



Food and Agriculture
Organization of the
United Nations



National gender profile of agriculture and rural livelihoods



Z I M B A B W E

Country Gender Assessment Series



Country Gender Assessment Series

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FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

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Foreword



The Government of Zimbabwe recognises that gender equality is a prerequisite for poverty reduction, food and nutrition security and sustainable development. The absence of readily available statistics on women and agriculture has hindered the progress of effective interventions aimed at women's empowerment and gender equality.

The Ministry of Women Affairs, Gender and Community Development together with FAO conducted a Country Gender Assessment of the agricultural and rural sectors (CGA) to analyse gender dimensions and existing inequalities in Agriculture, and rural development. As a Ministry that spearheads the national machinery for gender equality, we fully understand the value of sex disaggregated data and are particularly pleased that FAO has assisted with the analysis of sex disaggregated data to inform sound policies and programmes on agriculture, food security and nutrition; an initiative that will be sure to benefit Zimbabwe and those most vulnerable populations – rural women.

The CGA has been an extensive and consultative process and I am grateful to all stakeholders who participated in this exercise. The report revealed that Zimbabwean women farmers are an important factor in food production and the development of the national economy. Patriarchal systems, cultural norms and tradition play a huge role in gender dynamics that shape the status of women in Zimbabwe. There is a need to create a society where both sexes have equal opportunities to fulfil their potential -particularly in agriculture- which is recognised in the Zimbabwe Agenda for Sustainable Socio-Economic Transformation 2013-2018 (ZIMASSET) as one of the key economic drivers.

I take note of the recommendations from the assessment some of which include: the systematic use of gender sensitive indicators to measure progress in the agricultural sector; the improvement of rural women's livelihoods through climate smart initiatives; the engagement with traditional leaders to promote and support change in the communities to improve women's access to land and their land tenure rights; and the strengthening of women's leadership in local governance. To this end, the Ministry of Women Affairs, Gender and Community Development is committed to working closely with the Ministry of Agriculture Mechanization and Irrigation Development and other key stakeholders to reducing the gender gap, by ensuring the recommendations made in the CGA report are effectively implemented. As a Ministry, we remain fully committed to the ethos of gender equality and embrace all other ministries on this journey. It is important to note that Zimbabwe has prioritised all pieces of legislation in mainstreaming gender in all policies and strategies in line with the new constitution, and my Ministry has been spearheading the process.

I trust the CGA will be a report that will be fully utilised by Zimbabwe, for Zimbabwe and for the benefit of Zimbabweans with a view to also influencing the broader communities such as SADC, and COMESA among others.

Thank you once again to FAO for having spearheaded this initiative.

Honourable Nyasha Chikwinya

Minister of Women Affairs, Gender and Community Development

Preface



Zimbabwe is amongst the many countries in Southern Africa that have embraced the concept of gender equality and women's empowerment. As a signatory to a number of international instruments such as the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the 1995 Convention on Civil and Political Rights, the Beijing Declaration and Platform for Action, the SADC Protocol on Gender and Development and the Protocol to the African Charter on the Rights of Women in Africa, Zimbabwe's commitment to gender equality is clear.

At country level, Zimbabwe has enacted a number of registration and policies that provide for the protection of women's rights. The country's revised 2013-2017 National Gender Policy, notes that women's economic empowerment is key to the country's economic growth. The Zimbabwe's Constitution, which came into effect in May 2013, upholds the principles of gender equality and women's rights.

FAO has supported the Ministry of Women Affairs, Gender and Community Development (MWGCD) to implement a number of projects including the empowerment of women through community gardens and income savings and lending schemes. These have yielded results as women participants have recorded improved economic status. FAO has supported the Ministry of Agriculture, Mechanisation and Irrigation Development to develop a Gender and Agriculture Sector Strategy for Zimbabwe. These initiatives point to FAO's commitment to support women's economic empowerment through agriculture.

This Country Gender Assessment (CGA) of the agricultural and rural sectors was commissioned in Zimbabwe through a partnership with the MWGCD. The CGA analyses gender disparities in access to critical agriculture and rural resources including land and farming technologies, services and markets. It also looks at ownership and control of farm enterprises and the effect of climate change on farming activities. It provides a valuable baseline for monitoring the implementation of the gender related Sustainable Development Goals in Zimbabwe.

I am convinced that with the commitment that Zimbabwe has made towards gender equality and women's empowerment, the results and recommendations of the CGA will be fully implemented. I would like to assure the Government of FAO's continuing availability to seek strategic synergies that will contribute to gender equality.

A handwritten signature in black ink, appearing to read 'D. Phiri', written over a horizontal line.

Chimimba David Phiri

FAO Subregional Coordinator for Southern Africa, and Representative in Zimbabwe

Acknowledgements

The Food and Agricultural Organization of the United Nations (FAO) recognises the centrality of gender equality to its mandate to achieve food security for all by raising levels of nutrition, improving agricultural productivity and natural resource management, and improving the lives of rural populations. FAO's Policy on Gender Equality adopted in 2012 aims at advancing equality of voice, agency and access to resources and services between women and men in sustainable agricultural production and rural development. This Country Gender Assessment (CGA) of the agricultural and rural sectors in Zimbabwe has been undertaken as part of FAO's efforts to effectively implement its Policy on Gender Equality.

The development of the CGA for Zimbabwe was conducted under the leadership of the FAO Country Representative, Mr David Phiri who is also the Sub-regional Coordinator for southern Africa, and the overall coordination of Tacko Ndiaye, FAO Senior Gender and Rural Development Officer for Africa. It was spearheaded by: Dorina Minou, former Policy Officer and Gender Focal Person and Aida Galindo Ortiz, Junior Professional Officer at the FAO Sub-regional Office for Southern Africa (SFS); Gertrude Kara, HIV, Gender and Nutrition Officer at the FAO Sub-regional Disaster Risk Reduction Office of Southern Africa (REOSA); and Mildred Mushunje, Gender Focal Point at the FAO Office in Zimbabwe. The preparation of the report benefitted from the technical backstopping of Francesca Distefano, Gender and Development Consultant at the Social Policies and Rural Institutions Division (ESP) at FAO Headquarters in Rome.

This gender assessment report benefitted from the contribution of a wide range of stakeholders from the Government of Zimbabwe, United Nations organisations, civil society organisations (CSOs), farmers' groups and academia at various stages whose interest and commitment were a great asset to the report. FAO commends all the informants and all those who participated in the validation meeting (see lists in Annex). The information, data and comments they provided enriched the report.

Special thanks go to the Ministry of Agriculture, Mechanization and Irrigation Development (MAMID), Zimbabwe, the International Labour Organization (ILO) and UN WOMEN. Special recognition goes to the Ministry of Women Affairs Gender and Community Development (MWGCD) and the CSOs such as Women's Coalition and Zimbabwe Women's Resource Centre and Network (ZWRCN) for affording time to discuss with the consultant and facilitating the validation workshop.

FAO is indebted to the intellectual contribution of Shinga Mupindu and Martha Chinyemba of Gender and Rural Development (GERUDE) Trust commissioned to prepare this CGA. Their dedication to excellence in undertaking this challenging yet exciting assignment is shown in the quality of the report. Appreciation also goes to Ann Dela Apekey, Colleen Obino and Pious Asante, consultants at the FAO Regional Office for Africa who contributed tremendously to the edition of the report. Thanks are also due to Sadhana Ramchander, consultant editor, BluePencil Infodesign and her team, for the final edition and layout of the report.

Acronyms and abbreviations

AAI	Action Aid International
AGRITEX	Agriculture Technical and Extension Services
AIDS	Acquired Immune Deficiency Syndrome
ART	Antiretroviral treatment
BBWEEF	Broad Based Women Economic Empowerment Framework
BEAM	Basic Education Assistance Module
CA	Conservation Agriculture
CADEC	Caritas Zimbabwe
CADS	Cluster Agricultural Development Services
CAEO	Chief Agricultural Extension Officer
CARMMA	Campaign on Accelerated Reduction of Maternal Mortality Africa
CAWA	Centre for African Women Advancement
CCPR	Convention on Civil and Political Rights
CEB	Chief Executives Board for Coordination
CEDAW	The Convention on the Elimination of all Forms of Discrimination Against Women
CGA	Country Gender Assessment
CIDA	Canadian Development Agents
COMESA	Common Market for Eastern and Southern Africa
CPF	Country Programme Framework
CSOs	Civil society organizations
CTO	Chief Training Officer
DAEO	District Agricultural Extension Officers
DFID	Department for International Development
DOMCCP	Diocese of Mutare Community Care Programme
DVA	Domestic Violence Act
ECOSOC	Economic and Social Council for United Nations
ESP	FAO Social Protection Division
EU	European Union (formerly the European Economic Community)
FAO	Food and Agricultural Organization of the United Nations
FAOZW	Food and Agricultural Organization of the United Nations (Zimbabwe Office)
GBV	Gender based violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GERUDE	Gender and Rural Development Trust
GMB	Grain Marketing Board
GNI	Gross National Index
GoZ	Government of Zimbabwe
ha	hectare
HDI	Human Development Index
HH	Household Heads

HIV	Human Immunodeficiency Virus
ICT	Information and Communications Technology
ILO	International Labour Organization
IMC	Irrigation Management Committee
JICA	Japan International Cooperation Agency
kg	Kilogram
km	Kilometre
LEAD	Linkages for Economic Advancement of the Disadvantaged
M&E	Monitoring and Evaluation
MAMID	Ministry of Agriculture, Mechanization and Irrigation Development
MDGs	Millennium Development Goals
ml	Millilitres
MT	Metric Tonnes
MTCT	Mother-to-child-transmission of HIV
MTP	Medium Term Plan
MWGCD	Ministry of Women Affairs Gender and Community Development
NGOs	Non-governmental organizations
OVC	Orphans and vulnerable children
PMTCT	Prevention of mother to child transmission of HIV
RWA	Rural Women's Assembly
REOSA	FAO Sub-regional Emergency Office for Southern Africa
SADC	Southern African Development Community
SEDCO	Small Enterprise Development Corporation
SFS	Sub-regional Office for Southern Africa
SIDA	Swedish Development Agents
SOFA	The State of Food and Agriculture
SNV	Stichting Nederlandse Vrijwilligers
STERP	Short Term Emergency Recovery Programmes
SWAP	UN System-Wide Action Plan
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
US D	United States Dollars
WASH	Water, Hygiene and Sanitation
WFP	World Food Programme
WHO	World Health Organization
WIPSU	Women in Politics Support Unit
WLZ	Women and Land in Zimbabwe
ZAACA	Zimbabwe Agenda for Accelerated Country Action
ZANU PF	Zimbabwe African National Union Patriotic Front
ZDHS	Zimbabwe Demographic Health Survey
ZFU	Zimbabwe Farmers Union
ZimAsset	Zimbabwe Agenda for Sustainable Socio-Economic Transformation
ZimRights	Zimbabwe Human Rights Association
Zimstat	Zimbabwe National Statistics Agency
ZIMVAC	Zimbabwe Vulnerability Assessment Committee
ZINWA	Zimbabwe National Water Authority
ZITF	Zimbabwe International Trade Fair
ZLFCL	Zimbabwe Labour Force Survey
ZUNDAF	Zimbabwe United Nations Development Assistance Framework
ZWRCN	Zimbabwe Women Resource Centre and Network

Executive summary

Background

Zimbabwe is a landlocked country in southern Africa that became independent from British rule in 1980. Its economy is mainly agrarian with agriculture accounting for about 15 percent to 20 percent of Zimbabwe's gross domestic product (GDP) and providing the main source of livelihood for about 70 percent of the population living mostly in rural areas. The total population of Zimbabwe is 13.06 million, of which 52 percent are female and 48 percent are male. About 65 percent of households in Zimbabwe are headed by males and 35 percent by females. Literacy rates are high in Zimbabwe: 97 percent for women and 98 percent for men. Maternal mortality is at 960 per 100 000 live births.

Zimbabwe has a National Gender Policy (2013–2017) that places strong emphasis on gender equality and equity and envisions a gender-just society in which men and women enjoy equity, and benefit as equal partners in the development of the country. About 86 percent of women in Zimbabwe depend on land for livelihood and food production for their families. Rural women in Zimbabwe make the majority of small holder farmers. Traditionally, all married male members of a community have the right of access to arable plots and the right of allocation rests with the local government authorities and traditional leaders operating within the jurisdiction of the Rural District Council Act (1988) and the Communal Lands Act (1982).

The country gender assessment provided an opportunity to identify the gender dynamics and issues in the Zimbabwe agricultural and rural sector; the findings would be used by the FAO to provide data for the development of the FAO Country Programme Framework (CPF), reporting on the Convention on the Elimination of Discrimination Against Women (CEDAW), and reporting and contribution to the Zimbabwe United Nations Development Assistance Framework (ZUNDAF) programming on the FAO mandate.

Policy gaps and challenges

The National Gender Policy does not distinctly target rural women but tackles gaps that arise in rural women's situation. For instance, the MWGCD was in support of and acknowledged the Campaign on Accelerated Reduction of Maternal Mortality in Africa (CARMMA), which successfully pushed for free maternal care for women in rural areas under the Health in Transition Fund. This fund mainly came from donors and was bound to be unsustainable given Zimbabwe's ailing economy.

In the case of the Zimbabwe Food and Nutrition Policy (2012), the policy speaks on availing information about nutrition security and strengthening national capacity. The Food and Nutrition Policy falls short of directly and adequately tackling gender issues in its plan of action.

Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZimAsset) 2013–2018 is the key strategic document for the country. The document focuses on improving gender equality and equity through encouraging women's participation in economic decision making and politics. However it does not address the issues of rural women.

A number of policies from the agriculture sector are under development including the agriculture and climate change policies that are still in draft form, and the forestry policy formation process which was launched in November 2014 by FAO. Those who were involved in land allocation (the Ministry of Lands,

and traditional chiefs and councillors) and the women (who were supposed to claim 20 percent) needed to thoroughly understand what the policy meant for women so that they could access their full 20 percent instead of the 15 percent they were actually allocated. Land ownership in Zimbabwe is heavily skewed towards men, and if there is water on that land the farm owner, whether male or female, automatically has the right to the water.

In Zimbabwe, the total number of people employed in agriculture, fisheries and forestry is 3 573 893, of which 45.4 percent are men and 54.6 percent are women. The percentage for females is high because they are mostly unpaid family workers. While men in Zimbabwe eclipse women in terms of ownership of more valuable livestock, decision making and control of livestock production, women's ownership of smaller livestock (like chicken) is greater. The dynamics in the fisheries industry is also gendered. While the industry is male-dominated, women play an important part in processing and marketing fish. Rural women work 16–18 hours a day, spending at least 49 percent of their time on agricultural activities and about 25 percent on domestic activities. Both women and men participate in crops and horticultural production and marketing, but women and girls participate more in grading and packaging. Both women and men are also active in forestry farming, but the women's roles are mainly in nursery development and management. The availability of gender disaggregated data on climate change, its impacts and adaptation strategies in Zimbabwe is still limited.

Generally, technology uptake by women in Zimbabwe depends on ease of use/user-friendliness of the technology. This is typical of irrigation technology but, according to the head of Agricultural Extension Training, of all the rural farmers currently engaged in conservation agriculture (CA) technology, 90 percent were women. The Ministry of Women Affairs, Gender and Community-Development (MWGCD) identified post-harvest management – food processing, packaging and marketing – as the major challenge among the hard-working rural women farmers and has embarked on a programme to help women farmers on issues of post-harvest technology, including packaging, storage and marketing.

Zimbabwe has over the years implemented fairly successful public assistance programmes such as the Basic Education Assistance Module (BEAM) that has been affected by limited fiscal space and the liquidity crunch in the economy, adversely affecting the welfare of the poor, orphans and vulnerable children (OVC). Women receive less financial support (loans and credit) even in sectors where they dominate, such as in the informal economy, micro and small-scale enterprises and agricultural production, where they outnumber men as labourers.

The establishment of MWGCD, which is the national Gender Machinery, has taken Zimbabwe a step up the ladder towards moving the gender equality agenda forward.

Good practices

- The MWGCD provides financial support to women groups for income-generating projects. These women do not require collateral to get the money. Group members bail each other out in the worst case scenario because members are their own collateral. The MWGCD also offers pre- and post-credit counselling of female loan recipients to encourage them to accept loans; otherwise they would usually not accept loans for fear of losing their property in case they failed to pay back the loan.
- With the majority of rural farmers being women, MAMID made a deliberate effort to have a high number (50 percent) of female field extension officers. This practice encourages rural women to attend extension meetings where they are trained in cutting-edge agriculture and business practices.
- Gender budgeting is being promoted by organizations such as the Zimbabwe Women's Resource Centre and Network (ZWRNC) as this engenders the financial planning process and releases resources for gender mainstreaming.
- Support by civil society organizations (CSOs) and membership organizations such as the Gender Wing of Zimbabwe Farmers Union (ZFU), Women Coalition, Women and Land, Jekesa Pfungwa, Zimbabwe Women's Bureau and ZWRNC in empowering women in the rural sector to take up leadership positions, ownership of land and to be economically empowered, is a good practice which needs to be replicated in the country.

Conclusion

The assessment revealed that Zimbabwean women farmers are not only key in food production but also in the economic development of the nation. It is also clear that women face more challenges than men when it comes to participating in agricultural and rural development programmes. Patriarchal systems, cultural norms and traditions play a huge role in gender dynamics that shape the status of women in Zimbabwe. This is mostly evident in women's access to and control of resources, gender roles, and participation in decision making, rural institutions and development planning.

Recommendations

In order for the Government of Zimbabwe (GoZ) to realize its goal of attaining food security in agriculture and rural development through engaging gender equality approaches:

- The government in collaboration with stakeholders should support MAMID and MWGCD to conduct gender assessment studies at a national level on crop production and post-harvest management, forestry farming, horticulture and the value chain, including post-harvest management to inform programming.
- There is a need to strengthen the capacity of Zimbabwe National Statistics Agency (Zimstat) and MAMID on the collection, analysis and use of disaggregated data, not only according to sex and age but also by urban and rural distinction, as there should be a deliberate focus on/targeting of rural women according to Article (14) of CEDAW¹. It is key to support through collaborative and coordinated team efforts of MWGCD, MAMID and Zimstat, the development and sharing of gender indicators for agriculture and the rural sectors which will be used to measure progress on achieving gender equality in the sector.
- The government needs to support MAMID and the irrigation sector through policy intervention ensuring gender issues are part and parcel of the irrigation policy. This is crucial for policy formulation, capacity strengthening and training of irrigation officers on gender issues in irrigation development, promotion of gender-sensitive irrigation technologies, and awareness campaigns to sensitize women on gender sensitive irrigation technologies available to them.
- In the interest of increasing rural livelihoods for rural women, it is important for country interventions to encourage and support bee farming, a climate smart intervention, as a way of giving rural women some form of livelihood.
- There is need to support the capacity strengthening of field agricultural extension officers in gender-sensitive extension approaches, not only for crop production but post-harvest management extension; as well as providing them with the material resources, capital and equipment needed to enable them to reach women farmers.
- It is important to support MWGCD and MAMID to educate both female and male farmers and chiefs on land allocation and gender issues, and also draw strategies that can be used to increase women's access and tenure rights in line with their quota allocation. Support could be made through supporting MAMID, the Ministry of Lands and Resettlement and other gender-oriented CSOs which are involved in empowering women for land access and land ownership such as Women and Land, Land Alliance, Women Coalition of Zimbabwe.
- Technical and financial assistance is needed to support MAMID to inventorize labour-saving devices that reduce drudgery, establish available labour and time-saving technologies that can be used by rural women.
- The national Gender Machinery needs to strengthen women for rural women leadership, local governance, economic empowerment and land ownership through partnerships with MAMID, MWGCD and gender equality and women empowerment focussed organizations that form the Agriculture Cluster (as described by ZimAsset) such as the ZFU Gender Wing, Women and Land, the Self Help Development Foundation, Jekesa Pfungwa, Kunzwana, Women in Politics Support Unit (WIPSU), and Women's Coalition.

1. It requires states to eliminate discrimination against women in rural areas in order to ensure that they participate in and equally benefit from rural development



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Introduction

1.1 Background

Zimbabwe's land area is 34.141 million hectare (ha) of which 85 percent is potential agricultural land. About 15 percent of the land comprises of national parks, state forests and urban land. The total maximum land area with potential for irrigation is estimated at 550 000 ha (1.6 percent), if all surface and ground water were used for irrigation. Of this area, 200 000 (0.6 percent) ha have already been developed but only 374 000 (68 percent) of the irrigable land is functional.

Zimbabwe has a number of distinct farming systems which reflect historical land allocation and tenures, as well as natural resources and available technologies. At independence in 1980 after close to 100 years of British rule, Zimbabwe inherited a dual agricultural system: the large-scale commercial and small-scale communal subsectors, with the former mainly held in freehold and the latter de jure owned by the president, but de facto communally owned (Rukuni and Tawonezvi, 2006). Communal ownership confers individual rights to plots for houses, gardens and fields with shared and unlimited access to grazing land.

Zimbabwe is a tropical country which generally experiences a dry savannah climate. There are a range of notable micro-climates within the country that make it possible to divide the country into five agro-ecological zones known as Natural Regions I to V. These are classified with regard to rainfall amounts, temperature and soil types (FAO, 2012) and they range from Region I with red or clay soils, average rainfall of 1000+ ml per year, rains in all months of the year, and with relatively low temperatures; to Region V with sandy infertile soils with below 450 ml of rainfall, which is erratic during the year.

The GoZ has over the years engaged on programmes to increase food and agriculture production, particularly in rural areas, through an expansion of input supply and marketing structure, increasing the availability and access to credit and extension services and increasing producer prices. As a result, small holder maize production doubled.

1.2 FAO presence in Zimbabwe

The presence of FAO in Zimbabwe dates back to 1981, a year after Zimbabwe gained its independence from British rule. Since then FAO has increasingly supported Zimbabwe in its efforts to ensure that the people of Zimbabwe have access to enough high-quality food, giving support to policy development and political commitments that promote food security and good nutrition. FAO supports the agriculture, forestry and fisheries sector to be more productive to achieve food security and good nutrition.

1.2.1 FAO policy on gender equality

Gender equality is central to FAO's mandate of achieving food security for all by raising levels of nutrition, improving agricultural productivity and natural resource management, and improving the lives of rural populations. Thus the goal of FAO's policy on gender equality is to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty. FAO's gender equality objectives aim to achieve the following:

- Women participate equally with men as decision-makers in rural institutions and in shaping laws, policies and programmes.
- Women and men have equal access to and control over decent employment and income, land and other productive resources.
- Women and men have equal access to goods and services for agricultural development, and to markets.
- Women’s work burden is reduced by 20 percent through improved technologies, services and infrastructure.
- The percentage of agricultural aid committed to women/gender-equality related projects is increased to 30 percent of total agricultural aid (FAO, 2013).

FAO has adopted gender mainstreaming approach in all its work. This entails examining and addressing women’s as well as men’s needs, priorities and experiences as part of the development of policies, normative standards, programmes, projects and knowledge-building activities, so that women and men benefit equally. In the cases where the gender gap is so large that women have no access to available opportunities, FAO carries out programmes and projects that specifically target women to close the gap.

The GoZ embraces gender equality to achieve food security, development and growth, and works with FAO on agriculture and rural development for the elimination of hunger and poverty. It focuses on agriculture, food and nutrition security, consumer protection, economic and social development, fisheries and aquaculture, forestry, natural resource management, environment technical cooperation, knowledge exchange, research and extension.

1.2.2 Zimbabwe – Country Programme Framework (CPF) (2012–2016)

The overarching national priority to which the FAO CPF will contribute is food and nutrition security at national and household levels. This would be achieved through implementing a programme designed around three priority areas: policy frameworks, sustainable agricultural productivity and competitiveness, and disaster risk reduction and management. Gender and HIV and AIDS are two major cross-cutting themes that are key to the achievement of food and nutrition security throughout the whole CPF². Table 1 shows a summary of the CPF priorities in Zimbabwe.

FAO recognised the need for mainstreaming cross-cutting issues such as gender and HIV and AIDS in all country programmes and activities. By indicating that gender would be the cross-cutting theme, this implies that

Table 1: CPF priority areas and outcomes for the period 2012–2015

IMPACT: Improved food and nutrition security at national and household levels in Zimbabwe		
CPF priority areas and outcomes		
Priority Area A: Policy frameworks	Priority Area B: Sustainable agricultural productivity and competitiveness	Priority Area C: Disaster risk reduction and management
<i>Outcome</i> Improved land agriculture and climate change policy environment	<i>Outcome</i> B1- Improved capacity of national institutions dealing with food and nutrition, agriculture, water management, land forestry and fisheries B2- Increased agricultural commercialization in small holder sector B3- Improved rural and urban agricultural infrastructure B4- Improved coordination, information generation and management in the agricultural, water and land sector	<i>Outcome</i> Improved preparedness for effective response to agriculture, food and nutrition threats and emergencies
Cross-cutting issues: Gender and HIV and AIDS		
Outcome: Improved mainstreaming of gender and HIV and AIDS into all programmes		

Source: GoZ and FAO CPF 2012–2015

2. GoZ and FAO CPF 2012–2015

policies (for example, on crops and livestock production, climate change, fisheries and forestry), programmes and strategies should be gender-responsive; work plans, objectives and activities on the ground should be integral of gender issues; and monitoring and evaluation (M&E) system should have clear gender equality indicators.

1.3 Purpose of the FAO Country Gender Assessment (CGA)

The purpose of the gender assessment is to analyse gender dimensions and existing inequalities in agriculture, food security and nutrition, natural resources management and rural development, and to understand where FAO could best play a role in addressing these.

1.3.1 Objectives of the assessment

The purpose of the assessment is to explore the situation of women, including rural women, compared to men in agriculture and rural development in Zimbabwe, in order to understand the extent to which rural women are able to realize their rights and potential in those areas where FAO is mandated to assist Zimbabwe. The information generated from this exercise will be used to inform country level planning and programming, including the formulation of the new CPF as well as any other FAO interventions at country level including project formulation, and policy and technical advice in line with national development priorities and FAO's mandate and strategic framework. Furthermore, the findings of the assessment will facilitate FAO's contribution to the UN Country Team CEDAW Report and to the United Nations Development Assistance Framework (UNDAF) formulation and implementation with up-to-date and objective information on the situation of rural women in the country.

1.3.2 Methodology

The exercise involved identifying stakeholders for consultation, developing study tools and conducting interviews with FAO staff and civil society, development partners, the United Nations (UN), MAMID, MWGCD, and implementing partners who work in the area of gender and agriculture and rural development. Interviews with stakeholders were necessary to fill the literature review's information gap.

Methodology entailed secondary and primary data collection.

- *Secondary data:* This involved collection of and desk review of available literature from CPFs, country reports, strategic frameworks, legislatives, policies, academic literature, statistical information, UN documents, CEDAW reports, and other relevant organizations and government documentations.
- *Primary data:* This involved collecting data to complement the desk review through interviews with national stakeholders, FAO technical staff, UN staff and MAMID representatives of different departments.

1.3.3 Organization of report

The report is divided into six sections: - the **introduction**, the **country context**, **gender analysis**, **conclusions**, **good practices** and **recommendations**. The first section, the introduction, looked at the purpose, objectives for conducting the gender analysis, methodology used in the CGA and FAO presence in Zimbabwe. The second section provided information on the country context and it included analysis of information on demographic issues as well as socio-economic and political characteristics of Zimbabwe. The third section of the report focused on the gender analysis of the agriculture and rural sector, analysing the policy and institutional issues; the gender disparities in food and nutrition, crops, livestock, post-harvest management, marketing, value chain, forestry, fisheries, climate change, land, water, extension, infrastructure, social protection, rural labour, rural finance, rural institutions and rural development planning. The fourth section is the conclusions. The fifth section identified the good practices upon which planned interventions could be built. The last section of the report lists the recommendations and documents possible actions that can be implemented by FAO.



Patricia Oduor, Siaya District farmer, collects kael from her garden.

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Country context

2.1 Main demographic characteristics

The total population of Zimbabwe is 13 061 239, of which 52 percent (6 780 700) are female and 48 percent (6 280 539) are male. The urban population is 33 percent (4 310 209), of which 2 241 309 are female and 2 068 900 are male. The rural population is 8 751 000 (67 percent), of which 4 550 535 are female and 4 200 464 are male. The country has a youthful population with the age group 15-34 years comprising 36 percent. Life expectancy is 38 years. The average population growth rate from 2002 to 2012 was 1.1 percent. Zimbabwe has a population density of 33 persons per square km and the average size of household is 4.2 persons. About 65 percent of households in Zimbabwe are headed by males and 35 percent by females. Child headed households are relatively high with 0.8 percent of all households being headed by children under the age of 18 years (35 percent female-headed and 61 percent male-headed households) (Goz-ZUNDAF, 2012).

2.2 Socio-economic and political characteristics

The country is facing a high infrastructural deficit in energy, transport and water, which requires huge resources to rehabilitate and expand. In 2009, the GoZ formulated the Short-Term Emergency Recovery Programmes (STERP I and II) to halt the economic decline; then launched the Zimbabwe Medium Term Plan (MTP) 2011–2015 as a strategic response to address the challenges it faced; and more recently, the Zimbabwe Agenda for Sustainable Socio-Economic Transformation (ZimAsset) in 2013, another economic blueprint meant to achieve sustainable development and social equity anchored on indigenization, empowerment and employment creation which will be largely propelled by the judicious exploitation of the country's abundant human and natural resources (Goz, 2013). Despite all these efforts, the economy still remains fragile, mainly due to political challenges, poor social and economic infrastructure, very low official development assistance and low foreign direct investment, among the lowest in Southern Africa.

2.2.1 Religion, social and cultural characteristics

Zimbabwe has rich and diverse cultures. The largest ethnic group in Zimbabwe is the Shona. The Shona people have many sculptures and they live in the northern part of the country. The Nbebele live in the western regions, and there are many other minority groups strung across the country, all equally diverse in culture.

A typical Zimbabwean family today is made up of a husband, wife and at least two children. Traditional families are big, including five or more children, plus grandparents and the children of relatives. It is common to come across very big families, as some children orphaned by HIV are adopted and they stay with new parents/guardians. Some men have more than one wife. It is not unusual to find a man with ten wives, especially in some religious sects. The family systems are mainly patriarchal. In these communities, women play subordinate roles. They are expected to serve their husbands, work for them, and bear children for them, though they do have certain rights. Gender roles are defined within the family. Women in polygamous marriages have a particularly reduced ability to access and control resources and benefits, since the limited resources and benefits must be shared across large families and multiple wives; while on the other hand, women in monogamous marriages can access more resources and solely reap the benefits of their labour.

The polygamy issue is particularly important given that one-third of Zimbabwe's population is Apostolic, a Christian-based sect that practices polygamy (DFID, 2011). Women do not have the same decision-making

authority over access and ownership of assets as men. In general, men control the majority of the following resources and services used in performing productive activities: land, most tools and equipment, income and savings, raw material, transportation, most livestock, training and extension, farming inputs and technical agricultural information. In a typical household, husbands commonly consult with wives in making decisions on resources and benefits, but men have the final say.

Within the household, women control reproductive resources such as household utensils and kitchenware. While it is common for men and women to perform many of the same productive activities, women are primarily responsible for reproductive work. Reproductive activities that women and girls perform include fetching water and fuel, laundry, shopping, preparing food, cleaning the home and taking care of children and other family members. Men are involved in some reproductive roles such as making repairs to the home and collecting wood and water via scotch carts or wheelbarrows (USAID/Zimbabwe, 2012).

Over 90 percent of Zimbabweans practise Christianity. The major religious groups are Catholics, Anglicans, Methodists, Seventh Day Adventists, Dutch Reformed and Salvation Army. Also in the Christianity category are Pentecostals and the “born again group” of the Apostolic Sect. Minority groups include Muslims and Hindus (mainly of Asian origin). Some Zimbabweans simply worship the dead and their ancestors’ spirits.

2.2.2 Employment

Zimbabwe is confronted with major developmental challenges that manifest in high unemployment, rising poverty levels and inequality, low savings and investment rates and as mentioned earlier, deteriorating infrastructure, which in turn is constraining the pace of economic recovery. Table 2 below reflects a scenario of the gendered nature of employment and decision making.

Table 2: Employment and decision making

Issue	Female	Male
Labour force participation	60%	74.3%
Agriculture labour force	70%	30%
Child labour (physically and morally harmful) (13 %)	-	-
Decision-making national assembly	32%	68%
Senate	48%	52%
Local authority	16.7%	82.3
Agricultural college lecturers	40%	60%
Women managers in private sector (2011)	21%	79%
Rural areas have higher percentage of poverty (71%) while urban is 61%		
Female heads of households (68%) are poorer and living under poverty line		

Source: Compiled from varied sources referenced as 11–20 below.

2.2.3 Health

The economic challenges facing Zimbabwe have affected the general population including women. Cultural expectations continue to be a barrier to women’s economic and social empowerment in Zimbabwe. Despite the heavy workload and gender roles that women perform, they have the additional burden of providing care for sick and elderly family members.

In the rural areas, often there are unpaid home-based care programmes which are community-based and usually implemented by NGOs. Women are the major players in these programmes, thus leaving women with limited time to engage in productive activities compared to men.

They are confronted with the cost of travelling to the health centre, limited personnel and lack of medicines; some of the main challenges for rural women accessing health facilities. The limited resources both at the national and family levels mean that the ideals for women and health, particularly as regards sexual and reproductive health, may not be met (GoZ, 2014).

Maternal Mortality, one of the Millennium Development Goals' (MDG) targets and an indicator of women's access to basic services and rights is considerably high in Zimbabwe at 960/100 000 live births. The continuing decline in the percentage of births attended by skilled personnel is one of the factors that contribute to the risk of maternal deaths. This has declined from 73 percent in 1999 to 66 percent in 2010–2011. Although not stated, this figure is expected to be lower in rural areas. There are now about ten maternal deaths for every 1 000 births in Zimbabwe. About 24 percent of the women who die are between the ages of 15-19, and 38 percent of these in 2011 belonged to an apostolic group where early marriages, as well as polygamous marriages, are encouraged. The median age of maternal deaths is 28 years. According to Southern Africa Development Community (SADC) Gender Protocol (2013), one in every six women (16 percent) who had been pregnant reported that they experienced violence during pregnancy. The infant mortality rate for Zimbabwe is 57/10 000. About 66 percent of births in Zimbabwe are attended by skilled birth personnel. Contraception use for married women stands at 62 percent in urban areas and 57 percent in rural areas. The total coverage of sanitation is 92 percent in urban and 34 percent in rural areas (GoZ, 2010).

HIV/AIDS is prevalent among the 15-49 years age bracket, representing 18 percent for women and 12 percent for men. In the 15-24 year old age group, 9.9 percent are women and 4.5 percent are men. The country has made commendable strides in reducing the HIV prevalence with antiretroviral treatment (ART) coverage of 77 percent and prevention of mother to child transmission of HIV (PMTCT) coverage of 93 percent (GoZ, 2010).

HIV and AIDS in Zimbabwe has had a catastrophic socio-economic impact, and worse still effect in the agricultural sector. Gender inequalities that fuel the pandemic are evident in that women have a higher prevalence of HIV than men. However the country has made good progress in reducing HIV prevalence which is now estimated at 15 percent (SADC, 2013). Deliberate efforts were made to curb the pandemic among women and girls. The country put in place a strong policy and strategic framework to address HIV and AIDS, particularly focusing on women and girls in the Zimbabwe Agenda for Accelerated Country Action (ZAACA) for Women, Girls, Gender Equality and HIV strategy (2011–2015) which seeks to specifically address the gender dimensions of the pandemic. Table 3 below shows some of the gender and HIV and AIDS indicators in Zimbabwe.

Despite the heavy workload and gender roles that women have, they additionally have the burden of caring for the sick which is ascribed to them by society. The situation is worse with rural women who voluntarily take up the responsibility of caring for the sick, leaving themselves with limited time to engage in productive activities.

Table 3: Key gender and HIV and AIDS indicators

Indicators	Women %	Men %
Extent of comprehensive knowledge on HIV	52	47
HIV infection	53.9	46.1
Percentage of women and men ever tested	34	21
Pregnant women counselled and tested for HIV during antenatal care (not disaggregated by rural or urban)	59.1	-
ARV treatment - 79.5 percent ART coverage in 2011	63.6	36.3
HIV positive pregnant women receiving treatment to mitigate against PMTCT	92	-
HIV prevalence urban	20	13
HIV prevalence rural	17	12

Source: SADC Gender Protocol 2013 barometer • Zimbabwe & ZDHS (2010)

2.2.4 Gender, education, literacy and training

The national literacy rates are high in Zimbabwe: 94 percent for women and 96 percent for men (GoZ, 2011). Data from the Ministry of Education, Sports, Arts and Culture's 2010 First Term statistics for enrolment in both

primary and secondary schools showed that more males, 50.2 percent and 50.5 percent respectively, were enrolled in school than females, 49.8 percent and 49.5 percent respectively. This data is not disaggregated by rural or urban areas. Affirmative measures in favour of women, such as reserving 30 percent of places for women in educational/tertiary disciplines traditionally known to be male-dominated such as agricultural colleges, science and technology, engineering and medical degrees are used in order to increase the number of females in tertiary and vocational training institutions.

Education in Zimbabwe is considered one of the most important vehicles for empowering individuals and raising populations out of poverty. There has been declining investment in education in Zimbabwe, and a gender-budget analysis of the education budget shows little investment towards supporting the increase of girls' access to education. This is against Section 75 of the new (2013) Constitution's Right to Education and Chapter two (2) of Section 27 safely positions education as one of the country's national objectives yet this objective is not perfectly adhered to. The State must take measures to ensure that girls are given the same opportunities as boys to obtain education at all levels.

In the past, women had lower levels of agricultural education and training than men. Constraints to women's participation in training and extension included wives seeking permission from husbands to attend extension meetings. Recent research has shown that women's access to education and extension training is improving, and in some cases, participation is starting to surpass that of men.

2.2.5 Women's voice and political representation

The July 2013 elections saw women occupying 34 percent of the Parliament of Zimbabwe. Zimbabwe is ranked number 27 out of 188 countries on the Inter-parliamentary Union's World classification of women in parliament and number 4 among Southern African development Community (SADC) countries. However a large majority of the country's women are excluded from participating in governance and national development processes due to gender bias, gender inequalities, cultural norms, gender based violence (GBV) and their low economic status. Women's representation in the urban and rural council decreased from 19 percent to 16 percent in 2013.

2.2.6 Human development indicators

The Human Development Index (HDI) is a summary measure for assessing long-term progress in three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living. Zimbabwe's HDI value for 2013 is 0.492 — which is in the low human development category—positioning the country at 156 out of 187 countries and territories. Between 1980 and 2013, Zimbabwe's HDI value increased from 0.437 to 0.492, an increase of 12.6 percent or an average annual increase of about 0.36 percent. The Gender Development Index (GDI), based on the sex-disaggregated HDI, is defined as a ratio of the female to the male HDI.

The GDI measures gender inequalities in achievement in three basic dimensions of human development: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children, and mean years for adults aged 25 years and older), and command over economic resources (measured by female and male estimated GNI per capita). The literacy rate in Zimbabwe is 98 percent. The 2013 female HDI value for Zimbabwe is 0.468 in contrast with 0.515 for males, resulting in a GDI value of 0.909. The GDP for Zimbabwe was USD 14.2 billion in 2014³ and agriculture contribution to national GDP was 13 percent.

2.2.7 Infrastructure and rural roads

Poor infrastructure is a critical barrier to accelerating growth and poverty reduction in Africa. Studies have shown that increasing the infrastructure by 1 percent can add up to 1 percent to GDP. Lack of gender-sensitive infrastructure, such as toilet facilities, water sources, good and accessible roads and medical centres, usually discourage women's participation in public places such as markets (AfDB, 2011). Interventions that focus on

3. www.tradingeconomics.com/zimbabwe/gdp accessed June 2015

reforming market spaces and public transport can have a positive impact on women's participation and potential income. In Zimbabwe the rural electrification programme that started over ten years ago, came to a standstill as domestic power generation capacity fell far below demand due to lack of maintenance of aging generation plants, and transmission and distribution facilities.

The Zimbabwe MTP 2011-2015, indicated that all development programmes must incorporate gender issues including the Information and Communications Technology (ICT) policy which would ensure that technology was accessible, available and affordable to all Zimbabweans regardless of their geographical, local and physical condition or literacy levels. Internet access grew in Zimbabwe from 50 000 in 2000 to 1 422 000 in 2009 (AfDB, 2011). The access figures are neither disaggregated by sex nor by rural/urban factors. Zimbabwe's road network including the rural roads was once considered among the best in Africa and it was a significant contributor to the growth of the Zimbabwean economy; but to date, though some of the roads are still usable, they have deteriorated due to lack of maintenance. Poor road infrastructure increases the burden on women since they have to head-load goods, for example, to the market and grinding mills in fulfilment of their ascribed gender roles.

2.2.8 Gender based violence (GBV)

GBV is one of the most common yet unacknowledged and serious human rights violations, not just in Zimbabwe, but the whole of the SADC region. The Domestic Violence Act (DVA) provides protection for survivors of all forms of gender violence. The prevalence of all forms of violence against women, especially physical and sexual violence, continue to be high despite the country's relatively strong GBV legal framework. More women (and young girls) than men (and young boys) suffer from various forms of violence as shown by the following statistics:

- In 60 percent of the cases, the victims are women and girls.
- About 43.4 percent of the women population have experienced physical and/or sexual violence.
- About 51.3 percent of girls, aged 19 years and below, have their first sexual experience forced against their will (GoZ, 2010).

Workplace sexual harassment, economic disempowerment, unemployment, orphanhood, cultural practices and the code of silence are factors that continue to hinder efforts to eliminate GBV in Zimbabwe. The most predominant form of GBV experienced by women and perpetrated by men occurs within intimate partnerships (GoZ, 2010). Sexual violence against girls in Zimbabwean schools remains a concern and major focus of the government.



Agricultural input assistance to vulnerable smallholder farmers in Zimbabwe.

©FAO / Desmond Kwande

Gender analysis of the agriculture and rural sector

3.1 Agriculture and rural sector

Zimbabwe is an agrarian economy and agriculture will continue to be at the centre of Zimbabwe's economy for the foreseeable future. Agriculture accounts for about 15 to 20 percent of Zimbabwe's GDP, and provides the main source of livelihood for about 70 percent of the population, living mostly in the communal areas (GoZ-ZUNDAF, 2011-2015). Following the shrinking of the economy for about a decade (1999–2009), Zimbabwe has significantly de-industrialized, creating space for agriculture to play a pivotal role in economic reconstruction (MAMID, 2011). The country has in the past experienced severe macro-economic instability characterized by economic crisis (hyperinflation, high levels of unemployment and poverty) and low agricultural production due to lack of agricultural inputs, productive assets and appropriate farm management skills.

These constraints have negatively impacted on food production patterns which have shifted towards more basic subsistence farming methods characterized by increased food insecurity. The crisis has also impacted negatively on rural livelihoods as agriculture constitutes the most important source of rural livelihoods. Zimbabwe's agricultural economy is structured around at least 15 commodities which include key food and cash crops (maize, wheat, small grains i.e. sorghum, finger millet and pearl millet); tobacco, cotton, sugar, horticulture (food and non-food); and groundnuts. In the animal production sector, beef, dairy, fish, pigs, goats, sheep and poultry are the main sources of food security.

While agriculture remains the most important source of livelihood for both women and men, available statistics show that, under the recently completed land reform programme in Zimbabwe, women constitute 18 percent and 12 percent of A1⁴ and A2⁵ farmers respectively, falling far short of the gender parity ideal of 50 percent. Women in Zimbabwe are generally faced with a number of challenges, including poor access to means of production (capital, labour, land, and mechanization and irrigation infrastructure) to actively participate in highly capitalized agricultural enterprise (MAMID, 2011). Generally, in developing economies, agriculture is structured in such a way that women are found at the lower end of the spectrum as cheap/unpaid household labour, working 16 to 18 hours a day, spending at least 49 percent of their time on agricultural activities, and about 25 percent on domestic activities and, worse still, with little or no control over resources and decision-making powers.

Research has revealed that, if women, in general, had the same access to and control over productive resources as men, they could increase yield on their farms by 20 to 30 percent, thereby eradicating poverty and enhancing food security. An analysis of poverty trends in Zimbabwe shows that women have been, and continue to be, disproportionately affected by poverty as compared to men. As a matter of fact, poverty levels among female-headed households are higher than among male-headed households (FAO SOFA, 2010).

4. A1 resettlement- refers to farmers settled in 2000 and after, owning small farms similar to old resettlement and settled along communal area settlement patterns of common access to natural resources.

5. A2 resettlement- refers to farmers settled in 2000 and after, owning relatively larger farms on individual basis.

3.2 Policy level: Key political commitments and policies on gender equality

Zimbabwe is signatory to several international conventions that provide for gender equality. These are:

- CEDAW (1991)
- Beijing Declaration on the Platform for Action (1995)
- Convention on Civil and Political Rights (CCPR)
- Equal Remuneration Convention
- Convention on Prohibition of Discrimination in Occupations
- Convention on the Elimination of the Worst Forms of Child Labour
- Convention on Economic, and Social and Cultural Rights (ECOSOC)
- The protocol to the 2003 African Charter on Human and People's Rights on the Rights of Women ratified by Zimbabwe in 2008.
- The 2004 Solemn Declaration on Gender and Equality in Africa.
- SADC's Gender and Development Protocol which was adopted in 2008. The protocol advocates for gender parity in all sectors and sets out 28 substantive targets for achieving gender equality by 2015.
- Zimbabwe also subscribes to the COMESA Gender Policy which fosters gender equality and equity at all levels of regional integration and cooperation.
- Declaration of the AU Summit on: 2015 Year of Women's Empowerment and Development towards Africa's Agenda 2063. The Declaration invites AU member States to increase mechanization, technological innovation, education and skills development for women, intensify the financial inclusion of women in agribusiness and empower women with knowledge and skills to use modern technologies in agribusiness and agricultural value chains. Another key dimension is to enforce women's rights to productive assets including land and their access to public procurement processes in agribusiness.

GoZ has made progress in domesticating the international and regional conventions and protocols through the enactment of 17 pieces of legislation which include the following: Matrimonial Causes Act (1987); Maintenance Act (1999); Administration of Estate Act (1997); Sexual Offences Act (2001); Education Act (2004); Labour Act, (2005) and the DVA.

Within this context, ZimAsset 2013 is a cluster-based plan, reflecting the strong need to fully exploit the internal relationships and linkages that exist between the various facets of the economy. These clusters are as follows: Food Security and Nutrition; Social Services and Poverty Eradication; Infrastructure and Utilities; and Value Addition and Beneficiation.

The plan commits itself to gender mainstreaming in all the clusters which include access to water and sanitation; infrastructure; access to land and agricultural inputs; and employment creation and gender mainstreaming, among others. It commits to a key result area of "improved gender equality and equity" and that MWGCD would play a key and driving role in mainstreaming the gender and development approach in the other ministries.

The Constitution of Zimbabwe (adopted in 2013) is widely acknowledged for its firm commitment to gender equality. The affirmative action provisions assert the new Constitution's resolve for gender inequality redressal. The Constitution reaffirms earlier commitments shown by the 2005 Constitutional Amendment 17 which prohibited discrimination on the grounds of sex. It contains a quota provision for female representation in parliament. Women now have equal citizen rights as men. It spells out gender balance as one of the objectives to guide the state, all institutions and agencies of government. The Bill of Rights in Chapter 4 of the new Constitution recognises that men and women have a right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. It accords to women the right to custody and guardianship, and makes void all laws, customs, cultural practices and traditions that infringe on the rights of women and girls (GoZ, 2013).

The policy environment in Zimbabwe for implementing the gender equality agenda is very conducive. A national agriculture draft policy has been developed and is awaiting approval. Gender Mainstreaming in Agriculture Strategy is being finalised.

The **National Gender Policy 2013–2017** places strong emphasis on gender equality and equity and its vision is a gender-just society in which men and women enjoy equity, and benefit as equal partners in the development of the country. The policy also aims to increase gender responsiveness of the environment and natural resources management strategies, and of climate change adaptation and mitigation initiatives.

Although there is no climate change policy in place to date, a **National Climate Change Response Strategy (2013)** which is gender responsive, is in place. It analyses the unequal access, control and ownership of natural resources by women and men and acknowledges that this impacts on women's migratory and adaptive capacity to climate change.

FAO Zimbabwe is committed to supporting efforts to mainstream gender in its support to Government, such as in integrating gender equality and women empowerment in the policy and implementation in agriculture, land, fisheries, irrigation, forestry and climate change (CPF 2013–2015). GoZ with support from FAO has on 26 November 2014 launched the formulation of a National Forestry Policy. The policy formulation process is an excellent opportunity for GoZ to integrate gender equality outcomes in forestry.

3.3 Institutional level

3.3.1 National gender machinery

GoZ has put in place the MWGCD to drive the gender equality agenda forward. MWGCD is one of the most highly decentralized government ministries, having field officers with strong presence in the rural areas that go as far down as the village level.

The ministry's vision is of prosperous and empowered women and communities who enjoy gender equality and equity. MWGCD has identified six important dimensions of women's empowerment and opportunities to guide policy formulation and programme design. In line with its mandate, the Ministry ensures:

- That women become key participants in the economy through meaningful involvement in all key sectors of the economy.
- Economic opportunities for women, namely the quantity and quality of women's economic involvement in leadership and ownership of the means of production, beyond their mere presence as workers.
- Educational empowerment of women, which is the most fundamental prerequisite for empowering women in all spheres of life.
- Political empowerment, particularly with reference to equal representation and meaningful involvement of women in decision-making at all levels in the public and private sectors including in local government; access to and control of land and other resources, as well as preserving the environment.
- The health and well-being of women through access to sufficient nutrition, healthcare and reproductive health facilities, and to issues of fundamental safety and integrity of persons.
- Community development with regard to taking charge of and controlling the basic means of securing water, providing food, fuel and overseeing family health and diet.

MWGCD has adopted women's economic empowerment as a key strategy for achieving long-term economic development and poverty reduction goals. This strategy has become a key priority for the GoZ to achieve the MDG 3 on gender equality and women's empowerment and sustainable economic growth. The Ministry is also implementing a wide array of initiatives to promote food security at the household level under the ZimAsset cluster on Food Security and Nutrition and the Broad Based Women Economic Empowerment Framework (BBWEEF), in accordance with the Zimbabwe African National Union Patriotic Front (ZANU PF) manifesto on agriculture as a priority area. The Ministry is under the Social Services and Poverty Eradication cluster but due to the cross-cutting nature of gender, it participates in all the other clusters.

The same scenario applies to the Zimbabwe Central Statistical office which has the primary responsibility to collect and analyse data for all sectors.

However, the information that they generate is not systematically disaggregated according to sex, or the rural/urban category.

One of the programmes under MWGCD is the promotion of community gardens. The programme aims to provide 1 kg seed packs to women with gardens and available water, targeting 50 women per ward. This programme aims at alleviating food shortages, which are normally experienced between December and January. The use of organic fertilizers will be encouraged to those who have access.

Some of the key achievements of the MWGCD include:

- The National Gender Policy 2013–2017 is in place and has also put in place gender focal points in all government ministries and parastatals.
- The Ministry has developed general guidelines on gender mainstreaming - a tool for all gender focal persons and government officials.
- Dialogue was initiated to set up a Gender Commission in 2012. In September 2015, a Gender Commission was approved.

The Ministry is the implementer of:

- BBWEEF 2012;
- National Plan of Action for Women, Girls, Gender and HIV and AIDS (2007–2010);
- Accelerated Country Action on Women, Girls, Gender and HIV and AIDS (2010–2015); and,
- Agricultural Sector Gender Mainstreaming Strategy which is still in draft form.

It is within the MWGCD's mandate to compile the country's CEDAW report for periodic review. The Ministry calls for contributions from different government departments, reflecting progress made on gender issues and women's empowerment.

In the CEDAW shadow report, in particular Article (14), the CSO expressed a few concerns regarding the status of rural women. They were concerned that the State failed to address:

- The burden of rural women's multiple roles;
- The challenges faced by rural women in accessing health facilities; and
- The challenges faced by rural women in accessing safe water and energy.

The MWGCD collaborates with various stakeholders: government ministries, CSOs in the several implementation platforms, and initiatives such as the Beijing Platform of Action and CEDAW recommendations. A theme group, the National Gender Forum (coordinated by UN WOMEN) was established to provide a platform for regular dialogues between the government and the civil society.

The National Gender Forum is made up of women NGOs, academics, representatives from the private sector with an interest in gender equality, representatives of girl child organizations and faith-based organizations. The group meets quarterly to share progress made in implementing gender equality.

3.3.2 Department of agricultural technical and extension services (AGRITEX)

The department of AGRITEX falls under the MAMID. It has highly decentralized structures extending to the ward and village levels. Through its specialist branches (Agronomy, Land Use, Agribusiness and Farm Management, and Training) at provincial and district offices, it provides technical and advisory services, regulatory services, farmer training, food production technology (including post-harvesting processing and product development), dissemination of technologies and market-oriented extension for sustainable farming. One of its sections, the Training Branch, is responsible for developing an in-service training curriculum for AGRITEX personnel and farmer group leadership. The curriculum includes gender mainstreaming. About 50 percent of the field extension staff in AGRITEX is female. Although this is at a lower level in the AGRITEX Organogram, this field is where AGRITEX makes the greatest impact. The Training Branch services are also on radio and national television.

3.4 Gender disparities in agriculture, food security and the rural sector

3.4.1 Gender and food and nutrition security

During the 2010–11 agricultural season, Zimbabwe produced a total of 1 451 629 MT of maize and 53 000 MT of wheat against an annual national requirement of 1 800 000 MT of maize and 450 000 MT of wheat (Goz & Zimstat, 2012). In the past, the country has had to import food. General poverty and chronic food

and nutrition insecurity have led to reduced diversity of household consumption and increased prevalence of chronic malnutrition, especially among women (7 percent thin) and children under five years of age (10 percent underweight) (GoZ, 2010). Zimbabwe Demographic Health Survey (ZDHS) 2010–2011 also shows the obesity for rural women to be 26 percent versus 41 percent for urban women.

Rural women in Zimbabwe make the majority of small holder farmers. According to the Rural Livelihoods Assessment Report by the Zimbabwe Vulnerability Assessment Committee (ZIMVAC) 2012, the poor small holder farmers in Zimbabwe are experiencing challenges due to lack of food and other necessities. The most vulnerable households are experiencing an average deficit of USD 132 in a consumption year and this gap is being covered by either cutting back on expenditure on basic food and other necessities; or engaging in such unsustainable means as gold panning, transactional sex (for vulnerable households like female-headed and female child-headed households), unregulated harvesting and selling of firewood or receiving support from donors. The Rural Livelihoods Assessment Report (ZIMVAC, 2012) established that a growing food insecurity crisis would peak in December 2012–March 2013 with an estimated 1 667 518 people being in need of food assistance (not disaggregated by sex or age) as highlighted in Box 1, below.

Box 1: Facts about food and nutrition security in Zimbabwe (2014–2015)⁶

- The ZIMVAC Rural Livelihoods Assessment identified approximately 6% of the rural population—equivalent to 565 000 people or about 21 000 metric tonnes of maize—will be in need of food assistance at the height of the lean season between January and March 2015.
- Increases in food crop production, and overall increases in household incomes and livestock prices relative to grain prices, contributed to improving households' access to food in 2014.
- The proportion of households consuming a poor diet fell from 11% to 6% between April 2013 and April 2014, while households consuming an acceptable diet increased from 57% to 68% over the same period.
- Small grains and localized production continue to be constrained by the absence of effective and affordable processing equipment. Whereas 88% of rural households grew maize during the 2013–14 season, only 21% produced sorghum (9% pearl millet and 6% finger millet).
- Over 70% of households that sell maize, wheat, sorghum and millets do so in their local markets, mainly to other households. Though this is desirable to reduce grain prices at the local level, initiatives must be developed so farmers can also access the best possible market returns.
- About 60% of rural households do not own cattle and a similar proportion do not own goats, barring the enormous capacity for providing household nutrition and building overall resilience.
- 30% of rural households are dependent on untreated water sources for their domestic water supply, yet less than 14% of these households treat water before drinking and cooking.
- Integrated programming (e.g. food security, nutrition, water and sanitation) must be promoted to deliver holistic solutions to community challenges.
- Government policy (ZIMASSET, Food and Nutrition Security Policy etc) clearly identifies irrigation development as one pillar in fostering long-term food and nutrition security in Zimbabwe. Improvement in water/sanitation and irrigation/dam construction emerged as the highest community development priorities.

Most women are unpaid family workers and rural women work 16–18 hours a day, spending at least 49 percent of their time on agricultural activities and about 25 percent on domestic activities (MAMID, 2013). Some dimension of forestry farming that brings about diversity in agriculture and food security is “bee farming” or apiculture, but further analysis of this intervention is needed.

Strengthening food crop production is important as it empowers women who are faced with the challenge of feeding the family, fulfilling the notion that:

“If women had the same access to productive resources as men, they could increase yields on their farms by 20–30 percent. This could raise total agricultural output in developing countries by 2.5–4 percent, which could in turn reduce the number of hungry people in the world by 12–17 percent” (FAO SOFA, 2010).

Although the GoZ policy commitments point to ensuring food and nutrition security for all including access to adequate, diverse and nutritious food by all people at all times, the national data lacks gender disaggregated

6. Zimbabwe Vulnerability Assessment Committee, 2014.

information on food crops. Available is data on analysis of crops by years and sectors, and not by gender (MAMID, 2013).

GoZ, as spelt out in the Food and Nutrition Security policy, acknowledges women's central role in agriculture and ensures that supportive strategies are put in place to ensure that women's role is enhanced, but without negatively affecting their other roles as childcare providers, food processors and food traders. One of the ways to do this, according to GoZ, is through increasing participation of women in agriculture programmes without negatively affecting their other roles (GoZ, 2012).

3.4.2 Gender and rural labour

Women outnumber men as labourers in the formal agricultural sector. They constitute the majority of subsistence food producers in Zimbabwe and contribute 70 percent of household and family labour in rural communities where they comprise about 70 percent of female population (ZimStat, 2014).

The total number of people employed in agriculture, fishery and forestry is 3 573 893, of which 45.4 percent are men and 54.6 percent are women. The percentage for females is high because they are mostly unpaid family workers. In Zimbabwe, the unpaid contributing family worker rate stands at 39.4 percent for males and 60.6 percent for females.

The ZDHS 2010-11 showed that 37 percent of women, as compared to 62 percent of men, were formally employed. And the real income of women is three times less than that of men, with women having a higher structural unemployment rate of 70 percent compared to 56 percent for men. However this data is not disaggregated according to rural or urban women, to establish the real status of rural women in view of their employment.

Zimbabwe recognises that economic growth programmes that target women (*Womenomics*) make good economics. As such, the economic empowerment of women has become a key priority for the GoZ to achieve sustainable economic growth. In the Medium Term Plan (MTP) the government expressly commits to advancing the participation of women (GoZ, 2013).

3.4.3 Gender and land

About 86 percent of women in Zimbabwe depend on the land for their livelihood and that of their families.

Traditionally, all married male members of a community have the right of access to arable plots, and the right of allocation rests with the local government authorities and traditional leaders operating within the jurisdiction of the Rural District Council Act (1988) and the Communal Lands Act (1982). The large-scale commercial sector was characterised by freehold tenure with the right to individual and corporate ownership and the ability to use the property both as collateral and to invest in its asset value.

The land reform programme introduced at the turn of the century sought, among other things, to mitigate the limited access to land by women through the introduction of quotas.

The policy position is that women should constitute 20 percent of all those allocated large-scale farming land, also known as A2 farming land (GoZ, 2014). In addition, women were also entitled to apply for agricultural land in their own right under the A1 village schemes. This was a departure from the traditional norm, wherein women could only access land through their husbands, fathers or other male relatives. This has empowered women to have control over land as a means of production. Despite all these changes in the policy, women's access to land remained limited due to a variety of factors. There is evidence that, of the 96 percent of Zimbabwe's agricultural land acquired under the land reform programme, only 10 percent of that land went to women (Utete Report, 2002), falling short of the allocated quota as highlighted in Figure 1 below. Some of the factors that hindered women from accessing land were:

- Cultural practices still limited women from accessing land because as per customary law, village land is only accessible to woman through a patrilineal line (father, brother, uncle). The traditional leaders are still reluctant to allocate land to women outside of this cultural framework.
- Non-implementation of policy remains the greatest challenge for gender equality in most instances in Zimbabwe.

- There are few women in the land allocation committee, who otherwise could have assisted in moving the land allocation agenda for women.
- Few female chiefs prejudiced gendered land allocation possibly due to lack of understanding of the new policy in the spirit of fast-tracking land allocation.
- Married women face challenges owning their land in their own right, due to traditional patriarchal practices. The practice/culture is to give land rights to the head of the household who is often male (husband). Married women are considered part of the man's family and therefore access land through the husbands. This has led to discrimination of married women in controlling land. The current constitution does not guarantee women's rights to own land or acquire property.

This however is not a missed opportunity as such, advocacy and training of the women farmers and traditional chiefs on the policy and gender issues, and development of standard guidelines for chiefs may reverse the situation, allowing women to go to the chiefs, in the spirit of empowerment, and claim the land which belongs to them. Female heads of households will then be able to access land.

Table 4: Crops yield per ha by gender

Crop	Yield/ha	
	Males	Females
Maize	907	753
Millet	220	219
Rapoko	380	326
Rice	478	567

Source: Zimstat 2012

3.4.4 Gender and crop production

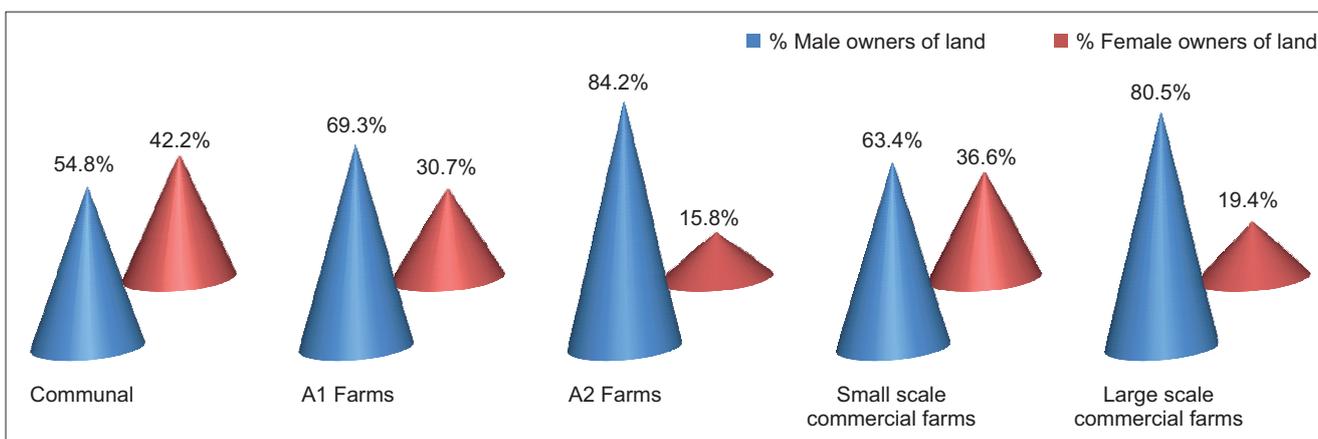
The main food security crops grown in Zimbabwe are maize, small grains (sorghum and millet), and edible oil crops like sunflower, groundnuts and soya beans. Food crops have significant impact on gender relations within the household as women have the responsibility of feeding the families. Men in Zimbabwe make decisions on crops grown and marketed; women are responsible for ensuring food security at the household level (MAMID, 2013). Although the GoZ acknowledges the role of women in food production, there has been no data on the gender dynamics in crops production. National level data on food value chain lacks disaggregation by gender. Table 4 shows crops yield per ha by gender.

Women seem to have higher yield in high-density food crops although their yield was much less than that of men in *rapoko* which most men are happy to grow because of its traditional and cultural value.

3.4.5 Gender and livestock

Livestock in Zimbabwe contributes about 40 percent of agricultural GDP (MAMID, 2009 [unpublished estimates]) (GoZ & FAO, 2013). Livestock is a source of animal protein, drought power, manure and income. About 80 percent of the cattle, sheep, goats and donkeys are owned by the smallholder farmers basically providing services such as draught power, milk, manure for cropping and as stores of wealth. Traditionally in Zimbabwe,

Figure 1: Land redistribution during land reform



Source: 2010 Agriculture and livestock survey cited in Women and Men in Zimbabwe 2012 report, Zimstat April 2013. SADC Gender Protocol, 2013, Barometer. Zimbabwe

and for historical reasons, men continue to dominate livestock ownership and production, making decisions on their management, use and disposal. A recent study on gender analysis of livestock (Figure 2) in Nkayi and Lupane, showed that livestock ownership is gendered, as 45 percent of men own cattle compared to 23 percent of women, and about 63 percent of the women own poultry compared to 13 percent of men.

Figure 2 also shows that 32 percent of men own goats compared to 27 percent of women. Men eclipse women in terms of ownership of more valuable stock, the making of decisions and the control of livestock production.

Women’s ownership of livestock is greater with smaller stock. Sheep and pigs are not very popular with both women and men, as only 2 percent of men and 0 percent of women owned sheep, while 29 percent of men and 9 percent of women own pigs. Only 19 percent of men own donkeys compared to 6 percent of women.

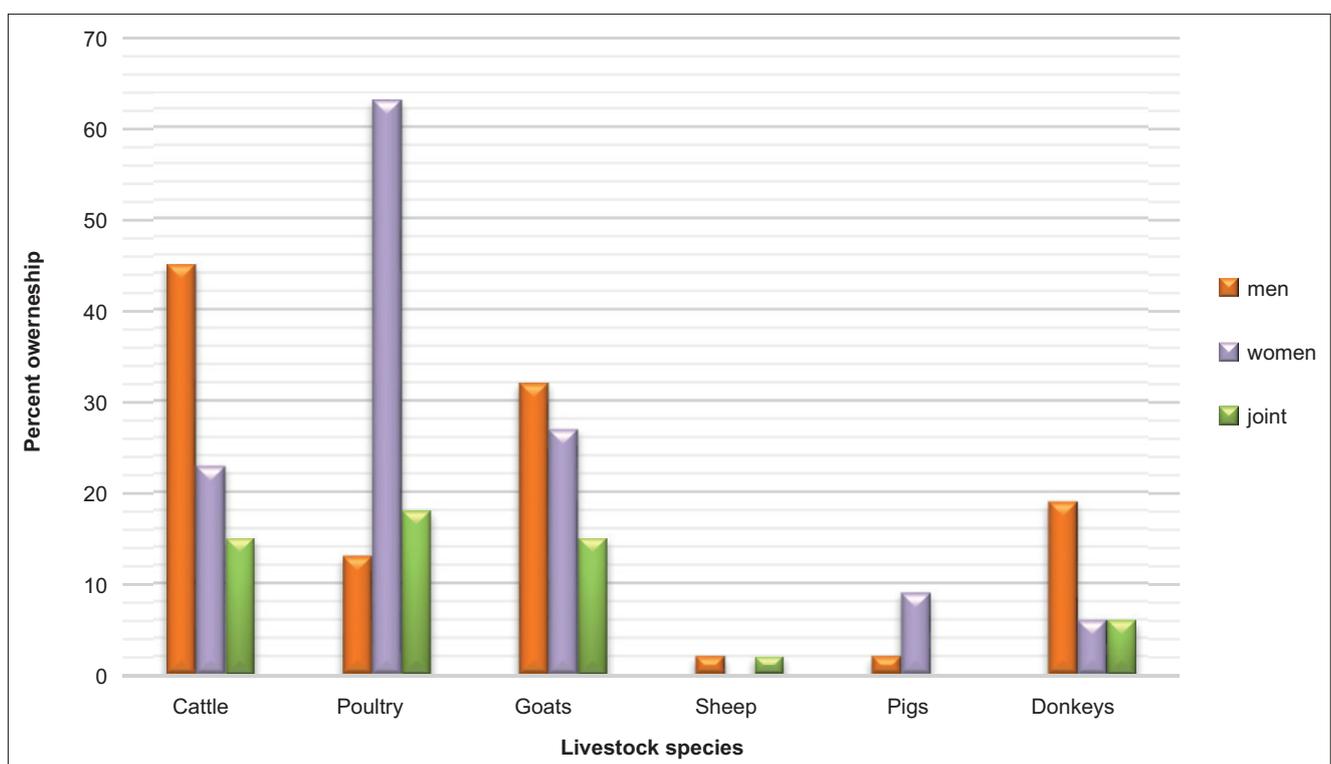
This is suggestive that gender is important in livestock production and must be considered among other factors. The availability of data (disaggregated by sex) of livestock owners is essential for effective mainstreaming of gender in livestock development programmes in Zimbabwe.

Preferred livestock by men and women

Livestock ownership is often used as an indicator of stored wealth (cattle) and ready cash (goats, chicken and sheep). In the gender analysis of livestock study, it emerged that women preferred to own small livestock, mainly goats and chickens (Figure 3). The primary reason for this preference was that in addition to providing meat, milk, eggs and manure, they could be easily sold or bartered for food or labour in times of need, and women have a ready market for these within their communities.

In another study commissioned by FAO, it emerged that when women own and are in control of their chickens, goats or even cattle, they are active participants in matters to do with their livestock; available for training as in agricultural extension, and general management of the livestock (FAO, 2014). It was also noted, in the Nkayi-Lupane study, that of the three major livestock species owned within the households, there was also a clear gender pattern of how the livestock were acquired as reflected in Figure 4 below.

Figure 2: Livestock ownership patterns



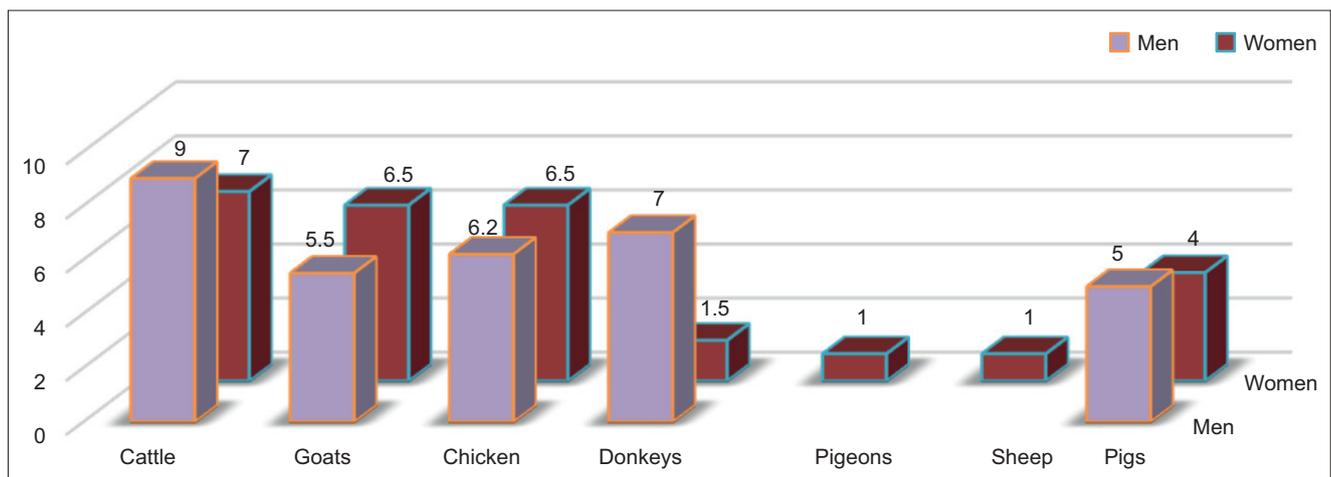
Source: Gender analysis of livestock, 2015 FAO Report

The most important method of acquiring livestock was through natural birth into the herd/flock. Very few households acquired livestock from the market.

Livestock management and marketing by gender

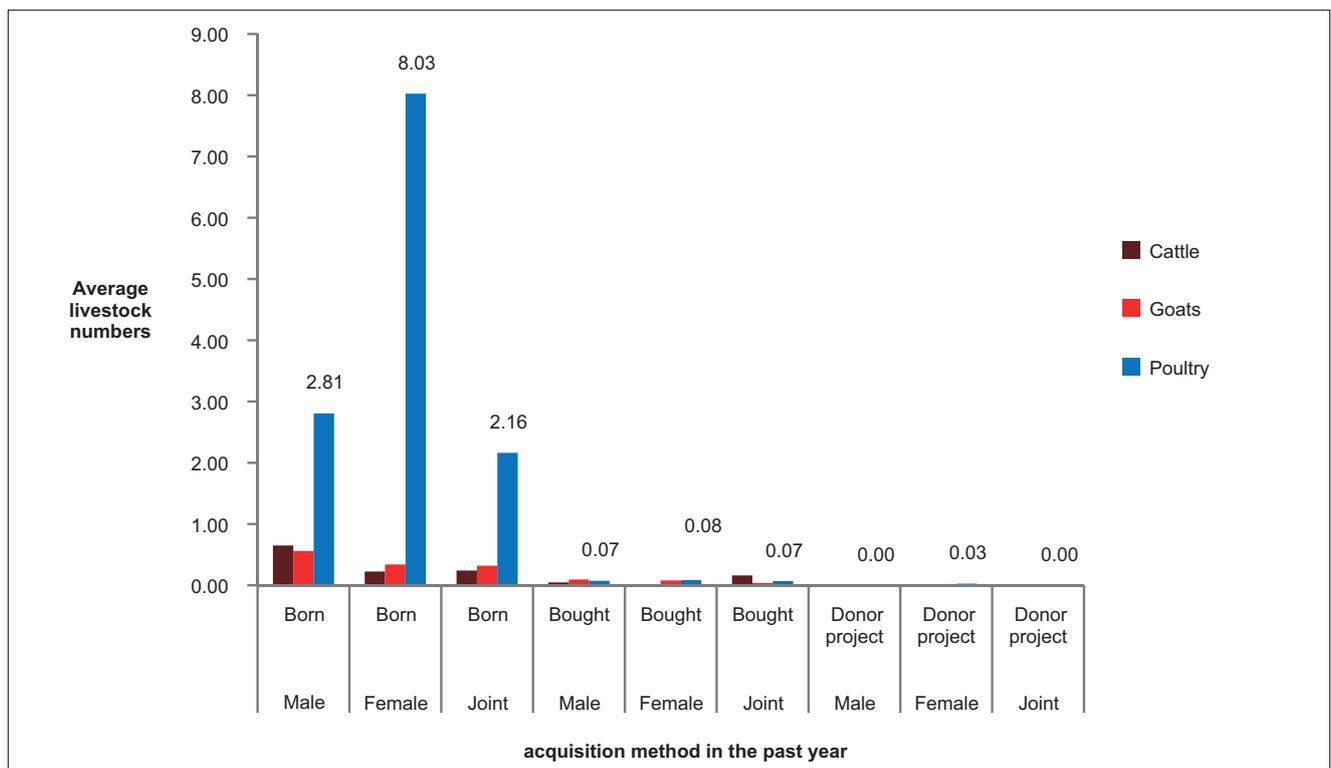
Gender dynamics surround livestock ownership and management in Zimbabwe. Men make decisions on the use of veterinary technologies associated with large livestock and they put more man-hours in the production of these livestock than women and children (Nyikahadzoi and Mugabe, 2015); while women have ownership and make decisions on smaller livestock such as chicken. In rural areas, most livestock are sold to meet emergency household needs such as buying food and meeting medical bills. Decisions regarding where and

Figure 3: Preference scoring for different livestock species



Source: ZimStat, Gender analysis of livestock, 2015.

Figure 4: Gender disaggregated livestock acquisition methods



Source: FAO, Gender analysis of livestock, 2015.

when to sell cattle and goats and use of the proceeds are mostly joint between the men and women of the household. Women, however, dominate similar decisions when it comes to the sale of chicken and other income sources such as livestock and crop production, but their decisions are made within the context of their restricted mobility.

3.4.6 Gender and fisheries

Zimbabwe is a landlocked country with no natural lakes. Despite the existence of many dams, Zimbabwe has a limited fisheries output. Commercial fishing occurs mainly in the large reservoirs such as Lake Kariba, Lake Chivero, Lake Mutirikwi, and the Manyame and Mazvikadei dams. Smaller dams, rivers and ponds provide fish for subsistence purposes. The fisheries industry is male dominated in Zimbabwe. While women play a role in processing and marketing, men do the actual fishing from lakes and dams. Fisheries are one of the most significant renewable resources that countries have for food security, livelihoods and economic growth based on sustainable resources management plans and there is significant potential for value-added production (FAO, 2015). Although there is no overall policy document for fisheries, the overall strategy on fisheries and aquaculture aims at sustainable utilization of the fishery resource while ensuring that there is no loss of biological diversity.

There are about four types of fishing methods used by fishers in Zimbabwe. These include gillnet fishing, *Kapenta* rig fishing, angling (hook and line) and cage culture. In all these different methods, gender roles, responsibilities, expectations and constraints come into play. An assessment of the role and situation of women in Lake Kariba fisheries showed that very few women who owned fishing gear were actually involved in gillnet fishing. The type of fishing gear and technology used in gillnet fishing is not women-friendly. The fishing gear involves paddling in water and then casting nets. The task is too heavy and too physically demanding for women. Female gillnet users in Zimbabwe own fishing gear and licenses but employ males to fish for them. This arrangement is prone to women being cheated by male employee fishers.

Although *Kapenta* fishing is rife in Zambezi, there is negligible participation of women in this industry, with women owning only 5 percent of the 65 *Kapenta* companies. A fishing permit for *Kapenta*, once obtained, is for life but is not transferable. The major challenge for women in *Kapenta* fishing is linked with security along the river and the lake (FAO & Mupindu, 2012).

In fishing family enterprises, men do the fishing while the women are responsible for various unpaid activities such as finances and staff management. *Kapenta* drying, salting and cleaning of the drying racks and premises is mainly done by women. In some funded fishing projects, women are involved in fish processing, packaging and cutting of fillets.

The participation of women in the sector is limited due to lack of capital to buy fishing gear; cultural hindrances which do not allow women to fish, swim or bathe in the lake; gender stereotypes which consider women as weaker vessels; fear on the part of women to go in the lake, and security risks associated with fishing in the lake. While women play a role in the processing and marketing of fish, men do the actual fishing from lakes and dams.

Table 5: Gender division of roles in fishing activities

Women's role in fishery cooperatives	Men's role in fishery cooperatives
Record-keeping	Fishing in the lake
General management including finance	Post-harvest drying on the Lake islands
Post-harvest drying including paying attention to detail	Boat repairs
Monitoring fish fleet (getting reports of break-downs, purchasing boat parts e.g. bulbs)	Leadership in fisheries associations
Marketing	

Source: FAO. Mupindu, Shinga. 2012. Assessment on the Role and situation of women in Lake Kariba fisheries, Zimbabwe and Zambia.

In Zimbabwe, many women are involved in hook and line fishing but their fishing lines are of shorter range than those of men, restricting their fishing range. In general, women prefer fishing in rivers, thus avoiding risks associated with lake fishing. A daily permit fee of USD 5 is charged per person and this gives each fisher authority to fish.

The GoZ has supported some fishing cooperatives since the 1980s but membership is biased towards men in these cooperatives. Division of labour in the fishing fraternity still perpetuates the women's traditional roles: preparation for fishing trips including food for the crew and procuring diesel; record-keeping while men concentrate on going out to fish in harsh conditions; repairs of fishing gear including boats, and post-harvest drying.

Marketing of fish is a big rural livelihood activity. Some women from areas with big dams like Chivero and Darwendale in Mashonaland West and Osborne Dam in Manicaland, buy from the fishermen as early as 05.00 hours. The fishermen would have spent the night fishing and dispose of their catch in the morning as they go back to their homes. Some fish traders and a widow by the name of Gracia from Binga in Matabeleland North, attended the Zimbabwe International Trade Fair (ZITF) in 2013 to market her group's fishery project "Tulibonene Banakazi (*Women let us fend for ourselves*) Fresh Fish Marketing". This is a women's empowerment initiative operating from Siachilaba Ward in Binga District. Gracia exhibited her group's work at the Action Aid International (AAI) ZITF stand. By the end of the show Gracia received orders of over USD 1 000 in three days. Gracia is the group's chairperson and the group buys and sells fish from fishermen from the Zambezi River. Women-alone fishing cooperatives are a common feature in Matabeleland North of the Kariba Dam and Zambezi River. Women here are so empowered that together they can voice their concerns when necessary.

More women are involved in fish marketing, however they move comparatively smaller volumes in the market compared to men. Marketing of fish by women entails buying stock from fishers and immediately selling to customers who come by, and also buying from fishers and sun-drying them, later selling these to local customers. The fish can also be sold fresh or frozen.

3.4.7 Gender and forestry

Forests, and trees in general, contribute to food security through provision of forest foods and incomes, and protection of soils and water sources upon which agriculture depends. Participation of women in forestry development and management is seen as desirable, not for purposes of equity or equality, but because women are an essential element in forestry farming. Their participation is not only to provide labour but also to make important decisions in the forest farming production chain (tree planting, nursery development and management, including woodlot management). Most forestry activities occur in the informal economy and so escape the national accounts. A recently conducted study in Chimanimani District of Zimbabwe revealed that forestry farming in this district was becoming popular in A1 and A2 settlements where forestry companies had ceded some of the plantations - two ha of mature and young forests - to men and women of the surrounding communities (MAMID, 2013).

The study revealed that management of the forests was done by both men and women, but women had the responsibility of nursing young trees while men were mainly involved in the harvest, treating of the timber (as this required strenuous labour) and selling arrangements. The harvested timber is mostly sold to different local companies and some from neighbouring Mozambique. Harvesting of the timber required tractors which most farmers, both men and women, did not have, hence they depended on hired labour. Given that rural women in Zimbabwe are technologically poorer than men, it is likely that they would not maximise on the benefit of the plantation harvest (MAMID, 2013).

In Zimbabwe, during summer season, the selling of forest products by the roadside and bus terminals is a very common feature. Women, young boys and girls dominate this market. The forest products include seasonal wild fruits (*mazhanje, tsubvu, masawo, ngi'*), seasonal wild mushrooms of different varieties and wild honey throughout the year.

The GoZ, with support from FAO, recently launched the National Forestry Policy Formulation Process to have proper guidance for the development of the sector. This process will offer an opportunity to the sector to come up with a guide to the development of forestry in the country even, presumably, from a gender perspective (MAMID, 2013). Although the government acknowledges the role of women in forestry farming, there is no national level data and statistics on the gender dynamics in the forestry sector.

Apiculture

Another dimension of forestry farming, which is non-wood and brings about diversity in agriculture, is resilient to both climatic and economic shocks, offers food security and is carried out on a significantly high scale, is “bee farming” or apiculture.

With agriculture that is largely rain-fed, thus highly depending on nature and its extremes, bee farming demonstrates the value of small climate-smart enterprise. Honey production presents an enormous potential for achieving food security and rural livelihoods, and some families in Mazowe and Goromonzi districts of Zimbabwe are working towards this goal. According to Gono of Ruzivo Trust (2014), there are 20 000 beekeepers in Zimbabwe (Ruzivo Trust, 2014). Unfortunately the data available was not disaggregated by sex. One case at hand is that of a Mr Moyo of Mhondoro district in Mashonaland East Province who harvested 450 kg per year from his 15 hives; while a Mrs Manyowa of Mazowe district in Mashonaland Central Province claimed she harvested 340 kg, but from 20 hives, within about the same period.

An unexpected outcome is that beekeeping increases the participation of communities in conservation. When farmers learn about the value of trees as a source of bee forage, they are also less likely to continue destructive activities such as charcoal burning, and will even begin to plant more trees and grow more bee-friendly crops such as sunflower. Bee farming has proved to offer a valuable adaptation strategy. During drought, bees can forage in wild vegetation and still produce honey and beeswax. Bees are self-sufficient and do not need constant attention.

Although the enterprise looks lucrative for the rural-folk, it has its own challenges. Small-scale farmers, which rural women are, face uncertainty over access to finance, advice, information and reliable markets.

3.4.8 Gender and agriculture value chains

At the level of small-scale farming, many horticulture crops are considered “women’s crops.” Women in Zimbabwe manage small horticulture plots or market gardens on a part-time basis. Other family members, mainly boys and girls, assist with land clearing, ploughing, harvesting, watering and other production tasks. While much horticultural produce is consumed in the household, traded locally for maize or groundnuts, or sold at the local market, some community garden schemes in Zimbabwe have succeeded in establishing market linkages that have started to associate horticulture with market opportunity (USAID/Zimbabwe, 2012). Contract farming in Zimbabwe is a common practice where farmer groups or commodity groups, usually rural women vegetable farmers, are contracted by fruit or vegetable processing companies to grow these products as outgrowers for their industries.

Most fresh vegetables produced in Zimbabwe are consumed by rural households—only about 30 percent of the 160 000 MT of fresh vegetables produced annually are commercially traded through local markets (USAID/Zimbabwe, 2012). Market systems for fresh vegetables are largely informal, and women dominate these markets in Zimbabwe, both wholesale and retail. Some research by Masakure and Henson (2005) found that in Zimbabwe, 61 percent of contract farmers of vegetables were women. Control over, and ownership of land favours men, and women’s plots are usually smaller and of poorer quality, as it is assumed that they would be producing for subsistence. Both customary and private property regimes tend to give more preference to men’s land holdings. While both men and women are players in the production chain of a number of crops, such as maize, groundnuts, millet and sorghum, data is not segregated by gender or sex.

Poultry rearing, and more specifically, indigenous chicken rearing and selling among village-level producers, is predominantly the domain of women; male farmers dominate commercial chicken production and larger livestock.

3.4.9 Gender and post-harvest management

The MAMID, in particular the Department of Mechanization, is critical in regard to the different technologies smallholder farmers could adopt in order to minimise post-harvest losses. It is within the department's mandate to advise farmers on issues such as crop varieties, and agronomic practices critical for post-harvest loss minimisation later on along the supply chain. The department's effectiveness is however compromised by inadequate resources. The Mechanization department basically promotes horticultural post-harvest technologies such as sun-drying technologies and grain which is mainly stored in silos. In Zimbabwe, processing of both food and horticultural crops is mainly the women's task. The bulk of the processing is mainly for community consumption and not for income. Focus group discussions with the MWGCD and MAMID revealed that women are keen to adopt innovations to do with post-harvest handling of horticultural crops which would fetch some income from the market. Shortage of appropriate technologies to process food crops, compels women to usually use manual, labour-intensive and time-consuming methods, especially with grain.

One of the objectives of MWGCD is to support women farmers groups in post-harvest technologies of different crops (horticultural, maize, groundnuts). MWGCD has embarked on training women farmers in post-harvesting, including value addition for marketing purposes. Focus group discussions revealed that plans are under way to establish training centers, which would be well equipped to teach farmers post-harvesting technology, including packaging for markets.

Preliminary findings of the FAO study on post-harvest losses (2015) revealed that women and men have different roles in post-harvest activities. It showed, for instance, that women are mostly involved in winnowing of maize, small grains and beans after shelling. The older women are more knowledgeable and faster as they have gained experience over the years, especially in timing the wind which blows off the chaff. Women complained of health problems which they experienced during the winnowing process such as chest problems, aching shoulders, flu, eye problems and itching.

The study revealed that there is a growing trend for farmers, especially female-headed households, to use their houses (usually bedrooms) to store grain. This is because of fear of loss of hard-earned grain by thieves and also the lack of appropriate pest and rodent-free storage facilities and technologies. The overseers for grain storage are usually the women, who have to keep an eye on the remaining food levels and ensure that the grain does not have pests. In younger couples, both women and men are often responsible for overseeing grain storage. In general, access to training, technology and information on post-harvest issues has been limited, but this has been more limited to women and the elderly whose mobility is limited due to physical and social factors (FAO & Mvumi et al, 2015).

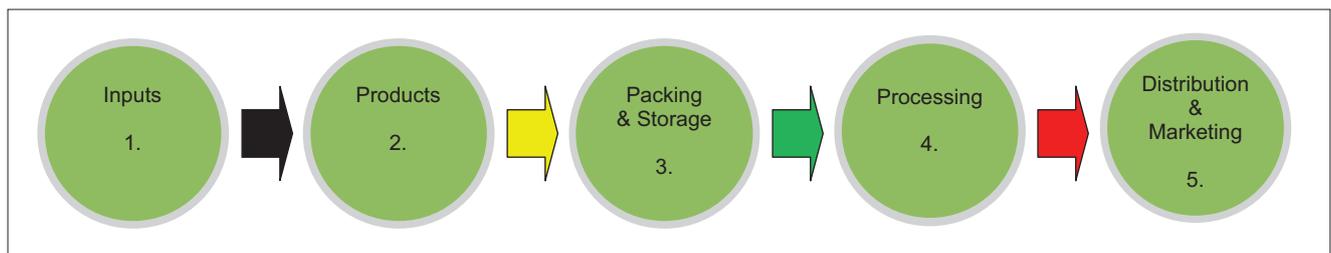
3.4.10 Gender and agricultural extension

In Zimbabwe, rural women dominate most agricultural activities as small-scale communal farmers. Up to the time of the first fast-track land reforms, the public extension services mainly focused on small holder farmers. Extension contact with women farmers is not in proportion to the contribution women make to the agricultural production system (MWGCD, 2015). With the creation of A1 and A2 farms from what were previously large-scale farms, this has expanded the mandate of the public extension services and farmers have become more heterogeneous both in production orientation and productivity, requiring varied approaches to meet the farmers' needs.⁷ The CPF (2012–2015) clearly indicated that because of such challenges, there is need to build and strengthen capacity among the extension staff in the areas of gender disaggregation in agriculture, information management and utilization of women-friendly food security technologies.

An interview with the Chief Agricultural Extension Officer (CAEO) revealed that women farmers in Zimbabwe are affected by time and poverty. Fewer women than men make it to extension meetings and their main constraints are household chores that take so much of their productive time. The CAEO also mentioned that often the women who made it to the meetings could not participate actively, especially if they were representing their husbands, choosing to keep quiet and take notes for their absent husbands, while men

7. GoZ-FAO. 2012. CPF 2012–2015.

Figure 5: Horticultural produce value chain⁸



farmers participated actively. Such women were not able to make decisions as they always wanted to refer back to their spouses for confirmation of decisions.

The CAEO indicated that about 50 percent of agricultural extension staff in the Agricultural Extension Services Department were women, the majority of who occupied the lower end of the extension hierarchy and were based in the field. Very few of them were in middle-management level. Out of the 60 District Agricultural Extension Officers (DAEO), only nine were women. There were no women at the top Agricultural Extension Management level. All Principal Directors, Directors and Deputy Directors were men. However, the department of agricultural extension services is commended for having 50 percent women in the field extension staff as this motivates and encourages women farmers, the majority in the rural areas, to participate actively in agricultural and rural development initiatives.

Although the presence of more female extension officers on the ground tends to encourage female farmers to engage in agricultural activities and avail themselves for extension training, more needs to be done in terms of freeing women farmers' time to attend training. This will encourage women farmers to actively participate and also to take leadership positions in extension groups, engaging and training community leadership. There is the need to raise awareness on gender among both male and female farmers to examine the negative impacts of women's subordination in a patriarchal society such as Zimbabwe. The extension officers must not only be gender-sensitive, but be ready to employ different extension methods to facilitate easy accessibility of technology and knowledge transfer to the time-constrained women farmers, for instance, engaging on-site coaching.

3.4.11 Gender and agricultural marketing

Although there is no national data segregated by sex, both women and men participate in horticultural production and marketing, but women and girls participate more in grading and packaging.

Figure 5 above represents the general horticultural production value chain where the first stage is growing of the crop e.g. tomatoes which entail land preparation and application of fertilizer and pesticides. Usually both men and women are involved. Second and third stages involve harvesting of product and packaging or storage. Stage 4 involves processing into other products to add value to the crop and finally stage 5 is about distribution and marketing.

Processing for storage and marketing entails sun-drying of vegetables and fruits, and burying under the earth in the case of sweet potatoes, although this method only allows the potatoes to last for two to three months.

Farms produce dried food stuffs and vegetables, which may be sold within the local communities or by the roadside, at the farm gate, in local markets/within communities, in national markets such as the Grain Marketing Board (GMB) and through middle men. Sometimes farmers, both women and men, do not sell but conduct barter trading or trade for labour. There was little difference in the space in which women and men market their produce (MAMID, 2013). Table 6 below reflects this scenario in marketing horticultural produce.

8. Adapted from MAMID, 2013.

The study also showed that most women farmers resorted to marketing rural-based products that they obtained from available local natural resources such as wild mushrooms, wild fruits and honey. This is usually marketed locally. This creativity could possibly be because of women's restricted mobility as husbands may not allow them to go far away from home to sell produce to places like GMB and designated urban markets (as reflected in Table 6). This could also be due to security and domestic chores, including care service.

3.4.12 Gender and rural financing

Women continue to receive less financial support, even in sectors where they dominate, such as in the informal economy, micro and small-scale enterprises and agricultural production. Over the past 22 years the Small Enterprise Development Corporation (SEDCO) has been providing financial support to micro, small- and medium-scale enterprises. However, consistently fewer women than men have benefited from this support, with an average of 14 percent over the years (MAMID, 2013). This is due to lack of collateral security on the part of women, and the fact that if loan repayments are not met, SEDCO sells the property of defaulters. This is a deterrent for women who don't want to lose their hard-earned assets.

In a loan scheme for farmers that was offered by the Reserve Bank of Zimbabwe in 2006, intended to bolster production in small- to medium-scale enterprises, women accessed nearly 44 percent of the total amount allocated to this scheme by August 2007. The statistics do not show how many of these women who accessed loans were rural women, where agriculture is the mainstay of rural livelihoods. According to Zimstat, in 2012 fewer women compared to men accessed short-term loans, about 8 percent of the 121 927 farming households who accessed loans were women and 4 percent were female-headed households (ZimStat, 2012).

The disparities in agricultural loan receipts by women and men is shown in Table 7.

The GoZ provides loans to viable women's projects through the Women's Fund and the Community Development Fund, which are administered by the MWGCD. While some of the banks still require collateral in the form of immovable property, others consider the value of household effects as a sufficient form of collateral (CEDAW, 2010). This addresses the challenge faced by women who do not own immovable property. Although the rural/urban divide is not clear here, rural women are likely to be the victims in this arrangement as they are economically weak, hence unlikely to own the required immovable properties.

MWGCD play a big role in accelerating loan access by women. Their efforts include influencing financial institutions to set quotas for women; encouraging conventional banks to support women entrepreneurs; expanding financial services to women entrepreneurs beyond credit, for example, savings, investment and asset management; and, pre- and post-credit counselling of female loan recipients.

MWGCD created a women's fund to finance income-generating projects for women. The allocation for this fund in the ministry's 2013 budget vote was USD 2.5 million compared to USD 3 million in the 2012 budgets and

Table 6: Markets for crops

Market	Sex of household head	
	Female%	Male%
Farm gate	16.2	15.9
Local market (growth point, local shopping centres)	58.5	57.5
Roadside	1.0	0.8
National markets (like GMB) or designated urban markets in cities	9.8	13.2
Through middlemen	1.5	1.6
Both local and national markets	1.5	0.6
No markets	10.3	8.1
Others	1.2	2.2
	100	100

Source: MAMID, 2013.

Table 7: Farmer loan access in one cropping season

Farmer loan access by gender		
Source	Male	Female
Agribank	97	0
Cargil	1572	143
GMB	3204	867
Others	7036	1340

Source: Zimstat 2012

USD 2 million in the 2011 budget vote. Effectiveness of this fund over the past three years as well as women's knowledge of its existence is an area for further research and analysis (SADC, 2013). MWGCD is working towards establishing a bank to assist mainly women and rural women will be able to access funds without challenges. At the time of this assessment, it had raised about USD 5 million as the initial capital to start the bank.

The key message surrounding failure by rural women to access loans is multi-pronged. Focus group discussions with the MWGCD team revealed that some women are afraid of taking loans for fear that if they fail to repay, the banks will come and take the few hard-earned assets they own, explaining the scenario with Agribank in Table 7 above. Rural women may fail to access funds because they are failing to meet the loan requirements such as collateral but with the efforts being made by the Gender Machinery, it is also possible that lack of information and knowledge of the existence of the funds could be hindering the rural women, despite the fact that the Gender Machinery has one of the most extensively decentralized structures.

3.4.13 Gender and climate change

Climate change impacts differently on women and men, and it particularly presents a significant threat to women who represent 70 percent of the world's poor. It is widely recognised that climate change will exacerbate the gender dimensions of vulnerability, which arise from existing social inequalities and gendered divisions of labour (Alber, 2009; Brody *et al.*, 2008; Dodman, 2010; WEDO, 2008) (Brown *et al.*, 2012). Climate change is expected to jeopardize women's livelihoods by reducing economic opportunities, especially for female-headed households (Dodman, 2010).

Gender disaggregated data on climate change, its impacts and adaptation strategies in Zimbabwe are still limited. Zimbabwe has no specific policy on climate change but a national strategy that is guiding climate change activities is already in place.

Anecdotal evidence shows that climate change, as evidenced by frequent droughts, floods, and erratic rainfall and temperatures are negatively affecting smallholder farmers who are mainly women, with little or no adaptation strategies. Climate change widens the gaps and amplifies the inequities between women and men, and other vulnerable groups. A study in the rural district of Chiredzi, in the southeast of Zimbabwe, found that the most vulnerable households to climate change included female-headed and child-headed households, those lacking access to irrigation, and poor households. In Zimbabwe, about 70 percent of women are smallholder farmers who are dependent on rain-fed agriculture and climate-sensitive resources (Madzwamuse, 2010).

Women are therefore particularly vulnerable to the knock-on effects of climate change. Some women from some areas of Shurugwi reported a shift in livelihood strategies to beer brewing, which led to higher alcoholism and an increase in domestic violence and abuse against women. In other cases, the impacts of drought and extreme weather have resulted in changes to gender-ascribed roles regarding water collection, which have led to additional responsibilities. A case at hand is that of Chirume village in Shurugwi.

Box 2: Chirume village in Shurugwi

Although Cyclone Japhet occurred ten years ago, the Chirume community is still experiencing its impact. Heavy rainfall during the cyclone destroyed a near-by dam, which served as the community's central water source. The dam also provided water for a 1 hectare communal garden plot, which supported the majority of the community's income and protected its food security. With the dam gone, the garden's alternative water source became a small seasonal stream that dried in August during peak crop demand. The second alternative stream was located 1 km away, requiring farmers to walk considerable distances to collect water, which resulted in the greater involvement of men and young males.

Source: Donald Brown, et al (Dec. 2012) Climate change impacts, vulnerability and adaptation in Zimbabwe. Accessed on www.iied.org on 25 May 2015

Although women (and children) are expected to be disproportionately affected by climate change, they remain largely absent from decision-making processes on climate change adaptation and disaster risk reduction. It is important to engage them and raise awareness on the climate change issues so that they are more ready to respond to the effects of climate change.

The lack of agro-climatic information to farmers has created huge challenges for farmers who follow the traditional cropping patterns. However women in Zimbabwe are capable of coming up with coping strategies when climate change hits hard, as is the case with El Nino, especially on food security issues. Much of the groundnuts, cowpeas and other legumes, are inter-cropped with other crops such as maize and sorghum. This is beneficial because legumes maintain soil fertility and this acts as an insurance against failure of any other crop during a bad season. Inter-cropping gives a farmer a higher income per unit area than sole cropping.

3.4.14 Gender and social protection

Over the years, Zimbabwe implemented fairly successful public assistance programmes. These social security or social protection programmes included **free food** to cushion the vulnerable groups (the old, the chronically ill and the disabled). The programme was converted to **food for work** where people then worked in community projects to get food. The programme was not empowering enough to ensure self-sufficiency and there was no exit plan that was put in place, and no end date for the project, thus it was unsustainable. The programme then revolved into **grain loans** (agricultural inputs), where beneficiaries would "eat now and pay back later" after harvesting. However, there was poor repayment as most beneficiaries still viewed the grain they received as a free gift.

In all these schemes the gender dynamics of implementing the programmes was not a priority. Statistical data was not disaggregated by sex. A day of supplementary feeding/meal for under five years and early-primary school children was introduced in 1982. This was equally gender blind as it burdened the teachers, most probably female teachers, because they had to engage in child feeding themselves when help was unavailable.

Running currently is BEAM which was designed to provide social protection to OVC as far back as 2008 through the establishment of the National Plan of Action. The programme operated through a network of community-based organizations for OVC (orphans, children heads of household, working children, children from the streets). Children have been assisted to get birth certificates, medical care, and rehabilitative training, including cash transfers of USD 25 per month per household to meet immediate needs. Altogether 400 000 children were targeted. Data was not disaggregated by sex.

The idea of targeting so that project implementers work with the deserving recipients is noble. The issue about safety nets is to address shocks; but once the shock is over the support must also stop before beneficiaries develop a dependence syndrome. Although it is the responsibility of the state to guarantee its citizens their rights, those implementing safety nets should support engagement of other players, especially the private firms of the country, to participate in providing safety nets too.

Regarding widows of unregistered customary law, the GoZ has developed a policy to enable widows of unregistered customary law marriages to gain access to state pensions upon the death of a spouse. The lack of proof of marriage in the form of a certificate made it difficult for some widows to claim the pension.

3.4.15 Gender and rural institutions

ZFU is the largest farmers' interest organization in Zimbabwe and it represents over a million farming households. It is a membership-based organization, owned by farmers. The Union draws its membership from the following sub-sectors: communal, resettlement, small-scale commercial, peri-urban plot holders, emergent and large-scale commercial farmers. The Union upholds gender equality and women's empowerment, focusing on women in the rural areas. ZFU established a Gender Wing in the organization to deal with gender issues in agriculture. One of the strengths of the Gender Wing is organizing women-alone commodity groups in rural areas, where women are their own chairpersons, market negotiators, treasurers and secretaries.

In addition to ZFU, Zimbabwe has an active network of women- and gender-focused civil society groups that have a presence in the rural areas. These focus on economic empowerment of women and provide skills-building and leadership training to women farmers. These organizations include The Women's Coalition of Zimbabwe, which has a membership of more than 42 organizations which are put in clusters for different developmental issues. One of the clusters is the Agriculture Cluster. Other organizations working with rural women, especially in providing leadership capacity development, gender budgeting, advocating for land rights and gender-friendly rural finance include the Self Help Development Foundation. This is a national organization covering the rural areas and mobilizing communities to form savings clubs. They provide training and advisory services to savings clubs on self-help schemes, promote self-reliance among savings club members through the establishment and running of self-help schemes, equip members of savings clubs with the requisite skills to manage the affairs of their savings clubs, and provide savings club members with life skills necessary for improved self-sustaining livelihoods.

ZWRCN is an organization with a national focus providing support on gendered information dissemination and advocacy through the power of information. It also worked on programmes on gender budgeting and in collaboration with Gender Links worked on engendering the local government system in Zimbabwe. Zimbabwe Women's Bureau and Jekesa Pfungwa focus on empowering rural women with leadership and livelihood skills and strategies. Women and Land in Zimbabwe's (WLZ) key priorities are to strengthen women's land and natural resource rights, securing sustainable food security and livelihoods, promoting equitable gender rights and women's empowerment.

Padare Men's Forum is a national organization of progressive men who fight for gender justice in both rural and urban areas. Launched in October 2013 by the MWGCD was the Zimbabwe Rural Women's Assembly (RWA). RWA was formed in order to create conditions for rural women in the region to become visible and work together. Collaboration among women themselves gives them a voice to overcome the obstacles of language, lack of public transport, culture and distance. The women are empowered to organize themselves and build strong organizations that could act in their interests.

3.4.16 Gender and technology

The 2013 Agricultural Sector Gender Assessment, conducted in Zimbabwe's five districts, noted that the major cause of low agricultural productivity (especially in the small holder sector) is the unavailability of appropriate agriculture technology, poor access to agricultural machinery and equipment to timely carry out major farm operations such as tillage, weeding, harvesting, transportation and post-harvest processing (MAWID, 2013). Of the 407 women and 1 093 men farmers who were interviewed in the study, only 1.7 percent females and 3.7 percent males owned a tractor, a clear indication that the majority of farmers are dependent on labour-intensive processes for land preparation.

The study also established that the most commonly used hand tools on a typical communal farm, were hand hoes, axes, hand picks and watering cans. Agricultural technical innovations tend to ignore women's roles as major actors in crop production, processing, preserving and marketing of agricultural produce as they do not take account of sexual division of labour in agricultural productivity. Innovations that are designed to be labour-saving for men may increase women's workload by increasing the amount of time spent on weeding or processing.

Conservation Agriculture (CA)

The agricultural extension system in Zimbabwe covers Horticulture Extension, Market-oriented Extension (farming as a business), Crops Extension and CA. Many women participate in CA. An interview with the Chief Training Officer (CTO) revealed that, out of a total of 331 847 farmers applying CA techniques, about 90 percent were women. Renewed efforts to promote CA as it is defined today were initiated in Zimbabwe in 2003, after substantial donor funding targeting improved food security for vulnerable households.

Three components were now being promoted: minimum mechanical soil disturbance, maintenance of soil cover with organic materials and diversifying crop rotations/sequencing or associations adapted to local environments. It is important to note that these initial efforts largely focused on the use of manual systems and left out the mechanized forms of CA. Today the same technology still involves manual digging using hoes, and men are not keen on it because they say the technology does not discourage weeds. Many weeds still infest crops hence they prefer the conventional ploughing as they believe that the conventional method leaves the soil less weedy. Given that women are equally responsible for weeding in crop production, it would seem that manually operated CA would worsen women farmers' position. It is important to consider better ways of soil conservation which are less energy-demanding to serve women's energy and time.

Irrigation technology

According to ZIMVAC 2014, GoZ clearly identifies irrigation development as one pillar in fostering long-term food and nutrition security in Zimbabwe.

A key element in agricultural development is water harvesting and because of persistent drought in the country, due to climate change, irrigation development is a major concern. Indeed, 70 percent of the population lives in rural areas and depends on agriculture, and the majority of small holder farmers are women who depend on rain-fed agriculture. Irrigation systems are complex and there is a limited understanding of the gender dimension of irrigation development in Zimbabwe (MAWID, 2013). An interview with one of the female irrigation managers concerning the gender dynamics within irrigation systems revealed a complexity of issues. She had this to say see (Box 3).

Box 3: Gender dynamics in irrigation systems in Zimbabwe: A response from a female irrigation manager

"Women participate very well in irrigated agriculture. They provide the labour all year round despite the unpaid work they have to do all the time. They have a very busy schedule. However, they are not able to irrigate at night due to power cuts (sometimes power is available at night only). They are not able to take positions of pump minders because sometimes they have to switch on the pump at night and this is viewed as a man's job. They participate in decision-making at the Irrigation Management Committees (IMC) level with some IMCs chaired by women. Positions of secretary and treasurer are normally manned by women. Women ensure food and nutrition security (at the household level) in irrigated agriculture by growing crops such as groundnuts, *Bambara*, cow pea and okra. Efforts have been made to change the mindset of all farmers through training for transformation, and women now grow cash crops like Tabasco chilli.

Irrigation technology uptake by women depends on ease of operation. Generally women have no problem with gravity-fed irrigation systems. Siphoning is easy to manage for women hence flood irrigation is one of the preferred options. Drip irrigation is easy to do although viewed as complicated in terms of operation and maintenance. Drip kits are not the preferred option by women if filling of the drip tank has to be done manually by lifting buckets and filling the tank. There seems to be no problem when it is mechanized. Treadle pumps are too heavy to be driven by women. Women get tired after treading and yet they are expected to continue with unpaid care work after the exercise. Semi-portable sprinkler irrigation technology is not the preferred option for women as it involves lifting of aluminium pipes and changing them from one position to the other. Drag-hose sprinkler irrigation systems are easy to operate for women as they are fixed.

Food packaging and storage

A recent study conducted by the MAMID (and supported by FAO), showed that the production of horticultural products (fruits and vegetables) involved both men and women, but processing and packaging was predominantly done by women who basically used sun-drying as the major method of post-harvest handling. MWGCD identified post-harvesting, food processing, packaging and marketing as a big challenge among

the hard-working rural women farmers and has embarked on a programme to help the women farmer on issues of post-harvest technology, packaging, storage and marketing. The identified problems include lack of technology for agro-processing, inadequate knowledge and technology for value addition of agro-products and lack of training facilities.

3.4.17 Gender, water, hygiene and sanitation (WASH)

According to the World Health Organization (WHO), in 2012 80 percent of Zimbabweans had access to improved drinking sources, and only 40 percent of Zimbabweans had access to improved sanitation facilities. According to ZIMVAC 2014, the GoZ ZimAsset policy clearly points to water and sanitation as one of the highest community development priorities. Access to improved water supply and sanitation is distinctly less in rural areas. Women and men land owners with water on their land automatically have rights to the water. Women tend to use water more for primary purposes (domestic) than for commercial purposes. Women in small-scale communal areas access water for irrigating and watering their small gardens in which they grow vegetables for both consumption and sale. There is a poor representation of women in water and irrigation management structures (sub-catchment councils), catchment councils and the Zimbabwe National Water Authority (ZINWA) Board, and this affects women's equitable access to water.

3.4.18 Gender and rural development planning

The majority of rural women are excluded from participating in development planning in local governance processes, which then spills over to exclusion from national development processes. The main reasons include their low economic status and cultural norms. This partly explains why women's representation in the urban and rural councils decreased from 19 percent in 2008 to 16 percent in the 2013 general elections. Rural women have the opportunity to demonstrate their capability to lead and take part in development processes when they participate as women alone in farmer groups; for instance, in commodity groups (normally organized by ZFU), agricultural extension groups, and irrigation schemes groups (usually organized by MAMID). Women participate more than men in organizing agricultural shows that are held at district, ward or village level.

3.4.19 Partnership

FAO's key partner in Zimbabwe, in view of its core mandate, is the GoZ; in particular, the MAMID, responsible for agricultural and rural development and MWGCD, tackling the gender dimension of every sector in the country. FAO also engages various sectoral ministries such as those dealing with land, water and agribusiness development. The government actively collaborates with CSOs, development partners and international organizations who are equally instrumental in moving the gender equality agenda forward in Zimbabwe through their different mandates. The gender focal points created by MWGCD comprise representatives from different government ministries. They foresee gender mainstreaming in their respective departments.

The Gender Forum, the baby of MWGCD (with support from UN WOMEN), is a platform that was created to discuss, support and promote women's issues in Zimbabwe. The forum comprises of the Women's Coalition - all CSOs based in urban and rural areas who are working for the interest of women and gender equality and equity in Zimbabwe, who include according to mandate:

- **Human rights/Women's rights issues:** Women and Law in Southern Africa Research Trust; Women's Action Group; WIPUSU; Young Women Christian Association; Zimbabwe Lawyers for Human Rights; Zimbabwe Women Lawyers Association; Women and Law Zimbabwe, Zimbabwe Human Rights Association (ZimRights).
- **Agriculture and rural development including women's economic empowerment:** WLZ, Self Help Development Foundation, Women's Bureau, Jekesa Pfungwa, Agriculture Cluster NGOs, AAI, Padare Men's Forum, LEAD Trust, World Vision International, Care International, Christian Care, Caritas Zimbabwe (CADEC), Plan International Zimbabwe, Diocese of Mutare Community Care Programme (DOMCCP) and ZWRNCN. Stichting Nederlandse Vrijwilligers (SNV), Matabeleland Development Association, Women Agriculture Apex, Centre for African Women Advancement (CAWA), and Cluster Agricultural Development Services (CADS) are also included.

Also working towards gender equality goals are development partners who include the Department for International Development (DFID), Australian Aid, USAID, European Union, Swedish Development Agents, (SIDA), JICA and Canadian Development Agents (CIDA).

The UN System-Wide Action Plan (SWAP) on Gender Equality and the Empowerment of Women was endorsed by the Chief Executives Board for Coordination (CEB) in October 2006, as a means of accelerating gender equality and women's empowerment within the policies and programmes of the UN system. In line with this, in Zimbabwe there is an active UN Gender Thematic Group which meets monthly to discuss issues on gender, including within the framework of ZUNDAF; FAO is part of this group. Of related interest in the area of agriculture and rural development are the World Food Programme (WFP), ILO, UN WOMEN and United Nations Development Programme (UNDP).



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Good practices

- The MWGCD provides financial support to women's groups who are actively participating in income generation projects. In MWGCD women do not need collateral to get money to start their businesses. Group members are bound by their own constitution and they are their own collateral. They bail each other out in the worst case scenario. This is a good practice worthy of scaling up.
- The MWGCD offers pre- and post-credit counselling of female loan recipients. This is very important because rural farmers in Zimbabwe have had experiences of losing property to banks after they failed to pay back loans. This scared many women farmers as they feared taking loans from any financial institutions. The counselling by the Ministry resulted in many women accepting loans for their income-generating projects from financial institutions.
- With majority of rural farmers being women, MAMID deliberately endeavoured to have a high number (50 percent) of field extension staff being females. This practice encourages rural women to not only join farming as a business but also attend extension meetings where they are trained in cutting-edge agriculture and business practices.
- Promotion of gender budgeting by organizations such as ZWRCN is a good practice as this engenders the financial planning process and releases resources for gender mainstreaming.
- Support by CSOs and membership organizations such as the Gender Wing of ZFU, Women Coalition, WLZ, Jekesa Pfungwa, Zimbabwe Women's Bureau (ZWB) and ZWRCN in empowering women in the rural sector to take up leadership positions, ownership of land and to be economically empowered is a good practice which needs to be replicated in the country.



A crop voucher beneficiary farmer in Zvishavane District fetches cattle manure for application in her field where she practices conservation agriculture.

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Conclusion

This assessment reveals that gender disparities among women in agriculture span across areas of resources, knowledge, opportunities and markets. Women farmers in Zimbabwe are not only key in food production but also the country's economic development. Thus, effort to ensure accountability in fulfilling gender equality and empowerment is critical to the country's development and agricultural growth.

The gap between policy, implementation and limited disaggregated data for gender analysis, has led to the persistent gender disparities that are delaying the progression and empowerment of women. To this end, the establishment of the Ministry of Women Affairs Gender and Community Development (MWGCD), which is the national gender machinery, has spearheaded the gender equality agenda forward.

It is important to highlight that GoZ has undertaken and continues to pursue different initiatives to support women farmers through: enhancing their productive capacities; ensuring their financial inclusion through innovative credit schemes that do not require them to provide collaterals; supporting the institutional development of their cooperatives; and strengthening their resilience to shocks although many initiatives related to social protection could not be sustained. MWGCD is one of the strongest pillars put in place to advance empowerment of rural women. The Ministry has adopted women's economic empowerment as a key strategy for achieving long-term economic development and poverty reduction goals. This strategy has become a key priority for GoZ to achieve the MDG III and sustainable economic growth. MWGCD has achieved two major undertakings to strengthen its gender management system – placing gender focal points in all government ministries and parastatals, and developing general guidelines on gender mainstreaming, a tool for all gender focal persons and government officials.

The current national gender policy 2013–2017 in Zimbabwe does not distinctly target rural women but tackles gaps that arise for rural women. The National Gender Policy places strong emphasis on gender equality and equity, and also aims to increase gender responsiveness of climate change adaptation and mitigation strategies. A number of policies from the agriculture sector are still under development including one on climate change. The National Climate Change Response Strategy in place since 2013, analyses the unequal access, control and ownership of natural resources by women and men, also acknowledging its impacts on women's capacity to adapt to climate change. It therefore provides a good foundation for using the green climate funds to step up financing for rural women's empowerment.

With agriculture remaining the most important source of livelihood for both women and men, 86 percent of women in Zimbabwe depend on land for livelihood. The patriarchal system, cultural norms and tradition play a huge role in issues of land distribution.

Though the National Gender Policy is mandated to promote gender equality as a development strategy in order to reduce poverty levels among men and women, the lack of sex disaggregated data and gender-sensitive indicators is one of the challenges that keeps women marginalized as policies are not always informed by sound evidence-based analysis of existing gender disparities in access to resources, services and markets.

In conclusion, the Government of Zimbabwe and its development partners, both public and private, play a pivotal role in ensuring that gender inequalities in agriculture, food security and nutrition, and management of natural resources in the context of climate change are addressed. The recommendations enlisted will require all stakeholders from GoZ, development partners, CSOs and the private sector to be involved in order to achieve inclusive agricultural growth and sustainable development. This is key to ensuring that men and women can maximise their potential in the agricultural growth and sustainable development in Zimbabwe.



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A farmer in Sifelani village in Hurungwe collects eggs from her chicken run.

Recommendations

In order for the GoZ and FAO to realize their goal of attaining food security in agriculture and rural development through engaging gender equality approaches:

- The GoZ in collaboration with stakeholders should support MAMID and MWGCD to conduct gender assessment studies at a national level on crop, forestry farming, horticulture, and the value chain including post-harvest management to inform programming.
- There is need for GoZ to strengthen the capacity of Zimstat and MAMID on the collection, analysis and use of disaggregated data not only according to sex and age but also by urban and rural, as there should be a deliberate focus on/targeting of rural women according to Article (14) of CEDAW. It is key to support, through collaborative and coordinated team efforts of MWGCD, MAMID and Zimstat, the development and sharing of gender indicators for agriculture and the rural sectors, which will be used to measure progress on achieving gender equality in the sector.
- FAO country programme should support MAMID, and ensure gender issues are part and parcel of the irrigation policy. This involves capacity strengthening and training of irrigation officers on gender issues in irrigation development, promotion of gender-sensitive irrigation technologies, and awareness campaigns to sensitize women on gender-sensitive irrigation technologies available to them.
- In the interest of increasing rural livelihoods for rural women, it is important for GoZ to encourage and support bee farming, a climate smart intervention, as a way of giving rural women some form of livelihood.
- There is need to support the capacity strengthening of field agricultural extension officers in gender-sensitive extension approaches for not only crop production but post-harvest management extension, as well as providing them with the material, capital and equipment needed to enable them to reach women farmers.
- It is important to support MWGCD and MAMID to educate both women and men farmers and chiefs on land allocation and gender issues, and also draw strategies that can be used to increase women's access to and tenure rights in line with their quota allocation. Support could be made through supporting MAMID, the Ministry of Lands and Resettlement and other gender-oriented CSOs which are involved in empowering women for land access and land ownership such as WLZ, Land Alliance and Women Coalition of Zimbabwe.
- The national machinery on gender should support MAMID to inventorize labour-saving devices that reduce drudgery and time spent and establish available labour and time-saving technologies which can be used by rural women.
- The national Gender Machinery needs to strengthen women for rural women leadership, local governance, economic empowerment and land ownership through partnerships with MAMID, MWGCD, and gender equality and women empowerment focused organizations such as all those who form the Agriculture Cluster (as described by ZimAsset), for example – ZFU Gender Wing, WLZ, Self Help Development Foundation, Jekesa Pfungwa, Kunzwana, WIPSU and Women's Coalition.

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Annexes

Annex 1: Zimbabwe at a glance: Socio-economic and demographic data

Indicator	Value	Year	Source
Total population	13 061 239	2012	Zimbabwe Population Census
Population (Males)	6 280 539	2012	Zimbabwe Population Census
Population (Females)	6 780 700	2012	Zimbabwe Population Census
Population (Rural)	8 881 643	2014	Zimbabwe Population Census
Population (Rural females) (52%)	4 618 454	2012	Zimbabwe Population Census
Population (Rural males) (48%)	4 263 188	2012	Zimbabwe Population Census
Land Ownership (Females)A1	18%	2012	Zimstat Agriculture
Land Ownership (Females)A2	12%	2012	Zimstat Agriculture
Members of Parliament (Females)	34%	2013	SADC Gender Protocol
Members of Parliament (Males)	66%	2013	SADC Gender Protocol
Local Government(Females)	16%	2013	SADC Gender Protocol
Cabinet Females (Female)	11.5%	2013	SADC Gender Protocol
Primary School (Females)	49.8%	2013	SADC Gender Protocol
Secondary School (Females)	49.5%	2013	SADC Gender Protocol
Tertiary Level (Females)	42.1%	2013	SADC Gender Protocol
Economic decision making(Females)	32%	2013	SADC Gender Protocol
Economic Decision Making (Males)	68%	2013	SADC Gender Protocol
Labour force participation (Females)	85.1%	2013	SADC Gender Protocol
Labour force participation (Males)	89%	2013	SADC Gender Protocol
Unemployment (Females)	14.5	2013	SADC Gender Protocol
Unemployment (15-34 years Urban Males)	22.5	2011	
Unemployment (15-34 years Urban Females)	43.4	2011	ZLFCL 2011
Unemployment youth (15-34years Rural Males)	26	2011	ZLFCL 2011
Unemployment youth (15-34years Rural Females)	7	2011	ZLFCL 2011
Maternal Mortality (out of 100 000 births)	960/100 000	2013	SADC Gender Protocol
Births attended by skilled personnel	66%	2013	SADC Gender Protocol
HIV positive pregnant women Received PMTCT	92.2%	2013	SADC Gender Protocol
HIV positive Females(overall)	18%	2013	SADC Gender Protocol
HIV positive Males(overall)	12%	2013	SADC Gender Protocol
Life Expectancy at birth (Females)	46 years	2008	Zimstat 2012
Life expectancy at birth (Males)	41 years	2008	Zimstat 2012
Household Head Male	65%	2011	Zimbabwe Demographic Survey 2010–2011
Household Head Female	35%	2011	Zimbabwe Demographic Health Survey 2010–2011
Household Head Child	0.8%	2011	Zimbabwe Demographic Health Survey 2010–2011

Annex 2: List of key informants

Name of participant	Sec	Unit/Branch/Division	Job title	Contacts
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Annex 3: List of validation workshop participants

Name	Sex	Organization	Position	Contact details	
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National gender profile of agriculture and rural livelihoods

Gaps between policy and implementation, and limited availability of sex disaggregated data and gender-sensitive indicators to inform sound policies and budgets have kept women marginalized in many sectors. No baselines mean no measurement of progress in effectively implementing the array of commitments towards gender equality and women's empowerment in agriculture, food security and nutrition, rural development and management of natural resources. This report reveals gender disparities in access to critical agriculture and rural resources, knowledge, opportunities, services and markets. It explores the existing gender relations and gaps in the various sub sectors of agriculture, and their possible causes and impact on food and nutrition security, and makes policy recommendations to address them.

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