

SOCIAL SAFEGUARD

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- **Women and Youth Empowerment**
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The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The text is centered on a white background that is partially framed by these blue shapes.

Empowering **Women & Youth** in Agriculture

Empowering Women & Youth

The key objectives of the project require a minimum of **40%** of the total direct project beneficiaries to be **female**, which as at now has hit the stated target by having **42%** of **women as key beneficiaries**.

The key challenges faced is **Poor access to finance** and raising the **Matching grants**.

The project has implemented various strategies and created opportunities for women to be involved and benefit under the agricultural grant schemes.

Empowering Women & Youth

Poor Access to Finance

This is a serious barrier to achieving this

- Economic growth
- Poverty reduction and
- Food security.

Given that smallholder farmers produce more than 80% of food consumed.

Empowering Women & Youth

Matching Grants

A lot of farmers barely keep records, there they have no way of knowing the historical performance of their farms, let alone make financial projections.

By keeping records “You can be able to get financing help you need for inputs and labor

Focusing on Women to Transform Agriculture

The World Bank has made gender equality in the agriculture and food sector an explicit goal. Each project includes actions based on a thoughtful gender analysis that aim to result in positive gender outcomes. The Bank works to:

Expand women's access to land and rural finance: Providing women with greater access to land, finance, and production inputs is critical to closing the productivity gap between men and women. **Microfinance institutions** and other **financial service** providers with presence in rural areas can play a key role in supporting women farmers. The Bank also ensures that women benefit from land titling projects.

Link women to agricultural value chains: When women are linked to agricultural value chains from production all the way to processing and marketing, they help make **traditional farming more productive and commercially viable**. Inclusive value chains also offer work **opportunities for women and men off the farm**.

Focusing on Women to Transform Agriculture

Improve rural women's access to training and information: Knowledge of farming techniques is critical to productivity, however women farmers have inadequate access to agricultural extension and training services. It is also important that **training and agricultural technologies are accessible and adapted** to rural women's needs and constraints.

Produce knowledge, data and tools that promote gender equality in agriculture and food sector projects: The Bank produces resources that help practitioners **integrate gender-sensitive actions in their projects**.

Empowering Youth

Empowering Youth:

Most people born since the mid-1990s have probably never known a world without smartphones – one of the key technologies that are opening up opportunities for giving farmers access to agricultural knowledge and advice, weather forecasts, digital banking, market information and the like. And these young people are the ones who are tech savvy and can develop these solutions.

The main opportunity for digital extension services is encouraging more **youth people** to get into **agriculture**.

The Agriculture workforce is rapidly aging and there is a need for fresh, youth people in the sector.

Labor Management Procedures (LMP)

Labor Management Procedures

Provisions of ESS2:

- Contract Terms and Conditions
- Safety and health at work
- Fair treatment, non-discrimination, and equal opportunity
- Protect project workers, especially vulnerable workers
- Prevent forced labor and child labor

Understanding the Types of Workers

Direct Workers/Group Members

People employed or engaged directly by the farmers (for Agribusiness it is mostly common to have group members as direct workers) to work specifically in relation to the businesses.

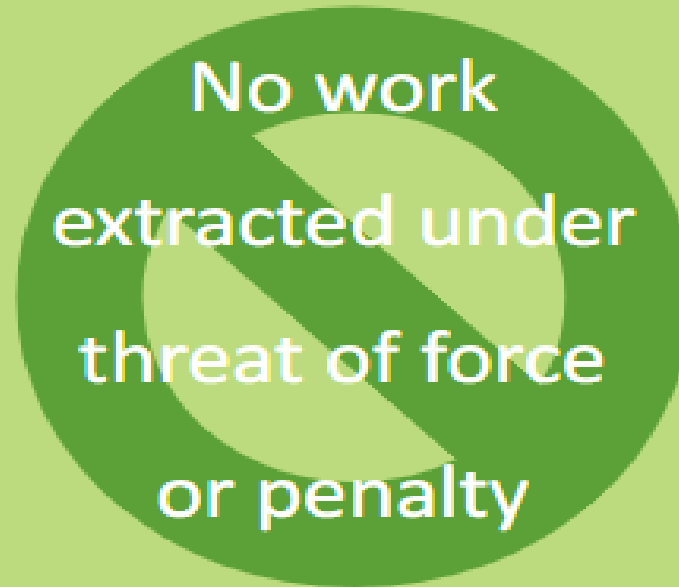
Community/Temporary Workers

People employed or engaged in providing community labor.

Requirements for Different Types of Workers

Direct Workers	Community/Temporary Workers
<p>All requirements apply and application is a group responsibility.</p>	<p>Requirements for a labor management procedure, occupational health and safety, working conditions, and avoiding child and forced labor apply in all cases.</p>

Protecting Vulnerable Workers



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>18

A child over the minimum age and under the age of 18 will not be employed or engaged in connection with the project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development.

Promoting Fair Treatment



- No discrimination in any aspects of the employment relationship
- Measures to prevent and address harassment, intimidation and/or exploitation
- Protection and assistance to address vulnerabilities of project workers (women, those with disabilities, migrant workers, etc.)

Keeping Workers Safe and Healthy

In addition to the labor management procedures, the farmers should prepare and implement an Occupational Health and Safety Manual or Plan addressing:

- Hazards in the workplace
- Organization and staffing
- Protective measures for hazardous conditions or substances (such as protective gear, fire control)
- Worker training
- Accident and incident reporting procedures
- Health screening and monitoring where appropriate
- Emergency response procedures
- Remedies for adverse environmental or social impacts

Grievance Redress Mechanism (GRM)

Definition

Grievance Redress Mechanism (GRM):

Is an instrument through which dispute resolution is sought and provided. It involves the receipt and processing of complaints from individuals or groups negatively affected by activities of a particular project.

Objectives of GRM

The following are the objectives of establishing a GRM;

- To address complaints and grievances and enhance conflict resolution arising from, and during project implementation.
- Ensure transparency and accountability throughout the implementation of projects also amongst the relevant stakeholders including project beneficiaries.
- Resolve any emerging environmental and social grievances in project areas.
- To promote equitable access to the facilities built under the ASMG/SCADeP funding.
- To promote relations between SCADeP and Implementing partners, Contractors and beneficiaries.

Principles of GRM

The effectiveness of a GRM will be guided by the following principles:

- Accessibility
- Predictability
- Fairness
- Rights compatibility
- Transparency and accountability
- Capability
- Feedback

GRM Procedure

Value Chain of Grievance Redress Process:

- Update
- Processing
- Resolving
- Monitoring, Evaluation, and Feedback

Channel of Receiving/Lodging Grievance

- Letters
- Email
- Text messages
- Verbal narration
- Phone calls
- Report during site visit, mission, independent evaluation
- Call in radio program on the project
- Use of other media outlet

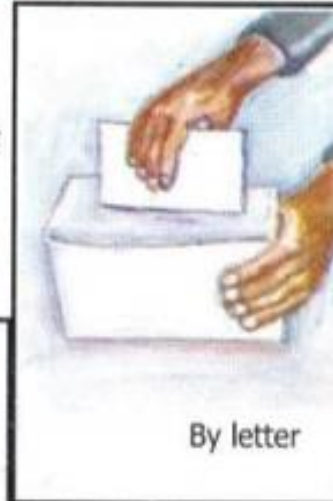
GRM Uptake

Verbal narration during mission visits

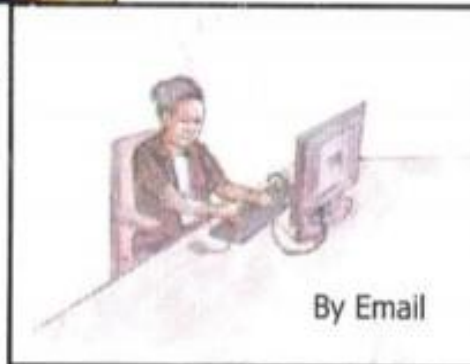


By phone during calling programme

Channels for Receiving Grievances



By letter



By Email

GRM Uptake

- Registering/Recording Complaints
- Processing Complaints
- Assessing the Complaint
- Resolving the Issue

Potential Grievances

- ▶ 1. Some group members are complaining that they are restricted from the facilities built under the ASMG (i.e. reduced time to use facilities or equipment)
 - ▶ 2. Some members or partners are not aware of how the finances are being utilized
 - ▶ 3. Female members feel they are left out of the decision making
- ▶ **1. Equitable access to facilities** - all members regardless of gender or position should have equitable access to the ASMG funded facilities
 - ▶ **2. Transparent management of finances**
 - ▶ **3. Women empowerment in decision making**

Benefit Sharing

Benefit Sharing

Benefit sharing: Is also a part and parcel of the implementation of farmers right, which is as a result of equity considerations.

Benefit sharing can be considered as;

- Experience Sharing
- Facilitated access to land
- Exchange of Information
- Access to Seeds
- Access to Markets
- Financial benefit between group members

Results

Results:

In Kenya in 2015 : women and men have been trained on new agricultural technologies and agri-business development. The majority of women reported an earnings increase of 35% from their agriculture activities.

In Cameroon : the Bank helped finance women farmers and processors of cassava, maize and sorghum and linked them to markets. The project also enhanced household nutrition by diversifying the crops women produce for their families, and introducing tools that help women cook and process food faster and efficiently. As of 2016, 79,000 households have benefited—60% of them headed by women.

In Mali in 2015 : the Bank helped develop horticultural value chains, where women are key players particularly at the agro-processing STAGE. About 40% of project beneficiaries are women who have acquired new skills and employment through the project.

References

Studies have shown that a US\$10 increase in a woman's income improves the nutrition and health of her children by as much as a US\$110 increase in a man's income. Yet women face numerous barriers to achieving higher income. Across Sub-Saharan Africa, **only 15 per cent of landholders are women**. Moreover, lack of collateral is at the root of many of their constraints such as poorer access to education, finance and advisory services and the like.

Closing this 'gender gap' could **increase yields on women-owned farms by 20 to 30 per cent**, which could reduce the number of hungry people by 100 to 150 million. And because they bring a different perspective – a screwdriver rather than a hammer – women often create **innovative** solutions that had not occurred to men. Take, for example, Lovin Kobusingye, founder of the fish processing business Kati Farms Ltd in Uganda. Her idea for fish sausages created a whole new market and reinvigorated **fish farming** in the country.

Thanks for listening

