVES OF THE DIFFERENT POLICIES IMPLEMENTED



In addition to PRACAS, the Senegalese Government reviewed the National Strategy for Equity and Gender Equality (SNEEG) in 2015 so that it could be articulated to the PSE. Despite the implementation of these important political arrangements, the results of this assessment reveal important disparities in the different agricultural sectors analyzed.

Gender Characteristics in Selected Value Chains

Grains

For grain production (rice, millet, corn, sorghum and fonio), areas controlled by women represent half of those of men. With the exception of rice (77% of rice-sewn plots) and fonio (54% of fonio-sewn plots), women's plots generally constitute a small amount: only 12% for millet, 12% for sorghum, 16% for corn, giving an average of 13% of grain-sewn grain plots. Women are most represented in rainfed agriculture in the south east of the country, with 40% of plots in Kolda and 33% in Tambacounda. (**Source: UNIFEM-Laboratoire Genre et Recherche Scientifique – IFAN**)

Women practice strict rainfed rice cultivation in the central regions (Kaolack and Fatick), the south (Casamance), and the south east (Kédougou). This kind of rice cultivation is extensive, with little control over water, the use of traditional varieties, low inputs use, domination of manual operation, and low productivity (yielding about 0.8 and 1 t/ha). It is practiced for family consumption and local food security.

Women cultivate rain fed rice in the lowlands as well (90% of producers) even if there are some advances in the plateau areas (Kolda, Sédhiou, Kaolack, Kédougou) where women compete with men who control land and equipment. In the lowlands, rice cultivation is still traditionally practiced on a small scale across flooded valleys. It is a self-sustaining activity women have been practicing for a long time. Work is still done by hand, without fertilizers or improved vegetable materials, and yields remain quite small; all harvest and post-harvest work is done by hand, from mowing the panicle to shelling to the mortar. (**Source: Aperçu du Développement Rizicole au Sénégal, FAO 2011**)

According to women and technicians encountered in the field, soils in the lowlands are very heavy and are affected by salinization brought on by climate change. These lands need additional labor, weeding tools and other appropriate equipment that is often lacking.

In irrigated rice cultivation, women are in the minority (6% of producers) in the valley. (**Source: Synthèse des Etudes sur l'Etat des Lieux de la Chaine De Valeur Riz Au Sénégal, A. Fall, 2015**)

In the Senegalese river valley, especially in the Dagana area, women leaders are emerging and organizing into networks in irrigated rice culture with 10% of SAED planning placement that often requires remediation to which they usually do not have access.

In terms of land area, the land that women cultivate is smaller (0.27 ha). This situation is due to the lack of agricultural material and labor. (**Source: Synthèse des Etudes sur l'Etat des Lieux de la Chaine De Valeur Riz Au Sénégal, A. Fall, 2015**)

Conservation and transformation of grain production remains artisanal. Conservation infrastructure is rare and production is often stored in concessions. Some village stores exist, but they do not have much capacity and are often male managed. Grain bank initiatives are sometimes developed by women's organizations with PTF and NGO support.

To transform products, women are at the primary level with the mortar and pestle, since they have difficulties accessing equipment like huskers, mills and shellers. There are Government and PTF efforts (NGO, projects, others) with specific programs but the distributed equipment does not cover women's needs. In urban and peri urban zones, several grain production transformation initiatives are underway by women's organizations with semi-artisanal units. However, they are mainly confronted with problems related to organization, procurement, technology, equipment, management, working capital and commercialization.

Women in rural and urban zones, as individuals or as part of associations, invest in the commercialization of raw and semi-processed grain production. They are more present in retail trade and the main problems they encounter relate to transport (roads and equipment), availability of working capital for procurement, and access to remunerative markets.

Women are not very represented in umbrella organizations and administrative commissions for sectoral production factor distribution (seeds, materials etc.). They receive very little training.

Horticulture and Gardens

In horticulture and market gardening, both men and women alike are present in the sector. In the Niayes zone or along the coastal strip from Dakar to Saint Louis, men and women conduct horticultural

activities all year round. Men's production volume is more important and the size of their plots is greater. The average size of women's plots is 1/4 ha compared to men's 3.5 ha. However, about 20 to 25 % of women have land area greater than 2 ha. With equal land areas, men still produce more than women due to better access to production factors. (**L'Enquête agricole de l'ANSD, 1998-1999**).

In terms of commercialization, men almost exclusively take care of onions and potatoes, while women are more present in the commerce of local vegetables (peppers, okra, eggplant, tomatoes etc.). However, a limited number of women also take care themselves of selling onions and potatoes in the markets.

For other country zones, in the dry season, women individually manage market gardening and fruit plots in collective perimeters where land areas vary from 0.2 to 1 ha. Production conditions are often artisanal because of the absence of hydraulic installations, materials for dewatering, fencing and technical methods. Production is often for family consumption or for sale in surrounding markets.

Women are not well represented in umbrella organizations in the Niayes zone and do not really impact decision making in the sector.

Fishing

There is a noted difference in the fishing sector, with men specializing in capturing and wholesale commerce and women in processing and retail trade (fresh and processed products).

In terms of processing, women face several challenges. These concern principally:

- Procurement and commercialization difficulties because of the lack of resources and working capital. Wholesale suppliers and merchants are mostly men and accumulate more benefits than processing sellers.
- The technical facilities for processing are still traditional and rudimentary. This negatively impacts the quality of products and women's health, since hygiene and sanitation standards in processing facilities are often not respected.
- Absence of market information, especially availability, offerings and prices.
- Arrival and competition with foreign men from the sub-region, who are going into the processing sector with important resources and more physical strength.
- Organizational weakness despite the existence of umbrella organizations for women processors.
- Difficulties in accessing finances adapted to their activities.
- Insufficient technical training and entrepreneurial spirit among women.
- Lack of legal protection for nonindustrial fish processing, with the absence of documents regulating its organization, access to the profession and conditions to secure processing sites.

In terms of organization, the association REFEPAS exists and connects women transformers and wholesalers in the country. Thanks to the Comfish project, women are now headquartered at local committees for nonindustrial fishing (Comités Locaux de Pêche Artisanale or CLPA in French) and professional umbrella organizations, even though the number is still too low to influence fishing policies in their favor.

Livestock

Men and women both raise livestock, but with different responsibilities. For cattles, men and women are owners, but management (monitoring) and commercialization are the responsibilities of men. Women make up their herds from livestock they received during marriage (dowry and parental gifts) and acquisitions (selling of small ruminants like sheep and goats). Generally, women decide how to use (sell) their livestock unit in collaboration with men.

Transforming surplus fresh milk from the herd is a women's activity but is still not industrialized. To sell milk and other dairy products, women travels around rural and peri-urban centers. In Kolda, it is common for women to sell to purchasers on bikes, mainly young men who store the milk in cans and supply artisanal and semi-artisanal processing units in urban zones.

In the areas where milk production is strongest (Kolda and Matam), few processed units of milk are headed by livestock organizations and women leaders who are part of umbrella organizations, with the support of the Government, NGO, PTF and financial institutions (training, working capital, equipment).



Augmentating women's capital in small ruminants through a gift initiated by Yaajeende

During the rainy season, these units cannot absorb all available milk production given their weak capacity (storage, treatment, conservation) and their level of artisanship. During the dry season, they are confronted with fresh milk supply problems because of the insularity of production zones. Generally, these dairy units have problems with adequate equipment, management, working capital and structured distribution network.

Men and women are owners of small ruminants (sheep, goats), but management is the women's responsibility; raising domestic livestock is a women's activity. However, there are more developed initiatives managed by women's organizations supported by NGOs and projects. They have introduced innovative techniques: enclosures, veterinary treatment, balanced nutrition, improvement of breeds etc.

NGOs and projects. They have introduced innovative techniques: enclosures, veterinary treatment, balanced nutrition, improvement of breeds etc.

Men and women own poultry but women manage it. In the Ferlo zone (Ranérou), women own donkeys for transport, fetching water and agricultural activities.

Several organizations exist (Federation of Corn Producers, Union of Agricultural Producer Groups in Rao etc.), but women are still not well represented in decision making even though they are in the majority. They have their own umbrella organization, notably the National Directory of Women Raising Livestock (DINFEL) represented in all regions (Regional Directory of Women Raising Livestock, DIRFEL) of the sector.



Augmentating women's poultry capital thanks to improved nesting techniques (Model from Yaajeende - Kolda)

The Government, PTFs and NGOs often support training. Women are particularly concerned with the health of poultry and small ruminants. They are trained to administer vaccines in village, as can be seen in Matam for example.

Men receive training on breed improvement (artificial insemination). Certain DIRFEL women leaders participate in this training as well, though they do not share new approaches at a wider.

Gender Constraints

Land Access

The tendency for women to farm small areas is often because of their status and social role, which confers few rights to them regarding land access. In the absence of property laws governing traditional lands, they are managed according to families. Access to land is often based on custom that rarely recognizes the women's right to the property: "women do not traditionally have direct access to the land except for lowland cultures, which can be transferred from mother to daughter". Modes of access for women are most commonly through heritage, borrowing, renting, purchasing and giving. Men control all property. Land access is unequal between men and women. Except in particular cases, men hold land and allow their wives small portions of it. Women with a certain amount of financial autonomy or who are in a political position can also acquire land by purchasing it or through allocation from the communal council.

Seeds and Fertilizer Access

Out of 54% of grain-sewn plots, women like men use their own personal seeds. However, striking disparities exist. Women take care of only 7% of these plots. The difference between the two groups is most apparent when seeds are provided by the Government or PTFs and when they are certified: women are not taken into account because they are neither the head of the household nor do they have the means to purchase seeds. Women's plots receive fewer fertilizers. Compared with men, they use about four times less fertilizer and six times less selected seed. (**Source: UNIFEM-Laboratoire Genre et Recherche Scientifique – IFAN**)

Lack of Adequate Equipment

Women have difficulty accessing agricultural materials because they do not have the status of head of farms or financial resources necessary to do so. They depend on men's equipment and can use it only after the men have finished with it. Thus, 67% of their plots are not equipped. (**Source: UNIFEM-Laboratoire Genre et Recherche Scientifique – IFAN**)

The majority of women do not have the equipment and efficient and modern infrastructure for conservation and processing activities. The rare times when it is available to them, these materials are not adapted to women's physical capacities and often require great physical strength to utilize.

Access to Labor

Women work on men's plots as a free source of labor. However, for certain work in their own plots, they rely on paid work if they have the possibility. The labor access problem is one of the factors that explain why women cultivate small land areas.

Even to get our own children's help, we have to wait until they have finished their work in our husband's farms before we can get their support in our own.

FEPROMAS

Lack of Water

Women are responsible for house supplies and must do water chores which takes up a lot of time and energy. For household supplies, the Government, supported by PTFs, has put in place hydraulic structures such as wells in large centers with a coverage rate near 60% even though the water quality in some areas poses problems (briny and salty in the center regions).

Women use deep wells (25 to 50m) for horticulture activities (Kédougou, Kaolack, Matam, Kolda, Sédiou) with a manual watering and dewatering system that does not work well. The quasi-totality of market garden perimeters does not have a water supply system from boreholes even if technical services inform of the availability of reserve pumps and possibilities for water supplies in anticipation of women's market gardening activities.

The Government implemented ASUFOR for hydraulic structures management. Gender parity is required especially in the composition of management committees with 9 key posts, 4 holders of which 2 are women and 2 are men. All members of the ASUFOR committee are trained and women receive a specific training in case of need.

According to hydraulic technicians, women's participation in ASUFOR encountered resistance from some men and marabouts. However, thanks to a good communication strategy, raising awareness among members and advocacy from the Belgian cooperation (CTB) the resistance was overcome.

According to regional hydraulic managers, several women occupy key positions within the ASUFOR (Presidents, Vice Presidents, Secretaries, and Treasurers). Women who run these programs in ASUFOR are higher performing in terms of functioning, infrastructure maintenance (fewer break downs) and transparent management of funds.

Financing Problems

Women have good knowledge of microcredit systems with the set-up of decentralized financial institutions (Les Institutions de Financement Décentralisé or IFD) throughout the country. There are also many homegrown initiatives such as Tontines and the Mutuelles d'Épargne et de Crédit (MEC) managed within their organizations.

Women represent on average 43% of decentralized financial institution members/clients and mobilize about 27% of IFD deposits. Furthermore, they represent 53% of active entrepreneurs and concentrate only 28.5% to their loan portfolio. (Source: Direction de la Microfinance, 2015)

However, access to subsidies and credits in the agriculture sector is a major problem for women and even men due to the business logic of present financial structures (e.g. banks, micro finance institutions). They do not take into account the cycle of agricultural activities or women's situations. The conditions put forward (contributions, guarantees, amounts, duration, interest rate) are not always compatible with women needs (subsidies, long credit, equipment, working capital) and possibilities (guarantees) in agricultural activities.

According to women, they particularly need subsidies to access agricultural materials and long term credits for working capital (acquisition of other inputs) to develop production, processing and commercialization activities in all sectors.

Low Technical and Management Capacity

Few training programs and technical support for technological innovations, finances and organizational development involve women. Developed approaches and training conditions do not often take into account their work calendar, roles and social status. Women often benefit from programs that concern the domestic economy, practically excluding them from agricultural development. Essentially, women work in different parts of the value chains with artisanal knowledge and informal management within organizations.

This situation is often linked to persistent inequalities surrounding women's access to education, information, technical training and managerial capacities.

Conclusions and Recommendations

In general, men and agricultural support structures rarely consider women as producers and their activities as true economic activities. The majority of women invest in agricultural activities in order to help their families (food security) and access revenues to satisfy immediate needs (food, children's education, health, clothes, comfort, family and community ceremonies etc). Few women have a determined ambition to become economic operators in the agricultural sector. Opportunities that are offered to them (credits, subsidies and others) are rarely articulated around large-scale agricultural activities. This situation is certainly linked to difficulties women encounter when implementing activities, particularly when accessing production factors, the surcharge/difficulty in domestic work and the low revenue they obtain from it, as well as overarching socio-cultural challenges.

The implementation of pertinent, multi-sector programs aiming exclusively at reducing disparities between men and women in the agricultural sector could contribute to improving the effectiveness of 51% of the population in the first economic sector of the country.

III PROGRESS AND CHANGES OVER THE LAST TEN YEARS

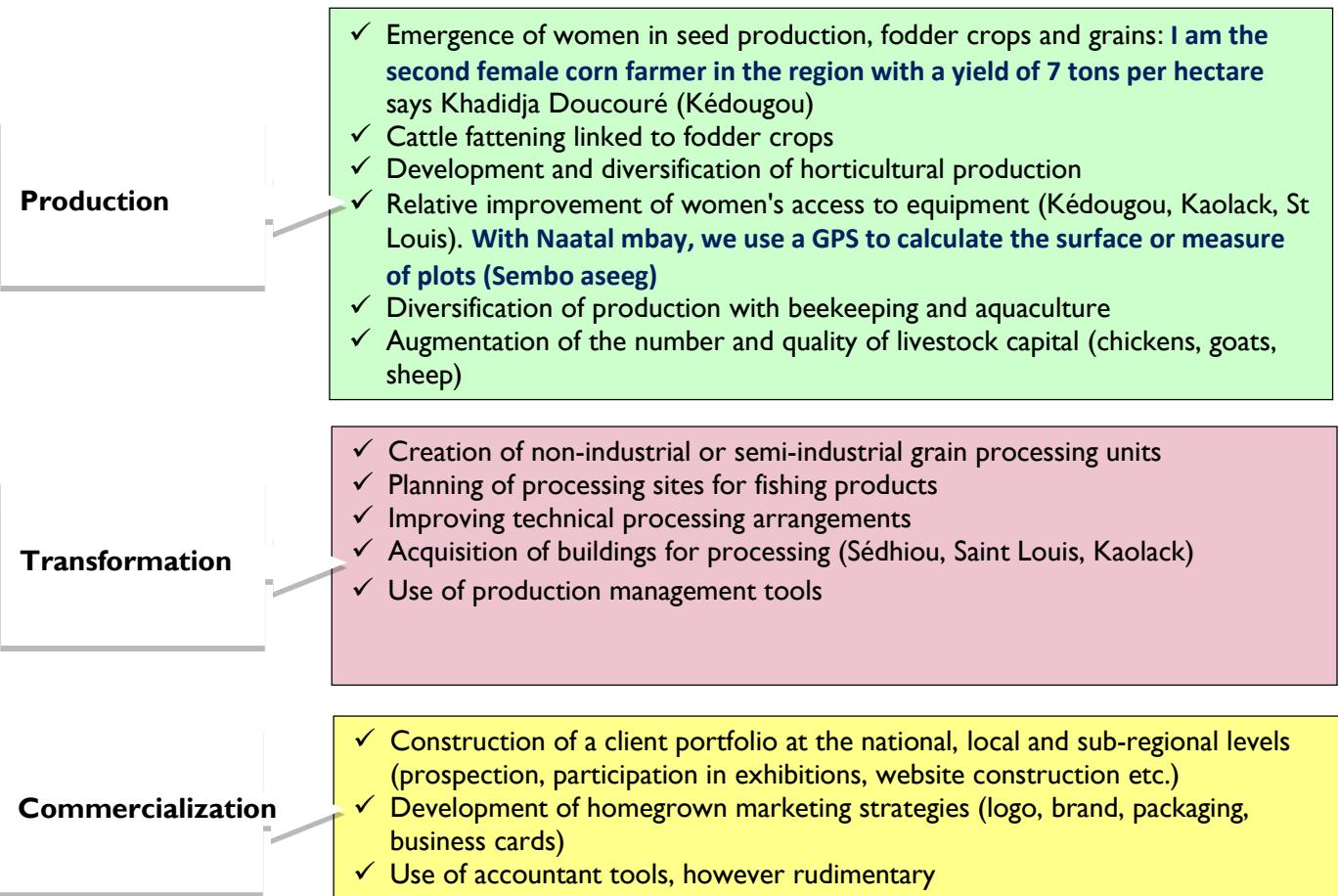
Despite these disparities, there have been changes in the lives of women in agriculture.

❖ A little more access to and control over land

While conforming to gender standards, women develop diverse strategies to access land through:

- Financial transaction (even though it is illegal) and then regularization through a request to the local council;
- Coverage of umbrella organizations that more easily obtain land to redistribute among members, with less discrimination than in communities;
- Sharing investment, effort and gains with land owners who cannot use their plot;
- Borrowing from structures or projects (former farm lands);
- Advocacy alongside local authorities;
- Women's participation in public commissions of local collectivities.

❖ Women taking their place more and more



❖ Practical strategies for mutualization and auto financing

Thioffack Association brings together neighborhood processors who work individually. They mutualize grains, their work force and clientele as a collective force.

The Regional Directory of Women Raising Cattle won the “Grand Prix du Chef de l'Etat”, a reward of 15 million for the former Kolda region. Each department, Sédhiou, Kolda and Vélingara, received 5 million. DIRFEL Kolda invested its part in an internal microcredit system with a low interest rate assisted by New Field Foundation.

After each market farming harvest, every Debbo galle of Dianabo woman contributes 500F. They bought 30 chairs to rent and created a more accessible microcredit system, with an interest rate of 5%. Women help their families or victims of disasters. Currently, they have 600,000 FCFA in the bank. "Our credit service functions seven days a week, 24 hours a day, including weekends and holidays," they say.

❖ A new role in family nutritional health

Through raising small ruminants, chickens and quails, as well as producing eggs, vegetables and improved flour, women allow their families to access more food rich in animal and vegetable protein as well as in micronutrients.

Ibrahima Camara, (VNC Afia et Andémay, Kolda): now families eat better because of market garden harvests. They have quality fruits and vegetables with the support of Yaajeende. They contribute eggs, grains and others to make improved flour that they share.

❖ Women growing their participation in associations

The Kédougou Network of Women in Development (Le Réseau des Femmes pour le Développement de Kédougou or REFDEV in French) mobilizes 133 GIE members, of which 120 are men. The number of members per GIE is 50 minimum.

Koba Club, a regional umbrella organization, drains hundreds of women broken up into several groups in Kédougou.

REFAN is a network of 10,000 members that brings together 250 GIE with departmental sections in Saint Louis, Dagana, Bakel, Podor, and Matam.

They are many similar initiatives, such as Semboo Aseeg in Sédiou, Kawral Dandu Saaju (Kolda). Others organize at the grassroots level, like San Miron, Fan Maakoy (Sédiou) and the Debbo Galle groups.

APROFES, umbrella of Tioffack Association brings together more than 130 groups. It results from the development of what was the women's section of the sports and cultural association Magg Daan (Kaolack).

REFEPAS, created with the support of the Minister of Fishing, brings together women of different umbrella organizations.

DIRFEL emerged from the hillsides of the Livestock Herders Home, or La Maison des éleveurs.

CNCR helped bring about a women's college. This idea is being planned at the FEPROMAS and FPA.

❖ Decision making

In terms of decision-making, many women interviewed did not question men authority while creating their own autonomous space, little by little.

Once the rice for family consumption has been set aside, some women refer to their spouse, while others have the ability to sell the surplus themselves. It is the same process for small ruminants. The growth of their contribution to family expenses gave them relative independence.

In the fishing sector and in the Saint Louis region, women are more autonomous in terms of how they use their resources, especially to equip their homes. There is a socio-cultural basis for Léboue women to have a certain autonomy within a marriage.

In all sectors, reaching a higher level in the value chain allows women even more autonomy; or perhaps it is being autonomous and having leadership ability that permits them to perform in their sector.

Women acquire more collective rather than individual decision making power. According to DIRFEL, before women did not dare to speak in front of authorities. Currently, however, when women are called upon, they express themselves and talk about their challenges. They also occupy decisive positions in municipal councils and have become more conscious thanks to the trainings they have received. (DIRFEL, Kolda)

❖ **Greater consideration from their families and community**



Augmentation of women's poultry capital thanks to improved access to equipment

Boumel Baldé, (Saré Bidji, Kolda): PAFEF gave me 30 chickens and a goat. ADF helped to cross breed roosters and local chickens. I made a henhouse, then swapped the chickens for goats then goats for a cow. The first calf was a male which I used for my son's marriage. I'm not rich in cash but if necessary I sell my animals. My situation has improved and my family is better off. Before I borrowed clothes to travel. Now women in my village ask me for loans to do business.

Abdoulaye Samba KA (President of the Livestock Herders Home - Matam): We profit from women having financial autonomy, since they take care of the children's well-being.

Babou Fall (*Data base manager at FEPROMAS, Kaolack*): *We used to be 9 men responsible for the networks. With commercialization problems, we brought our forces together. We have chosen Nimna Diaïté to lead the umbrella organization FEPROMAS.*

❖ Some examples of successful women

Aïssatou Aya Ndiaye (Koba Club – Kédougou)

Thanks to negotiations, SODEFITEX transferred 100 ha to us at two sites where we farmed rice and fonio.

Ramatoulaye Niass (Taïba Niassène, Kaolack)

In the beginning we cultivated around 0,5 Ha. Thanks to our presence in an umbrella organization, we were able to acquire more. However, the husband's permission is always required to accept plots. Husbands say their wives now contribute more to daily expenses which pushes them to go get their plots. Some women associate with their more destitute neighbors to farm their lands while purchasing fertilizers.

Siléo diyaata (Sédiou)

We bought a plot, and we formalized ownership by the mayor, thanks to a decree

Khadidiatou Doucouré (Kédougou)

This year, I farmed 8 hectares of rice and seeded 5 hectares with Nérica 6 basic seeds. I also did 3 hectares of pre-basic Sahel 108 seeds and 5 hectares of corn. The manager of an association lent me the lands for a period of 10 years based on a signed document. At the end of the period, they will take out the fish ponds, chicken coops etc. The biggest problem for women in Kédougou is land access. To compensate, I bought 5 ha of land.

Korka Diaw (Richard Toll)

When I started the community gave me a plot 30 ha that was difficult to farm. It had originally been given to a magistrate who had been unable to grow anything. I fought and was able to grow some tomatoes. There were crickets that tried to ravage everything but I persevered and was able to harvest 2 truckloads of tomatoes sold to SOCAS the next year. After this success some men claimed I was farming more land than was accorded to me. Happily, I had taken it upon myself to mark the limits of my area. Many women in our network are municipal councilors and are in the land commission to pay special attention to women's land claims. We also made an advocacy to the Dagana and Podor mayors for the acquisition of the area for fish farms.

Conclusions

The collected data attests to the transformations women farmers have initiated autonomously, collectively, or with the support of different projects.

Women Leaders Profile

Women initiated strategies to circumvent the difficulty of accessing land, in alliance with male leaders (purchase, lease, rent, clearing, retrocession, mutualizing resources, borrowing, negotiations).

Essentially, those women who live with educated or emigrant spouses, or are widows. Many of them are active in politics, as members of local or departmental councils. They are generally young, educated, or have honed their skills in the domain.

Development of Women's Entrepreneurial Spirit

In terms of processing, women take their place despite disparities in equipment access, putting together their work force, rudimentary equipment, initiatives, and products.

For commercialization, the GIE just as individual producers create their brands and logos, build their client portfolios, and use IT for visibility. Concentration of forces to mutualize their possibilities, as well as articulation between individual initiatives and collective actions increased their potential. When they need to do so, women lobby with support from partners to develop their processing activities. Diversifying production allows activities to be integrated and acts as a guarantee against risk. They construct a client portfolio at the national, regional and local levels (prospection, participation in exhibitions).

Women are exercising more and more rigor in accounting and technical management of their activities.

Development of an enterprising spirit is the key that creates access to homegrown microcredit systems, in close proximity and with few costs.

Development and Participation of Women's Leadership in Organizations

Women's organizations are stepping stones to improve their living conditions, those of their family, as well as their social and economic advancement. When, in gender-mixed associations, they feel marginalized and their needs relegated to the back burner, they develop relatively autonomous internal spaces or create their own organizations to raise their voices.

Changes in Men

The growth of women's contributions to domestic home equipment, school fees and the nutritional health of children and adults are slowly changing men's minds as well as engrained social systems.

GOS and PTF Intervention

Institutional initiatives for economic autonomy (SNEEG, PSE) that reposition women through their implementation are weak leaving disparities persistent. Women advocate in favor of change through leaning on state defined policies.

Changes are more visible in grain processing and commercialization of finished grain products.

Women monopolize commercial processing of millet, corn and sorghum which they handle through processing techniques based on quality and hygiene standards (ITA, Comfish, Japan International Cooperation Agency (JICA) trainings).

In livestock, support projects like Yaajeende reduce barriers to access to cattle, an important source of capital and also the most profitable, added-value resource in the sector. In addition, women's small livestock density (aviculture, small ruminants) positions them to gain substantially from their revenues.

In the same way, the emergence of women in traditionally male sectors (corn and irrigated rice production) benefits from PTF support. Even though it is only in rare cases, these women attest to the possibilities of transforming the gender division of species that are raised and ways of farming.

Access to finances facilitated by Government or PTF funds and specifically for women is a stepping stone that increases production, processing and commercializing possibilities.

Specifically, Feed the Future projects in diverse agricultural sectors are at the cross roads of gender. Each project in its own domain has particular steps it can take to change social and economic relations between men and women.

Some examples among many other attest to the strategic role that Feed the Future projects have in developing women's leadership, entrepreneurial spirit and participation in organizations. In addition, they also have a role in men's perceptions and practices concerning gender social relations: Nimna Diaite (FEPROMAS- Kaolack), Abdoulaye Kâ (Livestock Herders Home - Matam), Asmao Kandé Baldé (DIRFEL - Kolda), Adja Gnagna Seck (CLPA Gokhou Mbathie – Saint Louis), VNC, Debbo Galle groups, etc.

However, millions of women producers, processors and merchants in agriculture are still deprived, living under the weight of gender inequality and need support to develop.

IV CURRENT USAID GENDER STRATEGIES IN THE AGRICULTURAL SECTOR

Gender Strategy in USAID/EGO Projects

FTF project implementation targets practical and strategic needs together to influence and contribute to changing gender relations.

Feed the Future Yaajeende

The project addresses food security through four pillars: availability, accessibility, use and governance of food resources through agriculture, agro-business, livestock and nutrition integration. (**Source:** L'entreprenariat rural: Tout part de l'Agriculture.)

For availability, Yaajeende supports women in nutritional and commercial market gardening projects. The project also allows them to handle processing livestock products for household consumption. (Yaajeende Interview, Kédougou)

Yaajeende supports women in livestock herding with an effective donation system. Women also work in activities related to milk and leather and skin production. (Interview with the Livestock Technical Service Head, Matam)

Yaajeende trains assistants in livestock herding, raises awareness around vaccinating livestock and works directly with women's groups to provide donations. These actions changed women's position in relation to men's in livestock. (Abdoulaye Samba Kâ, Livestock Herders Home, Matam)

Concerning governance, In Matam women are positioned to make decisions thanks to livestock as well as between them, especially with the donation system that Yaajeende started. (Interview with Aïcha Thiam, DIRFEL Matam)

Selling market garden vegetables has given women more financial autonomy and they share family expenses with their husbands (children's schooling, health etc). They are listened to and associated with decisions more.
(Ibrahima Camara, VNC Afia and Andémay, Kolda)

Debbo Galle women in Dianabo (Kolda) and Afia (Kédougou) (entities created by Yaajeende) say that they would not have attended focus groups before. They would have stayed at home and awaited the men's summary. Now, they participate in meetings with partners; they speak up about their problems, and those of the community and how they think these can be solved.

Yaajeende interventions place women at the heart of production processes that make food resources available, accessible and used effectively within the family. The practice of breeding small ruminants and aviculture, as well as communal horticulture, improves family nutritional health and allows women to access land and water, thus increasing their revenue through the sale of part of their production. Building technical skills in livestock breeding and horticulture responds to women's practical needs.

Through improving women's technical skills, access and control of agricultural and food resources, and through changing the sex-based division of labor with female helpers in livestock herding, Yaajeende is impacting women in food resource and community organization governance, as well as within the family.

Yaajeende also created a community service provider network made up of community entrepreneurs trained to make products, services and information available to farmers. In this way, women have benefitted from non-farming job opportunities (about 44% of service providers are women) and are better represented in governance (more than 60% of participants in governance actions during the third year were women). (Source: Yaajeende Midterm Evaluation, 2014)

Yaajeende also supports women in technical training, land access, finances and better functioning markets.

Feed the Future Naatal Mbay

The baseline study (February 2016) did a gender analysis in agriculture in the Senegalese river valley and in the southern forest zone. The study serves as baseline for their gender and women's autonomy component (July 2016).

Working with women is a deliberate policy at Naatal Mbay, but the strategy or mechanism that allows for it has not yet been identified in the field.

"We have not really applied a gender strategy. However, a gender human resources officer has been recruited to get it off the ground and the project staff has been trained in gender issues. There is a vision and clear strategies for the next term. Furthermore, the Women's Empowerment in Agriculture Index (WEAI) was developed in this light." (M. Fall, Naatal Mbay, Matam)

According to Korka Diaw (Richard Toll), "Naatal Mbay trains us to manage stocks for quality rice, in commercialization strategies. They make management tools available to us and encourage us to be more active in organizations. In the next stage, Naatal Mbay is going to involve women better since our groups were created in terms of their target."

With Feed the Future's Naatal Mbay, gender institutionalization in the organizational and policy spheres of the project is the focus. Naatal Mbay also addresses women's practical needs through production techniques and stock training. The result is agricultural production growth and greater revenues for the

women who are supported, as well as the improvement of their position in the family due to their larger food ration contribution.

Feed The Future Comfish

The project notes in its approach that it will integrate gender, aiming to ensure economic advantages to men and women, and allowing them to participate in decision making.

“In Saint-Louis, because of Comfish, women are well represented in the CLPA. I was a little discouraged when I heard that Comfish was stopping. Comfish supports us institutionally and organizationally, it trained us in fish product processing techniques, stock management, to better understand climate change and its consequences on fishing resources.” (Gnagna Seck, processer, Gokhou Mbadj)

Comfish raises technical processing capacities for women, improves processing site planning, improves women's participation in local fishing governance, and reinforces their leadership in the sector.

After the women learned about climate change and its consequences on fishing resources, they refused to buy young fish from fishermen or merchants, which contributes to protecting these resources.

Thus, Comfish interventions respond to practical needs like improving production conditions for processors and reinforcing their revenues. They also work to change their perception concerning the relationship between their production work and their environment, permitting them to make decisions that preserve marine environments.

In this way, Comfish financed the implementation of a modern fish processing unit in the Kayar commune working to aid female processors who are poor and vulnerable. Thanks to a better appreciation of products, the unit improves hygiene, quality and labeling of fish products.

To support processing units' proper functioning, Kayar processors were trained in functional literacy. Their skills were also reinforced in processing techniques, quality and hygiene. They were also sponsored to participate in commercial markets to sell their products in Thiès, Matam, and Pusan in South Korea.

In addition, with Comfish's support, the growth of women's revenue allowed them to negotiate a more important place within the family.

“Thanks to Comfish and JICA, there are changes for women in the fishing sector especially with the creation of modern processing sites, harmonized price management trainings and women's leadership in organizations. These interventions permitted women to have more gains and a greater place.” (The regional and departmental fishing service, Saint-Louis)

Feed the Future ERA

The project has three components: 1. reinforcing agricultural education and training; 2. reinforcing research and promoting the results; 3. reinforcing partner institution projects and policies to improve livestock systems and value chains.

ERA's main action is to institutionalize gender at the organizational and policy level of institutions that play a key role in agricultural research and producer associations.

The approach targets government research authorities, associations, reinforcement of technical capacities, agricultural engineering, training and training materials and communication sensitive to gender issues.

ERA integrates gender into its activities with:

- Gender cell implementation (pair / one man and one woman within partner institutions)
- Integrating gender modules at all agricultural training levels (Technical Agents, Work Engineers, Conception Engineers, Universities)
 - Module gender and seeds
 - Gender and agricultural techniques
 - Gender audit in agricultural training institutions
 - 4H Program
 - Use of Forum Theatre, community radio programs to disseminate information
- Support from umbrella organizations in certain value chains: study tours, participation in markets
- Creation and establishing of a Professional Agro-Food Organizations Platform in Senegal
- Connecting women's groups with ITA and universities to normalize their products (e.g. quality standards)
- Collaboration with the Senegalese Institute for Agricultural Research (ISRA) on agricultural machinery
- Collaboration with ISFAR in the agricultural engineering project with the silage chopper, in order to lighten work after harvests.

Conclusion

The main transformation sources on which FTF projects operate are economic, organizational, political and cultural. They are concerned with technical training, access and control of production, improving production conditions, introducing community authorities and their democratic governance and community to change perceptions and standards in the community and family.

SPECIFIC RECOMMENDATIONS FOR EACH FEED THE FUTURE PROJECT

Themes	Yaaejende	Naatal Mbay	ERA	COMFISH
Access to and control of land	<ul style="list-style-type: none"> Promote men and local authorities' support (religious, customary, administrative) to allocate and expand the area of land given to the GIE of women for market gardening activities. 	<ul style="list-style-type: none"> Document the success of women who gained legal access to and control over land Formulate specific women's project to improve access to plateaus and irrigated lands Require a quota of managed lands for women 		
Lack of equipment and double work	<p>Capitalize upon and disseminate the donation system Disseminate the improved incubator to all project zones Support collecting picking products Reinforce dewatering equipment and water storage in the horticulture area Improve women's access to domestic water Introduce mechanisms in processing leather and skins</p>	<ul style="list-style-type: none"> Make the slogan "behind every rice field is a box of seeds" effective. Conceive an equipment model appropriate for women, the production and land that is given to them, in partnership with ISRA Support the mechanism and the upgrade of every grain processing chain (small rice fields, grain units, dairies) 	<ul style="list-style-type: none"> Work more with the University Engineering and Agricultural Training Centers to study and create tools and equipment to increase production for women 	<ul style="list-style-type: none"> Expand the number of processing kits Plan processing sites
Finances	Introduce a system of village credit in Debbo galle groups, modeling the experience of community service providers in Dianabo, DIRFEL and other partners	<ul style="list-style-type: none"> Inspire successful experiences linking with the IMF Formulate finances specific to women to process and commercialize grains 	<ul style="list-style-type: none"> Establish guarantee funds to support women's efforts in microentrepreneurship 	
Decision Making	<p>Harmonize the ToR of APS (Yaaejende community service providers) and CLPA (Comfish) based on each document to improve the other, on gender issues, representation and participation of men and women Support mixed partner unions to include gender parity in their mission, or to have a better representation of women Make successful female farmers visible as model for engaging women</p>			
Building technical and organizational capacities	<p>Train local artisans to produce the incubator Publish the improved technical diagram of the incubator Inform female farmers about the donation system so that they can autonomously replicate it (Radio, TV)</p>	<ul style="list-style-type: none"> Train women in certified seed production Supply institutional support to GIESs and women's umbrella organizations Support producer organizations in organizational development 	<ul style="list-style-type: none"> Ensure the monitoring and implementation of results of training school audits Capitalize on and disseminate successful experiences in the agricultural sector 	<ul style="list-style-type: none"> Begin phase 2 in Saint Louis, focusing on organizational dynamic reinforcement

Themes	Yaajeende	Naatal Mbay	ERA	COMFISH
	<p>Support APS institutional development Supply institutional support to GIEs and women's umbrella organizations Build Debbo Galle group capacities in processing leadership</p>	<ul style="list-style-type: none"> Build farmer's organization capacities in gender in agricultural production 	<ul style="list-style-type: none"> Collaborate with ISRA, ITA in agricultural research: processing, commercialization, agricultural machinery etc. Support gender audit in ministries (agriculture, fishing, livestock) in partnership with research institutions and other FTF projects Build the capacities of members of gender cells in ministries Initiate research on success land acquisition for women in contexts similar to Senegal 	
Other	<p>Test a simultaneous intervention with Yaajeende and Naatal Mbay on the same targets</p> <p>Discuss the results of the study between FTF projects for validation and also with the objective of initiating or reinforcing a shared move to integrate gender in interventions</p> <ul style="list-style-type: none"> Include gender in project development, monitoring and evaluation with quantitative and qualitative indicators Support the Senegalese State to institutionalize the SNEEG in all ministries (fishing, livestock, agriculture) Implement communication lines between EGO projects and technical services for more synergy Promote applying SNEEG at the regional and local level. 			

Gender Strategies of Other Technical and Financial Partners

Italian Cooperation

- Implement a gender program with the Ministry of Women, Ministry of Finance and the National Statistics and Demography Agency (ANSD) to collect data broken down into all segments within the Social Institutions and Gender Index (SIGI);
- Develop PAPSEN to support and reinforce productive agricultural activities, especially irrigated horticulture in the Thiès, Diourbel and Fatick regions and rain-fed rice cultures and irrigated horticulture in the Kolda and Sédiou regions;
- Reinforce its support with the Italy-Senegal Agriculture project (PAIS) which works in the Kaolack, Kolda and Sédiou regions (2016-2018) to contribute to improving food security for people in targeted regions, with a development rational that is local and sustainable, and capitalizes on PAPSEN results;
- Sponsor a gender study in Kaolack to institutionalize gender in the PAIS.

Canadian Cooperation

Canadian International Development Agency has a gender policy across all its projects. The Casamance Economic Development Support Program (PADEC) (Sédiou, Kolda and Ziguinchor) addresses credit and indirectly land access through:

- Special agreements to lower interest rates;
- Reducing time required to review applications;
- Covering guarantees that women request;
- Build production capacities (honey comb hive production for women, processing and conditioning units in mango, cashew, honey and forest product sectors, establishing storage rooms for women's unprocessed cashew nuts);
- The Canadian cooperation also works to lighten domestic work for women (planning hydraulic wells, donating mills and shelling machines for groups);
- Build operator capacities (group training in GAF, DO, techniques to dry mangoes and harvest honey, finance groups to participate in FIDAK-FIARA, SIA, SIAM, etc.).

FIDA (PADAER and PAFA)

- Targets vulnerable groups across 62% of women (widows, female heads of household, handicapped women) and 35% of youth without employment;
- Supports households for more revenue and food security (GPF bridges);
- Develops communication and intervention strategies developed to break down barriers linked to women's land access;
- Promotes a prominent place for women in organizational positions of authority (maintenance and equipment management committees);
- Promotes emergence of women that have the support of authorities (local governance, municipal councils);
- Supports economic emancipation for women to reposition them in households, decision-making positions, and to strengthen their visibility;

- Support an approach with women to fight poverty and for food production resilience;
- Includes of land access criteria for women when selecting communities benefitting from PADAER;
- Supports advocacy in communes in favor of women's land access (even if it is leased);
- Promotes strategies to circumvent socio-cultural barriers through working uniquely with women already in the field.

JICA

- Strengthen women's skills in price setting, functional literacy training, allocating scales, accounting training;
- Planning and equipping a processing site with a nursery in Guet Ndar;
- Support and monitor women and improve fish smoking conditions;
- Facilitate women processors to create a better supply and conservation of products;
- Positive effects of higher revenues at the commercialization stage.

Conclusions and Recommendations

Gender is one focus of the FTF initiative, and its importance is explicit: "Reducing gender inequality and recognizing the contribution of women to agriculture is critical to achieving global food security—there is consistent and compelling evidence that when the status of women is improved, agricultural productivity increases, poverty is reduced, and nutrition improves. Feed the Future integrates gender-based analysis into all of its investments and employs an innovative new tool called the Women's Empowerment in Agriculture Index, which measures the empowerment, agency and inclusion of women in the agriculture sector in an effort to identify ways to overcome those obstacles and constraints." (Source:

<https://www.feedthefuture.gov/approach/Inclusive--Agriculture--Sector--Growth>)

Gender Integration. Men and women play a major role in agriculture in Senegal, and Feed the Future tailors interventions to meet the needs and preferences of both. This includes full-family involvement in household nutrition training; support to rural women's advancement in processing, assembling, sorting and transport; training and credit programs for female seed developers; and equitable land tenure policies.

<https://www.feedthefuture.gov/country/senegal>

FTF's 4 major projects work in several different areas where gender disparities exist. However, its work is more visible in equipment and capacity building, while practically nothing in land access and almost invisible in finance. These two aspects constitute strategic agricultural resources and a major gender-related gap. Despite this, progress has been made in decision making, as men have started to share this role with women.

PTF's work does not target women's land access and financing enough, as they make up two gender-based gaps in the agricultural sector.

Along the same lines, according to the ACDI, USAID made a coordinated effort in its agricultural sector review and insisted on gender in food security. However, in the agricultural sector there are not yet any policies, objectives, explicit results, management tools, indicators and defined data that integrates gender. Thus, it is necessary to overcome this lack of a base study and strategic plan that improves institutional gender conditions.

V PERSISTANT GAPS (Q5)

Recurring Problems

Land Access

The relative disparity in women's land access persists due to stereotypes and social prejudices within communities. This is especially true for men in the community, who point to customary law as having primacy over common law. To work to reduce this disparity, it is necessary to:

- Develop important and effective advocacy and communication programs (use of people and organizations, resources, systems and homegrown materials) around applying Article 54 of LOASP that stipulates that: "the Government ensures equal rights of men and women in rural areas, particularly in farming. Furthermore, the ability to access property and credit are accorded to women."
- Specifically target men, municipal councils and local authorities (administrative and technical services, village councils, local leaders, local collectivities) to change mentalities, perceptions, systems and practices to expand agricultural land allocated to women.
- Publicize and disseminate on a wide the best advocacy practices of women leaders and other actors who are concerned with women's land access (ex: CNCR and AJS programs).
- Strengthen skills of women present in land commissions, to make them more active in favor of women.

Access to and Control of Production Factors

Unequal access to inputs and agricultural equipment as well as a lack of control over production factors excludes women from high value-added sectors. In turn, women's productivity is limited, which pushes them to work on small plots or confines them to nonindustrial processing. To reduce this persistent disparity, it will be necessary to:

- Advance institutional system modes of operation (Government, PTF, NGO) that allow and support access to inputs and equipment so that they take into account sex-based disparities and work to reduce them.
- Align women's economic empowerment programs that the Government and PTF's have initiated to reduce disparities linked to production factors.

Lack of Equipment and the Double Burden of Productive and Reproductive Work

To reduce this persistent disparity, programs to lighten women's domestic work must be reinforced and include the following elements:

- Exploit new well reserve pumps to facilitate water access (water points, supply and dewatering) for households and agricultural activities, especially market gardening;
- Establish an important investment program in agricultural equipment adapted to women's needs and financial capacities, especially for production, conservation and processing of grains, milk, fish and horticultural products: synergy between the Government, PTFs and NGOs;
- Promote grain and milk sectors more while making it possible for women to obtain storage rooms, conservation units, modern processing, transportation and commercialization equipments;
- Support the introduction of semi-industrial conservation and processing units, that either use less energy or renewable energy, as part of a program to modernize and semi-industrialize agricultural product processing.

Financing

Women represent 53% of active borrowers in decentralized financing systems but only 28.5% of loan portfolios (Direction de la Microfinance, 2015). This situation is due to most existing financial structures not taking into account women's needs sufficiently, particularly the possibility of having guarantees, which would permit women to obtain important credits to develop their agricultural activities. To improve women's access to agricultural finances, it is necessary to:

- Make DCA/USAID more accessible to women's agricultural projects
- Supply assistance to women's organizations when they ask for credit and financial support
- Sustain the implementation of credit programs for women, centered on their agricultural activities. These should take into account current factors blocking women, including provision, guarantee, small sums, short term, deferred absence and higher interest rates.

Building Technical and Organizational Capacities

Building off of past Government and PTF project outcomes, it will be necessary to develop a multi-sectoral technical and organizational capacity building program centered on women's agricultural activities:

- Conceive and develop an innovative literacy strategy for women, particularly at the village level;
- Adapt themes, approaches and training tools based on women's needs and realities, especially their calendar and status: use of IT with content focused on administrative and financial management of activities and on their organizations;
- Reinforce technical training in processing and commercialization sectors where women are active;
- Develop managerial and commercial marketing training for women who are in the commercialization sector;
- Institute a coaching and monitoring system of activities that support the emerging generation of women leaders and young girls who accompany producers;
- Implement a support unit for female entrepreneurship that involves successful female agricultural entrepreneurs, in order to:
 - Connect producers, processors and merchants to organize women presence in all value chain segments
 - Encourage women to invest themselves in umbrella organizations and call attention to women's needs
 - Develop initiatives aiming to build women's leadership and decision making capacities
 - Establish an identification mechanism for women with leadership skills and offer them adapted coaching.

Participation in Decision Making

Even though women are starting to have more decision-making power (in local collectivities and umbrella organizations) due to the parity law, some men are still resistant to women's presence and participation in management. In addition, the few women present in these organizations do not often have the technical capacities to effectively do their jobs. That is why it is necessary to develop a program that will aim to:

- End men's resistance through adapted and effective advocacy.

- Encourage women and reinforce their capacities for quality participation in the public affairs of the administration and the management of municipal councils.
- Carry out effective advocacy alongside regional and local authorities to promote the right of women and parity in instances of decision.
- Develop a mentoring/sponsorship program with emblematic women to encourage other women to engage in the public sphere.
- Reinforce the capacity of elected officials to advocate for conditions of women in agriculture.

Other Recommendations for EGO/USAID

- Support the GOS in making reliable statistics available, broken down into all value chain sections by gender.
- Include communication strategies in EGO/USAID projects aiming to raise awareness about gender questions, reduce persistent disparities and allow women autonomy. The communication plans must be aimed at local authorities (administrative, religious, traditional leaders) and promote men's support for women's access to production factors.
- Take gender-based disparities into account when developing, implementing, monitoring and evaluating projects in terms of quantitative and qualitative indicators.
- Support the GOS to institutionalize SNEEG through popularization and building planning, budgeting and monitoring capacities in gender units and technical services.
- Implement regular communication mechanisms between EGO/USAID projects and regional technical services to ensure program coherence.
- Use communication sessions to institutionalize the gender strategy and advance SNEEG's application at technical regional services and local level.
- Formulate and implement a specific EGO/USAID project for women in order to help them mark a new stage in:
 - Land access, which could be addressed through an awareness/communication/information program, diffused to legal councils and lobbying alongside local authorities;
 - Production (aviculture, beekeeping, horticulture, small ruminant, gathered products, fish farming);
 - Semi-industrial processing (grain, milk, leather and skins, bissap, gathered products);
 - Commercialization (unprocessed grains and processed products).

Gender Integration Challenges in Governmental Institutions

Article 54 of LOASP, PRACAS/PSE objectives in favor of women, SNEEG aligned with PSE, Ministries gender units and technical service deconcentrated constitute important legislative and institutional arrangements and major strengths. The Government of Senegal has thus shown its political commitment to women's autonomy in the agricultural sector.

In operationalizing recommendations to reduce sex-based disparities in agriculture, the challenge is to concretize this political will through PTF supported engagement around the following major programs:

- Monitor the application and popularization of the LOASP Article 54;
- Popularize SNEEG alongside key deconcentrated technical services in the agricultural sector;
- Support the functioning of Ministries' gender units so that they can carry out their missions;

- Carry out envisioned PRACAS programs for women;
- Train deconcentrated technical service agents in planning and monitoring practices that takes gender into account.

Conclusions

Improving participation of about 51% of the population in the primary economic sector of the country inevitably depends on reducing, even eradicating, the most persistent disparities between men and women in the agricultural sector. Implementing pertinent Government/PTF programs will be necessary to change these gender-based disparities in land access, production factors, financing, capacity building and decision making, thus moving towards a more equitable society.

VI BEST STRATEGIC OPPORTUNITIES AND APPROACHES FOR FUTURE PROGRAMS (Q6)

The presence of persistent inequalities in all value chains for women means researching new and innovative alternatives to reduce them.

The proposed recommendations can be regrouped into four major intervention strategies:

1. Approach favoring the use of financial leverage
2. Approach favoring awareness, communication and information programs
3. Approach favoring training, capacity building (technical, management and personal) and women's entrepreneurial development
4. Approach and intervention favoring more important coaching and better monitoring of women's projects

Themes	Horticulture	Grains	Fishing	Livestock
Land Access	Sensitize local authorities (mayors, land commissions, technical services) to grant more land to women through the application of LOASP article 54 Document and popularize the success stories of women who legally acquired land Integrate criteria for women's land access among the deciding factors in the choice of beneficiary zones			Support community enclosure planning for small ruminants
Equipment	Collaborate with ISRA and FNRAA/ASPRODEB to create material locally replicable and adapted to women's production conditions Train local artisans to replicate material models Support total mechanization of every grain processing chain Sustain the implementation of grain storage areas and conservation/processing of horticultural products Introduce anti-salt dikes in traditional rice fields	Plan processing sites Support women in drying trays, cold rooms, green energy ovens, storage rooms, packaging	Plan processing sites Support women in drying trays, cold rooms, green energy ovens, storage rooms, packaging	Support semi-industrial conservation and processing units using renewable energy Capitalize on and disseminate the donation system Distribute the improved incubator in all project zones

Themes	Horticulture	Grains	Fishing	Livestock
Finances	<p>Support financing modern horticultural material</p> <p>Sign special agreements with IMFs to reduce interest rates and accelerate procedures</p> <p>Implement a guarantee fund for women's projects</p> <p>Build IMFs capacities for guarantee fund use</p> <p>Build women's capacities in awarded loan management</p> <p>Support the financing of adequate production material acquisition and working capital</p>	Support semi-industrial processing units to acquire autonomous modes of transports through the DCA		
Capacity Building	<p>Train female horticulturalists in technical production</p> <p>Train female horticulturalists in fabricating and conserving seeds</p> <p>Train female horticulturalists in processing techniques and product conservation</p> <p>Institutionally support women's organizations in all sectors</p> <p>Train women in managerial and marketing techniques</p> <p>Implement a market information system</p> <p>Build women's organizational development capacities</p> <p>Teach women to read with innovative techniques using IT</p> <p>Organize exchange visits between producers, processors and merchants for mutual reinforcement</p>	<p>Train women to transform agricultural residues (rice, corn) into green energy</p> <p>Build capacity in processing techniques standardization</p>	<p>Build quality and hygiene capacity</p> <p>Train female processors in processing, storage and conditioning techniques</p>	<p>Trains artisans to produce the improved incubator</p> <p>Train women in milk and milk product processing techniques</p> <p>Train producers in fodder crops, using space for green firewalls</p> <p>Train women in aviculture techniques</p> <p>Expand women's livestock auxiliary training in all zones</p>
Decision Making		<p>Build women's capacities in processing leadership</p> <p>Develop a document on best participation practices for women in governing projects within communities</p> <p>Support partner organizations to include parity or better women's participation in their missions</p> <p>Make female farmers visible as engagement models for other women in the sector</p> <p>Sensitize men and women on women's importance in production and food security in the family</p>		

ANNEXE A : CADRE ET PLAN DE TRAVAIL



GENDER ASSESSMENT IN THE AGRICULTURE SECTOR STATEMENT OF WORK

JUNE 30, 2016

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GENDER ASSESSMENT IN THE AGRICULTURE SECTOR

STATEMENT OF WORK

Contracted under AID-685-C-15-0000

USAID Senegal Monitoring and Assessment Project

DISCLAIMER

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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DEFINITIONS

Activity	An activity is a “sub-component of a project that contributes to a project purpose. It typically refers to an award (such as a contract or cooperative agreement), or a component of a project such as policy dialogue that may be undertaken directly by Mission staff.” (ADS 200.6)
Project	A project is “a set of executed interventions, over an established timeline and budget intended to achieve a discrete development result (i.e., the project purpose) through resolving an associated problem. It is explicitly linked to the CDCS Results Framework.” (ADS Glossary)
AOR	Agreement Officer’s Representative
CDCS	Country Development Cooperation Strategy
COP	Chief of Party
COR	Contracting Officer’s Representative
CV	Curriculum Vitae
DO	Development Objective
DQA	Data Quality Assessment
EGO	Economic Growth Office
GOS	Government of Senegal
IP	Implementing Partner
LOE	Level of Effort
LogFrame	Logical Framework
M&E	Monitoring and Assessment
MAER	Ministry of Agriculture and Rural Equipment
MEP	Monitoring and Assessment Project
MFFE	Ministry of Women, Family and Children
PAD	Project Appraisal Document
POC	Point of Contact
SOW	Statement of Work
TPM	Team Planning Meeting
USAID	United States Agency for International Development
USG	United States Government
WASH	Water, Sanitation and Hygiene

I. STATEMENT OF WORK DETAIL

USAID SOW Manager	Ronit Gerard, USAID/EGO
MEP SOW Manager	Sadio Coulibaly, M&E Coordinator
Geographic Coverage	Kolda, Sédiou, St. Louis, Matam, Kédougou, Kaolack
Task	Gender Assessment in the Agriculture Sector
Task Start and End Dates	July 1, 2016 – September 30, 2016

2. PROJECT DESCRIPTION

The USAID Senegal Monitoring and Evaluation Project (Senegal MEP) will work with USAID/Senegal's Economic Growth Office (EGO) to conduct a gender assessment in the agriculture sector, looking across the sector at the traditional value chains (grain crops, horticulture, fisheries, livestock), as well as water and agricultural policy. USAID/Senegal focuses on gender throughout its projects and activities. In the area of Economic Growth, its current Feed the Future projects has yielded many lessons learned in terms of gender and agriculture. This gender assessment will build upon these lessons learned, analyze gender disparities and recommend concrete approaches to narrowing the gaps between men and women in the agriculture sector. Information gathered from this assessment will inform the design of future USAID Economic Growth projects and/or activities.

3. BACKGROUND INFORMATION SOURCES

The gender assessment will build upon previous gender assessments conducted by the Mission, gender analysis provided by previous and current agriculture activities and gender strategy documents and data from the GOS and international research sources. An initial list of background materials includes:

- USAID/Senegal 2010 Gender Assessment
- 2014 Demographic Health Survey
- Women's Empowerment Index
- Global Gender Gap Index
- Social Institutions and Gender Index
- Women's Empowerment in Agriculture Index

The gender assessment team will collect additional resources and materials prior to and during field work.

4. TASK PURPOSE, AUDIENCE AND INTENDED USES

USAID/Senegal conducted a Mission-wide gender assessment in 2010. This needs to be updated and the Economic Growth Team would like a detailed gender assessment specific to the agriculture sector, where strong disparities exist. This assessment will gather all existing data on gender in agriculture in Senegal. In addition, the Gender Assessment Team will conduct interviews and focus groups with key stakeholders in Dakar and in the target regions of Kolda, Sédiou, St. Louis, Matam, Kédougou, and Kaolack. The purpose of the assessment is to understand the current gender gaps in agriculture across the various value chains, including the grain crops, livestock, horticulture/garden crops, and fisheries as well as water and agricultural policy. Perceptions about and blockages to improving women's economic empowerment in the agriculture sector will be examined, and targeted recommendations will support approaches that will effectively work to address these gaps. The assessment report will primarily support the design of new EGO activities. It will also be a base for discussion with the Government of Senegal (GOS) in terms of joint planning and support around these new activities.

5. ASSESSMENT QUESTIONS

1. What are the widest gender disparities in the agriculture sector? What are the consequences for the well-being and opportunities for women, girls, men and boys?
2. What elements of change have occurred for women in the agriculture sector over the last 10 years?
3. What current approaches are being taken by EGO to address gender in the agriculture sector?
4. How well are the current EGO approaches addressing gender disparities in terms of narrowing the gaps between men and women?
5. What remaining gaps need to be addressed?
6. What are the most strategic opportunities for intervention?
7. Based on current systems and perceptions, what are the best intervention approaches to narrow these gaps?
8. How are other donors tackling gender in the agriculture sector?

6. APPROACH

Design

The main source of data for the assessment will be derived from a broad range of critical stakeholders working on gender issues in the agriculture sector. While the assessment team will initially focus on

interviews with implementing partners and GOS officials, it will also conduct fieldwork to directly access and understand perspectives of women and men working in the agriculture sector.

The assessment team will review and analyze statistical data available through the GOS, international donors, implementing partners and research centers. This SOW requires that the assessment team develop and submit for approval a work plan with proposed schedule of interviews, approach and process for analysis of information within the first seven days of arrival in country.

Data Collection Methods

The team will use a methodology consisting of three phases:

Phase 1: Document and data review

The team will review a wide range of background documents, including those listed in this SOW. It is assumed that the team will gather additional reports and data as it conducts interviews.

Phase 2: Qualitative field research

As part of its qualitative field research, the team will use the following approaches:

- **Key informant interviews:** Open questions for interviewing program stakeholders: implementing partners, Senegalese civil society organizations (CSOs), farmers' associations, women's groups and officials from the Ministry of Agriculture and Rural Equipment (MAER) and Ministry of Women, Family and Children (MFFE).
- **Focus or discussion groups:** Focus or discussion groups with people working in various parts of the agriculture sector. The team will interview women and men separately, as well as conduct a combined-gender discussion about perspectives. Women's communes and advocacy groups working in the area of women and agriculture will also be interviewed.

Phase 3: Reporting and dissemination

The assessment team will construct an analysis plan during the team planning meeting (TPM) at the start of the assessment. Following this plan, the team will carry out the qualitative and quantitative data analysis necessary to fully address the assessment questions. Draft and final reports and briefings will be presented to USAID per the schedule in the Deliverables section that follows, with responses and comments from USAID and other invitees considered and, as appropriate, incorporated.

7. DELIVERABLES

The Gender Assessment Team will provide the following deliverables:

- **Work Plan:** A detailed work plan will indicate activities, approach and focus group interview guides necessary for the elaboration of the assessment. The work plan will be submitted to the MEP COR and the USAID/EGO POC for approval.

- Progress Reports: A written and/or electronic report of the assessment team's progress in the field will cover key scheduled activities, status of completion and found constraints of the process. This will be submitted to MEP on a weekly basis and shared with the MEP COR and USAID/EGO POC.
- Initial presentation: A PowerPoint presentation will brief stakeholders on initial findings and recommendations coming from the assessment. The presentation should not be more than 20 slides.
- Draft assessment report: The team will submit a draft report to the USAID MEP COR and the USAID/EGO POC, who will provide preliminary comments.
- Final report: This written and electronic document will include an executive summary, table of contents, methodology, findings, lessons learned and recommendations. The report will be submitted in English and translated into French after approval. Annexes to the final report should include the approved work plan, the interview guides, a detailed calendar of fieldwork and analysis methods.

8. TEAM COMPOSITION

The Gender Assessment Team will comprise an international gender specialist, two national gender specialists and two data analysts/assistants to support the use of secondary quantitative data. The team will also include the EGO team point person, who will be closely involved in the assessment in terms of interviews and analysis. MEP's M&E coordinator, Sadio Coulibaby, will oversee the task. All team members are required to provide a signed statement attesting that they have no conflict of interest and that all work conducted under this SOW will remain confidential. Table I shows deliverables and estimated levels of effort (LOEs) for the gender assessment team. Slight modifications may occur following the Desk Review and/or the initial planning meetings with the EGO Team.

TABLE I: GENDER ASSESSMENT TEAM DELIVERABLES AND LEVELS OF EFFORT

Dates	Tasks/Deliverables	Estimated LOE (in days)			Total
		International Gender Specialist	National Gender Specialist (x2)	Enumerators / Data Entry (x2)	
July 1, 2016	Signature of SOW				
July 11-15, 2016	Desk review	5	5		15
July 16, 2016	International travel	1			1
July 18-21, 2016	MEP technical planning meeting (TPM) and initial briefing with EGO Team, development of a work plan with activities, approach, focus group interview guides, selection of villages, etc.	6	6		18
July 22, 2016	Presentation of work plan, Dakar-based interviews and field work	1	1		3
July 25, 2016	Morning stakeholder meeting to present assessment goal and approach	1	1		3
July 25-29, 2016	Meetings with GOS stakeholders, implementers, NGOs and donors	5	5		15
July 30-August 16, 2016	Field work: interviews and focus groups with agriculture stakeholders	15	15	15	75
Aug. 17 – 23	Enter and analyze data	–	–	6	12
August 17-20, 2016	Prepare initial findings and recommendations – prepare presentation	4	4		12
August 22, 2016	Presentation on findings and targeted recommendations with USAID and GOS	1	1		3
August 23-29, 2016	Development of initial draft report	6	6		18
August 30, 2016	International travel	1			1
September 3, 2016	Submission of draft report				
September 5-16, 2016	USAID review of draft report				
September 19-23, 2016	Finalize the report	5	3		11
September 30, 2016	Submit the report				
Total Estimated LOE		51	47 x 2 = 94	21x2 = 42	187

9. PARTICIPATION OF USAID STAFF AND PARTNERS

The Economic Growth team will appoint a focal person dedicated to working on new project design who will actively participate in the gender assessment. It is expected that the gender assessment team will interview current implementing partners working in the agriculture sector to gather their lessons

learned and perspectives on key gender issues in the sector. In addition, the gender assessment assumes full participation of relevant GOS partners, such as the MAER and MFFE.

The gender assessment team will convene an initial meeting with key stakeholders in the gender and agriculture sector to brief them on its proposed approach. This joint meeting will assist the team in refining its calendar and list of key stakeholders to interview as part of the process. At the conclusion of the fieldwork, the gender assessment team will convene another meeting with USAID/EGO and GOS to present its findings and initial recommendations on targeted interventions and approaches.

10. SCHEDULING AND LOGISTICS

The MEP office will handle all meeting arrangements and logistics for this assessment. MEP will organize the interview schedule as well as the fieldwork schedule with the team and provide all necessary vehicles to support transportation.

11. REPORTING REQUIREMENTS

It is expected that the assessment report will be drafted and finalized in English and then translated into French. The report should not be longer than 25 pages total, excluding the annexes. The annexes must include the detailed work plan for the assessment with the detailed calendar, tools and analysis methods. The report will be branded with the standard USAID branding requirements and will be formally submitted to the DEC. Additional copies of the final report in French will be made available to all GOS stakeholders participating in the initial findings workshop. Copies in English will be shared with relevant U.S. Government offices within USAID (EGO) and USAID/Washington's Feed the Future division.

12. ATTACHED REFERENCE DOCUMENTS

Please check all that apply below.

- | | |
|---|-------------|
| X | Gantt chart |
| X | Budget |
| X | CVs |

13. AUTHORIZATIONS

The undersigned hereby authorizes the following items (checked below) for the Statement of Work (SOW) described above:

- | | |
|---|--|
| X | Completion of the SOW, as described above; |
| X | SOW staffing, as described above; |
| X | Concurrence with Contracting Officer's Travel Approval for the Consultant(s), requested above (if received prior to review). |

[COR to either sign below or indicate approval in a return email]

Contracting Officer's Representative (COR)

Roy Geiser, or designate

Date

Office Director

Date

APPENDIX I: GANTT CHART

Gender Assesment		July				August				September			
Steps	Weeks	From 04 to 09	From 11 to 16	From 18 to 23	From 25 to 30	From 01 to 06	From 08 to 13	From 15 to 20	From 22 to 31	From 1 to 10	From 12 to 17	Fom 19 to 24	From 26 to 30
Signature of SOW		♦											
Desk review													
MEP technical planning meeting (TPM),and initial briefing with EGO Team, development of a work plan with activities, approach, focus group interview guides, selection of villages, etc													
Presentation of workplanwork plan, Dakar-based interviews and field work													
Morning stakeholder meeting to present assessment goal and approach													
Meetings with GOS stakeholders, implementers, NGOs and donors													
Field work: interviews and focus groups with agriculture stakeholders													
Enter and analyze data													
Prepare initial findings and recommendations – prepare presentation													
Presentation on findings and targeted recommendations with USAID and GOS									♦				
Development of initial draft report													
Submission of draft report													
USAID review of draft report													
Finalization of report													
Submission of report												♦	

♦ = Milestone

APPENDIX II: ANSWERING ASSESSMENT QUESTIONS WITH SECONDARY DATA

Instructions: For each assessment question, take a first stab at answering the question based upon information collected from background documents and data reviewed to this point. Put this information under “Answers.” Although not all assessments have sub-questions, some questions can include multiple dimensions. In such cases, it can be helpful to capture those dimensions separately to ensure you answer fully each assessment question. Be sure to cite the relevant documents and page number, dataset or website in the last column! For documents/data in the assessment Dropbox/Google Docs or available on the Internet, please also include a hyperlink to the document/data and, if possible, the page(s) upon which the data you use for the Answers are found. Under "Additional Data Needed," note what specific, additional data (could be primary or secondary) you think you will need to answer the assessment question fully. If you have ideas about sources for those data, please include them; however, sources may also be identified and/or confirmed during the Team Planning Meeting.

Assessment Question	Answers	Additional Data Needed	Document (hyperlink) & page # OR name of/link to dataset or website
Question 1:			
Sub-Question 1.1:	•		
Sub-Question 1.2:	•		
Question 2:	•		
Sub-Question 2.1:	•		
Sub-Question 2.2:	•		
Question 3:	•		
Sub-Question 3.1:	•		
Sub-Question 3.2:	•		
Question 4:	•		
Sub-Question 4.1:	•		
Sub-Question 4.2:	•		
Question 5:	•		
Sub-Question 5.1:	•		
Sub-Question 5.2:	•		

APPENDIX III: CVs

France Séguin – Gender Specialist

Summary

Mrs. Séguin has over 30 years of experience in gender analysis, socio-economic analysis, social impact assessments, community relations, public consultation programs, and sustainable project management. At the international level, Mrs. Séguin has worked in western, eastern, northern and central Africa, including a 2013 environmental social impact assessment of the Gora Mining Expansion Project in Senegal. Before transitioning to independent consultancies starting in 2013, Mrs. Séguin worked as a Social Development Specialist for SNC-Lavalin. Mrs. Séguin also produced an “In-migration Plan” for the World Bank, which included a series of consultations with rural populations, migrant populations, and government officials at both the regional and national level. In addition to her in-depth experience in Africa, Mrs. Séguin has worked as gender specialist for Export Development Canada, designing and implementing Gender Equity Strategy Reports for large industrial projects in Egypt.

Mrs. Séguin received her Master’s degree in International Development from the Institute of International Development and Cooperation at the University of Ottawa, and a dual Bachelor’s in Communications and Sociology from the University of Quebec in Montreal. She is fluent in English, French and Spanish.

Education

Master’s in International Development, Institute of International Development and Cooperation, University of Ottawa, Ontario, Canada; 1987

B.A. Communication, University of Quebec in Montreal, Quebec, Canada; 1985

B.A. Sociology, University of Quebec in Montreal, Quebec, Canada; 1983

Experience

Social Development Consultant; TransCanada, Canada; 2014

- Within the framework of the TransCanada Energy East Pipeline Project, participated in the preparation of the Environmental and Social Impact Assessment of the Quebec segment of project (720 km).
- Conducted an exhaustive literature review and field research on identified valued components likely to be impacted by the Project in order to provide the proponent a better understanding of the livelihoods in the affected regions, the perception of the population and the interaction with the Project. The identified project component included Human and Land Occupancy; Infrastructures and Services; Economy and Employment; and Social and Cultural Well-being.
- Authored these four sections of the ESIA over a 10-month period.

Special Advisor and Reviewer; Gora Mining Expansion Project, Senegal; 2013

- Within the framework of the Gora Mining Expansion Project, a large-scale gold mine located in the Birimian geological belt, eastern Senegal, served as a special advisor and reviewer in the preparation of the Environmental Social Impact Assessment (ESIA).
- Reviewed methodological approaches, planned and monitored new public consultation and stakeholder analysis in order to complete the study.
- Acted as liaison officer between the proponent, the consultants and governmental officers; reviewed and edited the final document and ensured quality assurance and accordance to international standards.

Social Development Specialist; Inmet Mining Co./Minera Panama S.A., Panama; 2010–2012

- Within the framework of a large copper mining project, participated in the implementation of a Local Resource Development Initiatives (LRDI) Program. The Program’s objective was to maximize sustainable benefits to local

communities surrounding the mine site, specifically in remote rural mountainous areas (Coclecito, north-central Panama), using a combined strategy of economic development, empowerment of resources and the use of local agricultural products, labor and service, all within a perspective of sustainable development.

- Analyzed the social context and socio-economic issues of primary and secondary affected communities. She furthermore assessed the employment situation and development opportunities, as well as conducted an organizational assessment.

Social Development Specialist; Millennium Challenge Corporation, Irrigation Development Activity in Ghana (2009 – 2010)

- The Irrigation Development Activity included the rehabilitation and expansion of four irrigation schemes in the Northern Region of Ghana (500 ha); and, in the Volta Region, expansion of a scheme (from 75 ha up to 350 ha) and the construction of a new 2,000-ha irrigation scheme.
- The Activity objectives were to enhance the production and profitability of staple foods and horticultural crops and to improve the delivery of business and technical services which support the expansion of commercial agriculture among Farmer-Based Organizations (FBOs).
- Reviewed and validated the Resettlement Policy Framework prepared for the agriculture project, including gap analysis of the compliance of the Ghanaian legal/regulatory framework with the requirements of MCC. She conducted the scoping of the rehabilitation, expansion and construction works, as well as the impact assessment of land acquisition and displacement, including identification of measures to minimize land acquisition.
- Led the development of an overall Resettlement Framework and Resettlement Action Plan (RAP) including i) census of project-affected people, inventory of losses and assessment of scope of land acquisition impacts; ii) socio-economic baseline surveys and impact assessment; iii) RAP consultations, information dissemination and disclosure; iv) compensation and rehabilitation assistance strategies; v) RAP costs and implementation strategies; and, vi) RAP preparation and documentation.

Social Development Specialist / Team Leader; Rio Tinto Simfer S.A., Guinea/Liberia; 2007–2008

- The Simandou Project included the construction and operation of (i) an iron ore mine in southeastern Guinea, (ii) a railway to transport iron ore to the coast and (iii) deepwater port facilities.
- Prepared several social studies for the client.
- Identified and assessed potential social issues of Project components for their significance and how they would affect the viability of the Project. The scope of social issues included rural livelihood systems, ethnicity and socio-cultural issues, gender, access to community services and facilities.
- Compiled information and conducted gap analysis of existing social baseline data and information (resources of client, government, academia, internet, etc.).
- Identified and assessed socio-economic issues and risks associated with rapid in-migration and demographic growth in a remote region of Guinea.
- Conducted field surveys and consultations with stakeholders in 18 villages, including migrants, affected populations, local and regional authorities and officials. Mrs. Séguin also contributed significantly on a Social Baseline Study and Environmental Social Impact Assessment. For these, she compiled quantitative and qualitative data and conducted a comprehensive social and ethnographic analysis of conditions in communities affected by the mine, the railway and the port facilities. The analysis focused on the identification and assessment of the key issues related to livelihood systems and the reliance on natural resources; land use and tenure systems; social and cultural systems and structures; social development, including education and health conditions; economic activities in formal and informal sectors; existing physical, social and community infrastructure.

Social Development Specialist; FOCUS International, Chad; 2005–2006

- Operated within the framework of this oil exploration project and conducted a Socio-Economic Survey of Chad's Bongor Basin. She constructed the survey, conducted analysis of socio-economic issues, and held over 50 interviews in as many village communities.

Social Development Specialist; Tecsuit Inc. - Petróleos de Venezuela S.A, Venezuela; 2005

- Developed an Environmental Communication Plan for two important oil refineries, Puerto La Cruz and El Palito, in Venezuela. This included conducting socio-economic analysis, social impact assessments and diagnostics, and the development of a strategic approach and conception of an environmental communication plan.

Team Leader; FOCUS Corporation LTD - Exxon Mobil Project, Cameroon; 2002–2004

- Within the framework of the Chad/Cameroon Oil Export Project, participated in the implementation of the Compensation Plan for over 5,000 households affected by the loss of assets from the pipeline wayleave (over 1,000 km).
- Managed a team of 30 officials and technicians in an extensive consultation program with Project-affected people (PAPs) and communities in over 150 villages and towns. The Program encompassed four phases: i) information meetings, ii) evaluation of affected assets, iii) compensation payments; and iv) grievance commissions.
- Validated and confirmed entitlements to and amounts of compensation for losses of various resources: land, crops, arboriculture, etc. Supervised the overall procedures for the implementation of the Compensation Plan.

Social Development Specialist; Export Development Canada, Egypt; 2000–2002

- Prepared two Gender Equity Strategy Reports; one for an industrial project (\$10 million) consisting in the implementation of an oil extraction facility in El-Minia, upper Egypt, and one for a Canola Oil Processing Facility Project (\$6 million) including programs' approach, strategies, expected results and outcome level.
- Developed the methodology for the assessment of an agricultural project in Oweinat, Southern Egypt. The study focused on behaviors related to the uses of irrigation water, the development of focus groups discussions and in-depth interviews questionnaires, including research on bias and ethics, participatory rural appraisal, gender analysis.
- Participated in the proposal for a Dye-House project in Alexandria and proposal for a Waste Water Treatment in an automotive plant (Suzuki Egypt).

Gender Specialist and Training Officer; OXFAM/QUEBEC, Nicaragua; 1991–1993

- Responsible for the planning, development and organization of a Program for Training of Trainers addressed to the women's section of a large governmental rural trade union (Asociación de los Trabajadores del Campo - ATC) in Nicaragua.
- Advised the union on educational program's content, including environmental issues, agriculture and economics.
- Supported and promoted community initiatives and women in development (WID) projects.

Program Coordinator; World Canada Youth, Mali; 1990–1991

- Managed overall planning, management and administration of the "Partner in Work" Program, which consisted in the preparation, coordination and supervision of 17 students' practical attachments in their respective field of studies in Mali, Africa.
- Conducted periodical needs assessments and evaluations, and elaborated a rural integrated health project for the Sougoula area in collaboration with the "Union Nationale des femmes Maliennes", governmental women association (UNFM).

Research Analyst; Canadian International Development Agency (CIDA), Kenya, Mali; 1986 – 1988

- Drafted a socio-economic analysis grid and evaluation tools for the Sahel (Sahara) Program.
- Drafted a preparatory study for corporate evaluation of CIDA programs in agriculture and reviewed the French version of the "Management Guide for Institutional Evaluation" for the Institutional Cooperation & Development Services (ICDS).
- Completed in Kenya (6-month field mission) a detailed study addressing the socio-demographic situation of the country and the human development perspectives for the next decade.

Countries of Work Experience

Algeria, Burkina Faso, Cameroon, Colombia, Ecuador, Egypt, El Salvador, Ghana, Guinea, Honduras, Ivory Coast, Kenya, Liberia, Mali, Mexico, Morocco, Nicaragua, Panama, Rwanda, Senegal, Tanzania, Tunisia, Venezuela

Languages

Fluent in written and spoken English, French and Spanish

Awa Fall Diop – National Consultant (Gender Specialist #1)

Summary

Mme Awa Diop est une Consultante diplômée en Académie internationale sur le Genre, lauréate du Gender Institute. Elle a une vingtaine d'années d'expériences pertinentes en formation Genre et féminisme, au renforcement des capacités de leadership de femmes africaines et leurs organisations, en Réseautage et consultations aux niveaux local, régional et international.

Elle a eu à travailler sur le projet de repositionnement de la planification familiale, le Renforcement des capacités et conception du plan de financement, sur la participation des femmes à la vie politique locale régionale et internationale, le développement d'une stratégie de financement des OSC actives en genre et en droits des femmes en Afrique de l'ouest, etc.

Awa a participé à l'élaboration d'une stratégie de promotion de l'égalité femmes-hommes assortie d'un plan d'actions opérationnel de renforcement de la participation et de la réussite des filles aux formations par apprentissage, relations extérieures, planification et coordination des réunions entre les organisations de femmes rurales et les actrices / acteurs clés de l'agriculture, des droits des femmes (Ministères, fondations, bailleurs de fonds, etc.).

Précursor de la conception de guides de formation en genre au Sénégal, Mme Awa Diop a eu à concevoir des supports de communication pour le mouvement des femmes rurales pour la souveraineté alimentaire « Nous sommes la solution : célébrons l'agriculture familiale africaine » mais aussi un guide et formation en genre et leadership camp pour les enseignantes du moyen secondaire. Elle s'est également intéressée sur le renforcement des capacités et la conception du plan de financement des femmes par la formation et les stratégies de mobilisation des ressources.

Dans le cadre de ses consultations, Mme Diop a eu travailler avec plusieurs structures, organismes, institutions nationales et Internationales comme l'Union des Associations des Elus Locaux (UAEL), l'Institut de Leadership des Femmes Africaines /*Akina Mama wa Africa*, PROFEM/ USAID/ Intrahealth/ RSJ, Forum for African Women Educationalists (FAWE) Institut de Leadership des Femmes Africaines, etc.

Education

- **LO – OIT, Turin 2011** : Attestation de l'académie internationale sur le genre à l'Université de Wageningen WUR– KIT,
- **Pays-Bas 2008** : Attestation de participation à la formation de formateurs en genre et dynamique multi-acteurs
- **KIT – Pays-Bas** : Institut Panafricain pour le Développement–
- **IPDAOIS – Burkina Faso1993** : Attestation de participante à la formation de formateurs en genre
- **CODESRIA 1992** : Lauréate du Gender Institute

Expérience

Lesbian Movement Building Strategy Development in West and Central Africa (2016)

Mapping of feminist and LBT Africa including the multiple sights of movement action and an in-depth analysis of the organizations identified and their structure, location and scope, priorities and themes, missions and objectives, action and financing strategies, networks and sustainability as well as researching potential locations for CAL offices.

Sénégal Projet d'Appui au Développement et à l'Intégration de l'Apprentissage (PADIA), 2016.

Elaboration d'une stratégie de promotion de l'égalité femmes-hommes assortie d'un plan d'actions opérationnel de renforcement de la participation et de la réussite des filles aux formations par apprentissage

Sénégal New Field Foundation, 2016

Relations extérieures, planification et coordination des réunions entre les organisations de femmes rurales et les actrices / acteurs clés de l'agriculture, des droits des femmes (Ministères, fondations, bailleurs de fonds, etc.) et pour l'organisation de la logistique

West and Central Africa: Coalition of African Lesbians CAL, 2016

Mapping of Lesbian organizing in West and Central Africa (WACA), establishing a working group and developing a communication, coordination strategy

Sénégal, Guinée Bissau New Field Foundation: Suivi Continu pour Apprentissage (SCA), 2016

Renforcer les Capacités des Partenaires Clés et les Organisations de Femmes Rurales (Sénégal, Guinée Bissau)

Dakar Ashoka Sahel, 2015

Evaluation du Forum Think Tank des Femmes Rurales (Sénégal, Mali, Niger, Bénin, Burkina Faso)

Création d'un fonds bilingue pour les activistes LGBTI d'Afrique occidentale (2014)

Accomplir la phase exploratoire initiale de l'initiative, dans le but de collecter les avis et recommandations des activistes LGBTI et de leurs alliés en Afrique occidentale et d'orienter ainsi la structure potentielle et les priorités du Fonds proposé. Le service inclura la réalisation d'une analyse de l'activisme LGBTI et du contexte de financement en Afrique occidentale, l'interview d'activistes dans 5 à 7 pays et l'organisation et animation d'une rencontre d'activistes pour la discussion et l'approche conceptuelle du Fonds proposé.

Etude pour le développement d'une stratégie de financement des OSC actives en genre et en droits des femmes en Afrique de l'ouest (2014)

Develop recommendations in the following areas:

- How to approach grant making and engagement geographically (country focus vs. regional approach, recommendations for focus countries, criteria for geographic decision-making, etc.)
- Programmatic focus: emerging, overlooked, or urgent priorities for advancing women's rights in the region, as identified by interviewees
- How to approach FJS's four strategic areas in the short term, and how to lay the foundation for deeper, longer-term work in the region.
- How FJS should approach staffing

Sénégal Fahamu, 2014

Conception de supports de communication et facilitation de l'atelier des femmes rurales pour le mouvement des femmes rurales pour la souveraineté alimentaire « Nous sommes la solution : célébrons l'agriculture familiale africaine » (Rural Women's Movement for Food Sovereignty « We are the solution »)

Afrique de l'Ouest Foundation for a Just Society (FJS), 2014

Etude pour le développement d'une stratégie de financement des OSC actives en genre et en droits des femmes en Afrique de l'ouest

USAID, 2014

Capitalisation des expériences de subvention de l'USAID en Casamance dans le cadre de la résolution du conflit (2000 à 2013)

Programme National de Développement Local (PNDL), 2013

Evaluation genre des démarches, des étapes, des outils et des pratiques et expériences de planification sensible au genre ; Elaboration du guide de planification locale intégrant le genre.

Publications

- Améliorer la Déclaration de Paris par la prise en compte du genre : c'est nécessaire, c'est possible ! (Forum AWID, Cape Town, 2008)
- Migrations, genre et droits des femmes au Sénégal et au Mali (GREFELS/CRDI)
- Raconter les violences basées sur le genre : des histoires de vie (ORGENS/ ASW)
- La sexualité dans les chants et les danses au Sénégal (GREFELS/WLUML)
- L'homosexualité féminine au Sénégal (GREFELS/WLUML)
- Conception d'un livre de contes sensibles au genre pour les élèves de l'élémentaire (ORGENS)
- « Héroïnes sénégalaises » ou l'intégration du genre dans l'enseignement de l'histoire (ORGENS)
- « Quand les hommes et les femmes travaillent » pour l'intégration de la dimension genre dans l'enseignement de la géographie (ORGENS)
- « Référentiel pour l'introduction de l'approche genre dans les manuels d'histoire et de géographie »
- « Le genre dans l'éducation : pour une relecture des manuels scolaires au Sénégal » (ORGENS)
- Conception d'un guide pédagogique participatif pour l'introduction de la SRA en milieu scolaire (RSJ/ Intrahealth/USAID)

Langues

Français et Wolof : Maîtrise parfaite

Anglais : bonne lecture et compréhension – Parler

Summary

Mme Salimata BA est titulaire du Brevet de Fin d'Etudes de l'Ecole Supérieure d'Economie Appliquée de Dakar/Master (ESEA –Ex ENEA), Option Animation de Développement depuis 1987. Elle a plus de 25 ans d'expérience dans les domaines de l'organisation des communautés de base, l'équité de genre, la formation, la communication, la conception, le suivi et l'évaluation de programmes relatives au développement durable, la Gestion des Ressources Naturelles et de l'Environnement, les Changements climatiques, l'Energie domestique et la décentralisation.

Mme BA a acquis des compétences dans certains domaines comme : Animation du développement - Communication sociale - Approche Participative – Formation Analyse Approche Genre et Développement – Développement organisationnel - Décentralisation - Droits humains - Questions de Population – Gestion foncière - Environnement/Gestion des Ressources Naturelles /Changements climatiques/ Energies propres/Développement Durable - Sécurité Alimentaire - Approches de l'Economie des Ménages (HEA). Elle a également l'habitude de travailler dans le Secteur public (Etat), les ONG et les Projets financés par l'USAID, l'ACDI, la Banque Mondiale, le Système des Nations Unies (FAO PNUD, UNFPA, ONUFEM).

Salimata est spécialiste à la Méthode Active de Recherche et de Planification Participative (MARPP) avec l'Institut International pour l'Environnement et le Développement (IIED) ; les Méthodes Avancées de Participation (MAP) avec l'USAID, l'Analyse Stratégique de l'Environnement (ASE) avec l'Institut Universitaire de Wageningen (Pays Bas), Genre, Gestion des Ressources Naturelles, Energie et Changements Climatiques avec la FAO. Elle a par ailleurs eu à participer aux Sessions annuelles des Nations Unies (New York) sur le Développement durable et le Statut de la Femme (Evaluation Plan d'Actions de Beijing et mise en œuvre des ODD).

Ses décorations d'Inspecteur de l'Animation Principal Chevalier de l'Ordre National du Mérite du Sénégal en 2005 prouvent ses compétences dans le domaine de l'animation.

Education

1984-1987 : Diplôme de Fin d'Etudes, Option Inspecteur de l'Animation du Développement (niveau maîtrise) à l'Ecole Supérieure d'Economie Appliquée ESEA (ex ENEA) Dakar, Sénégal

1987 – 1991 : Centre International de Perfectionnement Professionnel et Technique de l'OIT- Turin Italie

1993 : IIED Formation des Formateurs en MAP et Diagnostic Institutionnel Participatif (Attestation de Formation des Formateurs en MARP)

1997 : USAID Sénégal : Approche et Analyse Genre et Développement/ Attestation de Formation de Formateur en Analyse Genre et développement

2002 : Institut Universitaire de WAGENINGEN (Royaume des PAYS BAS) : Formateur en Analyse Stratégique de L'Environnement (ASE), Attestation de Formation de Formateur en ASE

Expérience

Appui Institutionnel, MCA/MCC/SENEGAL, Juin 2014

- Appui institutionnel à MCA/MCC/ SENEGAL pour le recrutement d'un Expert Genre Social pour la prise en compte du Genre dans le Programme d'infrastructures et d'accès au foncier (participation et impact sur les femmes et les Hommes, leurs activités et leur statut). Participation à l'organisation et à l'animation du Symposium Genre, Organisé par le Projet ERA/USAID sur « Strategies and Tools integrating gender into agriculture and nutrition curriculum ». Présentation sur « Intégration des Aspects sociaux et genre dans les Programmes de Formation technique des Cadres et Agents forestiers ».

Recherches, Compatible Technology International (CTI), Novembre 2013

- Etude du Marché des Equipements de Transformation Post Récolte des Céréales Locales pour l'allègement des femmes pour le compte de Compatible Technology International (CTI).

Evaluation et Planification Participative, DBA (ONG Belge), Octobre/Novembre 2013

- Evaluation et Planification Participative (EPP) du Programme d'Education à la Citoyenneté et au Développement Endogène (PECDE) de la Région de Diourbel, de l'Association Sénégalaise pour la Recherche et l'Appui au Développement Communautaire (ASRADEC/ONG) appuyée par DBA (ONG Belge).

Chef de Bureau Information Formation Sensibilisation Genre /DSEFS/ DEFCCS, Dakar, Juillet 2012 à décembre 2015

- Chef du Bureau Information Formation Sensibilisation Genre /DSEFS/ DEFCCS à Dakar chargée de l'Animation et l'harmonisation de la Stratégie Nationale de Communication Multimédia et de proximité sur les enjeux de la mise en œuvre de la Politique de Développement forestier. La mise en œuvre, le suivi et l'harmonisation de la Stratégie Nationale de Formation Continue aux innovations pour permettre aux cadres et agents chargés de la mise en œuvre de la Politique de Développement Forestier de mieux valoriser les opportunités offertes par les nouvelles initiatives (Politiques de Décentralisation, Adaptation aux Changements Climatiques, Développement Durable, Economie Verte, Genre et Développement, Sécurité Alimentaire, etc.). L'Appui à l'exécution du Programme de Recyclage des Agents du Service Forestier au Centre Forestier de Thiès. -L'appui à l'élaboration, l'exécution et le suivi des programmes et activités de communication et de formation des Démembrements et Projets de la DEFCCS et des Structures (ONG, Collectivités locales, OCB) impliquées dans la mise en œuvre de la Politique de Développement Forestier, l'Appui à la prise en compte du Genre dans la Politique Forestière.

Participation à l'Evaluation du PISA, FAO, Avril 2011

- Participation à l'Evaluation par les bénéficiaires hommes et femmes du Projet Italien de Sécurité Alimentaire (PISA) dans la zone de Wack NGouna au Sénégal (Kaolack) pour le compte de la FAO

Diagnostic Participatif, l'Agence Nationale de la Grande Muraille Verte (ANGMV), Janvier/Février 2011

- Diagnostic Participatif de cinq sous zones d'interventions de la Grande Muraille Verte dans la région de Louga au Sénégal pour le compte de l'Agence Nationale de la Grande Muraille Verte (ANGMV).

Community Organizations Specialist, AGRN-WULA NAFAA et Projet Croissance Economique /IRG/USAID, Juin/Juillet 2010

- Community Organizations Specialist Consultant des Programmes AGRN-WULA NAFAA et Projet Croissance Economique /IRG/USAID pour le Programmatic Environnemental Assessemment (PEA) avec Thomas Catterson, Beverly MacIntyre, Souleymane Diallo, Ramatoulaye Ndiaye, Cecilia Polansky, et Roger Ndecky : Enhanced Agricultural productivity Activities under the Feed the Future Initiative by USAID/Senegal and its Implementing Partners.

Consultant, Banque Mondial Senegal, Mars/Avril 2010

- Consultant associé de la Banque Mondiale Sénégal pour l'Evaluation participative Genre du Programme de Gestion Durable des Energies Traditionnelles et de Substitution (PROGEDE) I et la Planification Genre du PROGEDE II Janvier/février.

Consultant, Projet Croissance Economique/IRG/USAID, 2010

- Consultant charge de la réalisation de l'Etude « Gender Assessement »du Projet Croissance Economique/IRG/USAID.

Responsable Genre au Mécanisme d'Appui, FAO, 2009 à juillet 2012

- Responsable Genre au Mécanisme d'Appui des Programmes Forestiers Nationaux de la Direction des Eaux et Forêts, appuyé par la FAO avec comme tâche : Suivi des Etudes et Programmes avec les OCB, les ONG et les Collectivités Locales pour la prise en compte effective du Genre.

Spécialiste de suivi et d'évaluation, PNUD et FEM, Février 2007 à novembre 2009

- Projet de Gestion et de Restauration des Terres dégradées du Bassin Arachidier (PROGERT), Projet du Gouvernement du Sénégal financé par le PNUD et le FEM de la Direction des Eaux et Forêts Responsable Genre, Appui et suivi de la prise en compte du genre dans les activités techniques : renforcement des capacités des acteurs clés (agents du projet, collectivités locales, participants, etc.), évaluation de l'impact du programme sur les groupes défavorisés, recentrages à la faveur du genre.

Conseiller Technique, Gestionnaire du Fonds d'Impulsion, Coordonnatrice du Programme, PME, 2004 à février 2006

- Conseiller Technique N°1 au Cabinet du Ministre, Structure Ministère des PME, de l'Entreprenariat Féminin et de la Micro Finance * Gestionnaire du Fonds d'Impulsion de la Micro finance * Cordonnatrice du Programme de la « Caravane des PME » Description Chargé du suivi des programmes techniques des Directions Nationales (Programmation) transmis au Cabinet. Choix, Suivi et Evaluation des IMF Signataires de Conventions avec le Fonds d'Impulsion de la Micro finance / Gestionnaire du Compte Coordination entre les demandeurs de financements et les IMF signataires de Conventions Cordonnatrice des différentes étapes de la Caravane des PME : Sites, organisation, Participants, financements, suivi des retombées, etc.

Participation au Groupe, Fonds National de l'Entreprenariat Féminin, Mars/Avril 2003

- Participation au Groupe de travail sur les Mécanismes de fonctionnement du Fonds National de l'Entreprenariat Féminin.

Ministère de l'Environnement et de la Protection de la Nature/ Direction des Eaux, Forêts, Chasses et de la Conservation des Sols Chef du Bureau Information Formation Sensibilisation Genre (BIFSG) de la Direction des Eaux, Forêts, Chasses et de la Conservation des Sols (DEFCCS), Février 2001 à décembre 2002

- Ministère de l'Environnement et de la Protection de la Nature/ Direction des Eaux, Forêts, Chasses et de la Conservation des Sols Chef du Bureau Information Formation Sensibilisation Genre (BIFSG) de la Direction des Eaux, Forêts, Chasses et de la Conservation des Sols (DEFCCS) poste : Elaboration des stratégies, coordination des programmes d'IEC, de formation en genre des Projets et des Services de la DEFCCS ; Renforcement des Capacités du Pool de Formateurs en fonction des besoins ; Gestion de La Cellule Genre du Projet d'Appui au Développement Forestier(PADF) exécuté par la FAO et financé par le Royaume des Pays Bas.

Ministère du Développement Social – Direction de la Famille Chef de la Division Femme, Mai 2000 à janvier 2001

- Ministère du Développement Social – Direction de la Famille Chef de la Division Femme, Coordination de l'élaboration des Rapports CEDEF /CEDAW Coordination du Programme de Prévention de la mortalité maternelle et infantile mis en œuvre dans la région de Tambacounda (Bakel, Kédougou, Tambacounda) financé par l'UNICEF : en relation avec les Districts sanitaires et les Services du Développement Communautaire : formation des GPF, Matrones, Communicateurs traditionnels et ASC sur les facteurs de risques, les thèmes et l'utilisation des supports de sensibilisation. Appui à la mise en œuvre d'activités de sensibilisation endogènes.

Expert Associé, FAO, 1998

- Expert Associé de la FAO Membre de l'Equipe chargée de la réalisation de l'Etude : Promotion de l'Emploi Rural au Sénégal.

Expert de gestion, Banque Mondial, Mai 1998 à janvier 2000

- Projet de Gestion Durable et Participative des Energies Traditionnelles et de Substitution (PROGEDE) de la Direction des Eaux et Forêts Tambacounda-Kolda, financé par la BANQUE MONDIALE. Expert chargé de la participation des populations, de la communication de proximité et des Questions de Genre. Description Elaboration et suivi de la mise en œuvre des stratégies de responsabilisation, de formation des différentes catégories de populations impliquées dans la réalisation des activités techniques. Supervision et Encadrement des vulgarisateurs et animateurs chargés de mettre en œuvre les activités.

Sociologue contractuelle, CTL NORD et SUD, Novembre 1992 à juin 1994

- Sociologue contractuelle, Chargée des stratégies d'impulsion et de promotion de la participation des populations et surtout des femmes dans les programmes de restauration de leur environnement Appui des Programmes CTL NORD(Louga) et SUD(Thiès) au Projet de Fixation des Dunes de Kébémer / SEN 89/01/PNUD/ UNSO.

Agent de la Division des Activités, Direction de la Famille, Décembre 1988 à février 1990

- Agent de la Division des Activités féminines et des droits de la femme de la Direction de la Famille et des Droits de la femme : Secrétaire permanent de la Fédération Nationale des Groupements de Promotion Féminine du Sénégal (FNGPFS) Coordonnatrice nationale de la phase Assistance Préparatoire du Projet Sen/88/PRO/UNIFEM/MDS/Appui Technique et Technologique aux Groupements féminins. Coordonnatrice MDS du Projet « Vulgarisation de techniques artisanales et semi industrielles de conservation et de transformation des fruits et légumes FAO/MDR/MDS.

Languages

Français et Wolof : Maîtrise parfaite

Anglais : bonne lecture et compréhension – Parler



USAID
FROM THE AMERICAN PEOPLE

GENDER ASSESSMENT IN THE AGRICULTURE SECTOR WORK PLAN

JULY 2016

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GENDER ASSESSMENT IN THE AGRICULTURE SECTOR WORK PLAN

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DISCLAIMER

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

A. INTRODUCTION

Senegal has been identified in recent years as a major recipient of USAID support and funding, particularly in the agricultural sector. USAID/Senegal has focused on gender throughout its projects and activities to address gender inequalities in its programming. The Mission has implemented numerous projects targeting women and men with the objective of overcoming identified gender disparities and recommending concrete approaches for narrowing the gaps between men and women. From its side, the Government of Senegal has also demonstrated a great will to promote women's participation in social, economic and political areas in recent decades. Furthermore, substantial research and studies have sought to analyze and identify the sources of these disparities. Yet Senegal still exhibits many areas of gender disparities in different sectors, including agriculture.

The Gender Assessment in the Agriculture Sector was commissioned by Economic Growth Team through the Monitoring and Evaluation Project (MEP). USAID/Senegal conducted a gender assessment in 2010 that covered the full spectrum of technical offices within the Mission. This new assessment will provide a more up-to-date gender assessment that will explore specific disparities in the agriculture sector. It will include traditional value chains (grain crops, horticulture, fisheries, livestock) as well as some transversal components, such as water and related governmental agricultural policy. The objectives of the report are three-fold:

- Understand current gender gaps in agriculture across various identified traditional value chains, including grain crops, horticulture/garden crops and livestock and fisheries, as well as in water and agricultural policy;
- Examine and analyze perceptions about and blockages to improving women's economic empowerment in the agriculture sector; and
- Present recommendations that the USAID Economic Growth Team (EGO) will use in designing more strategic and effective approaches in agriculture activities.

Senegal is not short of gender literature and/or gender assessments that discuss the issues and constraints encountered by women in agriculture. It is expected that this assessment will build upon previous gender assessment conducted by the Mission, gender analysis provided by previous and current agriculture activities and gender strategy documents and data from the Government of Senegal (GOS) and international sources.

B. ASSESSMENT REQUIREMENTS

The assessment's statement of work (SOW) outlines two main requirements:

- 1) Select food value chains and two other transversal components having implications on gender issues, including traditional grain crops, horticulture/garden crops and livestock and fisheries, as well as water and related agricultural policy.
- 2) Seven targeted regions where fieldwork and investigation should be conducted: St-Louis, Matam, Kedougou, Kaolack, Kolda, Sédiou and the Dakar area.

Table I synthesizes the select food value chains and related transversal components having implications on gender issues and the spatial distribution in the targeted regions.

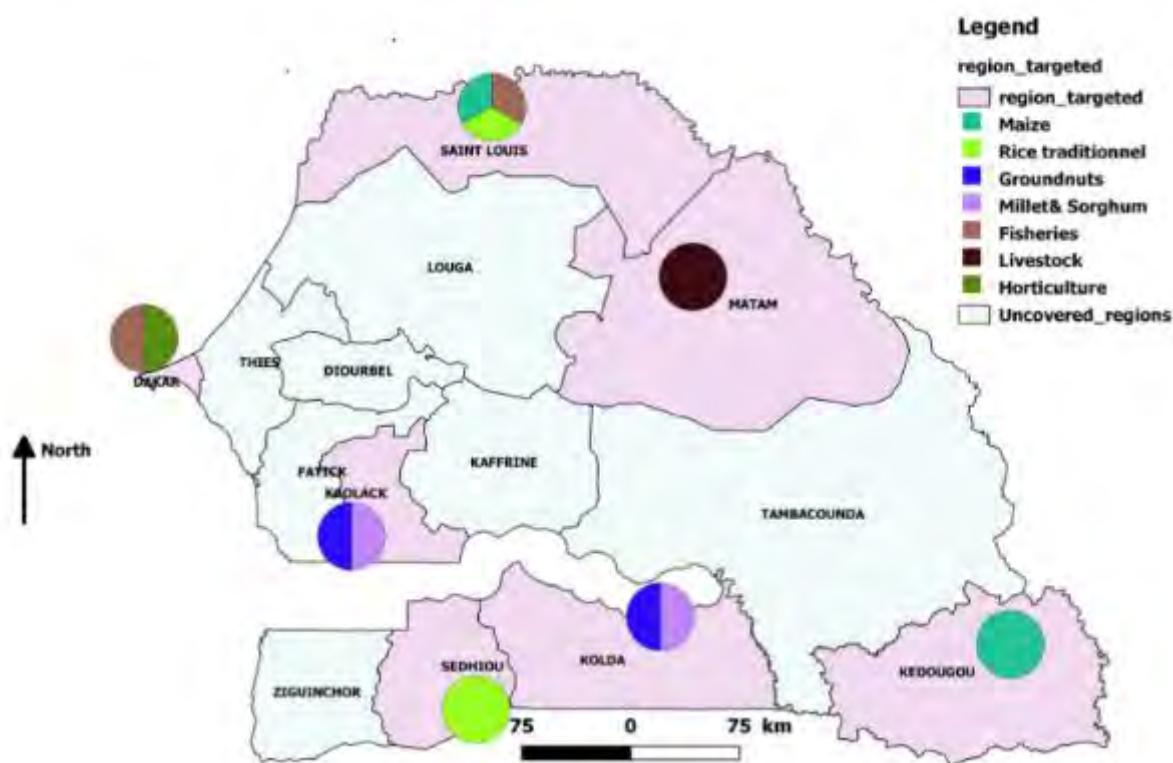
*Table 1: Select Food Value Chains
and Transversal Gender Components with Targeted Regions*

Food Value Chains and Transversal Components			Targeted Regions
Food value chains	Grain crops	Rice: Traditional farming, irrigated production	Sédhiou, St-Louis
		Maize	St-Louis, Kédougou, Kaolack
		Millet and sorghum	Kaolack
	Horticulture / gardens crops	Predominant crops: green beans, onions, cabbage and tomatoes	Dakar and its surroundings (including Les Niayes), Saint Louis, Kaolack
		Other crops: aubergine/eggplant, bitter tomato, pepper, watermelon	
	Fisheries	Fishing women's groups	Dakar, St-Louis, Casamance
Transversal components	Livestock	Pastoral areas	Matam, Kolda, Kaolack
	Water	State of access to water and sanitation	Countrywide
	Agricultural policy	Impact of policies on gender issues	

Source : Espace Agricole Sénégal, Cartographie A.LE FUR-AFDEC

Figure I illustrates the geographical distribution of the select food value chains as encountered in the targeted regions for this assessment.

Geographical distribution of selected food value chains in targeted regions



C. APPROACH AND METHODOLOGY

The proposed methodology to conduct the assignment is in accordance with the approach outlined in the SOW, as well as with the task purpose, audience and intended uses. It will incorporate a series of activities, including desk and literature reviews of previous assessments and studies, background information related to gender in agriculture, qualitative field research (including roundtable discussions with key stakeholders in identified food value chains and targeted regions), focus group discussions with women and women's associations, field observation and data collection and analysis.

The assessment team will work closely with EGO staff and other stakeholders working on gender issues in the agriculture sector at the national and regional levels. The team will focus particularly on consulting with key parties and stakeholders involved in agricultural project and genre issues at the national and local levels, as the field survey is a key part of the process to ensure that the team understands and considers all viewpoints.

D. ASSESSMENT QUESTIONS

This assessment seeks to update the last Mission-wide gender assessment, conducted in 2010. Evidence suggests strong disparities remaining in the agriculture sector. Therefore, the assessment addresses seven specific questions related to gender disparities. The expected outcome of the assessment will provide a clearer picture of possible ways for enhanced future gender program and for expanding work on gender mainstreaming. The seven specific assessment questions are as follows:

- AQ 1: What are the widest gender disparities in the agriculture sector? What are the consequences for the well-being and opportunities for women, girls, men and boys?
- AQ 2: What elements of change have occurred for women in the agriculture sector over the last 10 years?
- AQ 3: What current approaches are being taken by EGO to address gender in the agriculture sector?
- AQ 4: How well are the current EGO approaches addressing gender disparities in terms of narrowing the gaps between men and women?
- AQ 5: What remaining gaps need to be addressed?
- AQ 6: Based on current systems and perceptions, what are the most strategic opportunities and/or approaches for intervention to narrow these gaps?
- AQ 7: How are other donors tackling gender in the agriculture sector?

The favored approach to tackle the questions will be through two main activities: i) literature review and analysis of the previous assessment and relevant background material; and ii) data collection and qualitative research conducted at the national and regional/local levels of administration.

Every question will first be vetted through an exhaustive desk and literature review and an analysis of previous studies and existing documents related to gender and agriculture. The team will also try to determine the best practices in terms of agriculture sector gender mainstreaming in neighboring countries. This desk review is expected to lead to:

- 1) Content and/or descriptive and statistical analysis of the existing situation and the disparities between men and women and key challenges encountered; and
- 2) A set of tables (descriptive, comparative or diachronic), presenting facts and data.

The next section more specifically presents the data collection and qualitative field research methodology for each question.

Questions 1 and 2. These questions will be tackled primarily through desk and literature reviews of the previous gender assessment and relevant studies and documents. However, some meetings and interviews will be conducted at the national level with key officials from various ministries and key technical and financial partners to update and assess the situation with regard to gender. National-level stakeholders to take part include:

- Ministries: Ministry of Women, Family and Children; Ministry of Agriculture; Ministry of Fisheries and Maritime Economy; Ministry of Livestock and Animal Production
- EGO/USAID Mission

- Feed the Future projects: Yaajende, Naatal Mbay, Education and Research in Agriculture (ERA), Comfish
- Donors and technical and financial partners: foreign cooperation and Food and Agriculture Organization (FAO)

Collected information will be cross-checked at the local level through meetings and interviews with project beneficiaries at the grassroots level.

Question 3 and 4. Both of these questions address EGO approaches, so will be handled similarly; in addition to the desk review, the question will be directed at project directors of the four *Feed the Future* projects: Yaajende, Naatal Mbay, ERA and Comfish.

Interviews with some of the projects' beneficiaries at the local level will enable the team to complete and cross-checked information gathered.

Question 5 and 6. These two key questions need to be addressed at a different level and with different groups of informants, as they will provide essential core information for the assessment. Therefore, the methodology will use situation-specific contexts and qualitative consultation and field research at the national and regional/local levels:

- 1) National level: Semi-structured interviews with key officials in the above-listed ministries, as well as USAID implementing partners and other donors working in gender and agriculture.
- 2) Regional/local level: Focus groups and semi-structured interviews and roundtables; potentially, individual interviews in the six regions where targeted food value chains are encountered.
Meetings will take place with:
 - Distinct women's and men's rural organizations
 - Individual women
 - Regional authorities
 - Decentralized technical services
 - Food value chain organizations and NGOs

Question 7. This question specifically addresses donors, so the team will use meetings and interviews with USAID implementing partners and donors that have gender-related programs, including foreign cooperation from Canada, Spain and Italy.

E. DATA COLLECTION METHODS AND SOURCES

Phase I: Document and Data Review

This will involve review and assessment of current information in each issue area, as well as examination of existing policies and systems to reveal information on trends, causes and effects and highlight key challenges in gender mainstreaming. The exercise will lead to:

- I) Identification of specific gender-related issues, including disparities, perceptions and blockages, related to improving women's economic empowerment in each value chain and

- 2) Identification and appraisal of existing institutional policies and strategies targeting gender (strengths and flaws).

Phase II: Data Collection and Qualitative Field Research

This phase will be conducted through situation-specific contexts and qualitative consultation and field research. Consultation should be conducted at the three levels of administration with different groups of informants, as described in Table 2.

Table 2: Level of consultation, data collection and stakeholders involved

Level of Consultation	Data Collection Method	Stakeholders involved
National	Semi-structured interviews	Ministries: agriculture, women, fisheries and livestock EGO/USAID Directors <i>Feed the Future</i> projects: Yaajende, Naatal Mbay, ERA, Comfish Donors and technical and financial partners: foreign cooperation and FAO
Regional	Group interviews and/or round tables	Regional governmental authorities Officials of regional organizations involved in specific value chains Senegalese civil society organizations (CSOs)
Local	Field observation Focus group discussions Semi-structured interviews Individual interviews	Women's farmer associations Individual women Men's farmer associations Decentralized technical services (women, agriculture, livestock, fisheries)

Methodological Tools

Semi-structured interviews guides: A series of interview guides have been developed for each group of informants and stakeholders, including: i) institutional stakeholders, ii) USAID and EGO representatives and officials, iii) women farmers, women's farmer organizations and men's farmer organizations and iv) project officers of the *Feed the Future* programs. The interview guides are in Annex III.

The assessment team will also use field observation and informal interviewing to gain a keen understanding of the challenges of gender mainstreaming, especially in rural areas, and draw an accurate portrait of the situation that will enable innovative and meaningful insight and recommendations.

Focus group discussions: Qualitative in-depth group interviews will take place primarily with women's and men's organizations. The groups will include between six and 12 individuals, including women and men representing various regions and value chain specificities. The moderator will use a focus group discussion guide to stimulate conversation, and a note-taker will collate, compile and report the information after each discussion. Results will be submitted as an appendix to the final report.

Individual interviews: Some individual interviews may take place if relevant. These interviews could be used to cross-check specific perceptions or issues.

Phase III: Reporting and Deliverables

Reporting and dissemination will take place in various ways. First, the assessment team will produce weekly progress reports informing the MEP contracting officer's representative (COR) and the USAID/EGO point of contact (POC) on the progress of fieldwork operations. The latter will include a daily agenda that includes assessment team members' work activities. The presentation of initial findings, conclusions and recommendations to the USAID Mission and GOS is expected by the end of the fieldwork, and the submission of an initial draft report will take place by the beginning of September. The final report should be submitted by September 30.

Table 3 summarizes data collection methods and sources for each assessment question. The complete “Getting to Answers” matrix is in Annex I.

Table 3. Data Collection Methods and Sources

Level of Government Consultation	Data Collection Method	Data Sources
<p>Question1 What are the widest gender disparities in the agriculture sector? What are the consequences for the well-being and opportunities for women, girls, men and boys?</p>	<p>Desk and literature review of relevant reports, studies and documents</p>	<ul style="list-style-type: none"> • EGO Reports • Gender index and indicators • Specific projects (sectoral assessments, statistical data, reports) • Evaluation reports and studies on agriculture and gender • National Strategy for Equity and Gender Equality (SNEEG)

Level of Government Consultation	Data Collection Method	Data Sources
	NATIONAL LEVEL Meetings / semi-structured interviews	<ul style="list-style-type: none"> • EGO/USAID • Feed the Future projects: Yaa jende, Naatal Mbay, ERA, Comfish • Ministries (women, agriculture, livestock, fishing) • Foreign cooperation / FAO
	LOCAL LEVEL Interviews / focus groups	<ul style="list-style-type: none"> • Project beneficiaries

Level of Government Consultation	Data Collection Method	Data Sources
Question 2 What elements of change have occurred for women in the agriculture sector over the last 10 years?	NATIONAL LEVEL Meetings / semi-structured interviews	<ul style="list-style-type: none"> • EGO/USAID • <i>Feed the Future</i> Projects: Yaajende, Naatal mbay, ERA, Comfish • Ministries (Women agriculture, Livestock, fishing) • Foreign Cooperation • FAO
	LOCAL LEVEL Interviews / focus groups	Project beneficiaries
Question 3 What current approaches are being taken by EGO to address gender in the agriculture sector?	Desk and literature review	<ul style="list-style-type: none"> • USAID / EGO documents • Gender index and indicators • Specific projects (reference situation, statistical data, reports) • Evaluation reports and studies on agriculture and gender • SNEEG
	NATIONAL LEVEL Semi-structured interviews / focus group	<ul style="list-style-type: none"> • EGO Bureau chief • Project managers of Yaajende, Naatal Mbay, ERA • Feed the Future project beneficiaries in two intervention regions: Yaajende, Naatal Mbay, ERA, Comfish
Question 4 How well are the current EGO approaches addressing gender disparities in terms of narrowing the gaps between men and women?	Review of documents / desk and literature review	<ul style="list-style-type: none"> • EGO / USAID projects' documents • Implementation reports • Evaluation reports (interim and final) • SNEEG
	NATIONAL LEVEL Semi-structured interviews	<ul style="list-style-type: none"> • EGO chief of party • Feed the Future project managers: Yaajende, Naatal Mbay, ERA, Fishcom • Feed the Future project beneficiaries in two regions: Yaajende, Naatal Mbay, ERA
Question 5 What are the remaining gaps that need to be addressed?	Desk and literature review	<ul style="list-style-type: none"> • Project documents for EGO and other donors • Studies and evaluation reports on gender and agriculture
	NATIONAL LEVEL Semi-structured interviews	<ul style="list-style-type: none"> • Ministries (women, agriculture, livestock, fishing) • Feed the Future projects Yaajende, Naatal Mbay, ERA, Comfish • Foreign cooperation • FAO
	LOCAL LEVEL <ul style="list-style-type: none"> • Focus-group • Semi-structured interviews 	<ul style="list-style-type: none"> • Women's associations • Individual women • Rural farmers' organizations • Decentralized technical services (women, agriculture, livestock, fisheries)

Level of Government Consultation	Data Collection Method	Data Sources
Question 6 Based on current systems and perceptions, what are the most strategic possibilities and the best interventions approaches to narrow these gaps?	Desk and literature review	<ul style="list-style-type: none"> Evaluation reports and studies on gender
	NATIONAL LEVEL	<ul style="list-style-type: none"> Ministries (women, agriculture, livestock, fisheries) Decentralized technical services (women, agriculture, livestock, fisheries)
	LOCAL LEVEL <ul style="list-style-type: none"> Focus group Semi-structured interviews 	<ul style="list-style-type: none"> Women's associations Individual women Rural farmers' organizations Decentralized technical services (women, agriculture, livestock, fisheries)
Question 7 How others donors are tackling gender in the agriculture sector?	Desk and literature review, secondary data	<ul style="list-style-type: none"> Strategic documents of main donors on gender in the agriculture sector Evaluation reports Gender indexes and indicators Specific projects Evaluation reports
	NATIONAL LEVEL Semi-structured interviews	<ul style="list-style-type: none"> Ministries (women, agriculture, livestock, fisheries) Foreign cooperation / FAO

For clarity purposes, Table 4 presents the list of informant groups and stakeholders who will be consulted on each question. Annex II contains an overview of all methodological components of the assessment, including the detailed list of selected stakeholders in each region. In addition, Figure 2 in Annex III presents the informants groups by food value chain segments as well as the legal framework to ensure that all segments are represented in the sampling of organizations. The latter have been identified and selected based on their ability to generate reliable and qualitative information with regard to their missions and achievements on the ground.

Table 4 – Groups of Consulted Stakeholders per Questions

Level of Government Consultation	Ministries	USAID/EGO	Technical and Financial Partner	Fieldwork
Question1 What are the widest gender disparities in the agriculture sector? What are the consequences for the well-being and opportunities for women, girls, men, and boys?	Ministries (women agriculture, livestock, fisheries)	<ul style="list-style-type: none"> EGO/USAID Projets Yaa jende, Naatal mbay, ERA, Comfish, Feed the Future 	<ul style="list-style-type: none"> Foreign cooperation (Canadian, Spanish and Italian) FAO 	<ul style="list-style-type: none"> Women's and farmers' organizations NGOs Projects beneficiaries

Level of Government Consultation	Ministries	USAID/EGO	Technical and Financial Partner	Fieldwork
Question 2 What elements of change have occurred for women in the agriculture sector over the last 10 years?	Ministries (women agriculture, livestock, fisheries)	<ul style="list-style-type: none"> • EGO/USAID • Feed the Future project Yaa jende, Naatal Mbay, ERA, Comfish 	Foreign cooperation (Canadian, Spanish and Italian)	<ul style="list-style-type: none"> • Women's and farmers' organizations • NGOs • Project beneficiaries
Question 3 What current approaches are being taken by EGO to address gender in the agriculture sector?		<ul style="list-style-type: none"> • EGO chief of party • Feed the Future project managers 		Feed the Future project beneficiaries (two regions)
Question 4 How well are the current EGO approaches addressing gender disparities in terms of narrowing the gaps between men and women?		<ul style="list-style-type: none"> • EGO Chief Party • Managers of Yaa jende, Naatal mbay, ERA, Comfish, <i>Feed the Future</i> 		Feed the Future project beneficiaries (two regions)
Question 5 What are the remaining gaps that need to be addressed?	Ministries (women agriculture, livestock, fisheries)	<ul style="list-style-type: none"> • Feed the Future projects: Yaa jende, Naatal Mbay, ERA, Comfish 	<ul style="list-style-type: none"> • Foreign cooperation (Canadian, Spanish and Italian) • FAO 	<ul style="list-style-type: none"> • Women's organizations • Individual women • Farmers' organizations • Decentralized technical services (women, agriculture, livestock, fisheries) • Non-governmental organizations (NGOs)
Question 6 Based on current systems and perceptions, what are the most strategic possibilities and the best interventions approaches to narrow these gaps?	Ministries (women agriculture, livestock, fisheries)	Feed the Future project managers (four)		<ul style="list-style-type: none"> • Women's organizations • Individual women • Farmers' organizations • Decentralized technical services

Level of Government Consultation	Ministries	USAID/EGO	Technical and Financial Partner	Fieldwork
Question 7 How others donors are tackling gender in the agriculture sector?	Main involved Ministries (4)		<ul style="list-style-type: none"> • Foreign cooperation (Canadian, Spanish and Italian) • FAO 	

F. DATA ANALYSIS

Data analysis will draw on findings collected through the desk review and assessment questions. Analysis of the qualitative data collected via the semi-structured individual and group interviews will use thematic and content analysis.

At the end of each day, team members will type up notes from the interviews, summarizing any interesting or significant points at the top of each interview guide. The assessment team will note patterns and develop themes from the interviews. The team will design an analysis rubric to analyze the data and capture these emerging themes. Once the team has completed the thematic analysis, it will analyze key findings and themes using content analysis, enabling the team to go beyond descriptions of changes in practices and attitude to identify the most salient characteristics of these changes.

Quantitative data and statistics collected from activity documentation (e.g., reports, datasets, government sources) will be analyzed using simple descriptive statistics such as frequency distribution.

Finally, the evaluation team will use data triangulation (two or more data sources) to confirm or disconfirm findings.

G. WORK PLAN SCHEDULE

A timeline of activities for this evaluation is included in Annex V.

Day	Tasks
Monday 18 July	Team Planning Meeting
Tuesday 19 July	Draft work plan and tools for presentation to USAID and travel logistics
Thursday 21 July	Presentation of work plan and tools to USAID at 15:00
Friday 22 July	Finalize work plan, tools
Monday 25 July to Saturday 29 July	Assessment team preparation for field work First discussions sessions at national level with Ministries and USAID implementing partners and other donors working in gender and agriculture
Saturday 30 July	<u>Fieldwork</u> Departure for Casamance
Sunday 31 July	Sedhiou - Focus Group and semi-structured interviews with women's rural associations (AFRs); OBC Organization Communes of Sédiou and Bounkilling
Monday 1 August	Sedhiou – Visit of the Technical Services (Agriculture, Fisheries, Livestock, EetF) Debriefing of the region Readjusting the tools
Tuesday 2 August	Trip to Kolda Kolda - Visite des ST (Agriculture, Pêche, Elevage, E&F) AFRs/APEX Commune of Kolda and Vélingara
Wednesday, 3 August	Kolda – Visit of ST (Agriculture, Pêche, Elevage, EetF) AFRs (APEX) Commune of Kolda and Vélingara
Thursday 4 August	Kolda – Visit of Technical Services (Agriculture, Fisheries, Livestock, E&F) AFRs/APEX Debriefing Kolda region
Friday 5 August	Trip to Kédougou
Saturday 6 August	Kédougou - AFRs/Faitières/OCB Commune Kédougou and commune Saraya
Sunday 7 August	Kédougou - AFRs/APEX/OCB Kédougou Commune of Kédougou and Saraya
Monday 8 August	Kédougou – Visit to the Technical Services (Agriculture, Pêche, Elevage, E&F) Debriefing - Kédougou region
Tuesday 9 August	Trip to Kaolack
Wednesday 10 August	Kaolack - Visite to TS AFRs/Faitières/OCB Commune of Kaolack and Nioro

Day	Tasks
Thursday 11 August	Kaolack - Visite des ST AFRs/Faitières/OCB Debriefing - Kaolack region
Friday 12 August	Trip to Matam
Saturday 13 August	Matam - AFRs/APEX/OCB Commune of Matam and Ranérou
Sunday 14 August	Day off
Monday 15 August	Matam – Visit of TS Debriefing Matam region
Tuesday 16 August	Trip to St-Louis
Wedn. 17 August	St-Louis – Visit of TS/ AFRs/APEX/OCB 3 communes: Podor, Dagana et Saint-Louis
Thursday 18 August	Interviews with IF/IA Return to Dakar
August 17-20	Prepare initial findings
Monday August 22	Presentation of initial findings, conclusion and recommendations to USAID Mission and GOS
August 23-29	Development of initial draft report
Saturday, 3 Sept.	Submission of draft assessment report to USAID
September 5 -16	USAID review of draft report
September 19-23	Finalize the final report
September 30	Submission of final assessment report

ANNEX I: GETTING TO ANSWERS MATRIX

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)	Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données Fréquence des Distributions, Analyses des tendances, Cross-Tabulations, Analyse des Contenus
		Source(s) de données	Méthode		
1) Quelles sont les plus grandes disparités entre les sexes dans le secteur de l' agriculture ? Quelles sont les conséquences sur le bien-être et les opportunités pour les femmes, les filles, les hommes et les garçons?	Oui/Non	Documents de projets EGO/USAID et documents stratégiques nationaux et des principaux bailleurs.	Exploitation des données secondaires et des rapports (description des grandes disparités diagnostiquées dans le secteur agricole, analyse des données statistiques)	Rapports d'études Indicateurs de genre, index de genre Projets spécifiques Rapports d'évaluation Stratégie Nationale pour l' Équité et l'Égalité des Genres (SNEEG)	Analyse statistique des données secondaires issues des études et projets antérieurs sur les disparités entre sexe dans le secteur agricole.
	Description				
	Comparaison ²				
Niveau National					
		<ul style="list-style-type: none"> • Ministères: Femme, Agriculture, Élevage, Pêche • Projets agricoles USAID (Feed The Future) Autres PTF 	Entretiens semi-dirigés	<ul style="list-style-type: none"> • Conseillers techniques ou point focal genre • 4 projets USAID : Natal Mbaye, Yaa Jende, Comfish, ERA • Coopération int. (Can.espagnol, italienne), FAO 	Analyse de contenu des entretiens et focus group

¹ Les données issues des évaluations sont des livrables et les méthodes doivent indiquer comment les données seront collectées, ex., pour les focus groups USAID requiert une transcription.

² Comparison – to baselines, plans/targets, or to other standards or norms

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)	Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données Fréquence des Distributions, Analyses des tendances, Cross-Tabulations, Analyse des Contenus
		Source(s) de données	Méthode		
Niveau Local					
	Explication ³	Bénéficiaires de projet	Entrevues / Focus group	Organisations de productrices/teurs	
2) Quels sont les changements survenus chez les femmes dans le secteur agricole au cours des 10 dernières années?	Oui/Non	Documents de projets: Stratégie Nationale pour l'Equité et l'Egalité des Genres (SNEEG)	Utilisation des données statistiques et rapports d'études	Rapports d'études Indicateurs de genre, index de genre Projets spécifiques Rapports d'évaluation Stratégie Nationale pour l'Equité et l'Egalité des Genres (SNEEG)	Tableau synthétique Analyse diachronique Analyse de contenu
	Description				
	Comparaison ⁴				
	X				
	Explication ⁵	Niveau National		<ul style="list-style-type: none"> ● Ministères: Femme, Agriculture, Élevage, Pêche ● Projets agricoles USAID (Feed The Future) ● Autres PTF Entretiens semi-dirigés	

³ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

⁴ Comparison – to baselines, plans/targets, or to other standards or norms

⁵ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)	Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données Fréquence des Distributions, Analyses des tendances, Cross-Tabulations, Analyse des Contenus		
		Source(s) de données	Méthode				
				<ul style="list-style-type: none"> • Coopération int. (Can. espagnol, italienne), FAO 			
		Niveau National					
3) Quelles sont les approches actuelles qui sont menées par EGO pour aborder la question de genre dans le secteur de l'agriculture ?	Oui/Non	Bénéficiaires de projets	Entrevues / Focus Group	Organisation de femmes et d'hommes	<p>Schéma descriptif</p> <p>Analyse comparative et descriptive</p> <p>Analyse des perceptions des bénéficiaires</p>		
	X	Documents et rapports USAID	Exploitation des rapports (description des principales approches genre dans l'agriculture au niveau de l'USAID/EGO)	Rapports de la mission USAID <ul style="list-style-type: none"> • Documents stratégiques genre du bureau EGO et des projets Natal Mbaye, Yaa Jende, ERA, Comfish • Situations de référence (données statistiques, rapports) • Rapports d'exécution • Rapports d'évaluation 			
		Responsables des projets agricoles du Bureau EGO	Entretien				
		Niveau Local					
		Bénéficiaires des projets	ISS/Focus Group				

⁶ Comparison – to baselines, plans/targets, or to other standards or norms

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)	Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données Fréquence des Distributions, Analyses des tendances, Cross-Tabulations, Analyse des Contenus
		Source(s) de données	Méthode		
	X Explication ⁷			Bénéficiaires des projets Natal Mbaye, Yaa Jende, ERA, Comfish, dans 2 régions	
	X Récits de vie				
4) Dans quelle mesure les approches actuelles entreprises par EGO remédient aux disparités entre les sexes en termes de réduction des écarts entre les hommes et les femmes?	Oui/Non	Documents de projets EGO/USAID: l'Egalité de Genre) SNEEG	Exploitation des rapports (description des principales approches genre dans l'agriculture au niveau de l'USAID/EGO)	<ul style="list-style-type: none"> • Rapports de la mission USAID • Documents stratégiques genre du bureau EGO et des projets Natal Mbaye, Yaa Jende, ERA, Comfish 	Analyse descriptive
	Description	Responsables des projets agricoles du Bureau EGO/USAID	ISS		Analyse comparative
	Comparaison ⁸	Bénéficiaires des projets	ISS/Focus Group	<ul style="list-style-type: none"> • Situations de référence (données statistiques, rapports) • Rapports d'exécution • Rapports d'évaluation • (Stratégie Nationale pour l'Equité et 	Analyse des projets agricoles d'EGO
	Explication ⁹				
	Récits de vie				
5) Quels sont les lacunes persistantes qui	Oui/Non	Documents de projets EGO/USAID et autres bailleurs:	Exploitation des rapports (description des principales lacunes persistantes liées au genre dans l'agriculture	Rapports d'études et d'évaluation (mi-parcours, finaux) sur le genre et l'agriculture	Analyse descriptive des lacunes selon les chaînes de valeur et les régions.

⁷ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

⁸ Comparison – to baselines, plans/targets, or to other standards or norms

⁹ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)	Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹⁰		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données Fréquence des Distributions, Analyses des tendances, Cross-Tabulations, Analyse des Contenus
		Source(s) de données	Méthode		
doivent être abordées ?					Analyse de contenu:
		Niveau National		Analyse contextuelle (relativement aux facteurs socio-culturels) des régions cibles	
		• Ministères (Femme, Agriculture, Élevage, Pêches) • Projets agricoles (Feed The Future) • FAO • Coopération canadienne	Entretiens semi-dirigés	Acteurs institutionnels pertinents	
		Niveau Local		<ul style="list-style-type: none"> • Services techniques déconcentrés • Femmes organisées en groupements • Femmes individuelles • Organisations paysannes/Hommes 	
	Comparaison ¹⁰	Ministères (femme, agriculture, pêche, élevage)	ISS / Focus Group		
6) Sur la base des systèmes et des perceptions	X	Explication ¹¹			
	X	Récits de vie			
	Oui/Non	Documents de projets EGO/USAID et autres bailleurs :	Exploitation des rapports (description des principales lacunes persistantes		Enquête au niveau des six (6) régions

¹⁰ Comparison – to baselines, plans/targets, or to other standards or norms

¹¹ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)		Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données
			Source(s) de données	Méthode		
actuelles, quelles sont les possibilités les plus stratégiques et/ou les approches d'intervention pour réduire ces lacunes ?			Rapports d'études et d'évaluation (mi-parcours, finaux) sur le genre et l'agriculture	liées au genre dans l'agriculture		identifiées (villages, communes, départements)
	X	Description	Niveau National			Analyse descriptive
		Comparaison ¹²	<ul style="list-style-type: none"> • Ministères (Femme, Agriculture, Élevage, Pêches) • Projets agricoles Feed The Future • Coopération canadienne • FAO 	ISS	Acteurs institutionnels pertinents	Analyse de contenu
	X	Explication ¹³				Analyse contextuelle
7) Comment les bailleurs abordent la question de genre dans le		Oui/Non	Documents stratégiques des principaux bailleurs sur le genre dans de secteur agricole	Exploitation des données secondaires et des rapports (description des	<ul style="list-style-type: none"> • Projets agricoles de 2 bailleurs internationaux • Rapports d'études et d'évaluation 	Tableau descriptif

¹² Comparison – to baselines, plans/targets, or to other standards or norms

¹³ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

Questions D'Evaluation	Type de réponse/ Evidences nécessaire (Cochez un ou plusieurs, si approprié)	Méthodes pour la Collecte des données, Ex. Enregistrement, Observation Structurée, Entrevues avec des informateurs clés, Mini-enquête ¹		Echantillonnage ou approche de la sélection (Si nécessaire)	Méthode d'analyse des données. Ex. Méthodes d'analyse des données Fréquence des Distributions, Analyses des tendances, Cross-Tabulations, Analyse des Contenus		
		Source(s) de données	Méthode				
secteur de l'agriculture ?			approches, des mécanismes et des actions concrètes menées sur le terrain)	<ul style="list-style-type: none"> • Indicateurs de genre / Index de genre • Projets spécifiques • Rapports d'évaluation • Projets agricoles de la coopération étrangère (can. espagnol et italienne) 	Analyse de contenu		
	X	Description	<ul style="list-style-type: none"> • Responsables de projets • Personnes ressources • Ministères et structures techniques bénéficiaires 				
		Comparaison ¹⁴					
	X	Explication ¹⁵	Rencontre et entretiens avec responsables				

¹⁴ Comparison – to baselines, plans/targets, or to other standards or norms

¹⁵ Explanation – for questions that ask “why” or about the attribution of an effect to a specific intervention (causality)

ANNEX II: OVERVIEW OF METHODOLOGICAL COMPONENTS

Level	Value Chain/ Region	Stakeholder category	Activities	Tools
National	FILIÈRE cultures céréalières, horticulture, pêche, élevage Composante transversal (eau, politique agricole)	Institutionnal Stakeholder		
		Ministères de : Agriculture et de l'équipement (spécialiste genre DAPSA + CT genre) Élevage (CT genre) Femme (DEEG + FASNEEG) Pêche (CT genre)	Collecte de documents Entrevues semi-dirigées	Liste des documents à compiler/exploiter Guide d'entretien N°1
		Coopération espagnole Coopération canadienne Coopération italienne FAO PADAER - Programme d'Appui au Développement de l'Agriculture et de l'Entreprenariat Rural	Collecte de documents ESS	Guide d'entretien N°1
		USAID / EGO		Tools
		Bureau EGO / USAID Projet USAID/Yaa jende Projet USAID/Natal mbay Projet USAID/ERA Projet USAID Comfish	Collecte docs Entrevues semi-dirigées	Guide d'entretien N°2 Guide d'entretien N°3
		ONG		
		Fédération Nationale des Groupements de Promotion Féminine FNGPF) - Dakar Moussa Souané Spécialiste en technologie alimentaire et nutrition (Sédhiou) ASPSP (chargé de programme) - Thiès DIRFEL (chargée de programme) - Kolda FODDE - Kolda (chargé de programme) - Kolda AJAC Kolda (Faoune, Bounkiling) Président - Sédhiou	Collecte docs Entrevues semi-dirigées	Guide d'entretien N°1

Level	Value Chain/ Region	Stakeholder category	Activities	Tools
Régional / Local	Filière alimentaire (cultures céréalières, horticulture, pêche, élevage)	AFAO / WAWA (Présidente) - Dakar		
		Agriculteurs et associations d'agriculteurs		Outils
		ASPRODEB – Dakar Fédération Nationale des Groupements d'Intérêt Économique de Pêche du Sénégal FENAGIE – St-Louis Association Agro transformation Naangué Fouladou - Kolda	Collecte de documents Entrevues semi-dirigées	Guide d'entretien N°5
		Réseau des Organisations Paysannes et Pastorales du Sénégal (RESOPP) - Dakar CNCR (présidente du collège des femmes) – Dakar et toutes les régions		
		Agricultrices et associations d'agricultrices		Outils
	Composante transversale (eau, politique agricole)	Sédhiou Céréales: ASPSP, TEESITOO, AJAC		
		Kolda Élevage : DIRFEL - Kolda Céréales : Femmes productrices de riz de la commune de Saré Bidji - Kolda		
		Kédougou Céréales: UPM (Union des producteurs de maïs) (Salémata, Kédougou et Saraya) / Association KEOH (transformation) / Koba Club, Mère Thérésa, Kabaten, Wula Tono, Jappal ma Japp (transformation) Horticulture/ Fédération des Horticulteurs de Kédougou	Entrevues semi-dirigées Focus Group	Guide d'entretien N°4
		Kaolack Céréales/ FEPROMAS (producteurs de maïs du Saloum) / APROFES		

Level	Value Chain/ Region	Stakeholder category	Activities	Tools
		<p>Matam</p> <p>Horticulture: AFAO</p> <p>Céréales: AFAO</p> <p>St-Louis</p> <p>Céréales: FEPRODES - Fédération des Groupements et Association des Femmes Productrices de la région de Saint Louis / PINORD Plateforme des initiatives du Nord / Korka Diallo ou Ndèye Sarr</p> <p>Pêche: Fatou Kayré</p> <p>Dakar</p> <p>Fédération Nationale des Groupements d'Intérêt Économique de Pêche du Sénégal FENAGIE</p> <p>Groupement des femmes du grand Dakar en micro jardinage</p>		

ANNEX III: GROUPE D'INFORMATION SELON LES SEGMENTS DES CHAINES DE VALEURS

COMMERCIALISATION (produits/production, financement, marché, infrastructures, mobilité)

- Agricultrices, Agriculteurs et leurs organisations : ASPSP, collège des femmes du CNCR, Fédération Nationale des Groupements d'Intérêt Économique de Pêche du Sénégal FENAGIE, Femmes productrices de riz de la commune de Saré Bidji
- État (Ministères femme, élevage, agriculture, pêche)
- Projets Comfish, Yaa jende, Naatal Mbay, ERA) / Autres PTF

COMMERCIALISATION (produits/production, financement, marché, infrastructures, mobilité)

- Agricultrices, Agriculteurs et leurs organisations : ASPSP, collège des femmes du CNCR, Fédération Nationale des Groupements d'Intérêt Économique de Pêche du Sénégal FENAGIE, Femmes productrices de riz de la commune de Saré Bidji
- État (Ministères femme, élevage, agriculture, pêche)
- Projets Comfish, Yaa jende, Naatal Mbay, ERA)/ Autres PTF

TRANSFORMATION (technologies/équipement, financement, main d'œuvre, matière d'œuvre)

- Agricultrices, Agriculteurs et leurs organisations : ASPSP, DIRFEL, FODDE, AJAC, AFAO, FONGS, collège femme du CNCR, FENAGIE, Association Agro transformation Naangué Fouladou, Moussa Souané Spécialiste en technologie alimentaire et nutrition (Sédhiou), Femmes productrices de riz de Saré Bidji, / KEOH, Koba Club, Mère Térésa, Kabaten, Wula Tono, Jappal ma Japp
- État (Ministères femme, élevage, agriculture, pêche)
- Projets Comfish, Yaa jende, Naatal Mbay, ERA) / Autres PTF

PRODUCTION (terre, financement, équipement/technologie, intrants, main d'œuvre)

- Agricultrices, Agriculteurs et leurs organisations: ASPSP (céréales), DIRFEL (élevage), FODDE (céréales, élevage), AJAC Kolda (céréales, horticulture), AFAO (céréales, élevage, horticulture), Fédération Nationale des Groupements d'Intérêt Économique de Pêche du Sénégal FENAGIE, TEESITOO (céréales), Femmes productrices de riz de Saré Bidji, UPM (Union des producteurs de maïs de Salémata, Kédougou et Saraya, Fédération des Horticulteurs de Kédougou, FEPROMAS (fédération des producteurs de maïs du Saloum) / Fédération des Groupements et Association des Femmes Productrices de la région de Saint Louis / PINORD Plateforme des initiatives du Nord / Korka Diallo ou Ndèye Sarr, Fatou Kayré (pêche)
- État (Ministères femme, élevage, agriculture, pêche)
- Projets Comfish, Yaa jende, Naatal Mbay, ERA)/ Autres PTF

PRE-PRODUCTION (étude, recherche, formation, encadrement)

- Etat: ISRA, ITA
- ONG/OSC: FODDE, ASPSP, FONGS, ASPRODEB, Réseau des Organisations Paysannes et Pastorales du Sénégal / ROPP, APPFES

ANNEX IV: INTERVIEW GUIDES

Guide d'entretien No 1 : Acteurs Institutionnels (ministères, PTF et ONG)

Entretien Semi-directif

Enquêteur(s)		Date de l'entretien	
Ministère de tutelle		Nom de la direction/Agence	
Lieu de l'entretien		Type d'entretien (individuel, groupé)	
Nom du répondant		Poste/Fonction occupé	
Heure de début de l'entretien		Heure de la fin de l'entretien	
Analyse initiale : thèmes émergeants, points centraux, items à considérer pour le prochain entretien. (A compléter après l'entretien)			

I. ETAT DES LIEUX DE la prise en compte du Genre dans les POLITIQUES AGRICOLES/APPROCHE GENRE

Pouvez-vous nous faire part de la prise en compte du genre dans les politiques nationales, agricoles et sectorielles.

- Quelles sont mesures institutionnelles actuelles prises en termes de stratégie et de Budget au niveau du pays
- Quelles sont les principaux résultats en termes d'amélioration du statut des femmes et du bien-être de la famille
- Quelles sont insuffisances et les principales difficultés pour l'opérationnalisation des mesures
- Quel a été l'apport décisif des PTF

- I. Comment les partenaires techniques et financiers pourraient appuyer pour l'élaboration de politiques et stratégies de prise en compte du genre plus efficaces dans le secteur agricole à travers les chaines de valeur
 - Sur quels leviers devraient-ils mettre le focus dans un chaine de valeur

II. DISPARITES HOMMES/FEMMES DANS LE SECTEUR

2. Quels constats pouvez-vous faire aujourd'hui sur les grandes tendances des disparités entre hommes et femmes dans le secteur agricole ?
 - Quelles en sont les manifestations les plus flagrantes dans une chaine de valeur (citez des exemples de chaines de valeur) ?
 - Quelles sont généralement les opportunités pour les femmes ? Pour les hommes ?
 - Quelles sont les contraintes pour les femmes ? Pour les hommes ?
3. Qu'en est-il de la question de l'accès aux ressources et facteurs de production ?
 - Quels sont les points essentiels de disparité entre hommes et femmes ?
 - Quelles appréciations faites-vous de leurs effets sur le bien-être de la famille ?
 - Quelles appréciations faites-vous sur les bénéfices et avantages pour les femmes comparées à ceux des hommes ?
 - Quelles appréciations faites-vous sur la division du travail au sein des ménages dans le cadre des exploitations familiales aux différentes phases d'une chaine de valeur ?
 - Quelles appréciations faites-vous des rôles et responsabilités des femmes comparés à ceux des hommes aux différentes phases d'une chaine de valeur ?
4. Comment pensez-vous qu'il serait possible de réduire ces disparités ?
 - Quels sont les points pertinents à aborder au niveau des femmes ?
 - Quelle démarche adopter pour une réussite de l'approche genre en agriculture au sein d'une communauté ?

III. RECOMMANDATIONS GENRE POUR UN PROJET AGRICOLE FUTUR

5. Quelles sont les enseignements majeurs que vous avez retenu de vos expériences institutionnelles en matière de politiques agricoles concernant les femmes ?
6. A quel (s) niveau (x) se situent les difficultés majeures ? Qu'est-ce que vous proposez comme alternatives (approches/interventions inclusives) à adopter par les bailleurs et projets futurs pour soutenir les femmes ?
7. Quelles sont vos recommandations pour le futur d'une agriculture qui prend en compte la dimension genre (repositionnement de la femme dans le secteur) ?

MERCI D'AVOIR REPONDU A NOS QUESTIONS

Guide d'entretien N°2 : EGO/USAID

Entretien Semi-directif

Enquêteur(s)		Date de l'entretien	
Lieu de l'entretien		Type d'entretien (individuel, groupé)	
Nom du répondant		Fonction/poste	
Heure de début de l'entretien		Heure de la fin de l'entretien	
<p>Analyse initiale : thèmes émergeants, points centraux, items à considérer pour le prochain entretien.</p> <p>(A compléter après l'entretien)</p>			

1. Quelle est la place accordée au genre dans les objectifs de développement du bureau EGO ?
2. Quelles sont les aspirations du bureau EGO pour la dimension genre dans le secteur agricole notamment pour les cultures céréalières, l'horticulture, la pêche, l'élevage, l'eau et la cueillette ?
3. Quelles sont les plus grandes disparités entre les sexes dans le secteur de l'agriculture ? Quelles sont les conséquences sur le bien-être et les opportunités pour les femmes, les filles, les hommes et les garçons
4. Quelle est l'approche globale d'EGO en matière de genre dans l'agriculture pour réduire ces disparités ?
5. Globalement, durant les 10 dernières années, quels sont les changements majeurs survenus dans les conditions de production des femmes (le long de la chaîne) ?
6. Desquels de ces changements EGO est -t-il comptable ?
7. Quelles sont les lacunes persistantes dans les approches genre qui doivent être abordées ?
8. Quelles sont les grandes leçons apprises dans vos interventions antérieures dans le domaine ?

9. Si l'intervention de l'USAID était à refaire dans l'agriculture, quelle est l'approche que vous abandonneriez ?

10. Si l'intervention de l'USAID était à refaire dans l'agriculture, quelle est l'approche que vous réitéreriez ?

MERCI D'AVOIR REPONDU A NOS QUESTIONS

Guide d'entretien N°3 : Responsables de projets *Feed the Future*

Entretien Semi-directif

Enquêteur(s)		Date de l'entretien	
Nom du répondant		Poste/Fonction occupée	
Dénomination du projet		Régions d'intervention	
Année de démarrage		Année de clôture	
Filières d'intervention (Cultures céréalières, horticulture/maraîchage, Elevage et Pêche)		Niveau d'appui dans la chaîne de valeur (production, transformation, commercialisation)	
Lieu de l'entretien		Type d'entretien (individuel, groupé)	
Heure de début de l'entretien		Heure de la fin de l'entretien	
Analyse initiale : thèmes émergeants, points centraux, items à considérer pour le prochain entretien. (A compléter après l'entretien)			

I ETAT DES LIEUX DU GENRE DANS LES PROJETS FEED THE FUTURE

1. Dans quelles régions du pays intervient le projet XXX ? Dans quelles filières, chaînes de valeur intervient le projet XXX ? Qui sont les principaux bénéficiaires du projet ?
2. Dans quel (s) maillon (s) de vos chaînes de valeur les femmes sont les plus représentées (pré-production, production, transformation et commercialisation) ? Quelles sont les activités qui touchent directement les femmes ? Quel est le niveau de présence des hommes ?
3. Dans les filières d'intervention du projet, quelles sont les plus grandes disparités entre les sexes et les conséquences sur le bien-être et les opportunités pour les femmes, les filles, les hommes et les garçons
4. A quel maillon de la chaîne de valeur ou de la filière les femmes sont les plus confrontées à ces contraintes/disparités ? (Accès à la terre, facteurs de production, commercialisation, etc.)
5. Quelles en sont les manifestations les plus flagrantes dans une chaîne de valeur (itez des exemples) ?
6. Quelles sont les mesures/approches actuelles en termes d'intégration de la dimension genre dans l'intervention du projet ?
7. Quels sont les points forts, les points faibles, les facteurs de blocage/contraintes (conditions socio-culturelles, réalités économiques), les opportunités à saisir et les leçons apprises dans l'application des stratégies genre sur le terrain par le projet ?
8. Quels sont les changements intervenus dans la vie des femmes rurales au cours de ces 10 dernières années ? Dans ces changements, auxquels l'intervention du projet a contribué ?

II. LES GAPS PERSISTANTS ET LES CHANGEMENTS FUTURS

9. Malgré les changements intervenus, quelles sont les lacunes persistantes/gaps à aborder ?
10. A quels niveaux situez-vous les manquements des projets de développement agricole dans la prise en charge de ces lacunes ?
11. Comment adresser ces lacunes persistantes afin de les réduire en tenant compte des systèmes et des perceptions ? quelles sont les possibilités les plus stratégiques et/ou les approches d'intervention envisageables.
12. Quelles sont les opportunités qui s'offrent aux femmes ? Aux hommes ?
13. Quelles sont les contraintes majeures notées au niveau des femmes/des hommes pour l'atteinte des objectifs liés au genre dans l'agriculture ?
14. Quels sont les défis actuels auxquels ils pourraient être confrontés sur le terrain (notamment selon les zones géographiques : sud, nord et centre du pays) ?

15. Quelles sont les enseignements majeurs que vous avez retenu de vos expériences concernant les femmes sur le plan agricole ?
16. Qu'est-ce que vous proposez comme alternatives (approches/interventions inclusives) à adopter pour des projets futurs en soutien aux femmes ?
17. Quelles sont vos recommandations pour le futur d'une agriculture qui prend en compte la dimension genre (repositionnement de la femme dans le secteur) ?

MERCI D'AVOIR REPONDU A NOS QUESTIONS

Guide d'entretien N°4 : Agriculteurs- trices/Associations d'agriculteurs- trices

Entretien Semi-directif

Enquêteur(s)		Date de l'entretien	
Région/Département/Commune		Lieu de l'entretien (Commune/Village)	
Type d'entretien (individuel ou groupe)		Nombre de participantes	
Nom de la répondante		Nom de l'organisation/Fonction	
Statut/Reconnaissance juridique de l'organisation		Niveau de scolarisation/ d'alphabétisation globale	
Filière (s) d'activité (Cultures céréaliers, horticulture/maraîchage, Elevage et Pêche)		Niveau d'activité dans la chaîne de valeur (production, transformation et commercialisation)	
Heure de début de l'entretien		Heure de la fin de l'entretien	
Analyse initiale : thèmes émergeants, points centraux, items à considérer pour le prochain entretien. (A compléter après l'entretien)			

1. Pouvez-vous décrire l'approche de prise en compte du genre du Projet EGO dans votre secteur ?

2. Les hommes et les femmes sont-ils en même temps ciblés et sur toute la filière ?

3. Quelles sont les différences notoires dans le ciblage des hommes et des femmes au niveau des différentes activités ou de la chaîne de valeur ?
 - L'organisation et la formation
 - La production
 - La transformation

- La commercialisation
4. Quelles disparités ont été principalement réduites par l'intervention du Projet Ego dans les chaînes de valeur ?
 5. Quels effets positifs cela a induit dans votre activité, dans vos rapports avec les hommes ou dans votre situation au sein de la société ?
 6. Quelles sont les principales disparités qui perdurent et à quels niveaux de la chaîne de valeur elles se situent ?
 7. Sont-elles liées à des facteurs internes ou externes ?
 8. Quels sont les leviers sociaux internes qui pourraient contribuer à réduire ces disparités ?
 9. Dans quelle mesure les programmes d'appui pourraient les mettre à profit ?

MERCI D'AVOIR REPONDU A NOS QUESTIONS

ANNEX V: EVALUATION TIMELINE

Tasks	Timeframe										
	18 – 23 July	25 – 30 July	1 – 6 Aug	8 – 13 Aug	15 – 20 Aug	22 – 27 Aug	29 Aug – 3 Sept	5 – 10 Sept	12 – 17 Sept	19 – 24 Sept	26 – 30 Sept
Team planning meeting	X										
Tools development, field planning, completion of <i>Getting to Answers</i> matrix	X										
Initial briefing with USAID	X										
Preparation of field work Meetings with gov. stakeholders and USAID & GOS representatives Start-up of field work		X									
Field Work			X	X	X						
Draft findings, conclusion and recommendations				X	X	X					
Presentation of initial findings to USAID						X					
Data analysis and development of draft evaluation report							X				

Submit draft evaluation report to USAID							X				
USAID review of draft report								X	X		
Finalize report										X	
Submit final evaluation report to USAID											X

ANNEX VI: ROLES AND RESPONSIBILITIES

Person / Role	Responsibilities
France Séguin Lead evaluator (International consultant)	<p>Lead evaluator in charge of:</p> <ul style="list-style-type: none"> • Tools development • Field work supervision • Quality assurance • Analysis of findings, conclusions and recommendations • Development of the evaluation report
Awa Fall Diop National Gender Specialist (Local consultant)	<ul style="list-style-type: none"> • Support development of work plan • Lead planning of field work • Liaise with education officials for approvals and meetings • Support the development of tools • Conduct interviews during field work • Support data analysis and reporting • Lead findings validation workshop
Salimata Ba National Gender Specialist (Local consultant)	<ul style="list-style-type: none"> • Support development of work plan • Lead planning of field work • Liaise with education officials for approvals and meetings • Support the development of tools • Conduct interviews during field work • Support data analysis and reporting • Lead findings validation workshop
Aïssatou Mbaye MEP M&E Associate	<ul style="list-style-type: none"> • Document review and synthesis • Planning and organizing field work • Support the development of tools • Conduct interviews during field work • Support data analysis
Enumerators 1 & 2	<ul style="list-style-type: none"> • Desk Review • Data Collection
Souleymane Barry MEP Research Officer and Task Manager for the OSR evaluation	<ul style="list-style-type: none"> • Support to the design of tools • Support to the field work • Quantitative data analysis
Transcriptions and translations	<ul style="list-style-type: none"> • Transcribe recorded interviews • Translate interviews as required
Lisa Slifer-Mbacke MEP COP	<ul style="list-style-type: none"> • Communication with USAID • Management of evaluation process • Quality assurance

ANNEXE B: RESULTS, CONCLUSIONS AND RECOMMENDATIONS TABLE

Research Question	Results	Conclusions	Recommendations
<p>I - Quelles sont les plus grandes disparités entre les sexes dans l'agriculture ?</p> <p>Quelles sont les conséquences sur le bien-être et les opportunités pour les femmes, les filles, les hommes et les garçons ?</p>	<p>L'accès à la terre et son contrôle</p> <ul style="list-style-type: none"> ✓ Au sud (Kolda, Kédougou, Sédiou), les femmes accèdent aux terres de bas-fonds, inondables, peu productives et éloignées. Les terres de plateau, plus fertiles et plus maniables, sont dévolus aux hommes ✓ Les femmes n'héritent pas des terres familiales en milieu peuhl (Kolda). A Sédiou, les rizières dans les bas-fonds leur proviennent de leurs belles-mères ✓ L'accès des femmes à la terre est plus difficile au nord, surtout à Matam ✓ A Rao (Saint-Louis) les femmes travaillent dans les exploitations horticoles familiales ✓ Même en groupements, les femmes reçoivent moins de 2 ha en moyenne <p>Présence dans les chaînes de valeur</p> <ul style="list-style-type: none"> ✓ Les hommes sont essentiellement dans les cultures commerciales (arachide, maïs, mil-sorgho, riz irrigué, oignons). Leur production est commercialisée et sert à la consommation familiale de façon marginale ✓ Le riz pluvial est voué à la consommation du ménage. Sa production augmente sous l'action de Naatal mbay. Le fonio est attribué aux femmes avec le maraîchage 	<ul style="list-style-type: none"> ❖ L'accès et le contrôle de la terre sont plutôt régi par le droit coutumier au lieu d'une application de la loi sur le domaine national ❖ Les plus grandes disparités constatées concernent : <ul style="list-style-type: none"> • La supériorité des hommes sur les femmes est basée sur des valeurs socio-culturelles qui régissent les sociétés rurales et influencent les activités agricoles (accès à la terre, au financement, au matériel de production et à la décision) • Les femmes qui accèdent à la terre en ont également un faible contrôle • Il existe une division sexuelle des filières (maïs, mil-sorgho, riz irrigué et élevage du gros bétail pour les hommes et maraîchage, embouche des petits ruminants pour les femmes), les segments d'activités (production pour les hommes généralement et transformation pour les femmes) et les vocations (cultures de rente pour les 	<ul style="list-style-type: none"> ➤ Appuyer les OSC et les élu-e-s (surtout celles présentes dans les commissions domaniales) à vulgariser la législation relative au droit à la terre ➤ Amener les élu-e-s locales (conseillères municipales et membres du conseil local) à porter le plaidoyer pour l'accès des femmes à la terre et à y associer des figures emblématiques ➤ Diffuser les bonnes pratiques de plaidoyer des femmes et des autres acteurs concernant l'affectation des terres (affiches imprimées, en langues nationales, à grande échelle) ➤ Amener les collectivités locales à affecter aux groupements de femmes des surfaces d'exploitation plus importantes pour une production significative aussi bien pour le maïs que pour l'horticulture ➤ Par l'action conjuguée de l'Etat et des PTFs, augmenter la dotation des femmes en matériel pour la production (choix d'un matériel adapté à leurs terres d'exploitation et à leurs capacités physiques) ➤ Promouvoir la synergie entre l'Etat, les PTF et les ONG, afin d'augmenter l'investissement dans des équipements agricoles adaptés aux

Research Question	Results	Conclusions	Recommendations
	<p>nutritionnel et commercial sous l'appui de l'USAID-Yaa jeendé. (Kédougou)</p> <ul style="list-style-type: none"> ✓ Dans l'élevage, les gros ruminants sont l'apanage des hommes. Les femmes accroissent leur capital en poules, en petits ruminants avec l'appui de Yaa jeende ✓ La transformation et la commercialisation des produits locaux est en général faite par les femmes avec une faible compétence pour tendre vers une professionnalisation <p>Les équipements de production</p> <ul style="list-style-type: none"> ✓ Les femmes attendent que les hommes terminent leur cycle de production pour louer leur matériel ✓ Ceux mis remis aux femmes par des PTFs sont peu adaptés à leurs capacités physiques et aux sols qu'elles exploitent. L'équipement rudimentaire des femmes diminue leurs rendements, influe sur la sécurité alimentaire du ménage ✓ Les enfants constituent une main d'œuvre agricole mobilisée d'abord par les hommes, ce qui retarde le travail des femmes ✓ Le travail domestique grève le temps de production des femmes, déjà ralenti par le faible accès aux équipements <p>Le financement</p> <ul style="list-style-type: none"> ✓ L'accès des femmes au financement souffre de l'ignorance des procédures et opportunités, du manque d'apports et de garanties exigés. Elles sont 43% des clients /membres des SFD, mobilisent 27% des 	<p>hommes et cultures de consommation pour les femmes)</p> <ul style="list-style-type: none"> ❖ Les hommes possèdent les facteurs de production : matériels de production, moyens financiers, main d'œuvre familiale, terres fertiles ❖ Les hommes produisent plus, sur plus de surfaces, disposent d'équipement et ont un surplus de productions que les femmes n'ont pas mais contribuent faiblement à la consommation du ménage ❖ Les réalités socio-culturelles qui prévalent en milieu rural sont un frein à l'autonomisation des femmes ❖ Les conséquences sur le bien-être des femmes sont peu de liberté d'action et une faible autonomie ❖ L'ineffectivité des législations adoptées et de la réforme constitutionnelle (article 15) sur l'égalité des droits fonciers ❖ La faible contribution des femmes à la production agricole montre que des possibilités existent pour plus de sécurité alimentaire ❖ La production des femmes (aviculture, élevage des petits ruminants, riziculture, maraîchage) améliore la qualité de la consommation familiale 	<p>besoins des femmes et à leurs capacités financières</p> <ul style="list-style-type: none"> ➤ Intégrer le critère de l'accès des femmes à la terre comme étant déterminant dans le choix des zones bénéficiaires ➤ Amener l'équipe d'ingénierie agricole de l'ISRA à concevoir des équipements adaptés aux besoins des femmes et/ou à adapter du matériel existant pour alléger le travail domestique et améliorer leur productivité ➤ Mener des campagnes de sensibilisation auprès des hommes pour une meilleure considération de la position de la femme dans la société et dans l'agriculture, en y associant les notables, les guides religieux, les leaders locaux, les élues et les femmes modèles de réussite ➤ Organiser des ateliers départementaux ou régionaux de formation pour renforcer les capacités des femmes en leadership, marketing, networking ➤ Procéder à des séances d'information (ateliers villageois) sur les procédures d'accès aux circuits de financement et les opportunités de crédit qui existent ➤ Sensibiliser et former les jeunes filles au niveau des villages pour l'émergence d'une nouvelle génération de femmes autonomes et entreprenantes ➤ Renforcer la dynamique organisationnelle des groupements des femmes (ateliers villageois ou départementaux sur la gouvernance, le leadership et le marketing)

Research Question	Results	Conclusions	Recommendations
	<p>dépôts, sont 53% des emprunteurs actifs et 28,5% du portefeuille de prêt</p> <p>La décision</p> <ul style="list-style-type: none"> • Dans la famille <ul style="list-style-type: none"> ✓ Les décisions sur la terre, le matériel, la vente des récoltes, du bétail, sont prises par les hommes. Dans des cas, il en est de même pour les revenus des femmes, issus de leur production. ✓ Les revenus des femmes contribuent à la santé, l'éducation, l'habillement des enfants • Dans les organisations <ul style="list-style-type: none"> ✓ La participation aux rencontres avec les PTF requiert l'accord des hommes, mais cela est en baisse grâce à Yaa jeendé ✓ Les faibles capacités organisationnelles et institutionnelles des GPF ralentit le progrès ✓ Quand elles intègrent les instances de décision, les femmes sont généralement peu réactives car n'en maîtrisant pas les enjeux 	<ul style="list-style-type: none"> ❖ Le sous-emploi des capacités des femmes pour une plus grande productivité implique des effets négatifs sur la consommation familiale et la commercialisation ❖ Malgré les faibles gains monétaires tirés de l'agriculture, les femmes contribuent aux frais d'éducation, d'habillement et de santé des enfants ❖ L'accès direct des femmes aux circuits de financement demeure difficile du fait de leur faible niveau d'instruction et connaissances sur les procédures/opportunités de crédit 	<ul style="list-style-type: none"> ➤ Alphabétiser les femmes en intégrant le numérique (NTICS : utilisation de l'informatique, maîtrise du téléphone portable comme instrument de travail)
<p>2 - Quels sont les changements survenus chez les femmes dans le secteur agricole au cours des 10 dernières années ?</p>	<p>L'accès à la terre et son contrôle</p> <ul style="list-style-type: none"> • De plus en plus de femmes accèdent à de grandes superficies agricoles <p>Présence dans les chaînes de valeurs</p> <ul style="list-style-type: none"> • Introduction de nouvelles activités agricoles, économiquement rentables par les femmes (aviculture, apiculture, aquaculture, maraîchage commercial et nutritionnel avec Yaa jeendé) 	<p>L'accès à la terre et son contrôle</p> <ul style="list-style-type: none"> ❖ Des femmes ont initié des stratégies de contournement de la difficulté d'accès à la terre, en alliance ou avec le concours d'hommes leaders (achat, bail, location, défrichage, rétrocession, mutualisation des ressources, emprunt, négociations,) <p>Présence dans les chaînes de valeurs</p>	<ul style="list-style-type: none"> ➤ Documenter les stratégies de contournement pour l'accès à la terre ➤ Capitaliser ces expériences émergentes dans un livret des "femmes qui changent l'agriculture", des émissions et reportages afin de susciter et/ou renforcer des vocations et élargir les initiatives

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	<ul style="list-style-type: none"> Les femmes cultivent du fourrage pour la stabulation (Matam) et des semences céréalières (Kédougou, Kh. Doucouré) Le maïs naguère limité aux alentours de la maison, sur une corde (25 m), est cultivée par des femmes, sur de grandes superficies Les femmes engagent une main d'œuvre masculine pour les besoins de leur production Certaines élèvent des bovins (Matam), mais l'accroissement du cheptel de petits ruminants les repositionne dans ce secteur (Kédougou, Matam, Kolda) La transformation est leur segment de prédilection (produits halieutiques, céréaliers, maraîchers à vocation nutritionnelle, dérivés du lait,) mais faible implication dans le riz <p>Les équipements de production</p> <ul style="list-style-type: none"> Création d'unités de transformation semi-industrielles aux normes avec cependant un essai de labélisation de leurs produits encore timide (céréales, miel et autres produits de cueillette à Kédougou, Kaolack et Saint-Louis) Développement de stratégies de marketing publicitaire (réseau de clientèle, construction de site web, etc.). Il y a des prémisses de planification et de gestion comptable le long des filières <p>Le financement</p> <ul style="list-style-type: none"> Augmentation des revenus des femmes Initiatives autonomes de financement (caisses de village, crédit interne,) 	<ul style="list-style-type: none"> La mise en place d'unités de production, de transformation et de commercialisation témoigne du développement de l'esprit de créativité et d'entrepreneuriat des femmes De plus en plus les femmes font preuve d'une grande rigueur dans la gestion de leur activité (gestion comptable et technique) Les femmes ont le monopole de la transformation commerciale du mil, du maïs et du sorgho dont elles maîtrisent l'itinéraire technique de transformation selon les normes d'hygiène et de qualité (formations ITA) Au besoin des femmes n'hésitent pas à utiliser le lobbying avec l'appui des partenaires pour développer leurs activités liées à la transformation La diversification de la production permet une intégration des activités et constitue une garantie contre le risque Constat d'une construction d'un portefeuille de clientèles au plan national, régional et local (prospection, participation à des foires) <p>Les équipements de production</p>	<ul style="list-style-type: none"> Appuyer les GPF à se faire attribuer des rizières ou des terres de plateau et ainsi en détenir le contrôle Aménager les terres défrichées et équiper la production de riz et de maïs Renforcer les capacités de plaidoyer des élues sur l'accès des femmes à la terre Valoriser davantage la filière riz et maïs à Kédougou et doter les productrices d'équipement/intrants de production, de stockage et de transformation Ouvrir une ligne de crédit substantiel et dédiée aux "femmes qui changent l'agriculture" en partenariat avec les SFD qui ont des offres ciblées aux femmes Mettre en place un réseau assurant la complémentarité entre les productrices et les transformatrices Renforcer le leadership émergent des femmes en facilitant leur accès à la terre aux facteurs de production, à plus de maîtrise technique en production, transformation et de commercialisation

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> Un début d'amélioration de l'accès aux financements avec des offres bancaires spécifiques aux femmes (FDEA, CAURIE-MICROFINANCE, MEC FEPRODES, Mutuelle des Femmes de Kolda, MEC DOLJI) <p>La décision</p> <ul style="list-style-type: none"> ❖ Dans la famille <ul style="list-style-type: none"> • Germes de changements au niveau des hommes conscients de leur intérêt au laisser leurs épouses se positionner dans le secteur (sécurité alimentaire et bien-être de la famille) ❖ Dans les organisations <ul style="list-style-type: none"> • Leadership agricole visible de femmes qui constituent des modèles de réussite (Asmao Baldé à Kolda, Khadidiatou Doucouré à Kédougou, Gnagna Seck à Saint-Louis). • Elles ont un profil assez spécifique (veuves, actives en politique, maris instruits ou fonctionnaires de l'Etat ou expatriés) • Des dispositions institutionnelles sont prises pour repositionner la femme dans l'agriculture avec la Loi d'orientation Agro-sylvo-pastorale (LOASP) intégrant le genre, la SNEEG adaptée au PSE • Les femmes sont plus présentes dans les instances centrales de décision des faîtières. Place prépondérante de la femme dans les comités de maintien et de gestion des équipements mis en place par le PAFA ou encore dans les instances de gouvernance initié 	<ul style="list-style-type: none"> ❖ Les capacités techniques de transformation et celles de commercialisation des femmes se sont accrues, laissant derrière celles de production <p>Le financement</p> <ul style="list-style-type: none"> ❖ Avec leurs nouvelles capacités de production des possibilités de crédit s'offrent aux femmes <p>La décision</p> <ul style="list-style-type: none"> ✓ Dans la famille <ul style="list-style-type: none"> ❖ Les femmes réinjectent leurs revenus et une partie des productions dans le fonctionnement familial. Cela pousse les conjoints à à reconsidérer leurs rapports avec leurs épouses ❖ Les femmes qui ne sont pas sous une autorité masculine directe ou forte sont plus disposées à devenir des leaders et s'autonomiser sur le plan économique ✓ Dans les organisations <ul style="list-style-type: none"> ❖ L'affirmation du leadership féminin et des organisations de femmes apporte la solidarité et l'esprit d'équipe, de la rigueur dans leurs activités, ❖ Emergence d'une nouvelle génération de femmes relativement jeunes, lettrées, politiquement 	<ul style="list-style-type: none"> ➤ Organiser des visites d'échanges entre cette génération émergente de femmes leaders et les autres productrices ➤ Contractualiser avec cette génération émergente de femmes leaders comme prestataires des projets USAID ➤ Documenter les expériences de leadership des femmes (REFDEV, APROFES, FEPROMAS) ❖ Equiper les filières où s'activent les femmes en majorité afin de dégager un surplus commercialisable ❖ Organiser des points de vente (loumas spéciaux comme pour les ovins), des foires régionales exclusivement réservés aux céréales brutes et transformées afin de faciliter la commercialisation ❖ Appuyer les unités de transformation pour relever leur niveau d'exploitation (professionnalisation) ❖ Initier au niveau des femmes la labélisation de leurs produits transformés avec un focus sur la qualité et la présentation ❖ Faire des activités de networking entre les femmes présentes dans une même chaîne de valeurs ❖ Rendre les groupements de femmes plus dynamiques et plus entreprenants avec la formation sur de nouvelles orientations (leadership, entreprenariat, marketing, networking, NTICS)

Research Question	Results	Conclusions	Recommendations
	par Yaa jeendé et Comfish (CLPA, APS, GTC et groupes Debbo Gaalé)	<ul style="list-style-type: none"> engagées et qui innovent dans la production agricole ❖ Emergence d'une vague de femmes à des postes de responsabilité (conseillères municipales, membres de la commission domaniale, secrétaire du conseil, adjointe au maire) ❖ A côté de ce phénomène émergent, des millions de productrices et de transformatrices sont encore démunies de tout facteur de production ❖ Des initiatives institutionnelles pour l'autonomie économique (SNEEG, PSE) reposent la femme mais la mise en œuvre effective demeure faible au regard des disparités qui persistent 	<ul style="list-style-type: none"> ❖ Mener des campagnes de sensibilisation et de conscientisation de masse à l'échelles des villages pour susciter un changement au niveau des femmes mais également des hommes ❖ Identifier les germes / leviers de changements pour un meilleur positionnement des femmes dans l'agriculture
3 – Quelles sont les approches actuelles qui sont menées par EGO pour aborder la question de genre dans l'agriculture ? 4) Dans quelle mesure les approches actuelles entreprises par EGO remédient-	<ul style="list-style-type: none"> • Yaa jeende aborde la sécurité alimentaire et la nutrition à partir de 4 piliers (disponibilité, accessibilité, utilisation et gouvernance). L'agriculture sert de porte d'entrée • Yaa jeendé intervient dans les filières mil, maïs et sorgho en ciblant les hommes sur les cultures commerciales (oignons) et plus actifs dans la professionnalisation en élevage. • Les femmes sont mobilisées avec l'horticulture communautaire, l'arboriculture, l'aviculture et l'élevage des petits ruminants pour améliorer la nutrition familiale 	<ul style="list-style-type: none"> ❖ Naatal Mbay n'a pas encore concrètement développé une stratégie genre sur le terrain mais a initié une approche avec la réalisation d'un WEAI et le recrutement d'une spécialiste genre dans le staff de Dakar ❖ Pour EGO le genre constitue une branche transversale à intégrer de la programmation à la mise en œuvre jusqu'à l'évaluation 	<p>Pour les prochaines interventions :</p> <ul style="list-style-type: none"> ➢ Procéder à une analyse genre des communautés partenaires des projets ➢ EGO devrait formuler des projets qui soient exclusifs aux femmes en n'occultant pas la barrière socio-culturelle dans laquelle les femmes sont elles-mêmes confortables ➢ Mettre l'accent sur la dimension nutritionnelle de l'agriculture des femmes dans les projets futurs ➢ Cibler et suivre des cohortes de jeunes filles dans les régions d'intervention (formation,

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elles aux disparités entre les sexes en termes de réduction des écarts entre les hommes et les femmes ?	<ul style="list-style-type: none"> • A Kédougou, des villages comme Djibol ou Thiancoumboro sont saturés grâce au système de passage de don initié par Yaajeende • Les activités des femmes améliorent la qualité du bol familial, leur permettent d'accroître leur richesse en bêtes par le troc. Certaines assurent le bétier de la Tabaski, pourvoient aux frais de santé et de scolarité des enfants • Mais, pour la vente ou le troc, la femme cherche l'aval de son conjoint lequel a de gros ruminants qu'il vend sans l'avis de sa conjointe • Les relations sociales jadis tendues, entre Peulh et Diakhanké d'un même village, se sont améliorées quand les femmes ont collaboré dans le cadre du passage de don • L'approche de Yaajeende utilise la CCC (communication pour le changement de comportements) alimentaires avec les groupes debbo galle mais en ciblant aussi les hommes • Par contre, les supports de communication présentent les femmes comme seules à donner à manger aux enfants alors qu'en réalité, des pères aussi le font • Yaajeende accompagne les femmes pour la transformation des produits dérivés de l'élevage pour la consommation du ménage • Pour la gouvernance, Yaajeende met en place des TDR pour une participation équilibrée des hommes et des femmes (4 femmes au niveau des GTC) mais leur participation et leur prise de parole sont encore faibles 	<ul style="list-style-type: none"> ❖ Cependant dans ses principaux projets le genre n'est pris en compte qu'en termes de désagrégation des données par sexe, dans une approche purement quantitative ❖ Comfish n'a pas encore posé d'actions concrètes au-delà des séances de renforcement des capacités des femmes sur la gouvernance à Saint-Louis ❖ Bien que Yaajeende se conforme à la distribution des terres, des filières et des activités selon le genre en cours dans les communautés, il est plus en avance en matière de genre dans les projets FTF ❖ L'intervention de Yaajeende fait évoluer qualitativement le statut des femmes grâce des activités les ciblant exclusivement articulées à d'autres qui sont mixtes ❖ Le genre n'est pas explicitement une référence dans l'approche de Yaajeende, mais les TDR indiquent clairement la représentation des femmes et des hommes dans les instances des Prestataire de services communautaires (APS). Ces TDR rencontrent souvent des résistances à cause des normes socioculturelles 	<p>conscientisation, capacitation) pour avoir d'ici 5 ou 10 ans une nouvelle génération de femmes entrepreneuses, dynamiques et leaders</p> <ul style="list-style-type: none"> ➤ Mener des activités spécifiques aux organisations de femmes pour renforcer la cohésion sociale (niveau de dynamisme, instauration d'un système de partage des gains issus des activités économiques) ➤ Analyser les mutations silencieuses au sein des sociétés rurales afin de pister les germes de changement, les défis et enjeux actuels, ➤ Accroître les possibilités de production des femmes en aviculture, en horticulture et en élevage de petits ruminants (plus de terres, plus de facteurs de production, capacité de stockage) et dépasser l'objectif d'amélioration de la nutrition pour les placer sur une orbite entrepreneuriale ➤ Mettre les groupes de femmes en réseau, il y a peu de prise des hommes sur les activités et les revenus générés collectivement par les femmes ➤ Former les femmes en gestion et en leadership transformatif afin qu'elles se construisent le pouvoir de gérer leurs biens personnels ➤ Intégrer le genre dans les outils de communication (l'image d'un père qui donne la bouillie à son enfant par ex.) ➤ Conscientiser et rééduquer les femmes et les hommes sur le bénéfice de l'équilibre entre les sexes dans le développement

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	<ul style="list-style-type: none"> • Naatal Mbay soutient les femmes par le biais de faitières. Il les forme en maîtrise des itinéraires techniques, en planification, etc. Il les appuie en semences améliorées et certifiées ainsi qu'en équipements • Comfish renforce les capacités des femmes actives dans la pêche sur le plan institutionnel et pour la prise de décision dans les CLPA) • Il les appuie aussi en les formant sur le genre et sur les changements climatiques en rapport avec sur les nouveaux enjeux du secteur • ERA forme les organisations en genre et gestion des semences, appuie l'audit de genre des institutions, conçoit des modules genre pour les universités, vulgarise les techniques agricoles • EGO bénéficie de l'expertise de points focaux genre à Washington qui s'assurent que le Gender Framework est intégré dans les projets • EGO exige un respect du gender dans dans les appels à candidature pour les études et projets • L'approche globale d'EGO est basée sur une stratégie équité et genre pour l'empowerment des femmes • Au début de chaque année fiscale, il y'a un Operational Plan qui intègre l'inclusion et le gender mainstreaming • Un conseiller genre est présent au sein de la mission et coordonne les formations internes en genre et chaque bureau a un point focal genre également 	<ul style="list-style-type: none"> ❖ La vulnérabilité des femmes a été identifiée et adressée mais elle demeure une réalité vécue, bien que des percées significatives soient lisibles avec le leadership de femmes Prestataires de services communautaires (Afia). ❖ Le fait que les femmes améliorent les conditions nutritionnelles des familles, contribuent aux frais de santé, d'éducation et aux dépenses de fêtes importantes les repositionne positivement dans la communauté bien que la décision sur leur propriété soit encore aux mains des conjoints ❖ Il y a une amélioration de la participation des femmes avec les groupes debbo galle, les APS et les GTC mais ces femmes manquent encore de leadership ❖ Les projets FTF ne fournissent pas de crédit aux femmes ❖ Il n'y a que Yaajeende qui donne un complément de fonds aux groupes de femmes désireux d'avoir du bétail (somme équivalente au capital mobilisé) ❖ Les hommes, en étant ciblés dans des activités de communication, information et sensibilisation pourraient jouer un rôle important 	<ul style="list-style-type: none"> ➤ Alphabétiser les femmes de façon fonctionnelle (utilisation des NTICS : téléphone portables et informatique) ➤ Appuyer les femmes pour un plaidoyer en vue de l'inscription des activités de production des femmes dans le budget municipal ➤ Assurer un accompagnement des femmes présentes dans les instances de gouvernance mis en place par les projets FTF (GTC, APS, CLPA) ➤ Naatal Mbay devrait avoir plus d'activités exclusivement pour les productrices (grandes comme petites : appui en matériels de production pour la petite mécanisation, appui technique) ➤ Les projets FTF pourraient appuyer la création et la dynamisation des collèges de femmes au niveau des organisations faitières mixtes ➤ Intégrer un système souple d'accès au crédit pour les femmes en partenariat avec les SFD, à taux préférentiels ➤ Yaajeende doit veiller à instaurer un dispositif de suivi plus rigoureux du passage du don (gestion sécuritaire et contrôle du bétail et des poulets)

Research Question	Results	Conclusions	Recommendations
		<p>dans le processus de positionnement et d'autonomisation de la femme (approche inclusive)</p> <ul style="list-style-type: none"> ❖ Mener des activités connexes à l'agriculture (accès aux services sociaux de base, notamment aux facteurs de communication) pourraient également décharger les femmes et par conséquent leurs donner plus de temps libre pour des activités économiques 	
5 – Comment les autres partenaires techniques et financiers intègrent le genre ?	<p>Coopération canadienne</p> <ul style="list-style-type: none"> • ACDI a une politique genre qui transverse ses interventions. Le PADEC (Sédhiou, Kolda et Ziguinchor) aborde la question du crédit et indirectement de l'accès à la terre par : • Des ententes spéciales de réduction des taux d'intérêts • La réduction des temps requis pour traiter les dossiers • La couverture des garanties demandées aux femmes • Le renforcement de capacités de production (ruches de production de gâteaux de miel pour les femmes, des unités de transformation et de conditionnement (UTC) dans les filières mangue, anacarde, miel, et produits forestiers pour les femmes, installation de magasins de stockage de noix brute d'anacarde pour les femmes) 	<ul style="list-style-type: none"> ❖ L'étude « Etat et dynamique des rizières de vallée dans la région de Sédhiou » de la Coopération italienne n'intègre pas le genre dans ses analyses ❖ Les bailleurs associent le genre dans leur document stratégique de départ mais ont des limites dans leur application sur le terrain ❖ Le FIDA à travers le PADAER et le PAFA cible spécifiquement les femmes et les jeunes dans ses interventions ❖ Il y a eu un effort avec la revue du secteur de l'agriculture coordonnée par l'USAID qui a insisté sur le genre dans la sécurité alimentaire ❖ Dans le secteur agricole, il n'y a pas encore de politique, d'objectifs, de résultats explicites, d'outils de 	<ul style="list-style-type: none"> ➤ Nécessité d'une mise en synergie des actions des bailleurs à l'endroit des femmes ➤ Portage d'un plaidoyer commun aux bailleurs d'une même région pour l'accès à la terre auprès des élus locaux et des chefs coutumiers ➤ Mettre l'accent sur les barrières socio-culturelles qui constituent le principal goulot d'étranglement ➤ Changer d'approche en termes de formation et de renforcement des capacités en mettant la priorité sur l'utilisation du numérique (téléphones portables) et de l'informatique ➤ Penser à des actions qui vont cibler les femmes élues pour une meilleure maîtrise de leurs prérogatives et des enjeux ➤ Intégrer des indicateurs qualitatifs dans les stratégies genre des projets

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> L'allègement des travaux domestiques des femmes (aménagement de puits hydrauliques, dotation de moulins-décortiqueuses pour les groupements) Le renforcement de capacités des opérateurs/trices (formation des groupements en GAF, DO, techniques de séchage de mangue et techniques de récoltes de miel, financement de groupements pour leur participation à FIDAK-FIARA, SIA, SIAM, etc.) <p>Coopération italienne</p> <ul style="list-style-type: none"> Programme genre avec le ministère de la femme, le ministère des finances et l'agence Nationale de la Statistique et de la Démographie (ANSD) pour la collecte de données désagrégés sur tous les segments, avec le Social Institutions and Gender Index (SIGI) PAPSEN pour l'appui et le renforcement des activités productives agricoles, notamment l'horticulture irriguée dans les régions de Thiès, Diourbel et Fatick et la riziculture pluviale et l'horticulture irriguée dans les régions de Kolda et Sédiou Projet Agricole Italie-Sénégal (PAIS) intervient dans les régions de Kaolack, Kolda et Sédiou (2016-2018), pour « contribuer à améliorer à la sécurité alimentaire des populations des régions cibles dans une logique de développement concerté au niveau local et durable » en capitalisant les résultats du PAPSEN 	<p>gestion, d'indicateurs, de données définis intégrant le genre</p> <ul style="list-style-type: none"> ❖ L'institutionnalisation du genre dans ce secteur n'est toujours pas prise en compte ❖ Des barrières socio-culturelles constituent des facteurs blocages auxquels les bailleurs sont confrontés pour la mise en œuvre de leurs activités genre ❖ Les bailleurs abordent le genre essentiellement à travers la formation/renforcement des capacités, l'appui matériel pour la mécanisation de la production (PADER) ou la semi-industrialisation de la transformation ❖ Il n'y a pas beaucoup d'interventions en ce qui concerne l'élevage des petits ruminants ou l'aviculture comme le fait Yaajeende ❖ Il y'a des actions qui sont menées en faveur des femmes des couches sensibles (handicapées ou veuves) comme le fait PAFA ❖ Le segment de la commercialisation est encore faiblement appuyé par les bailleurs (mise en relation des productrices pour une intégration des marchés nationaux) 	<ul style="list-style-type: none"> ➤ Signer des conventions locales de partenariat avec les autres bailleurs pour mieux atteindre les objectifs de genre en particulier ➤ Se rapprocher au niveau de chaque région des bailleurs qui sont actifs dans l'agriculture et qui prévoit de mener des actions en faveur des femmes pour une synergie et une harmonisation pour plus d'efficacité ➤ Inclure l'accès à la terre pour les femmes comme pilier d'accompagnement des communes à retenir et en convenir avec les autres bailleurs pour une meilleure portée de la stratégie

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> • Commandite une étude genre à Kaolack pour institutionnaliser le genre dans le PAIS FIDA (PADAER et PAFA) • Ciblage des couches vulnérables à travers 62% femmes (veuves, femmes cheffes de ménage, situation de handicap) et les jeunes sans emploi 35% • Appui aux ménages pour plus de revenus et une sécurité alimentaire (passerelles GPF) • Stratégies de communication et d'intervention développées pour lever les obstacles liés à l'accès à la terre pour les femmes • Place prépondérante de la femme dans les instances organisationnelles (comités de maintien et de gestion des équipements) • Emergence de femmes qui ont été appuyées par au niveau des instances (gouvernance locale/conseillères municipales) • Emancipation économique des femmes qui les repositionne dans les ménages, dans les instances de décision et a accru leur visibilité • Partenariat exclusif avec les femmes dans le cadre de la lutte contre la pauvreté et pour la résilience alimentaire • Inclusion du critère de l'accès à la terre pour les femmes pour la sélection des communes bénéficiaires du PADAER • Plaidoyer dans les communes en faveur de l'accès à la terre pour les femmes (même si c'est à titre de location) 	<ul style="list-style-type: none"> ❖ Il ressort des entretiens que tous les bailleurs restent globalement sensibles au genre mais accorde encore peu d'actions qualitatives (indicateurs de changements de comportementaux) ❖ Les lignes de crédit spécifiques aux femmes sont aujourd'hui faiblement offertes par les bailleurs ❖ Il y'a une très faible prise en compte de la problématique de l'accès à la terre par les bailleurs ❖ Il n'y pas une stratégie inclusive développé par les bailleurs et qui associe les hommes dans les activités de valorisation et autonomisation des femmes ❖ Il y'a encore très peu d'activités connexes à l'agriculture développées par les bailleurs pour un allègement des travaux domestiques des femmes (accès à l'eau productive, accès à l'énergie solaire pour les machines agricoles) ❖ Il y a encore d'actions d'orientation et d'information des femmes par rapport à l'accès aux structures de financement ❖ Il n'existe pas encore une nouvelle orientation pour les formations 	

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> Stratégies de contournement des barrières socio-culturelles en travaillant uniquement avec les femmes déjà dans l'activité <p>JICA</p> <ul style="list-style-type: none"> Renforcement des capacités des femmes pour l'harmonisation des prix de vente/ Formation en alphabétisation, dotation de bascules, formation en comptabilité) Aménagement et équipement d'un site de transformation avec une pouponnière à Guet Ndar Accompagnement et suivi des femmes et amélioration des conditions de fumage du poisson Facilitation aux femmes transformatrices pour réaliser un meilleur approvisionnement et la conservation des produits Effets positifs avec des revenus plus élevés au stade de la commercialisation. 	<p>dans leur contenu et dans leur approche</p> <p>❖ Il y'a une existence d'actions de sensibilisation spécifiquement menées auprès des leaders traditionnels et religieux concernés pour une reconsideration de la place de la femme dans le secteur agricole</p>	
6 - Quels sont les gaps persistants qui doivent être abordées ?	<ul style="list-style-type: none"> L'accès et le contrôle des facteurs de production (la terre et le matériel pour la petite mécanisation et la semi-industrialisation des unités de transformation) Le manque d'équipements modernes pour la transformation et l'absence de formation en marketing, la labélisation, le leadership des femmes L'absence de magasins de stockage normés pour une sécurisation du matériel de production et des rendements 	<p>❖ Les interventions conjuguées de l'état, des PTFs et des organisations faîtières n'ont pas encore réussi à changer le positionnement des femmes dans le secteur de l'agriculture, même si des améliorations et des changements ont été notées au cours des 10 dernières années</p> <p>❖ Politiques agricoles revêtent une dimension institutionnelle pour le</p>	<p>➤ Capitaliser les leçons des expériences réalisées par les projets Feed the Future en matière de genre</p> <p>➤ Sensibiliser en matière d'accès équitable aux terres : il faut davantage sensibiliser les femmes, les pouvoirs coutumiers et maraboutiques sur leurs droits fonciers et inviter les partenaires à appuyer les OP et autres organisations dans les campagnes de</p>

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> • Le pouvoir de décision des femmes sur leurs propres biens et leurs revenus est limité par l'autorité et la supériorité des maris • Analphabétisme et faiblesse des compétences techniques surtout par rapport aux NTICS et à la maîtrise des nouvelles pratiques agricoles • Faible accès aux ressources de productions et un non accès aux financements doublé d'une asymétrie de l'information • Stéréotypes et préjugés toujours ancrés relativement aux dispositions traditionnelles et coutumières • Préséance du droit coutumier sur le droit commun concernant l'accès à la terre dans la plupart des régions surtout au nord (Matam) • Dispositions légales en faveur des femmes non appliquées/utilisées par les services techniques régionaux ou départementaux • Exclues des secteurs à haute valeur ajoutée et confinées à la transformation artisanale, les femmes dans leur plus grande majorité travaillent encore sur de plus petites parcelles • Accès inégal aux intrants agricoles (semences, fertilisants) • • Autorisation des hommes encore requise pour la commercialisation du cheptel, les décisions concernant la famille, etc. • Faible possibilité des femmes à offrir des garanties permettant l'obtention d'un prêt • 	<p>moment en matière de genre (présence de cellule ou point focal genre au niveau des ministères) mais absence de prise en compte au niveau des services techniques</p> <p>❖ Les gaps persistants sont retrouvés à 04 niveaux :</p> <ul style="list-style-type: none"> - Accès et contrôle de la terre - Contrôle des facteurs de production - Projets de financement en déphasage avec les besoins des femmes - Présence des femmes au niveau des instances de décisions encore peu satisfaisante <p>❖ Même quand la femme peut accéder à une terre, elle demande la permission à son mari avant d'accepter la parcelle octroyée</p> <p>❖ Gaps persistants essentiellement assimilables à des pesanteurs socio-culturels, historiques, coutumiers et traditionnels</p> <p>❖ Une discrimination fondée sur des facteurs historiques, traditionnels et socioculturels persiste et fait en</p>	<p>sensibilisation pour faciliter l'accès des femmes au foncier ;</p> <p>➤ Accroître la production des femmes en céréales (maïs, riz), en horticulture, en aviculture et en élevage de petits ruminants</p> <p>➤ Renforcer les capacités des femmes, notamment les élues, pour un portage du plaidoyer pour leur accès à la terre</p> <p>➤ Promouvoir la cohésion sociale, la conscientisation et la responsabilisation collective pour la gestion du foncier collectif au niveau des organisations féminines</p> <p>➤ Mettre le focus sur les segments de la transformation et la commercialisation des céréales à Kaolack (GPFs capacités)</p> <p>➤ Permettre une diversification des cultures et des revenus pour une sécurité alimentaire et nutritionnelle notamment pour les femmes à Sédiou (maraîchage)</p> <p>➤ Assurer un dispositif de suivi de la mise en pratique des acquis théoriques de femmes lors de formations pour un appui éventuel</p> <p>➤ Développer le leadership féminin rural à travers des sessions et des visites d'échanges au niveau des modèles de réussite</p>

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> • Politiques de discrimination positive insuffisantes pour lever les réticences des femmes • Inégalités persistantes quant à l'accès à l'alphabétisation, l'éducation, la formation, le renforcement des capacités • Résistances des hommes défavorables à plus de présence/participation des femmes dans les instances de décision dans les communautés et dans les organisations • A Kédougou, les gaps sont très criards notamment au niveau de la gouvernance où les hommes continuent à se positionner majoritairement dans les bureaux des GTC, APS ou pour le choix des VNC au détriment des femmes, malgré les TDR de Yaa jeende • Il s'y ajoute un faible niveau d'alphabétisation des femmes qui ne permet pas toujours l'application des TDR • Lourdeur des travaux domestiques doublée de celle des bas-fonds en plus de l'enclavement (problèmes de transport) • A Saint-Louis, les hommes sont les premiers à bénéficier des fonds de crédit, le taux de financement des femmes reste faible en valeur relative comme en valeur absolue • A Kaolack, les hommes ont la priorité sur la main d'œuvre familiale et ont une grande autorité sur les fonds des femmes (issus des 	<p>sorte que les femmes ont encore peu d'accès et de contrôle sur la terre, ce qui les maintient dans une situation d'insécurité économique structurelle.</p> <ul style="list-style-type: none"> ❖ Les changements de comportements se faisant sur le long terme, les pesanteurs socio-culturels demeurent la contrainte majeure pour l'ensemble des gaps persistants ❖ Les faibles moyens financiers des femmes est également un facteur qui fait persister les gaps relatifs à l'acquisition de matériels de production et à l'accès au crédit (apport et garanti) ❖ Le caractère inadapté des formations renforce le gap de l'analphabétisme des femmes ainsi que leurs faibles capacités techniques par rapport aux activités qu'elles mènent ❖ Les SFD constituent encore un mal nécessaire pour les femmes qui font face à des taux exorbitants en plus d'une méconnaissance des procédures (conséquence de leur analphabétisme) 	<ul style="list-style-type: none"> ➤ Renforcer les compétences des femmes qui ont déjà accédé aux instances de décisions locales ou au niveau des collectivités ➤ Accroître les formations en techniques de transformation et de conservation avec des mesures d'accompagnement ➤ Appuyer financièrement les femmes formées pour une mise en pratique de leurs acquis (par rapport à la transformation à des femmes ont reçu beaucoup de renforcement de leurs capacités mais sans avoir par la suite les moyens de monter leur UTC)

Research Question	Results	Conclusions	Recommendations
	<p>crédits revolving et de la commercialisation de leurs productions)</p> <ul style="list-style-type: none"> • A Matam, l'accès à la terre et la cohésion sociale (bonne gouvernance) au sein des groupements de femmes constituent les principaux gaps persistants qui bloquent l'autonomisation des femmes dans un contexte où le gros bétail est exclusivement sous la propriété des hommes • A Kolda, les femmes sont exposées à des encadreurs véreux qui les escroquent et à des blocages relatifs aux pesanteurs socio-culturels en plus du clientélisme politique qui détourne les objectifs des bailleurs au détriment des vraies bénéficiaires 		
7- Sur la base des systèmes et des perceptions actuelles, quelles sont les meilleures approches d'intervention (les possibilités d'intervention les plus stratégiques) pour réduire ces lacunes ?	<ul style="list-style-type: none"> • Les femmes avec des maris instruits, les femmes veuves, les femmes avec des maris émigrés et les femmes présentes dans le domaine de la politique ont plus de prédispositions à se positionner comme leaders dans le secteur de l'agriculture à Kédougou • La dimension socio-culturelle comme facteur de blocage à l'autonomisation des femmes est observée au niveau de toutes les régions visitées • Existence de figures emblématiques dans le secteur de l'agriculture au niveau de chaque région visitée (modèles de réussite) 	<ul style="list-style-type: none"> ❖ La suprématie et la forte emprise des hommes sur les femmes limitent la pleine exploitation de leurs potentialités économiques ❖ Le faible niveau d'alphabétisation et de capacités organisationnelles des femmes constitue une contrainte majeure quant à leur repositionnement dans le secteur ❖ La prise en compte des aspects socio-culturels mérite une attention particulière dans le cadre de la formulation des prochaines activités EGO ❖ Les visites d'échanges dont certaines femmes ont bénéficié dans 	<ul style="list-style-type: none"> ➤ Associer les hommes à travers un dispositif local soutenu de sensibilisation afin qu'ils soient moins contraignants vis-à-vis de leurs épouses ➤ Cibler particulièrement les hommes pour un changement des mentalités en perspective de leur appui pour l'accès des femmes aux facteurs de production notamment la terre et les équipements ➤ Inclure des activités de visites d'échanges afin de faire partager les expériences, success stories et modèles de réussite de certaines femmes ➤ Appuyer les femmes pour la formulation et le suivi de demandes de surfaces importantes de terres et des autres facteurs de production au niveau des structures appropriées

Research Question	Results	Conclusions	Recommendations
	<ul style="list-style-type: none"> • Ces femmes leaders qui ont réussi dans le domaine agricole ont pour la plupart étaient soutenues par leurs maris (avec un certain profil) • Les femmes qui ont réussi à s'imposer sont soit des veuves ou bien sont instruites ou encore elles sont des leaders politiques • Un faible niveau d'alphabétisation et de capacités en gestion administrative et financière des femmes au sein des groupements féminins • Les interventions de Yaajeende ont permis de modifier les habitudes agricoles et alimentaires des ménages qui sont davantage orientées à des fins nutritionnelles, en plus des ressources financières générées • Des femmes de la région tirent des leçons des visites d'échanges sur le riz dans le nord • Le maraîchage (notamment avec Yaajeende) permet aux femmes s'assurer une sécurité alimentaire à leurs enfants ainsi qu'une bonne alimentation nutritionnelle en plus d'améliorer leurs revenus 	<p>le nord du pays leurs ont permis d'être plus ambitieuses par rapport à leurs possibilité et opportunités agricoles</p> <p>❖ L'approche initiée par Yaajeende peut à termes aboutir à de meilleures conditions de vie pour les femmes mais nécessite d'être repenser en termes d'augmentation des capacités de production des femmes</p>	<ul style="list-style-type: none"> ➢ Instrumentaliser les figures emblématiques dans le secteur de l'agriculture au niveau de chaque région pour appuyer les activités ciblant les femmes ➢ Cibler les hommes pour une reconversion des mentalités en perspective de leur appui pour l'accès des femmes aux facteurs de production ➢ Créer des maisons ou cases à outils (échelles des communes ou villages polarisateurs) pour les femmes avec une gestion collective au nom d'un groupement fonctionnel (moyennant une somme à thésauriser pour d'autres AGR futures) ➢ Mettre en place des maisons d'appui à l'échelles des villages pour un accompagnement organisationnel et technique des femmes (renforcement des capacités en gestion de leurs finances et en leadership) ➢ Systématiser et appuyer des cadres d'échanges entre les femmes de différentes régions du Sénégal pour les motiver et créer en elles plus d'ambitions agricoles et économiques ➢ Appuyer les femmes pour la formulation et le suivi de demandes de facteurs de production au niveau des structures appropriées ➢ Mettre en place de lignes de crédits adaptés au cycle des activités des femmes ➢ Initier des programmes pour l'allègement des travaux domestiques afin de permettre les femmes de se consacrer à des activités agricoles d'envergure

Research Question	Results	Conclusions	Recommendations
			<ul style="list-style-type: none"> ➤ Promouvoir des étangs piscicoles gérés par les femmes en collaboration avec les acteurs concernés tel que l'ANA (Agence Nationale de l'Aquaculture) ➤ Associer les services techniques, les ONG, les notables, chefs religieux, chefs de villages et leaders locaux dans le processus de repositionnement des femmes dans l'agriculture ➤ Former, sensibiliser, capaciter et conscientiser les jeunes filles (éveil de conscience) pour préparer la relève ➤ Associer les leaders femmes, les groupements de femmes, les personnes ressources locales et les services techniques dans l'identification périodique des changements, des enjeux et défis du repositionnement des femmes dans le secteur (selon la filière et le segment d'activités) ➤ Renforcer les capacités des GPF (alphabétisation, techniques de gestion administrative et financière, stratégies de leadership et de vente) ➤ Soutenir les femmes dans la diversification des activités économiques via le maïs, le maraîchage et l'aviculture (L'aliment de volaille : 60% de maïs). ➤ Appuyer la mise en place de magasins de stockage dans les villages centres qui en polarisent d'autres ➤ Mettre en place des centrales de transformation bien équipées (technologies avancées et sources d'énergies alternatives)

Research Question	Results	Conclusions	Recommendations
			<ul style="list-style-type: none"> ➤ Intensifier le mécanisme du passage du don (volaille et petits ruminants) pour dépasser les besoins de la famille et constituer un capital ➤ Envisager des actions de mise en réseau qui est cruciale, comme le cas de Nioro (Kaolack) où les productrices de bissap collaborent avec des transformatrices de Dakar ➤ Appui institutionnel et organisationnel aux réseaux d'organisations de femmes ➤ Associer les hommes à travers un dispositif local de sensibilisation soutenu afin qu'ils soient moins contraignants vis-à-vis de leurs épouses. ➤ Appuyer les femmes pour la formulation et le suivi de demandes de terres au niveau des structures appropriées ➤ Promouvoir dans la région des étangs piscicoles gérés par les femmes en collaboration avec les acteurs concernés tel que l'ANA (Agence Nationale de l'Aquaculture) ➤ Mettre en œuvre des programmes d'envergure d'allègement des travaux domestiques des femmes afin de leur permettre de se consacrer à des activités agricoles ➤ Mise en place de lignes de crédits adaptés au cycle des activités des femmes ➤ Doter les femmes transformatrices d'emballages normés pour les produits halieutiques ➤ Former les femmes pour la transformation des résidus agricoles (riz et maïs) en combustibles verts

ANNEXE C : LISTE DES PERSONNES RENCONTREES

Nom des répondants	Type d'entretien	Régions	Nom de l'organisation/Structure	# Participants	Fonction	Contacts
Hamath Sow	Groupé	Dakar	Association Sénégalaise pour la Promotion du Développement de Base (APRODEB)	5	Chargé de Programmes	
Abobakry Ly					Chargé de Programmes	
Mour Guèye					Chargé de Programmes	
Mame Sèye Ndour					Chargé de Programmes	
Ousmane Ndiaye					Directeur Général	
Marius Dia	Groupé	Dakar	Conseil National de Concertation des Ruraux (CNCR)	2	Coordonnateur du Conseil	
Yoro Thioye					Chargé de Programmes	
Mme Anne Williams	Groupé	Dakar	Bureau EGO/USAID	5		
Mr John						
Mr Alioune Dia						
Mme Oumou Ly						
Mr Moustapha						
Evelyne Sylla	Individuel	Dakar	Bureau d'appui à la coopération canadienne (BACDI)	1	Conseillère en genre au bureau d'appui de la coopération canadienne	
Juliana Serra	Individuel	Dakar	Coopération Italienne	1	Expert en genre au bureau de la coopération Italienne	
Mme Nafissatou Ndiaye Diakité	Groupé	Dakar	Direction de l'Equité et de l'Egalité du Genre-DEEG	5	Directrice adjointe	
Mme Nafissatou Ndiaye Diakité					Point focal genre LuxDev	
Mme Safiéto Kane					Agent DEEG	
Mme Soda Mboup					Chargé de suivi DEEG	

Monsieur Mamour Gaye					Agent DEEG	
Ndeye Safiétou Diop N'Gom	Individuel		Minsitère de l'Elevage	1	Conseillère Technique Genre	
Lamine Biaye	Groupé	Thies	Association Sénégalaise des producteurs de semence paysanne	3	Président de l'organisation	7751725 25
Aliou Ndiaye					Chargé de programmes	773 210 696
Demba Bâ					Membre ASPSP	775172526
Abdou Karim SENGHOR	Groupé	Sédhiou	Coopérative Agricole de Diéndé (COPAC/ RESOPP)	5	Président de l'organisation	771710697
MOUSSA MANDIANG					Membre de l'organisation	
BOUBACAR DJITTE					Membre de l'organisation	
PAPA MANDIANG SOUUMARE					Membre de l'organisation	
ABIBOU SENE					Membre de l'organisation	
	Groupé	Sédhiou	FAN MAKOYE	12		
Mackou Doumbouya	Groupé	Sédhiou	Association Fegn Te Diomboulou	30	Présidente de l'organisation	774235482
Fatoumata Takha Bâ	Groupé	Sédhiou	Association Fegn Te Diomboulou		Secrétaire de l'organisation	774512288
Séckou DABO	Groupé	Sédhiou	GIE des pêcheurs Mareyeurs de Sédhiou	13	Président du GIE	77219 41 14
Boye DOUMBIYA					Membre GIE	77 357 79 99
Abibatou FAYE					Membre GIE	
Safie DIATTA					Membre GIE	
Roger MANE					Membre GIE	
Lamine CISSE					Membre GIE	
Malang MANE					Membre GIE	
Alphousseyni MANE					Membre GIE	
Filidje MANE					Membre GIE	
Mohamed DICKO					Membre GIE	
Seckou MANE					Membre GIE	
Thierno DIANE					Membre GIE	
Béténe DABO					Membre GIE	

Hymelda COLY	Groupé	Sédhiou	Groupement San Miron de Sédhiou	5	Présidente de l'organisation	77 822 29 70
Aby DIALLO					Membre de l'organisation	
Fanta SAGNA					Membre de l'organisation	
Lamine Fadera					Membre de l'organisation	
Mamdou Lamine MANE					Membre de l'organisation	77 455 05 20
Diénaba DIALLO	Groupé	Sédhiou	Réseau Sembo Asseg GIE Wakily de Bona	11	Membre Wakily	
Khady SONKO					Membre Wakily	
Yama KOUMA					Membre Wakily	
Khady SADIO					Membre Wakily	
Yama NIABALY					Membre Wakily	
May FATY					Présidente du Réseau Soforal	
Bory faty					Membre Wakily	
Mama Sané					Membre Wakily	
Diontang diatta					Membre Wakily	
Boury konté					Membre Wakily	
Alima Fadera					Membre Wakily	
Aissatou MANE	Groupé	Sédhiou	GIE SILODIYATA	10	Présidente Silodiyata	77 357 76 86
Sire TOURE					Membre Silodiyata	
Mame Dialika DRAME					Membre Silodiyata	
Fatou CISSE					Membre Silodiyata	
Ami MANE					Membre Silodiyata	
Mariama DIEDHIOU					Membre Silodiyata	
Ndeye Khady KORA					Membre Silodiyata	
Fatou DRAME					Membre Silodiyata	
Awa Séne					Membre Silodiyata	
Dr Souleye Gaye	Individuel	Sédhiou	Service Technique de l'Elevage	I	Responsable Régional	77 614 71 55
Ousmane DIAWAR	Individuel	Kolda	Service Technique de la pêche	I	Responsable Régional	70 792 06 53

Abdoulaye BA	Groupé	Kolda	Yaajeende	5	Coordonnateur	77 333 40 87
Cheikh Abdoul Hadre Kanté					Staff Yaajeende	
Mr Konté					Staff Yaajeende	
Mathioro FALL					Staff Yaajeende	
Abdou N Ndiaye					Staff Yaajeende	
Seydou Diédiou					Staff Yaajeende	
Asmao BALDE KANDE	Groupé	Kolda	Directoire Régional des Femmes en Elevage (DIRFEL)	10	Directrice	775597699
MARIAMA DIALLO					Membre DIRFEL	
MARIETOU BALDE					Membre DIRFEL	
BOUMEL BALDE					Membre DIRFEL	
MAME ADAMA BA					Membre DIRFEL	
ANSATA BALDE					Membre DIRFEL	
FATOU SABALY					Membre DIRFEL	
AMINATA BALDE					Membre DIRFEL	
SAMBA MOUSSA BALDE					Membre DIRFEL	
ALIOU MBALLO					Membre DIRFEL	
	Groupé	Kolda	Comité Local de Prestataires Yaajeende Dianabo	12	Membre APS	
Sona SEYDI	Groupé	Kolda	GPF KAOURAL DANDOUADIO	15	Présidente de l'organisation	77 794 13 64
Boumel Baldé	Individuel	Kolda	DIRFEL	1	Membre DIRFEL	
Ouleye Seydi	Individuel	Kolda	DIRFEL	1	Membre DIRFEL	
Abdou Dione	Groupé	Kolda	Naatal Mbay	3	Coordonnateur	77 556 57 10
Youssoupha Guèye		Kolda			Manager de la chaîne de valeur Mais	
Aby Ndoye Kanouté		Kolda			Spécialiste chaîne de valeur mais et riz pluvial	

ANSATA BALDE	Groupé	Kolda	Nangué Fouladou	4	Membre	
FATOU SABALY					Membre	
AMINATA BALDE					Membre	
Famara KOITA					Membre	776595358
Mamadou Mandaw NDIOUR	Individuel	Kolda	Programme multinational de renforcement de la résilience à l'insécurité alimentaire et nutritionnelle au Sahel P2RS	I	Chef d'antenne de Kolda	777038886
Demba SARR DIALLO	Individuel	Kolda	PADER Programme d'appui au développement agricole et à l'entreprenariat rural	I	Chargé des infrastructures	776162450
Dr Mohamet Sarr	Groupé	Kolda	Service Régional de l'Elevage à Kolda	2	Chef du Service Régional	
Mr Malamine Diédhioù					Chef du Service Départemental	
Aissatou DIALLO	Individuel	Kédougou	GIE BOOK LIGUEYE	I	Secrétaire	776595520/774837297
Djiby DIALLO	Groupé	Kédougou	APS AFIA	4	Relais agriculture	
Ramata DIALLO					VNC Afia et Andémay	
Adama Awa CISSOKHO					Présidente des APS	
Ibrahima CAMARA					VNC Afia et Andémay	
Mamadou Mane DIAGNE	Groupé	Kédougou	Yaajeende	6	Coordonnateur Yaajeende Kédougou	773334013
Joseph Ibrahima DIOUF					Agent Staff Yaajeende	
Paul Philippe NDOM					Agent Staff Yaajeende	
Basile NDIONE					Agent Staff Yaajeende	
Ladj DABO					Agent Staff Yaajeende	
Ndeye Coumba SENE					Agent Staff Yaajeende	
Aissatou Aya Ndiaye	Groupé	Kédougou	KOBA CLUB	3	Présidente KOBA CLUB	77 510 80 37
Mariama Diallo					Membre KOBA CLUB	

Fanta Soumaré					Membre KOBA CLUB	
Aminata Kaba	Individuel	Kédougou	Héramankonon	10	Présidente de l'association Héramankonon	774329097
Massamba Diop	Individuel	Kédougou	USAID	1	Point Focal USAID Kédougou	
KHADIDIATOU DOUCOURE	Individuel	Kédougou	Réseau des Femmes en Développement REFDEV	1	Présidente du REFDEV	77 476 33 87
Dr Abdoulaye NDIAYE	Individuel	Kédougou	Bureau Direction Régionale de l'Elevage Kédougou	1	Responsable Régional	
Madame Oumy DIOUF	Individuel	Kédougou	Service Régional du Développement Communautaire	1	Responsable du Service	77 419 64 73
Mr Demba MBOW	Individuel	Kédougou	Service de l'Hydraulique de Kédougou	1	Responsable du Service	77 542 48 24
Mamadou GUEYE	Individuel	Kédougou	DRDR	1	Responsable du Service	776302028
Abdoulaye Djiby SAMBOU	Groupé	Kaolack	Service du développement communautaire de KAOLACK	3	Chef service régional de Kaolack	775419841
Aliou DIALLO					Chef de service départemental	776120803
Safiatou DIAW					RDC	776129721
Gnima Djaité	Groupé	Kaolack	Fédération des Producteurs de Maïs FEPROMAS	4	Présidente	
Ramatoulaye Niass					Trésorière	
Pierre Marie Mbengue					Comptable	
Babou Fall					Gestionnaire de la base de données	
Binetou DIAGNE	Groupé	Kaolack	Centre pour la promotion de l'entrepreneuriat féminine et de l'action citoyenne Coopérative TAKKU LIGEEY THIOFFAC	8	Présidente de la Coopérative	775189214
Aby GUEYE					Membre de la Coopérative	
Dié THIAM					Membre de la Coopérative	770775555
Diawa NDIAYE					Membre de la Coopérative	776186439
Soda DIAGNE					Membre de la Coopérative	771649492
Mamy DIOP					Membre de la Coopérative	776937935

Ndeye Amy BITEY					Membre de la Coopérative	776528060
Codou DIASSE					Membre de la Coopérative	776625169
Abiboulaye BA	Individuel	Kaolack	Programme d'Appui aux Filières Agricoles PAFA	1	Responsable Suivi-Evaluation	
Pierre DIOUF	Individuel	Kaolack	Direction Régionale du Développement Rural	1	Responsable du Service	77 564 40 02
Souleye DIOUF	Individuel	Kaolack	Direction Régionale de L'élevage	1	Directeur Régional de L'Elevage	
Mamadou THIARE	Individuel	Kaolack	Direction régionale de l'hydraulique		Responsable de la Division Régionale de l'hydraulique	77 995 30 30 /77 638 2050
Mouhamed GAYE	Groupé	Matam	Bureau service du développement communautaire de MATAM	2	Chef de service du développement communautaire	775551200
Djiby SY					Point focal du PRODES	775240635
Aicha THIAM	Individuel	Matam	Directoire Régional des Femmes en Elevage (DIRFEL)	1	Présidente DIRFEL Matam	77 611 54 13
Abdoulaye Samba KA	Individuel	Matam	Maison des Eleveurs de Matam	1	Président de la Maison des Eleveurs de Matam	
Youssouph GUEYE	Individuel	Matam	Antenne Régional de Développement Rural de Matam	1	Direction Régional de Développement Rural	77 147 65 10
Aissatou Babou	Individuel	Matam		1		775424301
Dr Alfred DIOUF	Individuel	Matam	Bureau du service de l'élevage de Ourossogui	1	Chef service régional de l'élevage de Ourossogui	775349524 frediouf@yahoo.fr
Famara Niassy	Groupé	Saint-Louis	Direction des Pêches Artisanales Services Régionales des pêches et de la Surveillances de ST Louis	2	Inspecteur Régional des pêches	77 712 11 35
Abdoulaye Mbodj					Inspecteur Départemental des Pêches	77 552 40 14

Mame Khady C. Diop KANE	Individuel	Saint-Louis	Bureau Agence St Louis	1	LOCAFRIQUE St Louis/ Etablissement de crédit Chef d'agence	
Elhadji Ndiankou Guèye	Groupé	Saint-Louis	PROJET FEED NAATAL MBAY SAINT LOUIS	3	Coordinateur Naatal mbay	
Ibrahima Guèye					Spécialiste en chaîne de valeurs Podor	
Mr Souaré						
Aissatou Sarr BA	Individuel	Saint-Louis	Direction Régionale du Développement Rural (DRDR) St Louis	1	Point Focal genre	776515530
BAKA GUEYE	Individuel	Saint-Louis	l'Union des groupements de producteurs agricoles de Rao (UGPAR)	1	Président de l'Union des groupements de producteurs agricoles de Rao (UGPAR)	775524841
Korka Diaw	Groupé	Saint-Louis	REFAN	4	Présidente du réseau REFAN	77 646 18 06
Ndeye Seye					Secrétaire du réseau REFAN et pdte GIE Takouligeye	77 618 97 29
Niébé Faye					Présidente GIE Sope Nabie	77 321 99 70
Khady Diallo					Vice présidente du réseau REFAN	77412 63 88
Hadja Gnagna Seck	Individuel	Saint-Louis	SINE Femmes transformatrices de Guokh Mbadj	1	Présidente Site de Production Guokh Mbadj	77 401 65 76

ANNEXE D : SYNTHESE DES APPROCHES EGO

I. Yaajeende:

Project Background

Yaajeende is a five-year FtF agricultural and nutritional development project to improve food security, and is one of the earliest FtF projects in Senegal. It operates in Senegal's northeastern zones, in 60 rural communities in the regions of Kédougou, Kolda, Matam and Tambacounda. It should be noted that the project's mid-term evaluation in 2014 pointed to several positive results, and lauded the project for its success with gender mainstreaming. For example, it notes that an essential component of Yaajeende's success was its ability to increase the equitable participation of women in project activities, and to develop innovative strategies for gender equality that promoted women's access to resources and financial opportunities through increased credit access and non-farm job opportunities (via the creation of community service provider positions created by the project).

The project aims to address food insecurity by working with rural producers together with the entrepreneurs who buy, re-sell, stock, transport and transform agricultural products; banks and micro-finance institutions who work with producers and agricultural and nutrition sector entrepreneurs; suppliers of agricultural inputs such as fertilizers, improved seeds, or agricultural equipment; elected representatives of local authorities and citizen groups who are involved in decision-making and the formulation of local policies related food security and nutrition; consumers, especially to raise awareness on improved dietary practices and increase the demand for nutritional products. Lastly, the program aims to create vibrant and sustainable markets to improve people's health through diversified agriculture and strong local economies.

Primary project objectives focus on intensifying agricultural production, strengthening agriculture-nutrition links, promoting good nutrition, and strengthening local governance related to food security. The project also specifically aims to give women the means to invest in agricultural production and contribute to food security.

In terms of broad project approaches, at the national level the project collaborates with the Ministry of Agriculture, the Ministry of Health, the Ministry of Livestock, and other partners. At the community level, the project involves training of citizen working groups with local stakeholders (associations, health and agricultural agents, local advisors) and supporting them in collaboration with local authorities to improve policies and services related to food security, food and nutrition.

Yaajeende is implemented by a consortium of 5 international organizations: NCBA/CLUSA, Counterpart International, Heifer International, Sheladia Associates, and Manobi Senegal.

For Yaajeende's agricultural focus, the project helps middle-income and most disadvantaged farmer households in rural communities to organize into community producer groups, such that they can take advantage of economies of scale, new technologies and financial resources. In addition, community service providers provide extension support and liaise with the private sector in order to help link producer communities into the value chains for particular products.

For the food security and nutrition elements, the project focuses on increasing the demand for nutritious food through education, training and communications targeted to behavior change of consumers; and also has activities aimed to improve the variety of nutritious and fortified foods available in the food supply. The project works through strengthening the existing network of Community Nutrition Volunteers (CNV), who provide information to mothers and children on best practices for nutrition, and provide advice to local groups and within producer communities about foods to grow to meet diversifying the nutritious food supply objectives. Among others, the project

targets the poor, vulnerable populations (including women of reproductive age, and women with children under two years of age) and women in general.

In terms of operational strategies, the project emphasizes strong collaborative planning of activities with in-country government agencies and research institutions and their staff. Working together with local NGOs, it also focused on local farmer training on new agricultural methods and food varieties, and skills transfer. The focus on institutional capacity building through strengthening the ability for community service providers to serve as links between producer farmers and the private sector. Evaluation results to date emphasize the benefits of working with high quality local and national partners, including government agencies and research institutions in Senegal¹⁶. This allowed for the introduction of several novel products, technologies and innovations to strengthen food security in the project zones. The project strategy also emphasizes food safety, agricultural and private sector development, inclusive development to improve the nutritional status of mothers and children, meeting the nutritional needs of vulnerable groups (such as children under 5, pregnant women), strengthening the capacity of local institutions and government units, and on improving leadership skills and entrepreneurship for women.

Gender strategy and successful approaches

In terms of gender mainstreaming, it is noted that all of the project activities have a particular women's focus, including activities to encourage the adoption and diffusion of new agricultural technologies, practices and products, activities to increase household income, and those aimed at strengthening human capacity. The mid-term evaluation noted that gender mainstreaming was a central element of project interventions that resulted in more equitable participation of women, and enabled the development of strategies to strengthen gender equality, promote access to resources, and increase opportunities for women.

Key gender-relevant strategies that were noted, and some recommendations for improvements, are:

- To reduce malnutrition, the nutrition program targeted pregnant women and mothers of children under two years of age and their children; and followed best practices for preventative strategies to improve infant nutrition. The project also specifically aims to strengthen links between food production, higher incomes for food producers, and increased consumption of foods with greater nutrition quality, especially by women and children.
- The project is noted for having incorporated gender specific problems into central elements of the different project interventions. To achieve this requires evaluating the implications, both for men and for women, of each of the planned interventions, and integrating this into the conceptualization stage of the project, the implementation phase, the follow-on and the evaluation. For example, project gender considerations reflect that improving the nutrition status of the target population would need to take into account women's rates of under-nutrition and their role in determining the nutritional status of children. This also implies that the focus is on the roles that society attributes to men and women.
- The mid-term evaluation noted that equitable participation of women in the project interventions was achieved through attention to three main considerations with respect to defining the roles of women: the roles of women in agriculture (including their work in fields, participation in post-harvest activities, food processing and market activities); the land tenure system in Senegal and its implications for women, and women's role in reducing malnutrition. Particular constraints include that women tend to have limited economic opportunities and control over family businesses, as well as access to new technologies and inputs. From a land tenure perspective, women also face constraints in owning or inheriting land, despite legal provision for this, due to entrenched traditional norms.

¹⁶ USAID. 2014. Yaajeende USAID/Senegal. Evaluation de la performance à mi-parcours.

- The project was able to increase women's access to resources and opportunities. Women-specific trainings included health and child nutrition topics, vegetable production and nutrition through community meals, and on the restoration and management of degraded lands.
- In terms of assets improvement, the mid-term evaluation stated that women increased their assets through the Pass on the Gift (PoG) program, where roughly 80% of the project's animal gifts were made to women. In addition, nearly 74% of the credit access recipients under the project were women. For the "Passing on the Gift" (POG) component of the project, done together with Heifer International, the project chose to give most of the animal gifts to women, and also to provide training in animal husbandry to women. Objectives were to improve women's autonomy and their ability to contribute to household well-being, particularly since prior to the project it was determined that the household head (generally a man) had primary control of household animals, thus not directly available for women to benefit from or choose to use as they wish. Anecdotal information suggested that women who did manage their gifted animals had more autonomy, and were able to contribute to HH wellbeing either through outputs produced by the animals, or through sale of animals, at their own discretion¹⁷.
- The project also provided non-farm job opportunities for a substantial share of women, while women represented more than 60% of the project beneficiaries who participated in action governance activities.
- The mid-term evaluation notes that there could be more gender-disaggregated monitoring and measuring of project indicators – for example how dietary diversity has changed for women vs men, and to understand if there is an adequate level of micro-nutrients in the diets of women of reproductive age (and how this has changed as a result of the project). Studies of food diversity for women should also focus more on women's ability to absorb micronutrients, rather than on economic access to food.
- In terms of other successful strategies, the evaluation notes that the central role of governance was important for the Yaajeende project and accomplishing many of its objectives. For example, once an annual plan was completed, project staff work intensively with citizen working groups established through the project, to help them monitor field activities, conduct monthly coordination meetings with community service providers and community nutrition volunteers, and representatives of producer organizations. They monitor activities such as progress towards restoring degraded lands, conservation agriculture practices, communication campaigns, land titling for women's groups, and local government municipal meetings and budget hearings. While the citizen work groups model is thought to have contributed to the success of the project, the mid-term evaluation emphasized that for long-term sustainability, additional attention to strengthening institutional capacity and financial resources should be done.

2. ERA Project:

Program Description

The ERA project is aimed to contribute to USAID's Feed the Future strategy by developing human and institutional capacity for innovation in public and private sectors, through assistance to agricultural education, training and research institutions in Senegal. ERA has three main components: (1) to strengthen agriculture education and training; (2) to strengthen applied research and outreach; and (3) to strengthen project management and policy support. The long-term goals are to improve farm system and value chain productivity and sustainability.

Gender Strategy

¹⁷ Kelly, V. et al, 2016. The Contributions and Challenges of USAID/Yaajeende's Passing on the Gift Component: A synthesis of results from village case studies in Matam.

The document outlines four “engagement priorities” for addressing gender equity in agriculture, food security and nutrition in Senegal and through the ERA project: (1) foundational institutional analysis to identify issues and determine urgent needs and priorities for intervention with respect to gender, across relevant institutions; (2) undertake intermediate interventions with partner institutions, such as supporting the development of mechanisms to increase female enrollment in teaching, administrative and other institutional bodies in the agricultural sector, or the establishment of extension projects to benefit women’s cooperatives; (3) advanced development to create program synergies across different collaborating institutions; and (4) systematic integration of follow-on plans with respect to gender activities¹⁸.

Successful Approaches

The mid-term evaluation highlighted several areas where the ERA project does not seem to be doing well. However, in terms of successful gender activities the MTE noted that ERA has been proactive in supporting gender equality in the agricultural sector, particularly through its Bourse d’Excellence scholarships, which are provided to lycee and university students to advance their learning and careers. The project mid-term evaluation noted that 70% of scholarships were allocated to women. It was noted that this was not necessarily an effort targeted towards disproportionate representation of women; rather, the vast majority of highly qualified students who applied for the scholarships were women, thus the composition of awardees reflects this. The project also organized gender workshops to educate leaders on gender issues, and to raise awareness on opportunities for women in agriculture¹⁹.

Additional examples of specific gender approaches or gender-based activities that the project undertakes are:

- Workshops with Ministry staff and other institutions to improve gender considerations in the course curricula for training institutions who tend to be a source of Ministry and related institutional staff.
- Designating a male and female staff member from each partner institution to serve as focal points for gender issues for each partner institution’s Technical Working Group.
- Providing support to women’s food processing groups, economic empowerment groups, and farmer groups, and aims for gender equality in its trainings and exchange visits²⁰.

3. Comfish Project (Collaborative Management for Sustainable Fisheries in Senegal)

Project Background

The Comfish program began in 2011, and is a 5-year initiative that relates to climate change, biodiversity conservation and the fisheries component of USAID’s FtF initiative. The project’s goal is to support the Government of Senegal to achieve fisheries sector reform through improved governance and effective tools and approaches for fisheries management. This includes long-term objectives of providing Senegal with a reliable supply of high quality fish protein; contributes to the quality of life in artisanal fishing communities, and sustains the ability for marine and coastal ecosystems to provide goods and services to support population needs. The project works in 5 geographic areas (Cayar, Petite cote, Cap Vert, Saloum, Casamance) and focuses on institutional and stakeholder capacity building, fishery management planning, enhanced fisheries value chains for selected species, climate change vulnerability assessment and adaptation planning, managing marine

¹⁸ USAID. 2012. Education and Research in Agriculture: Strategic Plan for Gender Equity.

¹⁹ USAID. 2014. Mid-Term Evaluation: USAID/Senegal’s Education and Research in Agriculture Project (USAID/ERA).

²⁰ USAID. 2014. Mid-Term Evaluation: USAID/Senegal’s Education and Research in Agriculture Project (USAID/ERA).

ecosystems, and communications. The project works with several partners that include American and Senegalese university research partners, GoS ministries, and local and international NGOs.

Gender Strategy and approaches

In terms of gender approaches, the project works towards gender mainstreaming to ensure economic benefits of men and women, and to enable them to participate equally in decision-making processes in the fisheries sector. A main program objective is to improve the incomes of women processors in Cayar and contribute to food security of local populations. Important to note that women comprise a large proportion of those involved in the artisanal fish processing sector. However, despite women's involvement in the sector and its importance for the socio-economic development in the country, women are under-represented in local fisheries governance. The project aims to empower women by improving women's income and strengthening women's leadership in fisheries governance. Among other strategies, project monitoring data collection also includes a specific quantitative survey designed for women processors, which was administered as part of the project's vulnerability assessment of coastal communities.

As part of its gender strategy, the project met with women members of the different CLPAs that are the project's entry point in the different intervention zones where the project works, during the early stage of the project, to learn more on women's roles, needs and concerns under the existing CLPA structure and to identify ways to strengthen their contributions to fisheries management. This meeting formed part of a project study to assess the role of women in the artisanal fisheries sector, and included a workshop on developing a gender strategy in managing fish stocks. As part of this process, educational tools were adapted to the educational level of women participants, to better facilitate the presentations and discussions. This included using Wolof as the language of communications, relying on visual tools and drawings as a form of communication for course material, using traditional tools that are familiar as part of Senegalese traditions to convey information or constructs (such as cowries), and emphasizing interactive dialogue. This workshop was able to call attention to several problems underlying the under-representation of women in the CLPA. It highlighted the concept of gender and its relevance to the interventions of the COMFISH project, and, drawing on active discussion and suggestions from participants, new ways that women can contribute to the functioning of the CLPA and stock management, as well as highlighting important social values that were suggested to have been neglected under the existing structure²¹. Such information provided a basis to inform the development of individual project activities.

Particular gender-focused activities that the project undertakes include:

- Capacity building training workshops for women processors.
- Literacy training for women, as well training in units standardization (for women and others) which enabled participants to link more functionally with technical roles in the sector
- Training for women on fish processing and preservation; microfinance; modern processing plant and infrastructure management; computer and information technology training.
- Women are facilitated to attend exchange visits to fisheries sector fairs / expositions, to learn about new technologies and innovations in fish processing and an understanding of steps and administrative procedures for future participation in such events.
- Woman processor-focused training on local labeling for keccax (a local dried fish), including hygiene training and quality and standardization practices.

²¹ Minata Dia, Aminata Mbengue, Khady Sané Diouf, Atelier préparatoire **Genre et CLPA pour la Gestion Durable des Stocks**. USAID/COMFISH project, Senegal, and Coastal Resources Center, University of Rhode Island, Narragansett, RI 12 pp.

- Formation of women's groups, and men and women's business associations

4. Naatal Mbay Project

This is a 4-year FtF initiative that began in 2015. Naatal Mbay aims to build on the lessons and achievements of USAID's Economic Growth Project and other Feed the Future programs for Senegal, to scale models and development approaches for grain value chains that are designed to benefit small producers in the Senegal River Valley (VFS) and Forest South Zone (ZFS). Feed the Future Senegal Naatal Mbay has four main technical areas (1) improving the productivity of grains (irrigated rice, upland rice, corn and millet); (2) strengthening agricultural markets; (3) establishment of an enabling environment for private sector involvement in agricultural development; and (4) building local capacity for efficiency and sustainability. Project implementation focuses on producers and producer organizations, to facilitate widespread adoption of promoted technologies and increase access to markets for inputs, services and grain production²².

²² USAID. 2016. Etude de la Situation de Reference du Projet Feed the Future Senegal Naatal Mbay. Rapport Finale.
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ANNEXE E : RESULTATS DES AUTRES BAILLEURS

Partenaires Techniques et Financiers	INTERVENTION PRENANT EN COMPTE LE GENRE
Coopération Canadienne	<p>ACDI a une politique de genre qui transverse ses interventions depuis 1999.</p> <p>Projet <u>PADEC</u> aborde la question spécifique au crédit et indirectement de l'accès à la terre par des mesures telles que :</p> <ul style="list-style-type: none"> - Ententes spéciales de réduction des taux d'intérêts. - Réduction des temps requis pour traiter les dossiers - Assure les garanties demandées aux femmes. <p>FINANCEMENT DE SOUS-PROJETS PRODUCTIFS (Résultats 2010 – 2015)</p> <ul style="list-style-type: none"> • 18% d'accroissement de revenus des opérateurs ciblés dans le secteur de la transformation ; • 139 sous-projets productifs financés pour <ul style="list-style-type: none"> ○ 4966 bénéficiaires directs touchés dont 65% de femmes ; ○ 2917 emplois créés dont 2.156 temporaires et 461 permanents (dont 60% de femmes) <p>RENFORCEMENT DE CAPACITES DE PRODUCTION</p> <ul style="list-style-type: none"> • 67 ruchers de production de gâteaux de miel, 55% pour des femmes (Kolda, Ziguinchor, Sédiou) • 30 unités de transformation et de conditionnement (UTC) dans les filières mangue, anacarde, miel, et produits forestiers pour les femmes (Ziguinchor, Kolda et Sédiou) • 05 magasins de stockage de noix brute d'anacarde pour les femmes (Ziguinchor, Kolda et Sédiou) <p>ALLEGEMENT DES TRAVAUX DOMESTIQUES DES FEMMES</p> <ul style="list-style-type: none"> • 31 puits hydrauliques mis en place pour l'accès à l'eau • 04 moulins-décortiqueuses (mil-mais-riz) dotés pour les groupements (Kolda, Kéréwane, Sédiou) • 04 moulins-décortiqueuses (mil-mais-riz) dotés pour les groupements (Kolda, Kéréwane, Sédiou) • 31 puits hydrauliques mis en place pour l'accès à l'eau <p>RENFORCMENT DE CAPACITES DES OPERATEURS/TRICES</p> <ul style="list-style-type: none"> • 46 groupements formés dans divers domaines : GAF, DO, Techniques de séchage de mangue et techniques de récoltes de miel • 32 groupements financés pour la participation à FIDAK-FIARA, SIA, SIAM, etc. <p>03 Coopératives des Agro transformateurs de la Casamance (CAC) mises en place, (peu de femmes)</p> <p><u>Projet d'appui à la production de riz pour la sécurité alimentaire au Sénégal (Mars 2015)</u></p> <ul style="list-style-type: none"> • 1) appui à 9 645 producteurs (43 % de femmes) et augmentation de la production de riz paddy; 2) diminution du coût des intrants (semences, engrains, produits phytosanitaires) d'environ 10 % en moyenne, grâce au service d'achats groupés mis sur pied par la Fédération des périmètres autogérés (FPA); 3) Le nombre de producteurs utilisant les achats groupés d'intrants passe de 3 426

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	<p>(dont 1 111 femmes) en 2012 à 6 051 (dont 2 021 femmes) en 2014 ; 4) hausse du revenu des producteurs de l'ordre de 62%, passant de 255 971 francs CFA par hectare en 2008 à 413 600 francs CFA par hectare en 2014; 6) régularisation de la situation de 51 groupements de producteurs, qui ont renoué leur relation d'affaires avec la CNCAS;</p> <p>Projet "Bey Dundé", exige moins 15% des femmes aient accès à la terre au niveau des périmètres aménagés à Saint Louis et au moins 30% de femmes aux formations en technique managériale.</p> <p>Parmi ses résultats</p> <ul style="list-style-type: none"> • L'appui à la production de riz en contre-saison sur 2076 ha, au profit de 2780 producteurs – bénéficiaires, dont 36 % de productrices • 102 responsables d'unions, dont 32 femmes, sont renforcées en matière de bonne gouvernance ; les capacités de 10 membres du bureau de la FPA sont renforcées en matière de gestion administrative et financière
FAO	<ul style="list-style-type: none"> • Objectif de la FAO: contribuer à l'éradication de la faim, de l'insécurité alimentaire et de la malnutrition • FAO s'est dotée d'une Politique de Genre depuis 2012 • 30% du budget et travaux opérationnels doivent être consacrés aux interventions ciblant les femmes. • Des indicateurs genre en cours de définition pour permettre de mesurer l'impact des interventions.
JICA	<p>Projet d'Amélioration de la Productivité du Riz dans les Aménagements Hydro-Agricoles</p> <ol style="list-style-type: none"> 1. Mise en place d'une riziculture à haute productivité dans les aménagements ciblés de la Vallée du Fleuve Sénégal 2. Mise en place de schémas appropriés en matière de planification de nouveaux aménagements et la réalisation des réhabilitations, de gestion et de maintenance d'aménagements pilotes dans la vallée 3. Mise en place de mesures d'amélioration de la gestion financière des producteurs 4. Mise en place de circuits de distributions appropriés du riz blanc de qualité répondant aux besoins des consommateurs sénégalais <p>Pêche et aquaculture : Projet de Renforcement des Capacités pour les femmes et les enfants de Guet Ndar Saint Louis (2008 – 2011)</p> <ul style="list-style-type: none"> • Transformation artisanale du poisson, en permettant aux femmes transformatrices de réaliser un meilleur approvisionnement et conservation des produits, ainsi que des revenus plus élevés au stade de la commercialisation.
Coopération Italienne	<ul style="list-style-type: none"> • Programme genre avec le ministère de la femme, le ministère des finances et l'agence Nationale de la Statistique et de la Démographie (ANS) pour la collecte de données désagrégés sur tous les segments, avec le Social Institutions and Gender Index (SIGI) comme porte d'entrée • PAPSEN appuie le renforcement des activités productives agricoles, notamment l'horticulture irriguée dans les régions de Thiès, Diourbel et Fatick et la riziculture pluviale et horticulture irriguée dans les régions de Kolda et Sédiou. L'étude « Etat et dynamique des rizières de vallée dans la région de Sédiou » n'intègre pas le genre dans ses analyses • Projet Agricole Italie-Sénégal (PAIS) intervient dans les régions de Kaolack, Kolda et Sédiou (2016-2018), pour « contribuer à

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	<p>améliorer la sécurité alimentaire des populations des régions ciblées dans une logique de développement concerté au niveau local et durable.» en capitalisant les résultats du PAPSEN</p> <ul style="list-style-type: none">• Cherche à institutionnaliser le genre dans le PAIS en commanditant une étude à Kaolack
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ANNEXE F : SYSTEMES DE FINANCEMENTS EXISTANTS

LES SYSTEMES DE FINANCEMENT EXISTANTS POUR LES FEMMES AU SENEGAL

Dans l'offre de service de micro financement aux femmes, des institutions de micro finance ont été créées par des femmes et ciblent essentiellement cette clientèle. C'est le cas de FDEA, CAURIE-MICROFINANCE, MEC FEPRODES, Mutuelle des Femmes de Kolda, MEC DOLJI, etc.

Les grands SFD comme le Crédit Mutuel du Sénégal (CMS), l'UM-PAMECAS, l'Alliance de Crédit et d'Epargne pour la Production (ACEP) et l'U-IMCEC ont mis en place d'importantes initiatives d'appui à l'entrepreneuriat féminin en adaptant leur offre à cette clientèle : Cas des produits « siggil jiggen » du CMS destiné exclusivement aux femmes et groupements féminins et AFSSEF (Accès des Femmes Sénégalaises aux Services Financiers) de PAMECAS.

Les femmes représentent en moyenne 43% des membres/clients des SFD et mobilisent près de 27% des dépôts des SFD. En outre, elles représentent 53% des emprunteurs actifs et concentrent 28,5% seulement du portefeuille de prêt.(ces données n'intègrent pas les groupements et associations de femmes sociétaires des SFD).

LES STRUCTURES DE FINANCEMENT DES FEMMES MISES EN PLACE L'ETAT

➤ LE FOND NATIONAL DE CREDIT POUR LES FEMMES (FNCF)

L'objectif général du FNCF est de contribuer à soutenir l'autonomisation des femmes et des jeunes filles et leur insertion durable dans le secteur formel par le biais d'un système adapté de financement par le micro-crédit et d'une formation sur l'entrepreneuriat.

Dans ce cadre, entre 2013 et 2015, le FNCF a financé 1103 projets de femmes à hauteur 865 071 000 FCFA dans les domaines d'activités suivants : *le maraichage, la teinture, la riziculture, l'aviculture, l'embouche, le commerce, l'artisanat, etc.*

Le FNCF a également procédé, en partenariat avec l'Office National de Formation Professionnelle (ONFP), au renforcement de capacités techniques et managériales de 1422 femmes dans différentes localités du Sénégal.

L'objectif du FNCF décliné dans son plan stratégique de développement 2016-2020 est de financer 15 000 projets d'ici 2020.

➤ LE FOND D'IMPULSION A LA MICRO FINANCE (FIMF)

Le FIMF a été créé en 2005 par décret n° 2005 -878 du 03 – 10 -2005. Il a pour objectif principal de contribuer à l'essor de la micro finance au Sénégal. Son intervention repose sur trois axes que sont :

- le renforcement des capacités des acteurs des SFD ;
- l'appui institutionnel des SFD ;
- l'appui aux refinancements des SFD.

Au titre du renforcement des capacités, les sessions tenues en faveur du personnel des SFD ont touché 237 personnes dont 192 femmes et 47 hommes soit respectivement en valeurs relatives 81 % et 19 %.

➤ LE PROJET D'AMELIORATION DE L'ENCADREMENT DU SECTEUR ET DE L'OFFRE DE SERVICES FINANCIERS EN MILIEU RURAL (AESOR)

Il vise l'amélioration de l'accès et de la diversité des services financiers ruraux dans la région de Kolda et dans la zone des Niayes et le renforcement de l'encadrement du secteur de la micro

finance ; extension de l'offre de services financiers dans les Niayes et la zone inondable du bassin du fleuve Sénégal et installation de sept agences et 4 guichets (dont 1 mobile) par l'UM-PAMECAS. Les résultats enregistrés révèlent 12 171 membres dont 64% de femmes ;

➤ **LE PROGRAMME D'EDUCATION FINANCIERE POUR LE RENFORCEMENT DES COMPETENCES FINANCIERES ET MANAGERIALES DES FEMMES**

Il a permis de former un total de 1195 bénéficiaires dont 781 femmes. D'autres résultats obtenus dans ce cadre concernent l'accès des femmes aux marchés et aux chaînes de valeur, le renforcement de l'esprit d'entreprise à travers l'augmentation des demandes d'autorisation de fabrication et de mise en vente (FRA) en 2015 , sur 605 bénéficiaires de FRA, 128 sont des femmes qui évoluent, en général, dans la transformation des produits locaux . Dans la même veine, l'accès des femmes aux PME a progressé. Elles ont réalisé un investissement moyen de 20,7 millions de FCFA et ont employé huit (8) personnes en moyenne par entreprise ce qui fait un total de 58 634 employés (78,3% d'hommes et 21,7% de femmes).

La contribution de la micro finance à l'autonomisation des femmes se mesure à travers les réalisations enregistrées dans le cadre de l'exécution du Plan d'action de la Lettre de Politique Sectorielle de la Micro finance. L'indicateur principal est le niveau d'accès des femmes aux services financiers des Systèmes Financiers Décentralisés (SFD) pour la réalisation d'activités d'autopromotion dans les secteurs stratégiques du Développement Durable tels que la production, la transformation et le commerce des produits de l'agriculture, du maraîchage, de la foresterie, de l'élevage et de la pêche.

Tableau : Niveau d'accès des femmes aux services financiers des SFD entre 2010 et 2014

INDICATEUR	2010	2011	2012	2013	2014
<i>Membres/clients</i>	1 447 692	1 624 319	1 757 707	1 962 819	2 193 268
<i>Membres/clients femmes</i>	636 475	713 849	758 492	844 031	901 653
Proportion de femmes (%)	44%	44%	43,15%	43,00%	41,11%
<i>Emprunteurs actifs</i>	384 387	375 619	422 599	424 057	453 197
<i>Emprunteurs actifs femmes</i>	188 559	196 454	237 347	236 336	236 121
Proportion de femmes (%)	49%	52,3%	56,16%	56%	53,7%
<i>Encours de dépôt (milliards FCFA)</i>	135,2	159,18	168,72	192,44	217,86
<i>Encours de dépôt femmes (milliards FCFA)</i>	38,36	41,94	44,17	50,63	60,10
Proportion de femmes (%)	28,4%	26,35%	26,18%	26,30%	27,57%
<i>Encours de crédit (milliards FCFA)</i>	170,45	204,58	224,71	226,96	257,1
<i>Encours de crédit femmes (milliards FCFA)</i>	47,20	74,20	59,26	58,26	68,1

Proportion de femmes (%)	27,7%	36,26%	26,37%	25,70%	26,45%
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Source : Direction de la Microfinance

ANNEXE G : BIBLIOGRAPHIE

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