

FINAL REPORT

Assessment of Gender Mainstreaming for the ISSD plus Project, Uganda



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Executive Summary

EGS	Early Generation Seed
EKN	Embassy of the Kingdom of the Netherlands
FGD	Focus Group Discussion
GALS	Gender Action Learning Systems
GRF	Gender Role Framework
IGIE	Integrated Gendered Implementation Evaluation
ISSD	Integrated Seed Sector Development
KIIs	Key Informant Interviews
LSBs	Local Seed Businesses
NARO	National Agricultural Research Organization
SACCO	Savings and Credit Cooperative Society
VSLAs	Village Savings and Loans Associations
WASWAPA	Wanale Seed and Ware Potato Association
WUU	Wageningen UR Uganda

Executive Summary

Uganda's agriculture is dominated by smallholder farmers who are faced with numerous challenges among which is limited access to and use of quality seed. This prompted Wageningen UR Uganda (WUU) in collaboration with the National Agricultural Research Organization (NARO) with funding from the Embassy of the Kingdom of the Netherlands in Uganda to implement a four-year "Integrated Seed Sector Development (ISSD) Plus" project from 2016 to 2020. The aim of the ISSD Plus project was to strengthen the development of a vibrant, pluralistic and market-oriented seed sector in Uganda. The project components were: promotion of uptake of quality seed; enhancing the Quality Declared Seed system through supporting Local Seed Businesses (LSBs); addressing bottlenecks in early generation seed (EGS) and creating an enabling environment for the seed sector; and promoting the use of advanced vegetable varieties. However, during implementation, it was established that LSBs were marred with a number of gender-related issues, which prompted ISSD to integrate gender inclusive approaches in a bid to overcome gender challenges within households and in LSBs. The objective of the consultancy task was to establish the changes that have resulted from the various Gender Mainstreaming efforts by ISSD. A Process/Implementation Evaluation Approach was used to examine the sequence of activities done under the ISSD Plus project and in order to ascertain project impacts and outcomes. The consultancy specifically examined aspects related to Relevance, Effectiveness, Impact, Sustainability, Challenges, Opportunities and Lessons learnt, and Practices (Case stories) of the project implementation process. Two gender analysis frameworks- i.e. Gender Role framework and Women Economic Empowerment Index methodologies were used to assess the impact of gender mainstreaming interventions by ISSD among farmer households implementing Local Seed Businesses for Quality Declared Seed production and marketing. The Integrated Gendered Implementation Evaluation framework aided evaluation of impacts on LSBs in terms of power, voice, capabilities, and vulnerabilities of women, youth, and men farmers at three LSB levels: individual/household level, group level, and the community level. The study was conducted in the six (6) regions covering the zones targeted by ISSD in Uganda specifically: in Bugiri and Mbale districts (Eastern); in Lira and Kole districts (Northern); in Maracha and Pakwach districts (West Nile); in Ntungamo and Rwampara districts (Ankole); in Kabale and Rubanda districts (Kigezi) and in Kamwenge and Kabarole districts (Rwenzori). Purposive sampling was used to select two districts per region with the largest number of Local Seed Businesses classes as well as the largest number of trained farmers. In each selected district, stratified random sampling was used to select at least 15 farmers spread across the existing LSB classes to participate in the survey interviews making a total of at least 30 farmers per zone and (at least 180 respondents in total. One gender differentiated Focus Group Discussion per district with farmers purposively selected based on LSB classes and sex was conducted making a total of 12 FGDs and in total 220 farmers. Key informant interviews were conducted and these targeted farmers with knowledge and experience of ISSD activities and evidence of active participation in Quality Declared Seed activities. Case stories of progressive farmers were also conducted to further distill impacts of the ISSD gender mainstreaming interventions in the six regions. The project also contributed to economic empowerment of all LSB members but most importantly transformed the socio-economic and household status of women. The project has put in place very strong sustainability mechanisms based on the household and community setting which will ensure continuity of the project activities even after the ISSD Plus project closes. There is improved decision making in QDS production and marketing, household investments and a more gender-sensitive equitable sharing use of proceeds at household level because of the project intervention. It was also found out that both men and women farmers have a better perception of LSBs owing to their significant contribution to improving women participation in QDS production. The gender impacts of the project were mainly in the areas of capacity building translating into increased participation by women in leadership at LSB and community level; increased economic empowerment of women where women contribute more to household income and expenditure; improved access to and control over resources; more involvement in decision-making in QDS production, marketing, and use of proceeds for household development. The project also contributed to improved agronomic practices amongst women and more participation in marketing of QDS by women who were previously left out because of socio-cultural limitations.

1. Introduction

Uganda's agriculture is dominated by smallholder farmers who are faced with numerous challenges among which is limited access to and use of quality seed. This prompted Wageningen UR Uganda (WUU) in collaboration with the National Agricultural Research Organization (NARO) with funding from the Embassy of the Kingdom of the Netherlands in Uganda to implement a four-year project dubbed "Integrated Seed Sector Development (ISSD) Plus" project from 2016 to 2020. The aim of the ISSD Plus project was to strengthen the development of a vibrant, pluralistic and market-oriented seed sector in Uganda. The project components were: promotion of uptake of quality seed; enhancing the Quality Declared Seed system through supporting Local Seed Businesses (LSBs); addressing bottlenecks in early generation seed (EGS) and creating an enabling environment for the seed sector; and promoting the use of advanced vegetable varieties. However, during implementation, it was established that LSBs were marred with a number of gender-related issues. This prompted project implementers to integrate gender inclusive approaches in a bid to overcome gender challenges within households and in LSBs. However, the changes that have resulted from the various gender mainstreaming efforts are not yet established. Therefore, this consultancy task sought to establish the changes that had resulted from the various gender mainstreaming efforts carried out. A Process/Implementation Evaluation Approach was used to examine the sequence of activities done under the ISSD Plus project to ascertain project "impacts"/ outcomes. The consultancy specifically examined aspects related to Relevance, Effectiveness, Impact, Sustainability, Challenges, opportunities and lessons learnt, and Practices (Case stories) of the project process as highlighted in the next sections of the report.

2. Conceptual Framework

Gender inequalities along the Quality Declared Seed (QDS) value chain can occur in different facets and at different levels (Mayoux & Mackie, 2007). Two gender analysis frameworks- i.e. Gender Role framework (Overholt et al., 1985) and Women Economic Empowerment Index (Alkire et al., 2013) methodologies were adopted and integrated to assess gender mainstreaming interventions by ISSD among farmer households implementing Local Seed Businesses for Quality Declared Seed production and marketing. Guided by the Integrated Gendered Implementation Evaluation (IGIE) framework (Figure 1), this study assessed the impacts that have occurred within farmer household and LSBs because of the ISSD Gender Mainstreaming activities. Specifically, the IGIE framework aided evaluation of impacts on LSBs in terms of power, voice, capabilities, and vulnerabilities of women, youth, and men farmers at three LSB levels: individual/household level, group level, and the community level. Two domains of impact were identified for the ISSD project: QDS production and marketing processes, and extent of women's participation in QDS training activities Interventions for QDS production and marketing were in form of input supply, including; access to quality foundation seed, knowledge, skills, and network linkages. Training was a core domain for information transfer and gender-oriented action learning. The Gender Action Learning System (GALS) methodology (Oxfam; GIZ; BMZ, 2014)¹ used by ISSD Plus in promoting

¹ FAO. (2018). *Developing gender-sensitive value chains – Guidelines for practitioners*. Rome: Food and Agricultural Organisation of United Nations.

FAO. (2018b). *The State of Food and Agriculture 2018: Migration, agriculture and rural development*. Rome: Food and Agriculture Organization of the United Nations.

gender equality among farmer households for QDS, was evaluated to assess its achievements and possible impacts. The GALS methodology helped to understand:

- How gender transformation enables better outcomes, in terms of effectiveness and efficiency, to be achieved in the QDS value chains.
- How gender transformation enables gender justice objectives to be achieved among QDS producer households.
- How development partners could support gender transformation in QDS producer households and entire QDS value chains.
- What lessons exist for application of the gender assessment methodologies for effective incorporation of gender issues in QDS value chain.

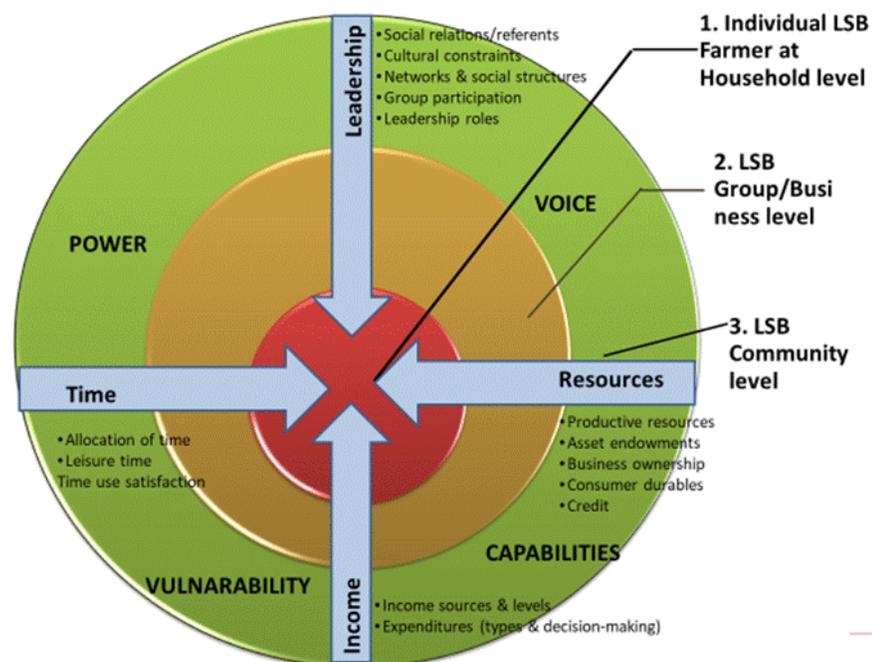


Figure 1: Integrated Gendered Implementation Evaluation (IGIE) Framework

(By Authors, based on Mayoux & Mackie, 2007)

The IGIE framework aided in answering questions related to relevance, effectiveness, impact, sustainability, challenges, opportunities and lessons learnt, as well as practices (case stories) of the ISSD gender interventions in LSBs. In particular, the framework helped to: 1) describe the relevance and effectiveness of ISSD Plus project processes of translating the intervention into the intended outputs and

ISSD. (2016). *Integrated Seed Sector Development Plus: Developing business opportunities in the seed and horticulture sector for increasing income and improving food and nutritional security in Uganda*. Netherland: WCD.

WFP. (2017). *Value Chain Development, Gender and Women's Empowerment in Ghana*. Dakar, Senegal: World Food Program.

outcomes; 2) understand and explain the factors, challenges, and opportunities influencing the implementation outcomes and impacts; and 3) evaluate the project's sustainability in terms of gender equality and women's economic empowerment. Table 1 gives a description of the variables used in the study.

Table 1: Description of variables used for Gender Assessment of QDS LSBs under ISSD Plus Project

Gender Framework	Assessment Role	Source	Explanation for application in ISSD Plus Project assessment of gender mainstreaming
1. Gender Framework/ Harvard Gender Analytical Framework	Role Analytical	Overholt et.al., 1985	<p>Activity profile: This concept was used to identify “<i>who does what QDS activities at household</i>” and to understand <i>division of labor dynamics</i> for power, voice, capabilities, and vulnerabilities among women and men involved in QDS value chains.</p> <p>Gendered Perception: This concept was used to identify statements of perceptions for LSBs by producer households. The gendered perception was used to generate an understanding of <i>how women and men might understand, perceive, or define the “Quality Declared Local Seed Business”</i> in different contexts.</p>
2. Women Empowerment in Agriculture Index (WEAI)		Alkire, et al., 2013 ²	<p>Access and Control of empowering resources (domains focused on were: QDS production decisions, LSB resources, Income, Leadership, and Time). This helped to conduct gender-disaggregated participatory discussions for <i>understanding women’s constraints and strategic life choices</i> in context of their counterparts’ (men’s) competing interests and desired outcomes.</p>
3. Integrated Gendered Implementation Evaluation Framework (IGIE)		Author/ Consulting team	<p>Assess the extent to which interventions by ISSD Plus project have facilitated or impeded women’s and men’s abilities to benefit from Project interventions (e.g. training, market linkages), including women’s ability to accumulate assets and lump sums necessary for upgrading.</p>

3. Methodology

3.1 Study Areas and Sampling strategy

The study was spread across six (6) regions covering the zones targeted by ISSD in Uganda namely: Eastern, West Nile, Northern, Ankole, Kigezi and Rwenzori regions. Specifically the study was conducted in Bugiri and Mbale districts (Eastern); in Lira and Kileleshwa districts (Northern); in Maracha and Pakwach districts (West Nile); in Ntungamo and Rwampara districts (Ankole); in Kabale and Rubanda districts (Kigezi) and in Kamwenge and Kabarole districts (Rwenzori).

The study employed a cross-sectional survey research design using a mixed methods approach (Creswell, 2014). A mixed sampling strategy employing both probabilistic and non-probabilistic sampling methods was used for sample selection. Specifically, purposive sampling was used to select two districts per region with the largest number of Local Seed Businesses (LSB) classes as well as the largest number of trained

² Alkire, S., Meinzen-Dick, R., Peterman, A., Quisumbing, A. R., Seymour, G., & Vaz, A. (2013). The Women’s Empowerment in Agriculture Index. *OPHI WORKING PAPER NO. 58*.

farmers. In each selected district, stratified random sampling was used to select at least 15 farmers spread across the existing LSB classes to participate in the survey interviews making a total of at least 30 farmers per zone for the entire survey (at least 180 respondents in total). In addition, one gender differentiated Focus Group Discussion (FGD) per district with farmers from mixed classes (A,B,C+,C- LSB categories) was conducted making a total of 12 FGDs, 185 farmers interviews and 6 KIIs. Participants for the FGDs were purposively selected based on LSB classes and sex. Further, in each district, 1-2 purposively selected key informants interviews (KIIs) were conducted. Selection criteria for KIIs were knowledge and experience of ISSD activities and evidence of active participation in Quality Declared Seed (QDS) activities. Case stories of progressive farmers were also conducted to further distill impacts of the ISSD gender mainstreaming interventions in the six regions. The mixed methods approach was applied in order to triangulate survey data and weed out inconsistencies in responses.

3.2 Data Collection Procedure

Prior to research tool development, thorough literature review was conducted to understand underlying gender issues in production and marketing of QDS. The data obtained were used to streamline and generate analysis codes for gender mainstreaming in the ISSD Plus project. Analysis codes were used to formulate evaluation questions that guided the analysis of case stories per zone. The transformative mixed methods (Creswell and Clark, 2017), combining qualitative and quantitative methods for collection, analysis and interpretation of data were used to provide a gender lens for understanding the changes resulting from the ISSD Plus project’s gender mainstreaming efforts in line with the gender strategy of Embassy of the Kingdom of the Netherlands (EKN). Qualitative methods for data collection included focus group discussions (FGDs) and key informant interviews (KIIs). Qualitative data were collected using interview guides and note taking and aimed at providing the context needed to effectively understand the situation of gender mainstreaming in the ISSD Plus project. On the other hand, quantitative data (derived from individual interviews of LSB members) complemented qualitative data by providing quantities on responses on various study variables. Quantitative data were collected using a researcher administered semi-structured questionnaire.

Prior to actual fieldwork, the data collection tools were pretested on actual LSB farmers in Jinja district. During the pre-test, one gender differentiated FGD with 20 respondents and 15 individual interviews and 1 key informant interview were conducted. The purpose of the pre-test exercise was to assess content validity, reliability, and response time per respondent per tool. The aim was to correct and fine-tune the tools to achieve understanding of the questions, improve logical flow of the content items, as well as time of respondent engagement. The final corrected tools that were used during data collection are attached in annexes. Figure 2 shows a summary of the research roadmap that was followed from conceptualization to reporting.

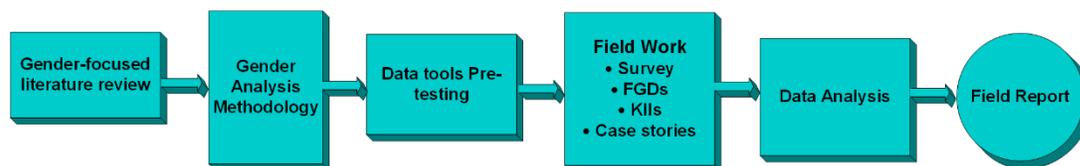


Figure 2: Summary of Research Road Map

3.3 Data Analysis Methods

Qualitative data were analyzed in QSR NVivo software version 12 using the content analysis method. The aim was to determine themes and their relationships and meaning from KII interviews, FGD notes and open-ended questions to complement quantitative data (Kaarianinen et al., 2014). The text used in content analysis was coded into manageable categories based on the adopted gender frameworks. Specifically the gender analysis matrix was used to analyze the different variables based on the three used gender frameworks namely: the Gender Role Framework (GRF), Women Empowerment in Agriculture Index (WEAI) and Integrated Gendered Implementation Evaluation (IGIE) Framework. The GRF was used for mapping out patterns in the data which comprised of QDS activities and who does what per activity. Participatory exercises with enumerators and the consultants were held to map out patterns based on the study conceptual framework. The major variable for the Gender Role Framework was 'division of labor', which was answered by who does what among the different gender categories (i.e. men, women, and the youth). The QDS activities comprised of production, postharvest and marketing activities. The WEAI variables were; Resources, Income, Leadership, and Time. The WEAI framework was used for mapping out patterns and items for each domain of the WEAI framework. Variables for each domain were analyzed under the following thematic areas; Resources (productive resources, business ownership, credit); Income (Income sources and levels, and Expenditures (Types and Decision-making); Leadership (Social relations, cultural constraints, networks and social structures, group participation, leadership roles); and Time (Allocation of time, Leisure time, Time use satisfaction). The third framework was IGIE and the variables evaluated were vulnerability, voice, power, and capabilities. Patterns of crosscutting observations were identified and extracted in tables to give a clear picture of what is happening as far as ISSD gender mainstreaming efforts in Local Seed businesses is concerned. FGD and KII data were validated by quantitative data for purposes of triangulation. Quantitative data were analyzed using SPSS version 25 software to obtain descriptive summaries of quantitative variables and the data were summarized in the form of tables and graphs.

4. Results and Discussion

4.1 Description of the Sample

A total of 378 QDS farmers participated in the study. Of these, 188 participated in individual interviews (Table 2) while 173 participated in Focus Group Discussions (FGDs), ten (10) Key Informant Interviews (KIIs), and seven (7) case stories. One gender-differentiated FGD was conducted per district with an average number of eight (8) participants per FGD. In addition, one KII and one case story were conducted per district in each zone. Table 2 shows the distribution of farmers who participated in individual interviews per district per zone.

Table 2: Distribution of Respondents across Zones and Districts (n=188)

Zone	District	Number of Respondents	Percentage Of Total
North	Kole	21	11.2
	Lira	17	9.0
Sub-Total		38	20.2
West Nile	Maracha	19	10.1

Zone	District	Number of Respondents	Percentage Of Total
	Pakwach	9	4.8
Sub-Total		28	14.9
East	Bugiri	14	7.4
	Mbale	14	7.4
Sub-Total		28	14.9
South Western (Ankole)	Ntungamo	14	7.4
	Rwampara	10	5.3
Sub-Total		24	12.7
South Western Highlands (Kigezi)	Kabale	22	11.7
	Rubanda	13	6.9
Sub-Total		35	18.6
Western Highlands (Rwenzori)	Kabarole	6	3.2
	Kamwenge	29	15.4
Sub-Total		35	18.6
Total		188	100

4.2 Socio-demographic characteristics of respondents

The socio-demographic characteristics of respondents are presented in Table 3. Results show that the average age of respondents was approximately 46 years, with majority (83%) of them married. The average number of years of formal schooling was approximately 8 years, with men having more (approx. 9 years) of formal education than their women counterparts (approx. 6 years).

Table 3: Socio-demographic characteristics of respondents (n=188)

Aspect	Measure	Particulars	Values
Mean age	Years	Female	46.3
		Male	45.3
		Overall	45.8
Age category	Frequency (%)	Females ≤ 30 years	17 (9.1)
		Males ≤ 30 years	13 (7.0)
		Females >30 years	72 (38.5)
		Males >30 years	85 (45.5)
Marital status	Frequency (%)	Married	156 (83)
		Single	9 (4.8)
		Widowed	18 (9.6)
		Divorced/separated	5 (2.7)
Status in household	Frequency (%)	Household head	124 (66.0)
		Spouse	58 (30.9)
		Child	6 (3.2)
		Whole family	6.8
Mean household size	Count	Below 15 years	2.8
		Above 60 years	0.6
		Male headed, married	161 (85.6)

Aspect	Measure	Particulars	Values
Household type	Frequency (%)	Male headed, unmarried	5 (2.7)
		Female headed	22 (11.7)
		Female	6.2
Mean years of formal education	Years	Male	9.1
		Overall	7.7
Membership to VSLA	Frequency (%)	Yes	181 (96.3)

4.5.2 Importance of QDS relative to other Income Sources

This part was included to gauge the relevance of engaging in QDS vis-à-vis other competitive income generating activities. The results showed that seed business based on QDS was ranked first (1st) by majority (78.2%) of respondents (Table 4). This implied that the farmers are progressively transiting from other enterprises and now prioritize seed production for business.

Table 4: Prioritization of enterprises by income source

Enterprise	Percentage rank by priority		
	1 st	2 nd	3 rd
Seed business	78.2	19.7	-
Salaried employment	38.5	61.5	-
Non-seed business	20.3	45.3	34.4
Non-seed farming enterprise	18.7	66.7	19.6

Accordingly, the study revealed that a number of crops were grown for QDS across the study area (Figure 3). In particular, soybean was the most commonly grown QDS in the North, East and partly West Nile, grown by a total of 67.5% of the respondents. This was followed by potatoes (17.1%) in Kigezi area and Mbale, and Sesame (8.5%) in the North and West Nile zones.

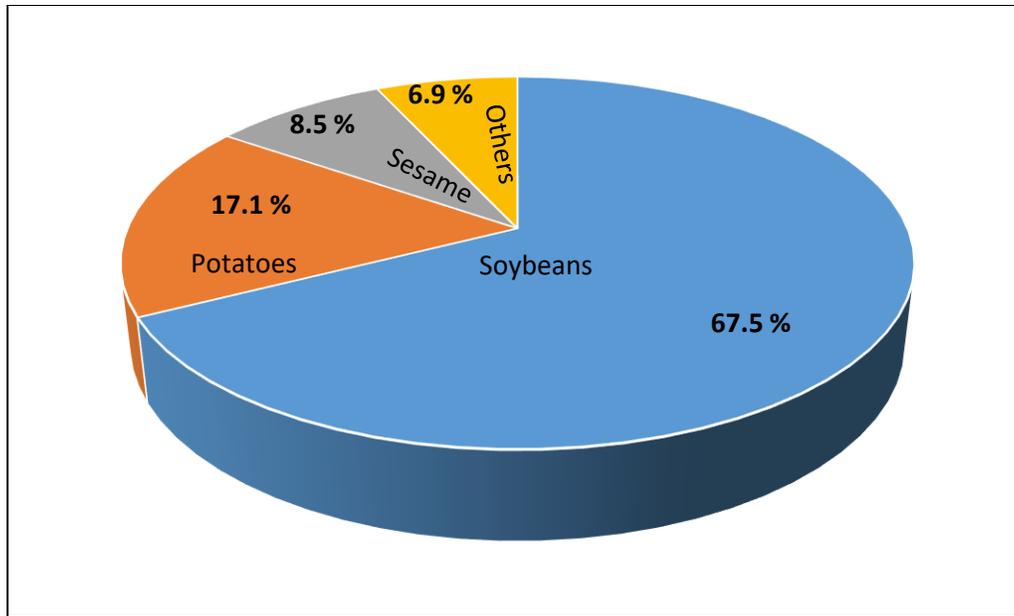


Figure 3: Main crop for QDS enterprise in the study areas

4.3 Are Local Seed Business Viable Engendered Economic Entities?

For any economic venture to be viable, it must demonstrate that it has the capacity to utilize its limited resources and generate incomes to support its own activities that enhance the wellbeing of its members. While this is true, economic viability of the venture is shaped by the kind of resources at the exposure of the farmer and how these resources are accessed and controlled by the different members of the economic venture. The ISSD Plus project is one such initiative that aimed to increase income and food security through local seed business to enhance the potential of women as productive farmers and agri-business entrepreneurs. This section discusses access and control of resources and engendered division of labour as key pillars in enhancing economic and food security.

4.3.1 Access and Control of Resources

Development interventions are increasingly seeking implementation of agricultural initiatives that respond both to higher-level donor support for gender mainstreaming and to the growing gendered interests of women as productive farmers and agri-business entrepreneurs (FAO, 2018). In this regard, access to and control over resources enables women to exercise power in implementing their gender roles and so achieve their livelihood needs and interests. Access and control are key actions that identify what resources (productive, asset endowment, business ownership, consumer durables and credit) individual women and men can command to carry out their activities and derive benefits from them. Looking at the local seed businesses, access and control of resources is discussed at two levels Vis, the local seed business level and the household level.

The Access and Control of Resource at LSB Level.

Results in table 4 indicate that the LSB owned three types of resources to support the production and post-production activities of quality declared seed. The resources included; productive resources, asset endowment and social capital.

Table 4: Resources to support the production and post-production activities of quality declared seed

Types of Resources**	Who Accesses?		Who Controls?	
	women	men	women	men
Productive Resources				
Quality foundation seed	x	x	x	x
Land	x	x	x	x
Credit	x	x	x	x
Education/training	x	x	x	x
Asset Endowment				
Farm Equipment (Tractors, planters, disc ploughs)	x	x	x	x
Transport Facilities(bicycle, motorcycle, wheel barrow)	x	x	x	x
Packing materials (bags, labels stickers)	x	x	x	x
Drying equipment (Tumplines)	x	x	x	x
Store facility	x	x	x	x
Drying shade	x	x	x	x
Communication facilities (phones, airtime)	x	x	x	x
Social Capital				
Leisure time	x	x	x	x
Friends/social networks	x	x	x	x
Business networks	x	x	x	x

****:** *The data presented in this table is qualitative and only indicates (x) that men and women LSB members had equal access and control over the group resources*

Productive assets included; quality foundation seed, land and training. From table 4, it is evident that both men and women had equitable access to the different productive resources for a successful local seed business. Unlike in other patriarchal societies where women have limited control and access to resources such as land, seed and training, the story was different in the LSBs. Within the LSB environment, women had the same rights over the group resources as well as the benefits that accrued as a result of their contribution to the group activities. It was evident that access to and utilization of quality foundation seed was gender neutral and therefore not correlated to whether a farmer was a man or a woman. Both men and women had equal access to the foundation seed and as a group agreed on the quantities of foundation seed that the group and its members needed. An example from Alito Joint Christian shows the increased investment of the LSB in the amount of foundation seed purchased and ultimate increased production of QDS (see Figure 4).

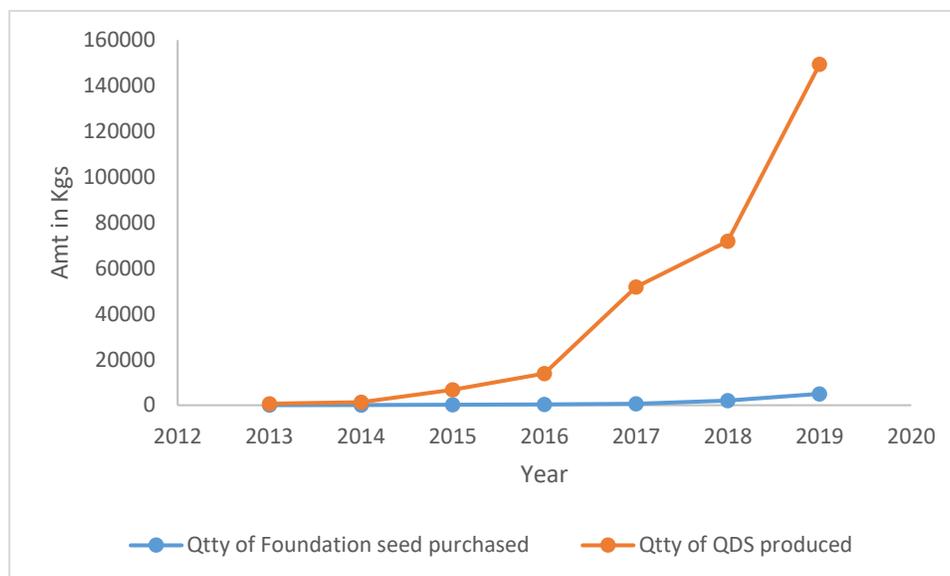


Figure 4: Amount of Foundation Seed Purchased Vs Amount of QDS produced

The chairperson of Alito had this to say;

“Quality foundation seed is the first resource that anyone needs to participate in a profitable seed business. Here in Alito, we make a lot of investment in foundation seed and you can see the growing amount that we purchase for our farmers over the years and the seed we produce. In 2019, our best seed producer was a widow who produced seed worth 7.6m. The group acknowledged her with a present for being the best seed farmer for year.”

Trainings that were carried out were for capacity building for men and women to be more efficient in seed production. Trainings that were organized at ISSD level largely trained trainers of trainers who by their capacity were able to transmit both the technical content and gender mainstreaming indiscriminately to the different categories of ISSD members. Gender training were part and parcel of any training with specific focus on role sharing, joint planning and equitable access to group and household resources. It is also important that the LSB also served as a loans and saving group to assist their members who wanted immediate cash but did not have collateral or the capacity to borrow from formal banking institutions. LSB members borrowed from their LSB based on the amount of money that each member had saved and this was the criterion despite your sex or leadership role within the group.

Asset Endowment: LSBs had different assets to facilitate the production and post-harvesting activities of the group. The figures (Figure 5) below show the different types of assets that some LSBs had.



A. Grain and Seed Storage Facilities



B. Processing Units and Farming Equipment



C. Green Houses and Irrigation Facilities

Figure 5: Asset Endowment

The groups jointly owned these assets (Figure 5) and in some instances; ISSD co-funded the acquisition of these assets. Given that the assets were group owned implied that each member has equitable share in the access and use of the assets. Nonetheless, other criteria other than gender were observed in the way

some of the assets were used. For example, the green houses were specifically designed to motivate the youth into agriculture and the seed business by growing fast growing crops such as vegetables. Though more males than females participated, it was by choice and not by gender limitation. Other equipment such as tractors, disc ploughs, processing units and motorcycles required technical know-how and high energy. By default, given that more men than women had technical know-how, operated the heavy machines. Women on the other hand sorted, winnowed and packed the QDS and this is the domain to which they contribute most. This scenario illustrates gender equity where each member contributed, accessed and controlled group assets according to their own capacity or needs. Results show that access to and control over resources in production and post-production of quality declared seed is increasingly more gendered and most FGD respondents attributed this phenomena to the ISSD Plus gender main streaming project intervention. The study also revealed that ISSD interventions have contributed to better marketing of QDS by constructing storage facilities, which have been transformative.

One farmer said:

“We used to store our seed individually and some of these stores were far from the main road so difficult for cars and buyers to access. ISSD constructed for us a storage facility as you can see it is close to the main road and can easily be accessed by buyers. So now, we are able to store our potato seed as a group but also our seed can easily be accessed by buyers, which is a good thing for us. We have now been able to market our seed collectively since all our seed is at a central place which is this store”. “ISSD brought a training and they taught us how to work together as with our wives. I used not to leave money at home or even share money with my wife.

Social Capital: Fukuyanna (1999) defines social capital as networks that are characterized by a shared sense of identity, understanding, values, trust, co-operation and reciprocity to build relationships among people who live and work together. LSBs fitted in well with the definitions since they functioned as social groups that brought together people from different gender categories to produce quality declared seed for business purposes.

One respondent from Alito Joint Christian defined an LSB as; *“an organized farmer group that grows seed for sale after being trained by ISSD. “The training ensured that good quality seed is produced and eliminate the fake seed. We also have a slogan against fake seed (See figure 6)”*



Figure 6: Slogan on Fake Seed

While another respondent defined an LSB as;

“an organized farmer group that was initially founded as a Village Savings and Loan Association. ISSD organized us better so that we can grow beans and soya as seed and not grain”

From the two quotations, it is evident that both men and women farmers belonged to LSBs because they pursued a shared sense of identity and that was growing quality seed for income generation. The essence of a shared identity therefore created and transformed social relationships that broke down the stereotypes of how men and women viewed their participation as business entities. Figure 7 shows proportionate percentages of both men and women participating in the local seed business in the different area of jurisdiction of ISSD implying that equal opportunities existed for both men and women to participate.

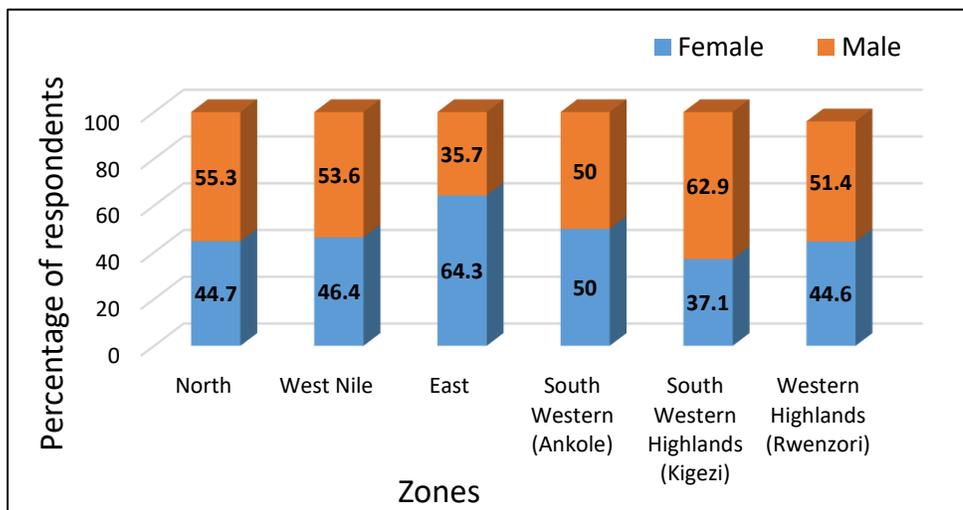


Figure 7: Distribution of male and female respondents by zone

Results in the Figure 7 show an increasing number of men who as group members jointly work beside women to create a viable local seed business. Interactional processes that men and women undergo during the production of QDS demystified gender inequality within and as a result, larger volumes of quality seed were produced.

One male respondent commented;

“My group was initially dominated by women. However, when men saw the opportunity in the seed business, many of us joined the group. In the seed business, both men and women need each so that each one of us helps the other do the job that they can do best.”

Another male respondent said;

“... Both men and women need each other so that everyone can put their skill where it is most efficient. Women by culture are better at sorting, grading, winnowing and threshing. Our roles as men is to ensure that we lift the seed to be sorted and or graded to and from the stores because we are better partners at carrying...”

Results in the two quotes suggest that some time cultural beliefs still shaped gender and structural roles. For instance, it was observed that some traditionally dictated roles have not changed even after the gender mainstreaming by ISSD. Though this is true, the gender differentiated role in this case build more robust seed systems where men and women contribute their skills where they are more efficient and relevant. The participation also provides ample time and space for both men and women to work and then appreciate the contribution that each person brings to the seed business. This ultimately builds group values, trust, co-operation and reciprocity among the different group members

Social capital as an asset also built sustainable and economically viable seed business networks across the different ISSD zones where LSBs have been institutionalized.

Like one male respondent from Bala Women and Youth Group put it..

“my group grows a lot of soybean seed and we sell this to different districts including Oyam, Dokola and Lira. Our chairperson is a woman and is very quick in looking for market. We allow her to take our products for sale to other places because she is trustworthy.”

In other incidences, the social capital within the groups has enhanced friendship and leisure among the group members given the trust that the different members have built among each overtime.

Like one woman respondent said;

“We do not participate in producing seed for sale only. We also spend time together to relax with each other or comfort ourselves when were in trouble. Our group conducts a “merry go round” for each member once year. We visit a member and take presents to the family. When a member also loses a relative, the group members participate as a “family” to support the bereaved family. I think this spirit keeps us together as a group.”

While these events in the quote were used to enhance the social networks, they also served as learning platforms where members renewed their commitment to each other and created gender awareness among other family members who were not part of the LSBs. The events also increased the visibility of ISSD at community level not only as an institution that embraced local businesses but also as institution that empowered and built working relationship between men and women.

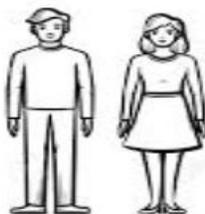
It is important to note that the ISSD+ project with it gender streaming agenda was core to inculcating into the LSB as a strategy to empower women as a model to scale out the local seed businesses. This as a result potentially changed the lives of women and increased their access and control over production resources within the group. Equal access and control of empowering resources enhanced women’s capacity to participate as entrepreneurs in the local seed businesses, which ultimately increased seed production, income and food security levels.

The Access and Control of Resource at Household Level

While the groups had a vast spectrum of assets, the individual households within the ISSD area of jurisdiction were limited in resources. The access and control over resources in this section will focus on land, training and foundation seed. The respondents in this study present two types of households that are characterized in the table below.

Type of Household

Typology 1



In this household, there are potentially two decision makers and both husband and Wife are LSB members.

Typology 2



In this household, there are potentially two decision makers with only one decision maker (either the husband or the wife) as an LSB member

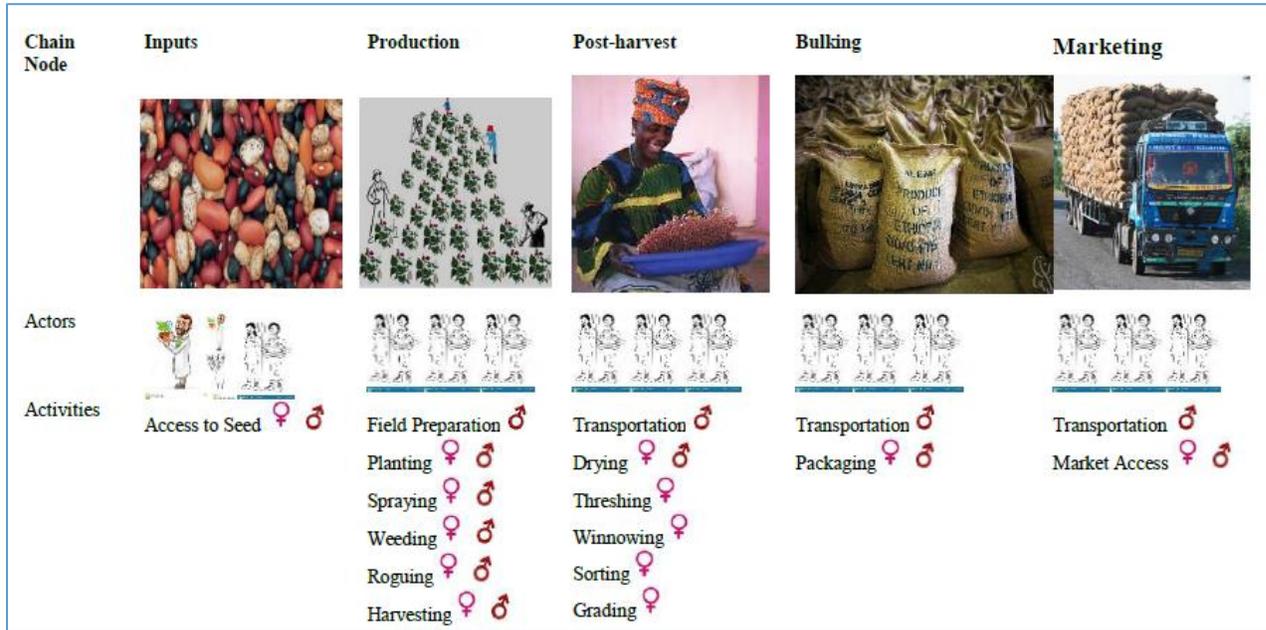
In Typology 1, there is equitable access and control over resources such as foundation seed, trainings, and use of land for production. The access and control over these production resources emulated what was seen in the LSBs. This is because both husband and wife were trained in gender issues and therefore appreciated the cordial relationship of working, planning and sharing roles at household level. It is also noted that both men and women within the household equitably accessed some of the assets of the LSBs. For example, these households could use the drying yards and store of the LSBs to add utility to the seed. Again, these households sold their produce within the LSB and this limited mobility especially for the women who could not move long distances in search for markets. While it was easier for role sharing, joint planning in Typology 1, in Typology 2, the situation was rather different especially if the woman was the LSB member. In Typology 2, gender champions became key resources persons and ambassadors for gender mainstreaming. Gender champions sensitized other household member on the beauty of joint planning and role sharing in the face of promoting the seed business. Within the LSBs, women also learned negotiation and persuasive skills and used these to convince non-group family members on the importance of roles sharing and joint planning.

One woman member in the quote below show how she convinced her husband, a non-member to participate in role sharing and also allow her to equitably access and control some of the household resources.

"I came to the group and learned to grow NABE15 how to produce seed for sale. I did not have enough money to buy foundation seed and I knew my husband, a non-group member had the money. So I went back home and shared with him the technical information on seed production. The gender champion also visited us as a household and briefed my husband and the children on the beauty of working together. I then requested my husband to buy me seed. He refused because he was not interested in the seed business. So a friend of mine gave one cup of NABE15 and I planted it in front of the house. I took very good care of the small garden and my husband realized the benefits that I told him. In the next season, he bought the foundation seed and also participated in the different roles during production and post-harvesting. He now wants to join the LSB and wants us to scale out the production of seed to two acres this season."

4.3.2 Gender division of labor in along the Different Nodes of the QDS Value Chain

Gender division of labour for the different activities of producing quality declared seed is discussed in the face of the Gender Role Framework/Harvard Gender Analytical Framework. Within these frameworks, the activity profile of the different household members was described in order to understand *division of labor dynamics* that support an economically viable. Results of the focus group discussion revealed that labour was critical to accomplish the different activities along the QDS value. Figure 8 shows the different nodes of the QDS value chain and illustrates the differentiated sharing and contribution of labour for men and women for the wide spectrum of roles within the chain.



Key:

-  Women contributed labour in the specified activity
-  Men contributed labour in the specified activity

Where one symbol appears on an activity, it means that either the man or woman makes the largest contribution to labour for that activity
Where both symbols appear together implies that man and woman made equal contribution to labour for that activity

Figure 8: Differentiated sharing and contribution of labour for men and women

At group level, both men and women indiscriminately contributed to the different production processes, which included; field preparation, planting, weeding, spraying, rouging and harvesting. Both men and women contributed largely to the different nodes of the value chain as labourers and rationally invested their labour along a value chain node where maximum utilities can be derived. For example, more women than men participated in the post-harvest handling activities especially for pulses and cereals, as was the case for the North and East zones. Women by culture were more specialized in winnowing, sorting and grading of seed and so did a better job than men. While this was true, men also participated in more laborious work that involved lifting and transportation. Men were also more involved in marketing activities compared to women. The mobility of men (most men owned means of transport e.g. bicycle and motorcycles) across all the study sites made it easier for them to access markets as well as build other social and leisure networks that enhanced the marketing function. Results of the FGDs only showed the activities in which men and women participated and masked the proportionate contribution of the

different group members. Figure 9 shows the percentage of men and women that contributed to the different activities ranging from production to harvesting. The figure revealed a substantial homogeneity in percentages in men and women for specific field activities including: field selection, ploughing and seed acquisition.

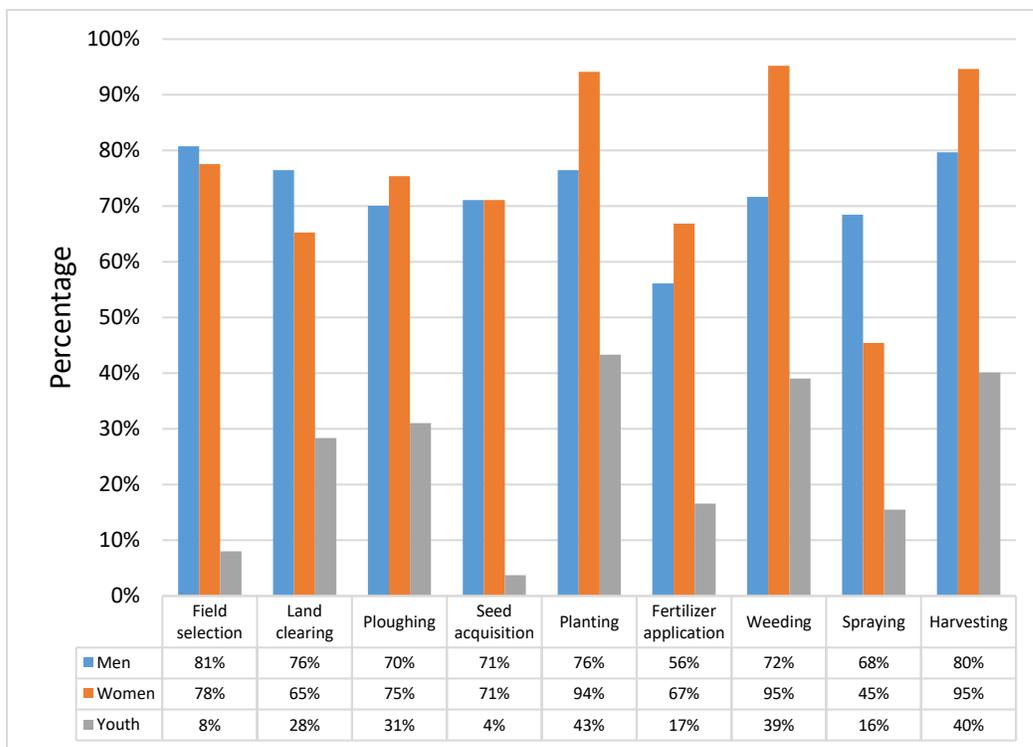


Figure 9: Gendered distribution of labor in QDS production activities

With this dual participation of men and women, more timely field based operations were carried out which ultimately resulted into higher production of QDS and therefore incomes for the local seed business. While this was true, there was complementarity role sharing between men and women within the same activity along the QDS value chain.

As one farmer quoted;

“...During planting, men measure lines using pegs and ropes, and dig holes at the recommended spacing. The women and older children then sow the seeds in the holes and cover...” (Male KII, KASI LSB, 2021).

Another male youth said;

“We collect water for spraying and this is usually the women and girls. The men and youth males do the mixing of the chemicals and also carry out the spraying.

From the figure, it also evident that youth also contribute significantly to QDS activities by concentrating largely on activities such as ploughing, planting/sowing and harvesting. However, there was a big outcry from the LSBs that the youth were not interested in long-term farming ventures and largely invested their labour in quickly paying off-farm activities such as brick laying, charcoal burning, fuel wood cutting or paid agricultural labor.

Like one farmer candidly said;

“Our young men are not interested in farming. They want to invest their labour in activities that pay-off quickly. We as group have decided to construct green houses near our store and encouraged the youth to grow vegetables such as tomatoes. As they come to tend to their tomatoes, they can see us participating in the sales of seed. May be later, these youth may appreciate and take on the local seed business”

At LSB level, there is a clear grasp of the different aspects of the gender training which emphasises on role sharing and joint planning in order to accomplish the different production activities. At household level, the study describes three household typologies as indicated in figure 10.

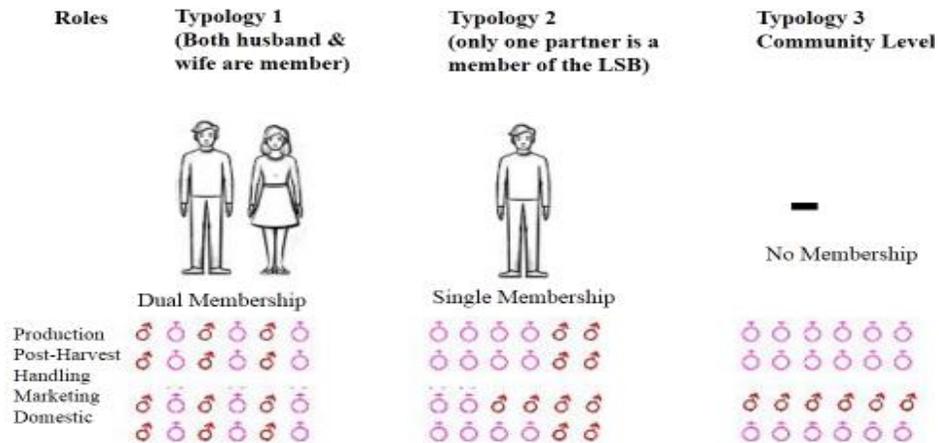


Figure 10: Household Typologies

Key:



Women’s labour contribution in the specified role. The more the symbols the more women contribute labour

Men’s labour contribution in the specified role. The more the symbols the more men contribute labour

Typology 1 is a type of household where both husband and wife are members of the same LSB, Typology 2 is a type of household where only one partner (husband or wife) is a member of the LSB and Typology 3 is a typical rural household and hereafter referred to as the community based household not directly engaged in LSB. We see more equitable labour division and participation of males and female in typology 1 given that both husband and wife attended the gender training and applied the learned concepts in their homes. In these households, there was increased participation of males in the household domestic roles (sweeping, care of the children, washing, cooking etc.) which enhanced more conjugal and cordial relationships in these households. In typology 2, there was a tendency to do role sharing in such households given that there was an in-built strategy within the LSB to sensitize the spouse of a member who is not part of the group. The gender champions and group leadership was a crucial team for sensitizing other family members in order to inculcate the gender issues and we see these households moving towards typology 1. In some instance, we see the sensitized household members also becoming part of the LSBs sometime. At community level, we still see a cultural connotation and stereotyping in the sharing of roles along the different nodes of the chain. Women still participated and contributed their labour at the lower nodes of the value chain (production, post-harvesting handling) while men’s contribution was higher in the upper nodes of the chain (marketing). Women largely participated single handedly in the accomplishment of the domestic chores.

4.3.3 Source of Labor for QDS production and Marketing

Findings indicate that QDS farmers used several sources of labor in the QDS production and marketing activities (Table 5). Most (83.5%) of the respondents indicated that they used both family and hired labor in QDS production while 51.6% indicated that they mostly used pooled labor by LSB group members for marketing activities followed by family labor (30.9%).

Table 5: Source of labor in QDS production and marketing

Type of labor	Frequency (%) by activity	
	Production	Marketing
Family labor only	22 (11.7%)	58 (30.9%)
Hired labor only	6 (3.2%)	3 (1.6%)
Both family and hired labor	157 (83.5%)	36 (19.1%)
Pooled labor by group members	19 (10.1%)	97 (51.6%)
Others	-	93 (49.5%)

Table 6: Source of labor in QDS production and marketing

Decision maker on use of Hired Labor	
Wife	16 (8.5%)
Husband	11 (5.9%)
Child	3 (1.6%)
Wife and husband jointly	73 (38.8%)
Others	18(9.6%)

Results further indicate that husband and wife (38.8%) jointly took the decisions on hired labor input (table 6) into the QDS production and marketing jointly. This implies that there was more consensus at household level, which could be attributed to the gender sensitization by ISSD and Gender Champions in community, as most women mentioned during the FGDs.

4.3.4 Division of Domestic Work by gender

Labour was further invested in other domestic roles, which included; cleaning, cooking, childcare and through collecting firewood. Results table 7 show an increased proportion of men participation in those roles implying that women can ably invest their time in production roles knowing that men will participate in the other productive roles that were initially labelled as “no work” or “woman work”. From the interviews held with male and female seed farmers, it emerged that the various trainings on gender mainstreaming in LSBs by ISSD resulted into a change in farmers’ attitudes, perceptions, and behaviors regarding participation of men and women in different activities of the QDS value chain. It was established that in addition to partaking of roles in production and marketing of QDS, women and female youths continue to play a very significant role in housekeeping and home management (Table 7).

Table 7: Gender division of household labor at household level

Activity	Who does what			
	Men	Women	Male Youth	Female Youth
Gardening	✓	✓	✓	✓
Construction of houses	✓✓	✓	✓✓	✓
Rearing animals	✓	×	✓	×
Sweeping/mopping the house	×	✓	×	✓
Cooking/food preparation	×	✓	×	✓
Fetching water	×	✓✓	✓	✓✓
Collecting firewood	×	✓	×	✓
Cleaning the compound	✓	✓	✓	✓
Washing	×	✓	×	✓
Caring for children	×	✓	×	✓

*✓ = participation; ✓✓ = higher level of participation; X = no participation

Results showed that the most time-consuming and labor-intensive tasks at household level were firewood collection and fetching water. These were mostly considered a responsibility of women and female youths, although men and male youths sometimes assisted especially if the household owned a bicycle or motorcycle to aid in transportation. Although traditional beliefs exist on which roles men and women play, the decision on who actually performs a particular task at household level was made by the members of the household. For instance, farmers reported that it was relatively uncommon to find men cooking or serving food in the household as such men were seen as gluttons and very bad mannered.

The FGDs and KIIs revealed that gender interventions by ISSD have contributed a lot to reduction of drudgery for women and female youths through their trainings in which they were encouraged to share roles between men and women. For instance, from the women FGDs it was revealed that men were supportive in doing activities such as grazing and watering animals, and some men were currently involved in sourcing for fuel wood, which were initially, left, to women and girl children. However, the increased workloads in household chores as a result of LSB involvement implies that women and female youth have to balance their time between actively engaging in LSBs as well as doing their household chores. Respondents revealed that ISSD capacity building in gender had contributed to reduction in drudgery of both QDS-related activities and household chores for women and youth, as there is more role sharing among women, youth, and the men as is demonstrated in the quote below:-

“... The gender trainings have led to a change in mindsets among men and women... there is increased role sharing at household level and at group level. Tasks previously seen as only for women are being done by men, and vice versa ...” (Male KII, Obangber LSB, 2021).

“...In the past, production and harvesting activities were left to women while the men dominated the marketing activities. This however, has changed due to the many gender trainings we have received from ISSD. Roles are now shared by both men and women...” (Men FGD, Bumuyeledo and WASWAPA LSBs, 2021)

4.4 Leadership and Raising Voices: Does Gender Matter?

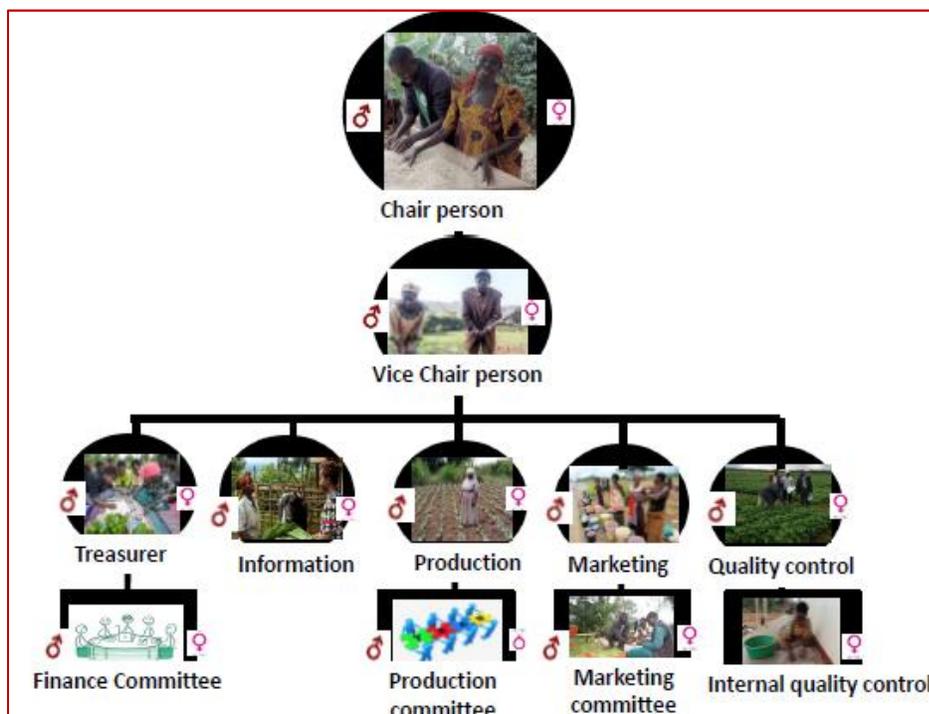
Leadership in any business venture requires traits that steer the business towards its dream goal. A good leader will always strive to build social networks that enhance member participation amidst social, cultural and political challenges. While this is true, larger gender gaps are usually observed in organizations where both men and women participate. This is because women are usually under-represented and this creates an uneven gender gap. The gender mainstreaming intervention by ISSD+ deliberately aimed to bridge the gender gap so that women in local seed business were recognized and could raise their own voice. The ISSD+ intervention recognized that both men and women were and could be good leaders if one looked beyond sex and focused on what a man or woman could do to make individual or groups achieve benefits that make them successful. Table 8 shows the average numbers and proportionate increase of women in top-leadership positions across the different local seed business in Uganda.

Table 8: Level of women participation in top leadership positions

Gender leadership indicator	Status
Average number of top leadership positions per group	7
Total number of top leadership opportunities available across all LSBs	1,103
Total number of LSBs represented in the internal gender evaluation	164
Total number of female members in top leadership positions at start of seed production activities	479
Total number of female members in top leadership positions today	588
Percentage increase in number of women in top leadership positions following gender interventions	23%
Percentage of women in top leadership positions today	53%

Source: ISSD secondary data

Results in the table 8 are evident that women within the LSBs were increasingly taking up leadership roles especially after the gender mainstreaming intervention. LSBs were characterized by a vertical leadership structure in which men and women took up different roles of leadership through subcommittees (Figure 11).



Woman leaders in that particular position or sub-committee



Male leader in that particular position or sub-committee

Where both symbols appear together implies that man and woman had equal opportunity within that leadership position

Figure 11: Leadership roles shared by women and men in LSBs

Across the study sites, women headed about 50% of the LSBs interviewed. Even for those that were headed by men, the vice chairpersons were women. Moreover, women either chaired or deputized most of the committees in the groups. This indicated that women occupied the highest positions of leadership in the LSBs. Since one of the roles of a leader was to represent the views of those they lead, this implied that women leaders were appreciated for their roles. Various statements were mentioned across the study to show the benefits of women as leaders.

These are the quotes;

“Our chairperson is a woman and we like her because she goes out of her way to look for proper markets for our produce. She also goes out to source foundation seed from Namulonge and ensures that each member gets their own seed.”

“The treasurer for this group is a woman and she keeps our money very well. She is very trusted and cannot steal the group money. Also in our homes now, our wives are the ones that keep the money because they do not divert money like men do.”

“... Women now have a voice in their families, group, and community. They make decisions, and compete for leadership positions just like men...” (Male KII, Acan Pe Nyoye LSB, 2021)

“...In our culture, women were not allowed to speak in public. However, ever since the training on gender, women can now speak confidently in public. They can give their opinions during cultural meetings, and can take up any leadership roles...Women are now very confident... When they talk in public, they are listened to...” (Men FGD, Okanyu Can LSB, 2021).

When women became leaders within the LSBs, they built other people skills including; confidence, communication that were later used to raise voices on other pertinent issues beyond the group. Thus the gender inclusiveness training within the LSB provided leadership apprenticeship opportunities to members particularly women who were now more confident to voice their opinions and even take up leadership positions in the community. One of the key informants interviewed revealed that during the recently concluded general elections, there was an increase in the number of women LSB members aspiring to take up leadership positions at all administrative levels. According to the respondents, this was not the case a few years back as women were very shy and could not stand up to speak in public let alone run for any elective position. They partly attributed this positive change to the numerous ISSD trainings that encouraged women to be more confident and empowered.

One LSB member jokingly said: "... in future, women will lead this country because they have become so empowered that they can take up any leadership role... The only challenge is that some men are not as empowered. They spend most of their time drinking and betting. I foresee that women will soon have a challenge of getting good husbands who can match up to their expectations..." (Male KII, Bala Women and Youth LSB, 2021).

4.5 Impact of ISSD gender trainings at group, household, and community level

4.5.1 Improved role sharing at household level as a result of ISSD Gender Intervention

The FGDs and KIIs revealed that gender interventions by ISSD have contributed a lot to reduction of drudgery for women and female youths through their trainings in which they are encouraged to share roles between men and women. For instance, from the women FGDs it was revealed that men were supportive in doing activities such as grazing and watering animals, and some men were currently involved in sourcing for fuel wood, which were initially, left, to women and girl children. However, the increased workloads in household chores as a result of LSB involvement implies that women and female youth have to balance their time between actively engaging in LSBs as well as doing their household chores. Respondents revealed that ISSD capacity building in gender had contributed to reduction in drudgery of both QDS-related activities and household chores for women and youth, as there is more role sharing among women, youth, and the men as is demonstrated in the quote below:-

4.5.2 Improved access and control of resources

The study revealed that gender champions taught men and women about the benefits of working together in a home and the benefits of joint decision making with their wives especially during sharing of proceeds from the sale of QDS. Respondents further noted that they were advised that when selling anything at home they should involve their wives.

One farmer said:

"... we need to always keep our wives informed of what we are doing on behalf family and also involve them in decision making. We as men we respect our wives, we share money with them after the sale of potato seed, we do not take it to bars and drink. My wife takes part in decision making and planning for the income we acquire in the household."

Participation and interaction of both men and women at the different nodes of the QDS activities has further demystified the constraints on interaction between men and women and as a result is shaping households and the general community consensual beliefs that men and women have well-defined roles in production and marketing of agricultural products.

4.5.3 Increased economic empowerment of women

Results across the study sites show that the ISSD gender mainstreaming interventions led to an improvement in women empowerment in terms of increased income. Moreover, most women reported that they now have more control over the use of proceeds from sale of their QDS. A number of testimonies were given by both men and women showing that women's income sources have been enhanced as many women now boast of having multiple sources of income that were derived from participating in QDS production and marketing. The quotations below exemplify enhanced incomes by women;

"... I harvested three bags of seed last season. I sold one bag and used the proceeds to buy bricks. When I sell the remaining two bags, I plan to use the proceeds for buying iron sheets and I start constructing my house..." (Women FGD, Okanyu Can LSB, 2021).

"... I have been in the seed business for three years now. I have used part of the proceeds to start building myself a permanent house. I am now at ring beam level, left with only and putting doors and windows. My plan is to complete the house by the end of this year..." (Women FGD, Okanyu Can LSB, 2021).

“... I have been growing QDS since 2017. Since this time, I have been able to construct two permanent houses, buy an ox plough, a motorcycle, and I am able to pay school fees and medical bills for my children...I have also been able to save some money in our group, and I can access credit whenever I want...” (Women FGD, Apongi Malo LSB, 2021).

“... Previously women did not own cattle let alone participate in cattle selling... These days, women in our group go to the market and trade cattle, which is a positive. We are grateful to ISSD for empowering our women...” (Male KII, Obang Ber LSB, 2021).

4.5.4 Increased voice of women and female youth

Findings indicate that the numerous gender-mainstreaming trainings increased women’s ability to speak in public. As a result, women were now more confident in voicing out their needs and interests as well as participating in decision making at household and group levels. Further, in all most all LSBs surveyed, women had taken up various leadership positions in different committees of the LSBs. Many of them had also ventured into running for elective politics and were holding various elective offices in their communities. During the interviews, both men and women farmers reported that a number of women had successfully participated in elective positions in their communities, and some had gone as far as district level.

“... Women now have a voice in their families, group, and community. They make decisions, and compete for leadership positions just like men...” (Male KII, Acan Pe Nyoye LSB, 2021)

4.5.5 Reduced Vulnerability of women

The study revealed that prior to the gender training; men thought that when women get more money than men, there was a likelihood of increased domestic violence. However, with the training of the GAL methodology, the men were trained that money earned by either men or women is for the entire family. Therefore, the GAL methodology helped to reduce incidences of domestic violence and so the likelihood of increasing overall vulnerability of women is less likely to happen as indicated in the quotation below:

4.5.6 Decision-making in QDS production, investment, marketing, and use of proceeds

During FGDs and KIIs, both men and women reported that they made joint decisions in QDS production. Decisions related to type and quantity of foundation seed to be purchased, nature, quantity, and source of agricultural inputs to be used, when to hire land and labor were reported as joint decisions by both men and women as illustrated by the quotation below;

“... During the gender mainstreaming trainings, ISSD trained us on the importance of planning jointly as a family... As such, whatever we do, we do as a family... even decisions on investment in QDS is done jointly...” (Women FGD, FARSON LSB, 2021).

The study revealed the following regarding the decision to expand or invest;

At household level: FGD results from the western region also revealed more evidence of joint decision making at household level, with several respondents noting that they were sensitized about women rights, which has transformed their perception about women.

For instance, one male respondent said:

“... me as a man, I bring a plan but we first agree with the woman. If she doesn't agree I don't go ahead.”

Other respondents also concurred that women these days are also given an opportunity to share their plans and ideas.

One male respondent said:

“in fact many a time women even bring better plans than us men”.

LSB level: the study revealed that at group level all, the individuals were involved in decision-making, everyone is given an opportunity to share their ideas and if the ideas were many, members casted a ballot to pick the most popular investment idea in the group.

4.5.7 Decision-making in QDS marketing access, market information

During interviews with both men and women in the study area, it was established that reproductive roles still limit the extent of participation of women in marketing activities. Despite that fact that there is some level of women involvement in QDS marketing, the men dominated QDS marketing because they had more resting time (less involved in household chores) that could be converted to marketing activities. Additionally, they have large social networks, which made it easy for them to get market information and connections/linkages. Moreover, in most areas, it is mostly men who own means of transport e.g. bicycle and motorcycles, which eased their mobility, compared to women. Although there are marketing committees at LSB levels composed of both men and women, the men still made most of the decisions, as they were more mobile and more connected.

For instance in one of the FGDs conducted in eastern Uganda, women are quoted as saying;

“...we have a marketing committee that is tasked with searching for the market. The committee chairperson is a man, and the vice chairperson is a woman. However, the man brings more market information because he is more mobile than the woman...” (Women FGD, Katwisanye LSB).

Similarly, in northern Uganda, one of the women respondents during an FGD reported that

“... After harvesting seed, I bring the harvested seed to show to my husband. Even at selling time, my husband is still in charge of looking for market and negotiating the price ...” (Women FGD, Pur-Enkwo LSB).

Similarly, FGDs conducted in Ankole and Kigezi regions with both men and women revealed that at household level, even if there was some consensus between men and women, the final stages of marketing e.g. weighing, transportation to the market, and actual selling were largely left to men. This could be partly because some of these activities involved traveling away from home, were laborious, and time consuming. Secondly, marketing is not a one-off activity so it required time and women, because of their other responsibilities at household level; did not have the luxury of the time.

4.5.8 Decision-making in use of proceeds from sale of QDS

During interviews, both men and women reported that they jointly decided on how to spend the proceeds they got from selling their QDS (Table 9).

One respondent from Kabale said:

“... we plan together and declare the money after sale, I bring the money. If I come across something nice I can buy then I explain to my husband how much I used and we plan for the remaining together”.

One of the key informants in northern Uganda noted

“...both men and women decide on how to use the money they get from selling their seed...” Similarly, in one of the FGDs with men, it reported that “...after selling seed, husband and wife together with their mature children sit on a round table and decide on how to spend the money (Men FGD, Okanyu-Can LSB, 2021).

These perceptions implied that there was increased joint decision-making on the use of proceeds from the sale of QDS at household level. This is another positive impact by the ISSD gender interventions as this was not the case before the interventions.

Table 9: Gender-based decision-making on different aspects of QDS Production

Aspect of QDS production	Frequency (%)			
	Women only	Men only	Women and men	Others**
Hired labor use	16 (13.2)	11 (9.1)	73 (60.3)	21 (17.4)
Foundation seed source	32 (17.1)	34 (18.2)	78 (41.7)	43 (23.0)
Owned land use	44 (25.1)	77 (44.0)	43 (24.6)	11 (6.3)
Extension/advisory services	31 (16.7)	27 (14.5)	52 (28.0)	84 (45.2)
Market information source	44 (23.7)	14 (7.5)	106 (57.0)	22 (11.8)
Other production inputs	53 (28.3)	50 (26.7)	84 (44.9)	-
Use of Proceeds from QDS sales	13 (7)	37 (20)	127 (68.6)	8 (4.3)

Others** = other family members who could be children, LSB trainers and other leaders

4.5.9 Capacity building benefits and reduced domestic violence

The FGD revealed that through the ISSD gender trainings women learnt they had a voice and they could use it to speak out issues, and that they could work together as women to bring about development amongst each other as well as within their families. This has led to improved self-confidence amongst women and many now believe that they are confident enough to bargain and determine the appropriate price of QDS. This implies that women farmers now get more income from the sale of produce than they used to get before they attended the ISSD Gender trainings. The survey further revealed that the gender training had contributed to reduced domestic violence and led to better understanding by men.

One woman respondent said:

“... in the past you would attend a training and in case it delays and you return home late the husband would think you are from doing prostitution because you have returned home late. Other women used to even be locked out of their homes. After the ISSD trainings on producing QDS women were able to also start producing QDS at family level and when the husbands saw the initial income from QDS they became keen and interested in production of QDS”.

The FGDs revealed that nowadays men never restrain women from attending ISSD trainings because they know that whatever they learnt would not only benefit the woman but also the man. Generally, there were lesser conflicts at home since the men also appreciated the positive impact of the trainings had

brought to the family in terms of increased income. The respondents also noted that they were taught about book keeping and hence could now track the investment and returns and use it to set price of QDS to realize a profit.

4.6 Gender Related Constraints to QDS Production and Marketing

- There was limited movement especially by women to look for a better market; hence, they ended up selling their seed to nearby markets at very low prices. The issue of side selling was worsened in LSBs that lacked a common seed store or where there was lack of a consistent market. During side selling, the price for QDS was determined by individual farmers (not groups) based on how urgently the farmer needed the proceeds from the sales. In one of the FGDs in eastern Uganda farmers said that;

"... during side selling, each farmer determines the price at which they sell their seed. This is normally based on how much they have invested in growing the seed and the prevailing price of grain... they normally put a small percentage on the current price of grain for example if grain is being sold at UGX 3000/=, then the farmer will sell his seed at UGX 4000/=..." (Male FGD, WASWAPA LSB)

"...not every farmer brings their seed to the joint store for bulking because sometimes we take long to sell the seed...Those in dire need of money sell individually..." (Male KII, Bataka tweyambe LSB).

- As much as women empowerment brought economic and social benefits at group, household and community, its benefits were misinterpreted to make women social misfits within their own communities for participating in roles that they did not do before.

Like one respondent revealed;

"Women are now so much empowered. In leadership, they are there, in businesses, they are there and even at home, they take decisions. Problem is that these empowered women will fail to get good husbands in future. Much as the women have been empowered, the men on the other hand have been left behind. They are in trading centers drinking and engaging in sports betting. So the more women become empowered, the harder it will be for them to get husbands that can much up to their status."

This quotation is a signal of risky outcome of women empowerment within the community and may have far reaching effects on other women and female youth who would have liked to participate in LSB activities.

- Within the LSBs, role sharing, joint planning and decision making were emphasized as part of the gender main streaming. While this was easier in situation where husband and wife were part of the LSB, the situation were aggravated where the woman and not her husband was a member of the LSB. The unlevelled ground at many time distorted the household dynamics when the woman endeavors to educate the spouse on aspects of gender.
- The crops that were grown within the local seed businesses where initially traditional food crops that women controlled for food security. The increasing importance of these crops within the seed business has attracted more men in the LSBs. While in the short-run LSBs are seen as platform for equal opportunities in the seed business, in the long-run, men are more likely to crowd out women and take up the business

“... Traditionally, growing of beans was meant for women mainly to provide sauce... Most of the land was then used for growing banana plantations and grazing with women only allowed to plant beans in the spaces. Beans were just a minor crop for household consumption... Since introduction of the QDS business, men than women have picked interest in the business ...” (Female KII, Ntungamo).

4.7 Other Challenges to QDS

4.7.1 *Challenges related to accessibility of foundation seed*

Key among the challenges farmers face in production and marketing of QDS were those related to accessibility of foundation seed. These included delays in getting foundation seed, high cost of foundation seed, and having to travel long distances to purchase foundation seed, which increases transportation costs and overall costs of foundation seed. During one of the FGDs with women in West Nile, one of the respondents is quoted as saying, “... members in our group mostly produce Sesame seed, which is usually planted in the second planting season... If we are to plant in time, we need to book our foundation seed early. However, there are times when we book early but the suppliers take long to supply us with foundation seed...” In Eastern Uganda, one male farmer during a focus group discussion noted; “...We can only access foundation seed for beans from Namulonge. You can imagine the transport we have to use to bring the foundation seed up to our village here... our suggestion is that if possible, the suppliers can find ways of bring the foundation seed nearer to the farmers to reduce on transport costs involved...”. Another key informant in Northern Uganda also indicated that; “... foundation seed is very expensive. For example we buy 1 Kg of foundation seed for Sesame is at UGX 10,000/= yet we need about 3kg of foundation seed to plant one acre. So if one is to plant ten acres, they have to part with over UGX 300,000/= just for seed alone...this makes it very expensive and actually due to lack of money, many farmers fail to expand their gardens even if they wanted to...”. In addition, some farmers indicated that at times the foundation seed is adulterated. They said that even after ordering for a particular variety, sometimes they receive bags of foundation seed where different varieties are mixed in the same bag.

4.7.2 *High cost of packaging materials*

Farmers also indicated that packaging materials for packing seed are very expensive. They further noted that they purchase these materials from Luuka Plastics Company in Kawempe, Kampala city. One of the key informants in Northern Uganda said “...we purchase packing materials from Luuka plastics in Kampala. This company has no outlet in our area so we have to travel all the way to Kampala to purchase the materials, which is quite costly in terms of transport. The cost of the packaging materials is also high. For example a bundle of packaging materials weighing 10kgs is at UGX 2,000,000/=. This is very expensive...”



Figure 12: Examples of packaging materials for QDS and a receipt from the supplier

4.7.3 Land Shortage

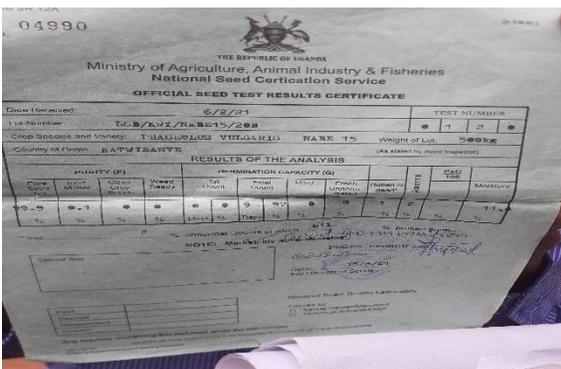
Shortage of land on which to grow QDS also emerged as one the challenges facing seed farmers in almost all the surveyed districts. For example, during focus group discussions with women farmers in eastern Uganda, it was noted that; “...In our area, land is very scarce so if one wants to have a sizeable garden of seed, they have to hire... at the moment, the cost of hiring land is between UGX 150,000 and 180,000/= per acre per season which is quite expensive... One may be interested in cultivating ten acres but without money for hiring, this becomes impossible...”

4.7.4 High Labor Requirement

Farmers reported that unlike their own home-saved seed, growing of QDS requires a lot of labor especially during spraying, fertilizer application, and sorting. Farmers indicated that sometimes they are forced to hire labor especially when family labor is not enough. Because of this, many farmers indicated that they are hesitant to expand their seed gardens because this would mean spending more on hiring labor to perform some of the QDS-related activities.

4.7.5 Delay in releasing seed test results certificates by the ministry

In all the areas visited, farmers noted that the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) takes long to issue them with certificates (see figure) showing that their seed has passed the seed test and is recommended for marketing as Quality Declared Seed (QDS).



One key informant in northern Uganda said that;

“...Sometimes it takes MAAIF 2-3 months before giving us the certificate... We cannot sell our seed unless we have the certificate that shows that we are certified seed producers... This is a big challenge to us because there are times when we have a market but because we have not received the QDS label, we miss out on the market as some buyers are not patient...”

Figure 13: MAAIF Seed Quality Certificate

4.7.6 Delays in seed garden inspections

Farmers further noted that sometimes the district agricultural officers (DAOs) take long to inspect their gardens. This makes them to miss timely technical information from the DAOs on how to improve the production of their seed.

4.8 Sustainability, Relevance and Efficiency of the GAL.

The section is built on the premises of key words in the sub-topics; i.e. sustainability, relevance and efficiency that are so intertwined and therefore inseparable. Sustainability is defined by Alonzi (n.d) as the ability of an organization to continue its mission or program far into the future. While “*Your Dictionary*” defines relevance as how appropriate something is to what is being done or said at the time. “*Investopedia*” on the other hand defines efficiency as the fundamental reduction in the amount of wasted resources that are used to produce a given number of goods or services or output. It is assumed that project outcomes cannot be sustainable unless the project intervention is relevant in the eyes of the beneficiaries and uses the limited resources efficiently. The section uses the following sub-themes to bring out to the salient features of the key words.

4.8.1 Focus on Market Driven Informal Seed Systems

ISSD built its gender mainstreaming action within the context of major food and cash crops that met multiple goals simultaneously for a resource poor. The focus on seemingly “neglected” crops in the formal seed systems was an innovative mechanism that enabled ISSD to build its own local seed businesses in different parts of Uganda. Given the relevance of these informal seed systems to livelihood of the resource poor, ISSD is recognized for its plans and processes that identified gender issues as key challenges that constrained the growth of the local seed business. The GALs approach and its constituents (empowerment, decision making and role sharing between men and women) in one way or another have exposed men and women to better opportunities of increase quality declared seed and ultimately more income.

“... we learnt how to grow quality declared seed from ISSD and also how to manage our seed businesses... we also learnt the importance of joint planning and decision-making between men and women in seed businesses. We know that joint planning and decision making is also relevant in other farm enterprises. (Women FGD, Kasese, 2021). So even when ISSD closes its activities, we can still continue with our seed business because we have the knowledge and know how to work as a family”

From the above quote, it is evident that gender mainstreaming is a cross-cutting issue at all the different nodes (production, harvesting, post-harvesting and marketing) of the QDS value chain. The relevance of the project and its gender training to increase participation of and benefits to target farmers as the glue for the various aspects of the project enabling beneficiaries as it was established that ‘healthy’ [gender balanced] households were also performing well in the QDS business.....

Like one respondent said:

“ISSD introduced a good project that increased the joint decision making between husband and wife on the sharing of proceeds from QDS sales. We see women as equal partners in the production of important and relevant crops in our cropping system.”

Today the GAL is an institutionalized learning approach among the different LSBs and we see these approaches being adapted by other organizations at community level (the local government, non-governmental organizations, churches, schools) to improve their working relationships with the beneficiaries.

Another respondent had this to say:

“Gender inclusiveness has become part and parcel of our group constitution. Local governments sometimes call us to teach in their programs about how men and women should work together. In schools and churches we also talk about joint planning and role sharing among the different members within the households for harmony.”

4.8.2 Gender Champions as Trainers of Trainers

The GALS methodology focused on building gender relationship to facilitate and tap into the available resources of both men and women to boost the local seed business through increased production of QDS. The GALS methodology used a Training of Trainer (ToT) Approach to train and coach gender champions on the use of different tools to unearth the gender disparities within LSBs and create a conducive environment for equitable participation of both men and women in seed business. The ToT approach brings on board both the aspects of efficiency and sustainability. Efficiency in such a way that ISSD reduced on the huge costs of training individual farmers at different venues to receive the same training. With the gender champions as “residents” within the group, they provide a critical interface with the farmers and can therefore roll out the relevant training to the farmer at a reduced cost. It is also obvious that with gender champions as part of the group membership creates a sustainable learning culture within the groups where members can be followed up and gender issues echoed routinely whenever the group members meet or recruit new person.

“As a way of ensuring sustainability, gender champions have extended the gender trainings beyond the LSBs to reach other groups within the communities. Besides, the trained farmers have been encouraged to train other members of their families and engage them; meaning that if the household head is away from home someone else in the home can do QDS production thus keeping LSB activities going on.”

“Our gender champions are our role models within the LSBs because they teach us on equal opportunities and role sharing for men and women in the seed business. When we learn, we also teach others on these aspects of equalities and therefore extend the message beyond our LSBs.”

“ISSD taught local people from within the group on joint decision making for men and women. These people then became our teachers and we are encouraged to learn since we are learning from our own people who are like us. We can freely express ourselves for we trust these people.”

One gender champion vividly said;

“The GAL has been a good sustainability enabler which will go a long way in sustaining the positive impacts of the Gender mainstreaming project to even members outside the LSBs. They preach the gospel of gender to other members and other members are inspired by the positive impacts.”

4.8.3 Leadership and Women Empowerment

In most patriarchal societies, gender disparities exist in terms of power imbalances in decision making within groups and households. While this is true, women are the most disadvantaged and therefore withdraw their potential contribution and curtail productivity. The gender mainstreaming intervention is recognized for its affirmative action on fixed leadership positions of women within the LSBs. With women as part of the leadership breaks the stereotyping in communities that they cannot be leaders. It is acknowledged within groups that women leaders can plan better and are more trusted than men and so

cannot easily divert group resources. Because of those attributes, women are elected as leaders in the most sensitive position i.e. the chairperson and treasurer and this as a result boosts their communication skills, confidence that even spill over to the households and the general communities. Again, women leaders serve as role models to other women who also then recognize their potential as leaders in the household. So we see more women negotiating for resource use with their spouse; we see them in joint planning for household resources, we see them participating in activities that were initially labelled as men activities (buying household assets, paying school fees, buying food items..). Such empowerment strategies within households creates harmony and happiness for the different family members and also give this recognition that women are partners in decision making and joint planning at household level and this guarantee sustainability of the seed business. Here are some quotes to justify the above.

“I used to spend the money without consulting my wife since I thought I was the chief planner for the home. After the gender training, I realised the resources belonged to a home (wife, husband and children) and not an individual. I now plan with my wife on how to use the money generated from the seed business but also other income generating activities. My wife is the home treasurer because she kept our money so well and cannot divert into unnecessarily expenditure”

“Women were not believing in themselves, but these days because of the gender trainings, they can now voice their opinions in public meeting, participate in activities that they were not confident about in the past”.

“It also perceived by some men that women have reached the level of men they used to fear sitting in the same space as men. One male respondent said: “... now women can be part of our committee meetings voicing out their opinions and with confidence to take part.”

“Because women jointly plan with their husband for the income generated from the seed business, women also negotiate for money to be spent on person effects that improve their self-images. Women now dress better, can go to markets and buy themselves vaseline, shoes, hair oil...and therefore become admirable role models within the community.”

“During the rainy season, the husband, wife and children are busy participating in the different activities of the seed business. Since the activities of the local seed business are so involving and have busy schedules for entire family, men have little time for leisure and this has therefore reduced alcoholism and gender violence within the household”.

4.8.4 Networks and Partnerships

Women have limited mobility and this therefore constrains the access and availability of good quality found seed. ISSD through its networks with national research institutions have connected the LSBs to the national institutes where seed can be obtained in a more organized group approach. The group members order for their own seed and organize its delivery to the group venue. LSB members including women can access seed at group level and in this way sustain the production of quality declared seed. Apart from seed, ISSD also has its LSBs nationwide and has network these LSBs in search way that they can share market information. We therefore see women using these networks to get better payment for their seed.

5. Conclusions and Recommendations

5.1 Conclusion

Viable local seed businesses were built on the premises that both men and women recognize each other as equal partners in the seed business. It is evident that the local seed businesses operated in a patriarchal environment where there was differential access and control of production resource and women were the most disadvantaged group. However, LSBs provided space that brought together different categories of people who shared a common goal and pursued a shared vision. This therefore demystified the gender stereotypes that tagged access and control of resources to the sex of the individual. While this is true, LSBs, as business entities were endowed with wide range of production resources including productive resources, physical assets and social capital. All these resources were fundamental in promoting the growth and sustainability of viable seed businesses where both men and women had equal opportunities of being seed entrepreneurs. The success of the LSBs however was enhanced by the joint planning and shared roles among men and women members at both group and household levels as stipulated by the GALS methodology. The GALS methodology adopted by ISSD Plus project was a relevant capacity building approach that engendered the local seed business and produced positive impacts in all the project implementation areas. The gender mainstreaming intervention was highly appreciated for its training of gender champions who ensured the sustainable use of the principles of GALS even after the ISSD Plus project closed. The men and women gender champions were particularly trained by ISSD and tasked with the role of driving and advocating for gender change in their groups, as well as communities. Across the study area, there were numerous testimonies indicating that the gender champions had extended gender trainings beyond their groups to reach out to other groups within their communities. Gender trainings also impacted decision making at household and group level and encouraged more role sharing between men and women which translated into higher production of QDS.

Gender mainstreaming trainings and practices within the LSBs and individual households involved in QDS have reduced gender-based disparities in terms of labour and role sharing, decision-making, power and voice. In particular, more women are now getting their voices through and are more empowered to participate in decision making at household level and at LSB level while others are actively involved in community leadership. This is a great stride in the right direction because it implies that women's voices, opinions and intellect are more integrated into community development projects and that women are no longer considered passive contributors in their homes and community. There has also been other spinoff benefits from gender mainstreaming trainings such as more functional families where a man and woman dialogue, plan and make household decisions together thus resulting into healthy relationships that breath more life into the QDS business through cooperation, role division and equitable role sharing. It was further established that there is increased economic empowerment of women and female youth as a result of their engaging in the production and sale of QDS. Women reported that they earn an income from the sale of their QDS which enables them to contribute more to household income and expenditure. As a result, women now have a more enhanced economic and social status at household, group, and community level than before.

5.2 Recommendation

It is evident that local seed businesses are engendered through the GALS capacity building approach of ISSD. Building on existing structures (gender champions), knowledge, networks and resources left behind within LSBs and their community, Local NGOs and Local Government (through the DAOs and DPOs) should build on from here and take up the responsibility of continued nurturing and support of the LSBs within their administrative and logistical jurisdiction and also integrate their activities into their strategic plans. For instance, the districts and local government could use the newly open window program “the Parish Development Model” to provide sustainability and functionality of the LSBs within their administrative boundaries.

To increase participation and balance the scale of production of local seed among the different gender categories, there is need to support easy access to credit by women and youth who are less endowed with assets as this limits their level of access under the current collateral arrangements for accessing credit by most financial institutions. Credit institutions tend to offer one size fits all conditions, and this practice locks out the resource poor in society such women and youth. To this end, there is need more advocacy, lobbying of financial, and credit institutions to offer Women and Youth a special window/opportunity for accessing credit facilities based on requirements that are more flexible. Meanwhile, future projects should consider prepaid loan facilities that resource poor women and youth involved in QDS can pay back through their seed production quarters. In the end, this will create a larger impact given that these two categories of gender have more difficulty accessing credit than their male counterparts.

Though the mainstreaming gender learning approach stipulates joint planning and roles sharing, it must be incorporate within the context of initiatives or value chains that are relevant to the beneficiaries. ISSD used the context of local seed businesses for priority food and cash crop to drive the gender agenda, other institutions that intend to scale out the use of the GALS approach to tackle gender challenges and disparity should implement the same in ventures that provide food and economic security for the beneficiaries.

Local seed businesses provide an example of a successful smallholder business model with established networks and linkages to other entities. The success of the businesses were anchored in their most critical resource, the gender champions who worked as gender trainers and counsellors of seed farmers on a day to day basis. This kind of resource should be incentivized and or utilized by other governmental and non-governmental organization to leverage the emerging gender gaps and disparity in their development ventures.

6. General observations from Case Stories

- The impact of the gender trainings extended beyond the households (typology I) to other LSB members within the group. For instance, there was limited engagement of women in-group trainings due to failure by most women to receive permission from their husbands. However, this has reportedly changed with a new trend of more women engaged in the trainings together with their husbands.
- Due to the trainings, there is an increase in the level of savings from seed sales and this has enabled women to pay school fees for their children and meet other scholastic items without waiting for their husbands. Similarly, there is joint decision making on the type of crops to plant basing on existing resources such as land and capital.
- Women are now involved in marketing activities which has increased transparency in the household regarding financial management.
- There is also sharing of labour in certain activities, which has reduced drudgery especially for the labour-intensive activities like ploughing, planting, weed and spraying. This has consequently reduced on the gender inequity where men and women perform roles they are best at. In addition, women whose husbands are not members of the LSB are also involved in the production of Quality Declared Seed, which is a spillover effect of the gender trainings.
- Within the community, the gender training has melted down social and culture barriers to equitable division of labour between man and women and paved way for more role sharing by in previously unfamiliar domains. . For instance, by traditional and culture attribution, roles such as nursing children, cooking and fetching water were considered as women activities but currently after gender mainstreaming trainings the men are gradually being engaged in caring for children, fetching water and sometimes participating in cooking. These initiatives have brought men closer to their children whilst freeing up some time for women that is channeled to participation in more QDS activities”.

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8. Annexes

Annex 1: Case stories Guide

Look out for and document key examples of women and youths whose lives have changed because of the gender mainstreaming support from the project. In addition, get perceptions from key stakeholders on the plausible impact of ISSD project interventions.

Guiding Questions to the target respondents

- Compared to the situation before ISSD intervention and now, what has changed regarding your seed business? What skills have you gained and how have they helped you to transform your seed business in terms of quality and quantity and profits?
- How has your participation in the ISSD project benefitted you at household level? (role sharing in seed production, profit inflow/sharing of proceeds, contribution to household income, child education/health, etc.)

Annex 2: Case Stories Consent Form

I contact number hereby consent that the materials including my photos, information and any other provided during this discussion shall be used for ISSD Publications and knowledge sharing platforms.

Signed by

.....
.....

**Respondent
(Enumerator)**

Witness of the consent

Annex 3: Case stories

“QDS is my life savior”

Jackie Atino is a 34-year-old resident of Te-abolo village, Bala subcounty, Kole district. Jackie said: “before engaging in local seed business, I used to grow maize and beans under contract farming arrangements with Feed the Future. She joined QDS business in 2016 after receiving training from ISSD. After joining QDS growing she realized that using QDS as foundation seed gave higher yields with ready market. Jackie is quoted saying that ...*“joining the QDS business was a life savior because it drastically increased my yield and income. For instance, after receiving training from ISSD, I ventured into production of soybean seed starting with 0.5 acres of land from which I harvested 400kg which had never when I was a contract farmer growing maize”*. Having got that much from just half an acre I decided to increase production from 0.5 acres to 4 acres. I planted two varieties of soybean that is MAKSOY 3N in the first 2 acres and MAKSOY 6N in the other 2 acres. From the 4 acres, I harvested 22 bags of MAKSOY 3N and 17 bags of MAKSOY 6N, which I sold and happily got a revenue of 13,650,000 Uganda shillings. I then used 4 Million of the sales to buy a piece of land in Te-Abolo trading center. I have also managed to educate my children using the proceeds from the sale of seed. My future plan is to continue with the seed business, while saving the proceeds slowly to enable me build a permanent house in my newly acquired piece of land”.



Jackie standing in the piece of land she bought in Te-Abolo trading center

“Gender training Increased role sharing and joint planning among men and women”

Boniface is a 36-year-old resident of Abolet village, Itek subcounty in Lira district. He is a cassava seed producer, currently growing NASE 14 and NAROCAS 1 cassava varieties. He is a gender champion in his LSB group called ‘Oryem-can widows and orphans care’ and according to him the gender mainstreaming training has resulted into positive impacts at household level, within the LSB and in the community. For instance, Boniface said, “previously, I could not allow my wife to access big loans meant for huge development projects such as construction of buildings but in 2019 after the gender training we agreed that she borrows 2.5 million shillings to expand our commercial building from two to three rooms”.



Boniface standing in front his shop with a newly added room at Abolet village

Before the gender training he could plant 2-3 acres of cassava but has expanded this to 15 acres after making a decision with his wife to increase production. When asked about his experience with the gender training, Boniface said that there is an improvement in the decision-making process in the household currently. Worth noting is that Boniface affirmed the increased participation of men in QDS production activities such as weeding which were traditionally considered to be women activities. Boniface further said: “now we help our wives to weed the garden because row planting has eased the weeding”. Similarly, as a gender champion he testifies how there have been positive impacts within the community following gender training in the production of QDS. Boniface noted: “...because of the ISSD gender training there is increased role sharing between men and women in farm activities such as planting, threshing and sorting where men are more engaged in earlier women-dominated activities”. Additionally, the gender training has stimulated increased participation of women in leadership positions within the community such as churches but also in the LSBs where the mobiliser and vice chairperson are female. He further highlighted with happiness that the QDS business and gender training have enabled members to upgrade from grass thatched houses to more permanent houses.

“QDS and gender trainings diversifies income and rekindles marital relations”

Ms. Kabatoro Annet is 36 years old, married, and hails from Mugusu village in Kabarole District. She is the chairperson of Kibedi farmer group which was started in 2017 and is composed of 15 active members involved quality declared bean seed production. In addition to each individual growing QDS on their own land, the group has also rented 10 acres of land on which they grow QDS as a group. When asked about how ISSD gender interventions have impacted her life, Annet testified that; “I am a living example of how ISSD gender training and the QDS business has uplifted women in our area. In our group, 4 women hold positions on the executive committee of the group. Before joining the seed business, I was growing food for home consumption and was running a small grocery shop by the roadside en route from Fort Portal to Bundibujjo. After joining the group and receiving trainings from ISSD on seed production and gender, my way of doing business changed. I requested my husband for permission to use our family land to grow bean seed which he granted and progressively allowed me to use more land to grow bean seed. At the moment, I am a well-respected member in our LSB and was elected as the chairperson because of my hard work and commitment in the seed business. Using the proceeds I get from selling bean seed, I have managed to invest in rearing high breed pigs (Penelope long back). Now I own 10 mature pigs. Due to my success in the piggery business, fellow group members requested to join me in the business and we rear pigs together. They stocked the same breed, contributed to the pig house expansion and together we hired a man who permanently stays at the pig farm and takes care of the pigs. We now have 20 mature pigs and 15 piglets after selling some piglets to other farmers outside the LSB. We use the manure from the pig house as fertilizer in our bean seed gardens. We have also received support from the local extension officer to start organic apple and vegetable growing.



(A) Annet’s modern hanging vegetable garden (B) Annet’s Piggery Farm started with QDS proceeds

When asked about her future target, Annet said; “My husband and I are intensifying both piggery and seed business with a target of buying a plot of land in a township and construct a commercial house. After the gender training, I have learnt to share roles and support my husband at home in terms of contribution to school fees and other household requirements”.

When asked about the impact of the gender training on her life and family matters, Annet testified that; “Before participating in gender trainings, I would not take disagreements with my husband lightly. There was always strife between us. However, after the trainings, I now listen and apologise to my husband, and when I earn some money, I tell my husband. Because of this open communication, my relationship with my husband has greatly improved!”

QDS and gender trainings empower women

“My name is Tukahirwa Kedress, I am 46 years old and married. I live in Kacerere village, Ntungamo District. I am the chairperson of Bikonoka Bahingi Tweimukye farmers’ group, and in this LSB group we grow beans for seed. As a group, we hired about 10 acres of land from our local church here in Bikonoka. On this land we we pool labour and grow bean seed. However, we have some members who still grow seed on their individual plots in addition to the joint group garden. Personally, I am a living example of how ISSD gender trainings and the QDS business has uplifted women in our area. In our group, I serve on the executive committee together with 4 other women, which was not the situation before receiving trainings from ISSD. Before I joined the group, I was growing beans mainly for home consumption, but was trading banana plantains (*matooke*) as a side business. After joining the group and receiving trainings from ISSD, my way of farming and doing business greatly changed in that I am now more market oriented when doing farming. From selling bean seed, I have managed to get profits, which I use, for hiring more land for cultivation. I have also bought half an acre of banana plantation in my village. In future, I plan to acquire more land to grow seed and perhaps build a better house and run a small business in Kacerere town. I have championed gender training to fellow farmers, which has helped me to better understand my roles as a woman in a household and society.

I thank ISSD for uplifting women’s knowledge in farming especially by introducing line planting of beans and supplying us with quality foundation seed. As women, we are now employed in the bean seed business more than men who are mainly into banana plantations and animal rearing. The ISSD interventions have also boosted our incomes and given us a new status in our homes and the community, especially in polygamous homes where women are valued for what they contribute in the home. Women now contribute to educating their children which was in the past perceived as role for men due to lack of income by the women”.



Ms. Kedress posing in her row- planted bean seed garden.

Annex 4: Survey Tool for Gender Mainstreaming Assessment

Before beginning the interview, read out the following paragraph and ensure that the respondent understands before asking for consent.

We are a team of Consultants conducting a gender assessment study on behalf of ISSD aimed at establishing the changes that have resulted from the various gender mainstreaming efforts. The consultancy will specifically examine aspects related to relevance, effectiveness, impact, sustainability, challenges, opportunities and lessons learnt, and practices (case stories) of the project process.

You have been selected to participate in this study because of your prior involvement in Quality Declared Seed (QDS) and Local Seed Business (LSB) activities and also because your group have previously received ISSD support. Your name will not appear in any data that is made publicly available. The information you provide will be kept with utmost confidentiality. Your time and effort in answering these questions is highly appreciated.

SECTION 1.0: INTERVIEWER AND SUPERVISOR INFORMATION

1.1 Questionnaire ID

1.2 Site ID

1. North
2. West Nile
3. East
4. South West (Ankole)
5. South Western highlands (Kigezi)
6. Western Highlands (Rwenzori)

1.3 Date of Interview (dd/mm/yyyy):

~~/~~ _____

1.4 Name of Enumerator:

~~/~~ _____

1.5 Questionnaire checked by:

~~/~~ _____

1.6 Has consent been given? (01= Yes, 00= No)

[__ __]

SECTION 2: LOCATION DATA

2.1 District ~~/~~ _____

2.2 Subcounty ~~/~~ _____

2.3 Parish _____

2.4 Village _____

SECTION 2 A: SOCIO-DEMOGRAPHICS (POWER/AGENCY INDICATORS)

2.5 Respondent's Name: _____

2.7 Name of LSB to which respondent belongs _____ (auto picked by enumerator)

2.7 Class of LSB (filled directly by enumerator) _____ (A,B,C+) I don't know

2.8 What is the main crop you involved in the production of QDS: _____

2.9 What factors do you consider in selecting crop, variety and quantity of foundation seed to produce? [**Tick all that apply**]

- 1. High yielding []
- 2. Availability of ready market []
- 3. Maturity Period []
- 4. Germination rate []
- 5. Group Decision []
- 6. Taste []
- 7. Colour []
- 8. Soil Type []
- 9. Other specify

2.10 Telephone number of respondent: _____

2.11 Age of the Respondent years old (complete year)

2.12 Sex of respondent:

- 1. Female []
- 2. Male []

2.13 Marital status of respondent

- 10. Married []
- 11. Single []
- 12. Widowed []
- 13. Divorced/separated []

2.14 Relationship to Household head

- 1. Household head []
- 2. Spouse []
- 3. Child of household head []
- 4. Relative but not child []
- 5. Employee to Household head []

2.15 Current size of farmer’s household (give the number)

- 1. Below 15 years
- 2. Above 60 years.....

2.16 Household type

- 1. Male headed, with a wife or wives, []
- 2. Male headed, divorced, single or widowed, []
- 3. Female headed, divorced, single or widowed, []
- 4. Child headed (age 16 or under)/Orphan []
- 5. Other, specify[]

2.17 Highest class of formal education reached [years of formal education]

2.18 Mention the type of businesses you are involved in order of priority starting with the main source of income

- 1. Seed Business []
- 2. Salaried employee []
- 3. Owned business other than seed business []
- 4. Other Farming enterprise [] please specify
- 5. Other (specify).....

2.19 What proportion of your income is contributed by the seed business?

SECTION 3: DIVISION OF LABOUR IN SEED BUSINESS

3.1 What is the source of labour you use in: (tick all that apply)

i) Producing QDS?

- 1. Family labour only []
- 2. Hired labour only []
- 3. Both family and hired labour []
- 4. Pooled labour by group members []
- 5. Others specify []

ii) Marketing QDS?

- 1. Family labour only []
- 2. Hired labor only []
- 3. Both family and hired labour []
- 4. Pooled labour by group members []
- 5. Others specify []

3.2. If hired labour is used, who makes the decision to hire in the QDS production? (Tick all that apply)

1. Wife []
2. Husband []
3. Child []
4. Wife and husband jointly []
5. Others specify []

3.3 For each of the following agronomic-related activities in the QDS production cycle indicate the type of family labor used and the percentage involvement

Activities	Tick all that apply			Percentage involvement		
	Men	Women	Youth	Men	Women	Youth
Field or site selection						
Land clearing						
Ploughing						
Foundation Seed acquisition						
Planting						
Fertilizer application						
Weeding						
Rouging						
Spraying						
Harvesting						

3.4 Which of the following post-harvest handling related activities are you involved in the QDS value chain?

Activities	Tick all that apply			Percentage involvement		
	Men	Women	Youth	Men	Women	Youth
Transportation from the field						
Drying						
Threshing						
Winnowing						
Seed sorting and grading						
Bagging and Storage						
Seed treatment						

3.5 Which of the following marketing related activities are you involved in the QDS value chain? (Tick all that apply)

Activities	Tick all that apply	Percentage involvement
QDS packaging and Labelling		
Transportation to the market		
Price determination		

SECTION 4: ACCESS AND CONTROL OF RESOURCES

4.1 How much foundation seed do you have access to for growing QDS?[kgs]

- 1. All that I need []
- 2. Relatively less than I need []
- 3. Much less than I need []

4.2 Are you a member of a Village Savings and Loan Associations (VSLAs)?

- 1 Yes []
- 2 No []

4.3 How much credit/finance do you have access to for growing QDS?..... [Ug.shs]

- 1. All that I need []
- 2. Relatively less than I need []
- 3. much less than I need []

4.4 Which of the following resources do you access in production of QDS (tick all that apply)

- 1. Extension and advisory services []
- 2. Farm tools (e.g., cutters, hoes, etc.) []
- 3. Agro-inputs (e.g. seed, fertilizer, chemicals, etc.) []
- 4. Transport (e.g. ox-cart, bicycle, motorcycle, vehicle) []
- 5. Market information []
- 6. Labour []
- 7. Other (Specify)

4.5 How much land do you have access to for growing QDS?(acres)

4.6 Is the land you have access to sufficient for growing QDS??

- 1. Yes []
- 2. No []

4.7 Of the land accessed, how much do you own as a family (in acres)?

- 1. All []
- 2. Half []
- 3. A quarter []
- 4. None []

4.8 Of the land that you own, is the decision to use it completely up to you?

- 1. Yes []
- 2. No []

4.9 If no, who completely decides on how to use the land you own?

- 1. Household head []
- 2. Spouse []
- 3. Child of household head []

- 4. Relative but not child []
- 5. Other (specify)..... []

4.10 Of that land (in acres) how much do you hire/rent in?

- 1. All []
- 2. Half []
- 3. A quarter []
- 4. None []

4.11 Of the land that you hire/rent in, is the decision to use it completely up to you?

- 1. Yes []
- 2. No []

4.12 If decision is not completely up to you, who has the final say on use of this hired land?.....

- 1. Household head []
- 2. Spouse []
- 3. Both household head & spouse []
- 4. Child of household head []
- 5. Relative but not child []
- 6. Other (specify)..... []

4.13 Of that land (in acres) how much do you borrow?

- 1. All []
- 2. Half []
- 3. A quarter []
- 4. None []

4.14 Of the land that you borrow, is the decision to use it completely up to you?

- 1. Yes []
- 2. No []

4.15 If decision is not completely up to you, who has the final say on use of this borrowed land?.....

- 1. Household head []
- 2. Spouse []
- 3. Both household head & spouse []
- 4. Child of household head []
- 5. Relative but not child []
- 6. Other (specify)..... []

4.16 Where do you usually buy your Foundation seed for the seed business from?

- 1. NARO
- 2. ZARDIs centers
- 3. Other LSBs
- 4. NGOs/projects that support us (specify)
- 5. Others specific.....

4.17 Is the decision to source foundation seed in regard to type of crop, variety and quantity completely up to you?

- 1. Yes []
- 2. No []

4.18 If **NO**, who completely decides on the type of crop, variety and quantity of foundation seed that you to use?

- 1. Household head []
- 2. Spouse []
- 3. Both household head & spouse []
- 4. Child of household head []
- 5. Relative but not child []
- 6. LSB trainers []
- 7. Other (specify)..... []

4.19 What is the source of extension services you use in producing and marketing QDS? **[Tick all that apply]**

- 1. Government []
- 2. ISSD []
- 3. LSB trainers []
- 4. LSB marketing committee []
- 5. Academia []
- 6. Private seed company
- 7. NARO []
- 8. NGOs (Specify)
- 9. Other (specify)

4.20 Is the decision on the type of extension services to be used completely up to you?

- 1. Yes []
- 2. No []

4.21 If **NO**, who makes the choice for extension service provider?

- 1. Household head []
- 2. Spouse []
- 3. Both household head & spouse []
- 4. Child of household head []
- 5. Relative but not child
- 6. ISSD []
- 7. LSB leaders []
- 8. Other (specify).....

4.22 Is the available or accessible extension service sufficient to offer all needed information for QDS production and marketing?

1. Yes []
2. No []

4.23 What is the source of finances you use in QDS production:

1. Personal savings []
2. Credit []
3. Remittances []
4. Gift money []
5. Government
6. LSB resource mobilization strategies (seed box or commissions on QDS sold in previous season)
7. Other (specify) []

4.24 What is the source of finances you use in Marketing QDS?

1. Personal savings []
2. Credit []
3. Remittances []
4. Gift money []
5. Government projects
6. Other (specify) []

4.25 What is the source of credit you use in QDS production:

1. Commercial Bank []
2. Micro finance []
3. Village Savings and Loans Associations (VSLAs)
4. SACCO
5. NGOs (Specify)[]
6. Government projects
7. Other (specify)[]

4.26 What are the different sources of QDS market information?

1. Fellow farmers in the LSB group []
2. Agricultural extension officers []
3. District Agricultural Officers []
4. ISSD project staff []
5. Seed companies []
6. NAADS/OWC []
7. Government []
8. LSB trainers []
9. Private seed company []
10. Other (specify)

4.27 Who decides on the source of QDS market information?

1. Household head []
2. Spouse []
3. Both household head & spouse []
4. Child of household head []
5. Relative but not child []

6. Other (specify)..... []

4.28 What are the main inputs that you use in production of QDS?

1. Fertilizers []
2. Pesticides []
3. Herbicides []
4. Seed treatment chemicals []
5. Tools []
6. Equipment [watering cans, spraying pumps, seed storage bags etc]
7. Others specify.....

4.29 Where do you get your inputs for this seed business/QDS production from?

1. Agro-input dealers/stockists []
2. Seed companies []
3. Fellow farmers []
4. Agriculturally based NGOs/CBOs []
5. District Production Office []
6. LSBs and Associations []
7. Others specific.....

4.30 Is the decision to source inputs in regard to type and quantity completely up to you?

1. Yes []
2. No []

4.31 If **NO**, who completely decides on the type and quantity of inputs that you use on the land you own?

1. Household head []
2. Spouse []
3. Both household head & spouse []
4. Child of household head []
5. Relative but not child []
6. Other (specify)..... []

4.32 Do you get all the inputs needed for QDS production?

1. Yes []
2. No []

SECTION 5: CONSTRAINTS IN QDS PRODUCTION AND MARKETING

5.1 What are the major hindrances to your successful participation in: **(Tick whatever apply)**

i) QDS production

1. Traditional /cultural beliefs
2. Unreliable supply of foundation seed
3. Limited access to land

4. Limited access to agro-inputs and chemicals
5. Business standards and regulations in QDS production are too strict
6. Limited knowledge and skills in QDS production
7. Limited business knowledge
8. Limited storage and preservation facilities
9. Limited capital
10. Limited time
11. Limited access to inputs needed for QDS production?
12. Limited access to credit services
13. Limited access to labor
14. QDS farmers take extra care in most activities making work harder
15. Lack of transport facilities
16. Challenges in LSB leadership
17. Other (specify).....

ii) QDS marketing

1. Traditional /cultural beliefs
2. Unreliable supply of inputs e.g., fertilizers, herbicides, etc.
3. Business standards and regulations in QDS marketing are too strict
4. Limited knowledge and skills in marketing
5. Limited business knowledge/market information
6. Limited storage and preservation facilities
7. Limited capital
8. Limited time
9. Lack of transport facilities
10. Limited access to credit services
11. QDS marketing activities such as weighing large quantities of seed in preparation for sale is hard for females (resulting into drudgery)
12. Low bargaining power as compared to men
13. Other (specify)..... []

Section 6: Decisions around use of proceeds from the QDS business

6.1 Who decides on the use of proceeds from the QDS business?

- | | |
|---------------------------------|---------|
| 1. Household head | [] |
| 2. Spouse | [] |
| 3. Both household head & spouse | [] |
| 4. Child of household head | [] |
| 5. Relative but not child | [] |
| 6. Other (specify)..... | [] |

6.2 Do women have a share of the proceeds from the QDS business?

- | | |
|--------|---------|
| 1. Yes | [] |
| 2. No | [] |

6.3 Do you have the right to utilize proceeds from the QDS business?

1. No, my husband takes all or most of it as he decides []
2. No, my wife takes all or most of it as she decides []
3. Yes, I have the right to using all the proceeds []
4. Yes, a proportion of the proceeds as decided by me []
5. Yes, a proportion of the proceeds as agreed upon with my husband []
6. Yes, a proportion of the proceeds as agreed upon with my wife []

Section 7: Capacity Building, and Improved Confidence

7.1 How do you rate your level of confidence to participate/contribute to LSB activities without fear especially for cases where group has both men and women (compare to before you started LSB work)?

1. More confident these days []
2. As confident as I was before []
3. Still not as confident in myself []
4. Other changes related to improved confidence specify

7.2 How do you rate your level of confidence at household regarding contributing ideas and taking LSB decisions at household level (compare to before you started LSB work)?

1. More confident these days []
2. As confident as I was before []
3. Still not as confident in myself []
4. Other changes related to improved confidence specify

7.3 How do you rate the timing set for capacity building trainings for LSBs?

1. Very convenient []
2. Inappropriate, coincides with household chores []
3. Other Specify

7.4 How do you rate convenience of LSB training locations?

1. Very far []
2. Accessible []
3. Other Specify

7.5 How do you rate convenience of length of trainings?

1. Too long []
2. Enough []
3. Too short []
4. Other Specify

7.6 How do you rate convenience of the training methods used?

1. Difficult to understand []

2. Easy to understand []

Section 8: Changes in Relationships in households and community attributed to gender project

8.1 Are there any positive impacts in your household as a result of the ISSD gender support provided?

1. Yes []
2. No []

8.2 If YES, what positive impacts have you registered in your household regarding the relationship between husband and wife or attitude towards each other? **[Tick whatever apply]**

1. Joint planning and decision making []
2. Increased sharing of workload []
3. Increased transparency in household []
4. Higher production, income and savings []
5. Less gender-based violence []
6. Increased voice of women at household level []
7. Better living standards (basic needs) []
8. Increased respect for each other's' contribution to household needs []
9. Other specify

8.3 Are there any positive impacts in your community and LSB a result of the ISSD gender support provided?

- Yes..... []
No..... []

8.4 If YES, what positive impacts have you registered in your LSB and community regarding confidence and involvement in leadership? **[Tick whatever apply]**

1. More women and youth have taken up positions of responsibility in LSBs and the community []
2. More women and youth have power to decide on issues in the LSB
3. More women and youth now can start LSB tasks on their own at LSB []
4. More women now can express positive attitude in starting and managing seed production activities []
5. More women and youth believe that the decision to start and manage LSBs is completely up to them.
6. Increased voice of women at LSB and community level []
7. More women are active in seed production activities within LSB []
8. Increased group cohesion/collaboration because of gender mainstreaming []
9. More community projects have been set up to support women
- 10.Reduced violence at household level []
- 11.Increased participation in family decision making (production decision, resource use, use of income generated, etc.) []
12. Increase equity in sharing family responsibilities/chores []
13. Reduced access to credit services by women and youth []
14. Reduced participation of women/youth in income generating enterprises in the family []
- 15.Other specify

8.5 Are there any negative impacts from the ISSD gender support at household level?

1. Yes []
2. No []

8.6 If **YES**, what negative impacts have you registered in your household as a result of the gender project intervention? [tick whatever apply]

1. Women are more disrespectful because of gender teachings and getting more money []
2. Husbands have developed undesirable habits because of getting more money []
3. Stigma for men and children from homes where the gender approach is practiced []
4. Women that took leadership positions lack time for agricultural production []
5. Some men provide less for the family since they know that women also have money []
6. Failure of women to balance home roles and seed production []
7. Men feel inferior due to increased women's voice and conflicts arise in household []
8. Increased violence at household level []
9. Reduced participation in family decision making (production decision, resource use, use of income generated, etc.) []
10. Reduced equity in sharing family responsibilities/chores []
11. Reduced access to credit services by women and youth []
12. Reduced participation of women/youth in income generating enterprises in the family []
13. Other specify

*****END OF SURVEY, THANK YOU FOR YOUR TIME & PARTICIPATION*****

**** COVID-19 KILLS, OBSERVE THE SOPs &STAY SAFE ****

Annex 5: FGD AND KIIS Tool for Gender Mainstreaming Assessment

Before beginning the interview, read out the following paragraph and ensure that the respondent understands before asking for consent.

We are a team of Consultants conducting a gender assessment study on behalf of ISSD aimed at establishing the changes that have resulted from the various gender mainstreaming efforts. The consultancy will specifically examine aspects related to relevance, effectiveness, impact, sustainability, challenges, opportunities and lessons learnt, and practices (case stories) of the project process.

You have been selected to participate in this study because of your prior involvement in Quality Declared Seed (QDS) and Local Seed Business (LSB) activities and also because your group have previously received ISSD support. Your name will not appear in any data that is made publicly available. The information you provide will be kept with utmost confidentiality. Your time and effort in answering these questions is highly appreciated.

1.0 Gender division of labour

- I. Which activities in the LSB and household are particularly done by Women, Youth, and Men? Why?
 - I. What activities are done to produce QDS?
 - II. Who does what activities in QDS production and marketing?
 - III. Which of the above-mentioned QDS production and marketing activity causes more drudgery to women and youth?
 - IV. What daily activities (usual household chores not QDS related) are done at HH level by men, women and youth?
 - V. Which of the above-mentioned household chores causes more drudgery to women and youth?
 - VI. How has the ISSD capacity building in gender among LSBs contributed to a reduction in drudgery of both QDS production work and household chores for women and youth?
 - VII. Which factors enable or hinder your involvement in Production and marketing of QDS?

2.0 Participation in LSB trainings

- I. For how long have you been working with ISSD?
- II. What factors have promoted or hindered your participation in LSB trainings?
- III. Probe for 'convenience of training locations', 'convenience of timing set for trainings', 'convenience of length of trainings', 'convenience of training methods used'
- IV. How have the trainings helped you to improve on your seed business/QDS production?
- V. How have ISSD interventions affected participation of men, women and youth in leadership in LSBs and in the community? **Probe for changes in willingness and confidence to take up leadership responsibilities of LSB businesses and LSB households especially by women and youth.**
- VI. To what extent have men, women and youth actively participated in the activities of LSBs since ISSD intervention? Probe: Who does what and why?

VII. What is the gender composition of LSBs in the area?

3.0 Decision making in seed businesses

I. Resource decision making dynamics

- What resources do you have/need to do the QDS business? Who owns the resources (mentioned)?
- How does the way resources are owned affect your ability to participate in and benefit from the QDS business? At household level, who makes decisions to invest or expand the investment in QDS production? Why? **Probe to find out whether investment decisions are made by men, women, or youth?** At LSB level who makes decisions on the QDS crop and variety grown (women, men, youth)?
- What are the main sources of inputs used in production of QDS?
- Who makes the decision to source inputs in regard to type and quantity?

II. Marketing decisions and sharing of proceeds

- Who makes marketing decisions such as where to market, when to market, how much to sell? **Probe for inequalities in marketing decision making and why?**
- Who decides on the use of proceeds sales in the QDS business? **Probe for inequalities in sharing and use of proceeds and why?**

III. Marketing and market information access decisions

- Who decides on the source of QDS market information?
- access to market information
- decisions on target markets (what to sell, when, where to sell, to whom, how much)
- control over use of sales income (what to spend on, how much, and why)

IV. Credit decisions (decision on resources)

- access to credit
- decisions on credit (what to borrow, when, where/from whom, how much)
- control over use of credit income (what to spend on, how much, and why)
- How has ISSD gender intervention affected access of men, women, and youth to microcredit?

V. Challenges and opportunities in participating in LSBs

- What opportunities exist for men, women and youth to successfully participate in LSBs
- What are the major challenges to successful participation in QDS production and marketing and how do these differ between women, youth, and men?
- What are the most limiting inputs which farmers don't get for QDS production? Do women find it harder to access these inputs compared to men? Explain

4.0 Institutional and individual Capacity Building

- I. How have ISSD project interventions influenced the participation of women and youth relative to men in the running and management of LSBs? **Probe for evidence of gender differentiated capacity**

building in decision making, leadership and active participation in LSBs attributed to the gender intervention by ISSD.

- II. How have the incomes of women and men changed as a result of ISSD gender interventions? **Probe for positive and negative changes**
- III. To what extent has the project increased women's access to economic resources and opportunities for seed production through the LSB methodology? Probe for case stories.
- IV. What changes have you have seen among other women within the LSBs that points to their improved leadership qualities?
- V. What in your view has been the contribution of gender champions in supporting LSB members in the area of gender? Probe for exactly how well gender champions have worked in continued training and technical backstopping of the LSBs?
- VI. To what extent has the project strengthened women's voice and control in economic decision making at household, group, and community level? **Probe:**
 - **Female LSB members who indicate an increase in level of acceptance of their decisions at home, group, community regarding the seed business**
 - Changes in attitudes regarding women participating in LSBs

5.0 Norms/rules (what role do social norms play in gender differentiated participation in LSBs?)

- How do different gender categories in the target areas perceive the participation in the "QDS business"?
- What beliefs/norms (ascribed or descriptive) exist in the community where the LSBs exist and how do they influence their production and marketing decisions in LSBs?
- How do the existing beliefs change the way individuals participate or gain from the QDS business?
 - Female QDS farmers
 - Youth QDS farmers
 - Male QDS farmers

6.0 Time use

- I. How much time is allocated to QDS production and marketing activities (mentioned)Tool= use daily clock? (*How do you spend your work time and leisure time?*)
- II. Are you happy/satisfied with the way you spend your time (Yes/No) and Why?
- III. What can be done to improve the way you spend your time?

7.0 Sustainability

- How did stakeholders (organisations, institutions, and indirect target groups) benefit from interventions in terms of capacity building in gender mainstreaming and development of gender competence among their staff? What changes can be observed?
- How have ISSD gender mainstreaming efforts impacted on household dynamics and on LSBs to enhance gender equality
- How can positive changes be sustained household and family level after the project?
- How has the project improved and created an enabling environment for women's economic empowerment?

8.0 Other issues

- I. What suggestions do you have for increasing women and youth involvement in LSBs?
- II. To what extent have ISSD interventions influenced men/women/youth membership to marketing/profession networks?