



Summary report

Workshop on principles guiding new investments in agriculture:

Involving youth and women in agricultural investment

Accra, Ghana, 13-14 September 2017



1. Introduction

Representatives from government, private companies, youth and women's groups, producers' organizations and other institutions met in Accra, Ghana, on 13-14 September 2017 for a workshop on involvement of youth and women in agricultural investment.

The workshop was the second organized by the Food and Agriculture Organization of the United Nations (FAO) in Accra as part of the Inter-Agency Working Group (IAWG) programme "Principles guiding new investments in agriculture". The IAWG consists of FAO, the International Fund for Agricultural Development (IFAD), the United Nations Conference on Trade and Development (UNCTAD) and the World Bank. The programme aims to generate empirical evidence and provide practical recommendations on how to infuse principles and good practices for responsible investment into early stage agribusiness operations and ensure mutually beneficial interaction between these operations, local communities and the economy as a whole.

During the first workshop in Accra in September 2015, participants requested guidance on youth and gender issues in relation to agricultural investments and how to encourage young women and men to act as catalysts for sustainable rural development. Participants also requested more opportunities for youth and agribusinesses to meet and discuss ways to equitably include young women and men into agricultural value chains. Inclusive business models were discussed as a possible vehicle for the generation of equitable rural development. Facilitation of private financing and coordination between public and private actors were also seen as critical for generation of decent jobs and entrepreneurial opportunities for young women and men.

The objectives of the second workshop were to: identify good practices for equitably incorporating youth and women into agricultural investments; strengthen the multi-actor dialogue on youth and gender issues in responsible investment; generate recommendations and concrete proposals for action; and, gather opinions for improving Knowledge to Action Notes that are currently being prepared by UNCTAD and the World Bank as part of the IAWG programme.

To ensure national ownership and inclusion of country-specific issues related to the theme, the IAWG organized the workshop in cooperation with the Ministry of Food and Agriculture (MOFA) and the Concerned African Youth Forum (CAYF) with support from Kokoo Pa, VSO Ghana, Young Professionals for Agricultural Development (YPARD) Ghana, the Global Shea Alliance and other Ghanaian actors.

2. Involvement of youth and women in agriculture is essential for food security and rural transformation

In his opening speech, the Minister of State at the Ministry of Agriculture, Hon. Dr Nurah Gyeile pointed out that Ghana's agricultural sector has contributed significantly to the reduction of poverty and hunger. Poverty dropped from over 50 percent in the early 1990s to less than 25 percent in 2013. Thus, Ghana achieved Millennium Development Goal 1 of halving the number of poor and hungry people. Ghana's national economy is slowly moving away from dependence on agriculture towards the service sector, which constituted over 50 percent of GDP in 2015. Nevertheless, agriculture is still at the heart of the national economy, contributing around 20 percent to the GDP and providing up to 50 percent of total employment.

Agricultural growth has doubled in recent years. Yet, lack of generation of sufficient numbers of productive and decent farm and off-farm jobs, and entrepreneurial opportunities in rural areas are major causes of persisting poverty. Therefore, much more investment is needed. The agricultural sector offers good opportunities across a range of sub sectors. Potential to boost productivity through improved provision of inputs and capacity development and expand processing capacity as a means to address persistent high post-harvest losses offers interesting commercial opportunities. The irrigation potential of the country is also largely untapped.

The lack of economic opportunities in rural areas has spurred rural-urban migration, particularly among the youth. However, there is a growing demand for skilled labour in agribusiness and agro-industries. This underlines the importance of stronger links within and between the private sector, government and youth associations for investment, with a focus on improving the skills of the workforce and creating productive and decent jobs and entrepreneurial opportunities.

Women are also key agents of change in the agricultural sector. Yet, gender gaps are prevalent. Women in rural areas are often confined to unpaid family work and have few chances to obtain paid work. Many children and teenagers are also engaged in suboptimal family labour. Meanwhile, both women and young adults have difficulties in accessing land, credit and extension services needed to save and make productive investment.

The Minister of State at the Ministry of Agriculture outlined ways in which the government can help attracting youth and women to agriculture. The government's vision for a "modernized agriculture culminating in a structurally transformed economy and evident in food security, employment opportunities and reduced poverty" has been embodied in the objectives of the Food and Agriculture Sector Development Policy (FASDEP II) which provides the platform for agriculture modernization and commercialization. The implementation of major food security interventions have contributed to increased crop productivity, improved market access and enabled the delivery of targeted social protection measures.

The government intends to scale up pro poor investments to accelerate the development of value chains. For example, the Ghana Agricultural Sector Investment Programme (GASIP) will provide funding for value chain related activities in at least 180 districts reaching a minimum of 864 000 farmers and 4 000 farmer-based organizations.

The Minister added that government policies are aligned with regional initiatives such as the Comprehensive Africa Agriculture Development (CAADP) as well as the Malabo Declaration on Accelerated Agricultural Growth. These initiatives include specific commitments including: creation of decent jobs for at least 30 percent of youth in the agricultural value chains; and facilitation of preferential entry and participation of youth and women in agribusinesses opportunities.

At the global level, Ghana also played an active role in the development of the CFS Principles for Responsible Investment in Agriculture and Food Systems (CFS-RAI). Increased investment is vital, but agriculture investment must also be responsible and actively seek ways to include the most vulnerable segments of our society. In this regard, the Minister noted that Principles 3 and 4 stipulate that responsible investment should empower women and youth.

The Minister emphasized that cooperation and constructive dialogue alongside dynamic public-private partnerships are needed to spur responsible agricultural investment. The FAO Representative in Ghana, Mr Abebe Haile Gabriel agreed about the need for strengthened cooperation to foster responsible agricultural investment and encourage young women and men to see agriculture as a desirable livelihood option. Agriculture is often seen as risky and unprofitable and many young people feel forced to migrate to cities or abroad. Migration itself does not need to be negative, as those who migrate may find better livelihoods, improve their skills outside of agriculture and send remittances back to their relatives. Wages from the non-farm sector can also be used to save and invest in a household's agricultural activities. However, more investment in agriculture can make migration a choice rather than a necessity.

Indeed, more and better investment in agriculture, and the creation of opportunities to save and invest in farming and agricultural supply chains, are needed to make the sector attractive for young people. The FAO representative remarked that "FAO is working with governments and development partners to establish a strong enabling environment where youth benefit from decent rural employment and inclusive development models for youth engagement." The positive impacts of ongoing initiatives to address challenges facing young women and men and opportunities such as well coordinated public-private partnerships, information and communication technologies tailored for rural needs as well as successful inclusive business models, must be maximized.

3. Role of international instruments related to responsible investments in agriculture

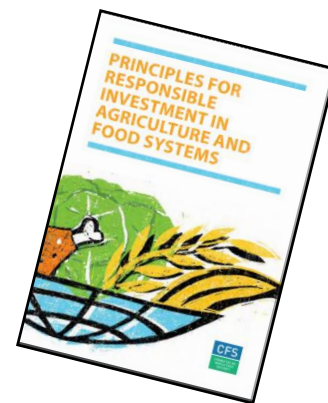
Mr Pedro Arias from FAO provided an overview of international debates on responsible investment and facilitated the discussion on what responsible investment means in the Ghanaian context. A number of voluntary international guidance instruments that promote such investment in agriculture have been developed during the last decade. The scope and target audiences of different instruments vary. Nevertheless, they represent an emerging consensus on what responsible investment in agriculture consists of.



One of the most prominent sets of instruments are the Principles for Responsible Investment in Agriculture and Food Systems of the Committee on World Food Security (CFS-RAI). The CFS-RAI were developed through multi-stakeholder intensive negotiations between representatives of member countries, the private sector, civil society and other actors and thereby have a high degree of global ownership and legitimacy.

CFS-RAI consist of ten principles that relate to:

- 1 Food security and nutrition
- 2 Inclusive development and poverty reduction
- 3 Gender equality and women's empowerment
- 4 Youth engagement and empowerment
- 5 Tenure of land, fisheries and forests
and access to water
- 6 Natural resources conservation
- 7 Cultural heritage
- 8 Healthy food systems
- 9 Governance structures
- 10 Accountability and impacts



CFS-RAI include specific provisions on gender and youth issues. Principle 3 states that responsible investment in agriculture and food systems fosters gender equality and women's empowerment by:

- i. Ensuring that all people are treated fairly, recognizing their respective situations, needs, constraints, and the vital role played by women;
- ii. Eliminating all measures and practices that discriminate or violate rights on the basis of gender;
- iii. Advancing women's equal tenure rights, and their equal access to and control over productive land, natural resources, inputs, productive tools; and promoting access to extension, advisory, and financial services, education, training, markets and information;
- iv. Adopting innovative and/or proactive approaches, measures and processes to enhance women's meaningful participation in partnerships, decision-making, leadership roles and the equitable sharing of benefits.

Principle 4 states that responsible investment in agriculture and food systems engages and empowers youth by:

- i. Advancing their access to productive land, natural resources, inputs, productive tools, extension, advisory and financial services, education, training, markets, information and inclusion in decision-making;
- ii. Providing appropriate training, education and mentorship programmes for youth to increase their capacity and/or access to decent work and entrepreneurship opportunities and foster their contribution to local development;
- iii. Promoting development and access to innovation and new technologies, combined with traditional knowledge, to attract and enable youth to be drivers of improvement in agriculture and food systems.



The CFS-RAI were developed through an inclusive multi-actor process. Inclusive partnerships and dialogue are also critical to ensure that investments are responsible. The principles concern "all types of investment in agricultural value chains and food systems" including "foreign and domestic, public and private, small, medium and large scale investments." The roles and responsibilities of a wide range of actors involved in or affected by investment in agriculture and food systems are also spelled out.

The OECD and FAO have also developed the OECD-FAO Guidance for Responsible Agricultural Supply Chains. Representatives from governments, civil society and the private sector have been involved in drafting the guidance, but they are primarily targeted to companies and to help them observe existing standards (including the CFS-RAI). The Guidance can be used by companies undertaking due diligence along agricultural supply chains and help to ensure that their operations avoid adverse impacts and contribute to sustainable development.

Following FAO's presentations, two draft Knowledge to Action Notes on empowerment of women and youth in agricultural investment were presented by Mr Duncan Pringle on behalf of UNCTAD and the World Bank.

4. Empowering Women through responsible agricultural investment

Women in agriculture are often marginalized and their essential contributions to food security and broader development are regularly ignored. If women had similar conditions of access to productive resources as men, total agricultural yields in developing countries would increase dramatically.

Large-scale commercial investment can bring opportunities for women. Employment with agribusinesses can challenge gender norms that restrict women to household chores and perceive men as the cash earners. Cash incomes earned by women can also be important contributions for the household economy. Nevertheless, women are often hindered from advancing to technical, administrative and management positions in large-scale agribusinesses. Female employment tends to be concentrated in low-paid manual tasks. There have also been reports about severe forms of gender based exploitation, including sexual harassment by managers. Gender-sensitive mechanisms for

dealing with workplace grievances can be important tools for challenging women's subordination.

Women are also systematically excluded from opportunities to participate in outgrower schemes. When they are involved as outgrowers, they often receive less information and have less access to extension services than men.

Investors, as employers, can use specific strategies to redress gender inequalities and to promote equal employment opportunities within their operations. Below are some examples with proven results:

- Provide women with alternative means of accessing land, given that tenure rights are usually vested with males.
- Develop specific training programmes to address women's needs and constraints.
- Facilitate women's linkages to input providers and financial institutions.
- Employers should facilitate women's access to market opportunities.
- Provide services that help alleviate women's dual burden of work at their jobs and for their households.
- Develop less stringent hiring criteria for women in communities where they face educational disadvantages.
- Help women overcome certain bureaucratic barriers that they are more likely than to face than men in the hiring process.
- Institute strict mechanisms for dealing with gender-based acts of discrimination and harassment.
- Support women's participation in investment negotiations from the project outset.
- Ensure adequate female representation in decision-making processes. Women are often under-represented or absent from the committees in charge of making important decisions, even those that affect them directly.
- Employers should ensure women are represented at all levels, as well as assist in building their organizational capacity through appropriate training programmes.

Both agribusiness investors and governments can also educate men about gender discrimination. Women's rights as agricultural investors, workers or contract farmers will only be respected if men are part of initiatives to address gender discrimination. Governments can also take specific measures, including the examples below:

- Facilitate the development of partnerships and networks with civil society organizations, farmers' groups, and women's cooperatives.
- Address structural inequalities faced by women, including: access to education; legal redress; ability to collectively mobilize and claim political rights.
- Promote and require that all investors include women in investment negotiations and recruit and train specific ratios of women and men.

5. Youth: the future of agricultural investment and rural communities

Development of rural areas and improving their links with urban centres are essential for sustainable development. Efforts to reinvigorate rural areas and make agriculture an appealing career path for youth must be part of the solution. Currently, young women and men face several barriers in the agricultural sector.

Large-scale agribusiness operations can have both positive and negative impacts on young people's livelihood opportunities in rural areas. Young respondents in UNCTAD's and the World Bank's field work often appreciated the opportunities to gain a job or become an outgrower. Creation of skilled and professional jobs have encouraged educated youth to remain or return to rural areas. The creation of unskilled jobs has provided incomes for young people with less education, improving food security and the ability for young people to save and invest in their own entrepreneurial activities. Yet, many young people were unsatisfied with salaries and working conditions and stated that the arrival of the agribusiness negatively affected their access to land. Few investment projects studied by UNCTAD and the World Bank addressed the challenges faced by young people.

Agribusiness operations with outgrower schemes can generate considerable economic opportunities for rural populations. However, young people's ability to participate is limited by a lack of access to land, credit and skills. For young women, these constraints are particularly pronounced.

Below are some examples of what investors can do to increase young people's opportunities:

- Implement education, training, mentoring and internship programmes.
- Give youth a voice in the decisions and include them in all aspects of community engagement strategies.
- Promote the use information and communication technology (ICT) that can improve access to information on markets, production techniques, new technologies and financing schemes.
- Support the establishment of youth savings groups and/or encourage existing community savings groups to incorporate young people.
- Facilitate youth participation in outgrower programmes.
- Implement Junior Farmer Field and Life Schools (JFFLS) as part of outgrower projects.

Meanwhile, governments have several options for increasing youth participation in agriculture including:

- Strengthen policies that facilitate youth's access to resources and markets.
- Improve agricultural educational and training institutions.
- Promote inclusive business models.
- Promote companies that actively seek to integrate youth into decision-making processes.
- Require investors to establish a specific youth engagement strategy as part of their business plan.
- Support the establishment of youth producer groups that will have greater bargaining power in supply chains.
- Implement programmes to change youth's perception of agriculture, such as the "Youth in Agriculture Program" of the Ministry of Food and Agriculture of Ghana.



6. Perspectives from Ghana

Representatives of the Ghana Chamber of Commerce, the Global Shea Alliance, the Guzakusa Club for young agricultural entrepreneurs, the farmers' cooperative Kokoo Pa, the private company Syecomp Ltd and the NGOs VSO Ghana and YPAD Ghana shared their experiences and perspectives on involvement of youth and women in agricultural investment.

Ms Marie Veyrier from the Global Shea Alliance, which works with females involved in production and processing of shea-butter in a number of African countries, explained how their activities promote: women's land rights; prohibition of discrimination and forced or bonded labour; safe and hygienic working environments; value-added processing; and protection of ecosystem services. Increased cash incomes of women involved in the Global Shea Alliance's activities in Ghana have enhanced their access to food, healthcare and children's education. Production and processing of shea-butter is seen as a marginal income activity and there was a question as to whether it would still be controlled by women if it were to become a significant contributor to incomes.



Ms Joyce Poku-Marboah described the activities of Kokoo Pa, a cocoa producers association of approximately 10 000 farmers operating in the Ashanti, Brong Ahafo and Western Regions of Ghana. Kokoo Pa's members receive training and extension services for sustainable cocoa production methods and production of food crops for household food security and income diversification. Women's empowerment is a priority for the association.

Their gender initiatives include training of both females and males and some trainings specifically targeted at women only. Training topics include gender and the concept of gender, men's violence against women and its negative effects, as well as legal literacy, business and marketing skills, assertiveness and confidence-building measures. These initiatives enlighten both male and female farmers who can begin to perceive women as equal and able partners. Increased confidence of participating women have enabled them to openly contribute to community discussions. Their practical skills, of for example how nutritional needs of the various categories of family members vary and how farm produce can be combined to prepare food that meet different nutritional needs, are also strengthened.

One of Kokoo Pa's flagship initiative is the Village Savings and Loans Association (VSLA) which is a mechanism for financial inclusion of the rural poor. Kokoo Pa piloted seventeen VSLA groups in seventeen of its communities and Kokoo Pa reported that the response has been overwhelming. Even though it is still in its first year of operation, members of the VSLA groups have attested to the benefits, how it has allayed their fears and given them a sense of financial security.

A VSLA is a group of self-selected members who save together by mobilizing small amounts of funds to get a useful pool of capital to enable members assess loans. The funds are categorized into a social fund for emergency assistance such as (funeral contributions, child naming, medicines etc.) which attracts no interest rates and a loan fund

for expenditures into activities such as purchase of agro-inputs, small machinery, roofing sheets etc. that attracts low interest rates of between 3 percent and 10 percent.

Kokoo Pa explained that many people were initially sceptical about the viability of the VSLA concept because of past negative experiences of rural savings initiatives, but the VSLA pilot groups have been very successful in encouraging savings and providing access to credit with modest interests to people with no or little collateral. The VSLA modules is a full package that educate members on financial inclusion, positive livelihood, private sector investment, women empowerment and decision-making roles amongst others and the VSLA group members are taken through these modules within a 9 to 12-month cycle. Other benefits of the VSLAs have been that they have increased social trust and cohesion among their members. VSLAs are structured transparently, with strictly defined roles for their steering committees, and in ways that the least influential members, such as the illiterate, can understand.

Limited access to finance was mentioned by many workshop participants as a major bottleneck for increased investment by youth and women. The VSLA concept was mentioned as a possible way forward for youth and women's associations that does not rely on external sources of finance such as donors or commercial banks. In cases where a group of women or youth are in an urban area, a different modus of collection of the funds – such as mobile money transfers – could be used to achieve the same goal.

VSO Ghana is the lead implementing partner of the Cocoa Life Cohort 4 programme in the Ashanti and Brong Ahafo regions. The project, involving 114 communities, is implemented in cooperation with OLAM and Child Rights International. The objective is to ensure thriving cocoa communities for sustainable cocoa supply. Mr Victor Anagi and Mr Moro Haruna from VSO presented the additional livelihood and youth pillars of the programme. Women's dependence on the seasonal cocoa incomes are addressed through training on soap making, batik tie and dye and bakery as well as business skills.



Youth and women are also supported in becoming model farmers and establishing demonstration farms, which have become centres of learning and knowledge transfer. Seventy-two female volunteers have also been trained to provide extension services to women. VSO reported that Women Extension Volunteers have not only become extension workers but leaders that champions inclusion of women in decision making. Youth are also encouraged to take up enterprises within the cocoa value chain, and receives training on a number of specialized skills such as nursery establishment, and artificial cocoa pollination.

Similarly to Kookoo Pa, VSO has helped communities to start VSLAs. Currently, 94 groups with 2 314 members (1 463 women and 860 men) have been formed in 94 of the communities in which VSO operates. The funds generated by the VSLAs has helped the members to expand businesses, buy farm inputs, and pay for school fees and medical bills. However, the funds are still too small to procure capital intensive inputs. VSO is also struggling to meet high demand from communities for services such as the provision of structures and equipment for off-farm livelihood activities. The provision of initial financial and equipment support to communities from other sources could increase the impact of the programme.

Ms Rosalyne Baddo represented Syecomp Ltd., private company consisting of highly specialized young professionals. The company focuses on improving agriculture through ICT and advanced geospatial solutions, research and knowledge management. The company aims to involve all stakeholders in the analysis of challenges facing farmers and other actors along agricultural supply chains. Syecomp provides user-friendly information to farmers with limited access to internet, including via SMS and voice messages.

Mr Kafui Agbe from YPARD Ghana, which is platform exchange of information about agriculture among young people, shared how they facilitate the youth to access productive resources and build relevant networks for solutions to their agricultural related problems through an initiative called Future Farmers Initiative (FFI). YPARD organizes meetings and online discussions and shares knowledge on business opportunities and developments in for example production, markets, information technology and finance. YPARD Ghana is currently installing sub-country coordinators to improve its reach in rural areas.

Following the presentations and discussions on different Ghanaian perspectives on involvement of youth and women in agricultural investment, Mr Micheal Opeyemi Ige facilitated the Action Plan session, and guided participants' discussion on possible ways forward.

7. Conclusions and recommendations

After intensive discussions, participants agreed to develop an action plan for equitable incorporation of youth and women in agricultural investments with five broad focus areas, namely: land access and acquisition; rural knowledge networks and information access; agriculture innovation and ICT rural entrepreneurship training; youth and women led agribusiness start-up companies; market linkages and public-private-partnerships (see Annex 1).

Participants also committed to intensify the dialogue on involvement of youth and women in agricultural investment, including through online networks. The workshop was closed by Mr Jesper Karlsson on behalf of the IAWG. He commended the participants' decision to continue the dialogue and implement their action plan.



Annex 1: Summary of action plan

1. Land access and acquisition

- Strengthen and enforce regulations to protect agricultural land from encroachment by non-agricultural activities.
- Intensify sensitization and dialogue with custodians of land on the benefits of providing access to land for women and youth.

2. Rural knowledge networks and information access

- Strengthen rural networks for knowledge-sharing and research on good practices.
- Assist the formation or strengthening of commodity or interest-based farmer groups.
- Establish model farms as learning centres.
- Create Rural Service Centres as knowledge hubs.
- Link local information centres to the Rural Service Centre and Knowledge Bank system.

3. Training on agriculture Innovation, ICT and rural entrepreneurship

- Identify innovation and ICT gaps in selected rural areas.
- Conduct technical knowledge needs assessments.
- Develop a user-friendly app for information dissemination.
- Provide youth education on the development of agricultural apps.
- Provide ICT training to rural women and youth.
- Establish knowledge exchange groups on Facebook or Dgroups.

4. Youth and women-led agribusiness start-ups

- Identify relevant youth and women-led agribusiness start-up enterprises.
- Assist youth and women with entrepreneurial skills training.
- Provide business incubation processes.
- Assist youth and women with forming Village Savings and Loans Associations (VSLAs).
- Provide financial capital to youth and women-led agribusinesses.

5. Market linkages and Public-Private-Partnerships

- Map existing private and public market linkages within the agricultural sector.
- Assist farmers to build storage and processing facilities through public private partnerships.
- Organize fora and invite suppliers and buyers for roundtable discussions on partnerships with women and youth in agriculture.
- Develop negotiation skills of female and young producers.
- Assist women and youth to enter partnership agreement with suppliers and buyers.
- Organize international study tours for youth and women to expose them to good practices in other countries.

Annex 2. List of participants

FIRST NAME	LAST NAME	OFFICIAL TITLE	INSTITUTION
Angelina	Addy	Head of Projects/Monitoring & Evaluation	CAYF
Emmanuel	Adotey-Addo	Assistant Agric. Officer	MOFA
Rita Aku	Adzokatse	CEO/ Owner	Yesulorm Farms
Kafui	Agbe	Country Representative	YPARD
Solomon	Alavi	COO	Syecom Ghana Ltd
Victor	Anagi	Program Manager, Cocoa Life	VSO Ghana
Lambert	Annu Frimpong	Protocol/ ISU	FAO
Pedro	Arias	Economist	FAO
Pious	Asante	Gender Mainstreaming Assistant	FAO/ RAF
Emmanuel Sin-nyet	Asigri	CEO	National Youth Authority
Jefferson Edem	Attipoe		FAO
Abayomi	Awokola	Corporate Services & Marketing Director	Food & Goods Ghana Ltd

George	Baawuah	Senior Agric Economist	MOFA
Rosalynne	Baddo	Climate Change & Value Chain Lead	Syecom Ghana Ltd
Tofiq	Braimah	Consultant	FAO
Karin	Christianson	Programme Officer (Partnerships)	FAO Regional Office for Africa
Maame Serwah	Donkor	CEO	Profusion Africa (Snail Farming)
Moussa	Dsagoudi	Agric Business officer	FAO
Emmanuel	Dzameshie	Agric. Technical Coordinator	Africare - Ghana
Henry	Fordi	Project Lead	Guzakuza
Kazuyuki	Fujiwara	Partnerships Officer	FAO
Collins Afeti	Gadawusu		Young Entrepreneurs in Farming
Peter	Githinji		AAIN
Moro	Haruna	Monitoring, Evaluation & Learning Coordinator	VSO
Oluwadoyinsola	Ige	Administrative Head	CAYF
Micheal Opeyemi	Ige	Executive Director/ Lead Consultant	CAYF
Seun	Jones-Larbi		Foods and Goods Ghana LTD
Farmer Anthony Selorm	K Morrison	Executive President	Chamber of Agribusiness Executive, Ghana
Jesper	Karlsson	Consultant	IAWG
Robert	Kehinde	IT Specialist	CAYF
Avril	Kudzi	Country Director	VSO International
Kofi	Kuranchie		Chamber of Agribusiness
Afua	Marfo	Program Officer	IUF
Joseph	Mensah	Program Officer	JICA
Kosuke	Nagino	Project Formulation Advisor	JICA
Victoria	Norbgey	National President - Women in Poultry Value Chain	Apex Body of Women in Poultry Value Chain (Chamber of Agric. Business)

Nadia	Nsabimbona	Resource Mobilisation Officer	FAO
Tony Roberto	Nsanganira	Youh Employment Program	FAO/ RAF
Phyllis Bernice	Opare		University of Energy & Natural Resources
Francis	Oppong	Business Dev. Manager, West Africa	VSO International
Ernestina	Osei-Peprah	HR Manager	Miro Forestry (GH) Ltd
Derek	Osei-Wusu	Project Manager	Kookoo PA
Franklin	Owusu-Karikari	Head of Business Support - NEIP	National Entrepreneurship & Innovation Plan
Joyce	Poku-Marboah	Director of Operations	Kookoo PA
Duncan	Pringle	Consultant	World Bank
Mabel	Quarshie	CEO	Acquatic World Industry
Gifty	Roder	Chairperson Women in Poultry	Women in Poultry
Adwoa	Sakyi	Regional Women's Coordinator	Int. Union of Food Workers (IUF)
Naa Aku	Tackie	Research & Policy Advocacy Lead	CAYF
Florence Teiko	Vanderpuye		Rosh Pinnah Foundation
Marie	Veyrier	Development Director	Global Shea Alliance
Emmanuel	Yirenkyi	Asst. Agricultural Officer	MOFA (Agribusiness Unit)
Patrick	Zeal	Consultant	Gold Coast Coffee GH Chamber of Agribusiness Executive