The Participation of Women and Men in the Livelihood Security Project of Concern Worldwide Zambia, in Mongu District.

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APPROVAL

This dissertation by Patrick Sakala is approved as fulfilling the requirements for the award of Degree of Master of Arts in Gender Studies of the University of Zambia.

Examiners' Signature:

1. ..... Date: 31/10/06

2. ..... Date: 31/10/06

3. ..... Date: 6/11/06

As Gold which he/she cannot spend will make no man or woman rich (Source: Anonymous), so are skills not applied that would not change things for the better.

This study builds on the rich and deeper meaning of a Lozi saying expressed by a 51 years old man of Litawa answering the question (is it important to include women in the male dominated committees?) during focus group discussion:

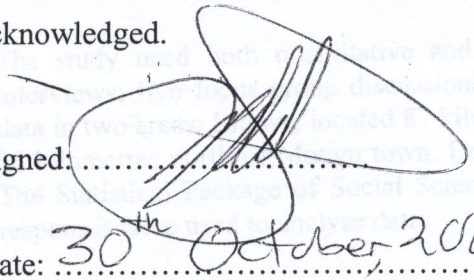
"Ndu yeisina musali aki ndu. Kisimbangu!" literal English translation being "a home without a woman is incomplete"

Deeper meaning:

"For any programme to succeed, the participation of women and men is vital without which it (programme) is headed for failure"

Declaration

I, Patrick Sakala, declare that this dissertation is my own work. It is being presented to the University of Zambia for the first time and has never been submitted elsewhere for any academic award. All published work or materials used herein have been acknowledged.



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Date: 30th October 2006.

Abstract

Zambia has recognized the importance of equal participation of women and men in the development process and the involvement of Non-Governmental Organisations to finance, design and implement poverty reduction programmes to reduce poverty (GRZ, 2002a). Concern Worldwide Zambia (CWZ) is one of the Non-governmental Organisations (NGO), which started working in Zambia in October 2002 to improve the livelihood security of people and provide them with HIV/AIDS awareness to reduce poverty. The Organisation has implemented a Livelihood Security Project in partnership with the Mongu District Farmers Association (MDFA) to improve food security of the target group. Although CWZ is committed to reducing poverty among the target group population, the degree to which designs, implementation, monitoring and evaluation processes take gender issues and concerns on board was not well known. Since establishment in 2002, no study to evaluate project impact from a gender perspective had been conducted. The study aimed to identify factors that influenced the participation of women and men and examine their level of participation; to measure the extent to which women and men benefited; and to assess the resource, labour and decision-making contribution of women and men to the Livelihood Security Project.

The study used both quantitative and qualitative methods to collect data. Semi-structured interviews; five focus group discussions and in-depth interviews were held to collect primary data in two areas: Litawa, located 87 kilometres to the south; and Nanoko located approximately 26 kilometres north of Mongu town. Documents were also reviewed to collect secondary data. The Statistical Package of Social Sciences (SPSS) and manual condensing and structuring of responses were used to analyse data.

The study revealed that the participation of women in project activities including training, exchange visits, study tours, decision-making processes and structures was generally lower than that of the men. More benefits accrued to the majority of the men in training, network building, and skills development. Further, the men had more access to information about project activities, earned high status and prestige in the community, and run the project from their point of view. Few women enjoyed such benefits. The factors that caused and perpetuated gendered outcomes included cultural beliefs and attitudes prevalent in the community favourable for men and restrictive to women; gender imbalance and insensitivity in the executive committees; low education among women; lack of an in-built mechanism to address gender issues that constrained women's participation; and poor communication skills in the MDFA leadership structure. Other factors included involvement in projects run by other organisations, unaffordable membership fees, lack of encouragement and support from husbands to allow the wife attend to activities far away from home.

The study found out that both women and men participated in all project activities at various levels including decision making processes and structures, training and benefited from the project in disproportionate margins favouring men. Inability to identify and address gender issues and concerns influencing women and men's participation had impacted more on the men than the women.

Dedication

I dedicate this work to the following people:

Mr. Maxon Miliati Phiri, my uncle for his kindness and humility to generously invest in others including myself. My auntie Mrs Maria Banda Phiri has done a lot to see me through.

Ms Malina Tipilire Phiri my mother who suffered in many ways due to my inability to provide for her while pursuing the programme when she desperately needed support.

Monica (Amake Misozi), Grace Eletina (Amake Suzan), Makilina (Amake Thressa) and my cousin Milika Phiri for enduring my absence.

Mr. Godfrey Sakala, my late father, who while I was ten (10) years old prophetically told his friends that: "My son will attain university education". May his soul rest in peace.

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LIST OF ACRONYMS

CSO:	Central Statistical Office
FAO:	Food Agricultural Organisation
GRZ:	Government of the Republic of Zambia
UN:	United Nations
UNDP:	United Nations Development Programme
ILO:	International Labour Organization
SIDA:	Swedish International Development Authority
ZMK:	Zambian Kwacha.
CWZ:	Concern Worldwide Zambia.
MDGs:	Millennium Development Goals
PRSP:	Poverty Reduction Strategy Paper
NGOCC:	Non Governmental Coordinating Council
ZARD:	Zambia Association of Research and Development
MFNP:	Ministry of Finance and National Planning
FAO:	Food and Agriculture Organisation of the United Nations

Chapter 1

INTRODUCTION AND BACKGROUND

1.0 Introduction

Zambia has recognised that equal participation of women and men in the development process is important for poverty reduction (GRZ, 2002a). The National Gender Policy and the United Nations Millennium Development Goals (Goal 3) demonstrate a synergy of national and global commitment to eliminate gender imbalances in all areas of development in order to reduce poverty among women who constitute a major segment of the poor. In Zambia, households headed by females are more likely to be poorer than those headed by their male counterparts are. For example, in 1998 research revealed that 61% of female-headed households experienced food shortages compared to 52% of male-headed households (CSO, 2003:3). One fundamental requirement of poverty reduction outlined in the Poverty Reduction Strategy Paper (PRSP, 2002) is the attainment of gender equality and good governance, which entails equal participation by both women and men at all levels and the elimination of the HIV/AIDS pandemic (GRZ, 2002a). Through the PRSP, the Zambian government and Civil Society have made a commitment to provide a favourable environment for women and men to have equal access to, and control over resources and enjoy benefits from opportunities in economic and social structures, policies and means of production and in decision-making processes (GRZ, 2002b: 115).

However, reducing poverty in many parts of Zambia will depend on the participation of the government, private sector, Non Governmental Organisations (NGOs), Community Based Organisations (CBOs), communities and individuals themselves, including women and men to design, finance, implement, monitor and evaluate poverty reduction programmes. One of the partners complementing the government's effort to design, finance and implement poverty reduction strategies is Concern Worldwide Zambia (CWZ). The organisation is working in partnership with local Non-Governmental Organisations (NGOs) and Community Based Organisations (CBOs) using a

participatory process led approach in livelihood security and HIV/AIDS projects. The two projects mutually reinforce each other because increasing HIV/AIDS related illnesses and deaths erode the livelihood security of communities, this especially affects women. Hence, tackling issues surrounding both HIV/AIDS and livelihood is an effective way of reducing poverty. Of equal importance in the fight against poverty is the mainstreaming of gender in the poverty reduction strategy.

1.1 Background

Concern Worldwide Zambia (CWZ) is an international non-governmental organisation devoted to relief, assistance and advancement of people in need in developing countries of the world. The mission of the organisation is "to reduce the poverty and vulnerability of rural households in Zambia, by building the capacity of local organisations and structures to be sustainable agents of positive change" (Highton, 2005: 34). CWZ started working in Zambia in October 2002 in partnership with local government and civil society organisations in Mongu district to improve the livelihood security of the poor and provide HIV/AIDS awareness for the infected and affected people. Western Province was selected because of being economically disadvantaged, politically and physically neglected then, as compared to other provinces particularly those along the line of rail. According to the PRSP (2002), overall poverty and extreme poverty in 1998 in Western province were estimated at 89% and 78% of the population respectively (GRZ, 2002a). Two projects, namely the Livelihood security and the HIV/AIDS projects were the first to be implemented in 2003 in partnership with local groups and organisations using participatory approaches to development with the aim of improving the livelihood security of the target population (CWZ, 2004). Major partners include the Mongu District Farmers Association (MDFA) for the livelihood project and the Network of People Living with HIV/AIDS in Zambia (NZP+) of Mongu and the Kuomboka Youth Group (KYG) for the HIV/AIDS project.

1.1.1 Mongu District Farmers Association (MDFA)

The Mongu District Farmers Association (MDFA) is a member association and is currently made up of 30 Area Farmers Associations (AFAs) of which only 17 are active.

It was chosen as a partner because it is rooted in rural areas at the village level with a structure and mandate to advocate for the interests of its members (CWZ, 2004).

The MDFA is affiliated to the Zambia National Farmers Union (ZNFU) through the Western Province Farmers' Association MDFA 2005. Membership to the association is available to any individual, farmers' association, company, association partnership, or co-operative society engaged in the business of farming or holding a farm in association's catchments area (MDFA, 2005). The association has five objectives of which three relevant to this study are: to develop and broaden the technical and management skills of farmers in agriculture; raise awareness of farmers on basic facts of HIV/AIDS regarding its spread and impact; and to develop and disseminate relevant information on farming (MDFA, 2005). The association has a constitution and governance structure composing 10 elective executive positions.

1.1.2 Concern Worldwide Zambia Development Approaches

From the day of its establishment in 2002 to 2005 in Zambia, CWZ has implemented programmes using two major development approaches: the output led and process led approaches to capacity building of local institutions. The output led approach was characterised by a conspicuous presence of the organisation in the community defining sector outputs to be achieved at village level. Together with the community, the organisation carried out the needs assessment to identify micro-projects and technical interventions necessary to meet the agricultural requirements of the targeted population. Through this approach, CWZ provided the partner organisation with financial, logistical and staff to offer technical support to oversee the implementation of various projects at community level. It was not until the Ryan (2004) report was published that this approach was questioned and reconsidered. While the report highlights the successes the output led approach had made in improving the livelihood of the target population, it lamented the fact that it failed to develop the capacity of the partner to design and implement their own activities. The process-led capacity building approach, which is currently being implemented, was a recommendation made by the evaluation report for phase two of the livelihood security project.

Unlike the previous output led approach used by CWZ, where the organisation worked through the partner to achieve its own objectives, the process led approach requires the partner to identify need areas and seek financial or technical support from CWZ where necessary. It was envisaged that this approach would strengthen the capacity of the partner in a more meaningful and sustainable manner. The new approach implemented from mid 2004 altered the channel of communication between the community and CWZ. The organisation withdrew from direct contact with individual farmers and Area Farmers Associations (AFAs) which meant that all requests for support from the community had to be made through the AFA and MDFA executive committees. Only the MDFA as a major partner has had direct contact with the organisation since it has become the conveyor of information between the farmers and CWZ. This new structure and approach focused on three forms of support from CWZ to partners namely: organizational development; analysis and advocacy and support technical training and support at community level. This change was received with mixed feelings among community members with some interpreting the move as an exit strategy of the organisation from the community while others felt the MDFA was not effective to adequately present their concerns and requests.

While acknowledging the achievements made by the output led approach as noted by Ryan (2004) and the potential benefits promised by the new approach being implemented, it must be highlighted that both approaches lack a gender mainstreaming strategy. It is not known whether a gender analysis was conducted to measure the extent to which women and men in the target group contributed to the project and benefited from it. For example, Ryan's (2004) evaluation report observed that the output led approach improved the livelihood security of the target population. However, it does not go further to inform on the extent to which women and men contributed to the sustenance and development of, and benefited from or on whether, there was a difference in the improvement of women and men's livelihood security.

1.1.3 Target group

The Livelihood security project "initially targeted four clusters of villages namely Nanoka I and II, Ndiiki and Kaama Hill-Mukoko with a total population of

approximately 1, 520 people representing about 245 households" (CWZ, 2004: 11). CWZ selected these villages based on practical reasons such as proximity to project sites (for the first two) and for being remote, less developed and with the presence of an Area Farmers Association (AFA). Another community included in 2004 on the list is Litawa, which was chosen by the MDFA using the new process approach adopted by the organisation. Notable contributions of CWZ to the communities through the partnership and activities of MDFA have been through the provision of technical assistance, which has enabled the community to acquire seed banks or storage shades, learn soil and water conservation methods and bio-fertilizer production, diversify into new staple crops such as vegetables and fish farming (CWZ, 2004).

1.1.4 Importance of gender in the Livelihood Security Project

The 2005 – 2009 CWZ Strategic Plan embraces two of the core values of Concern Worldwide listed as number three and five which are relevant to this study. These are "gender equality is a pre-requisite for development;" and "greater participation leads to greater commitment" (Highton, 2005:32). Through these core values, CWZ acknowledges that gender inequalities especially in traditional rural societies play a major role in the perpetuation of poverty. Furthermore, the Strategic plan commits CWZ to mainstreaming gender and HIV/AIDS in all programme areas. This commitment is justified because gender and HIV/AIDS are intertwined. Considering that the organisation's approach to development and partnership is evolving when positive impact is said to be taking place (in terms of improving the livelihood of the target group) it is important to look at the gender dimension of poverty and examine the levels of participation, benefits received and costs incurred by women and men from a gender perspective. This is what has seemingly been lacking in the organisation's approach.

1.2 Statement of the problem

Gender imbalances in the numbers of women and men who participate in project activities that are not systematically assessed and addressed can negatively affect both the relevance and efficiency of the programme or project (SIDA Gender Toolkit, 2004). Gender mainstreaming is an approach to ensure concerns and experiences of women and

men become an integral part of the development process so that both sexes benefit equally so that inequality is not perpetuated (UNDP, 2006). This means that gender mainstreaming in development programmes and projects is an important means of achieving positive socio-economic change in the lives of women and men. Although CWZ is committed to reducing poverty among men and women in target population, the degree to which designs, implementation, monitoring and evaluation processes take gender issues and concerns on board is not well known. Project designs, policies and institutional structures influence the participation of women and men in project activities and how benefits are shared. Generally, development project evaluation studies including in CWZ projects rarely take a gender perspective as a central focus in investigating the processes which influence the outcome of project objectives as they impact on women and men in the target group. Yet meaningful impact of the livelihood project depends on equal participation of women and men. Since the project was initiated in 2002, no study to evaluate its impact from a gender perspective had been conducted. This study therefore, sought to examine the participation of women and men in the project and identify influencing factors of the participation in terms of contribution they made and benefits received.

1.3 Aim and objectives of the study

1.3.1 Aim

- To examine the participation of women and men in the livelihood Project of CWZ in order to inform project managers on the considerations and actions that they can and need to make to attain an equitable participation of women and men in the project.

1.3.2 Objectives

i. To identify factors that influence the participation of women and men in the Livelihood Security Project;

ii. To examine the level of participation of women and men in the Livelihood Security Project;

iii. To measure the extent to which women and men benefit from the Livelihood Security Project;

iv. To assess the resource, labour and decision-making contributions of women and men to project's activities.

v. To recommend strategies of mainstreaming gender in the organisation's programmes and activities.

1.4 Research Questions

1) What is the contribution of women and men to the livelihood security project regarding resources, labour and decision-making inputs?
2) At which level and stage of the project do women and men participate and how does each one of them benefit from the project?
3) What factors influence the participation of women and men in the livelihood security project?

1.5 Significance of the study

The study endeavoured to examine and analyse the participation of women and men in the livelihood security project regarding the extent to which gender issues are addressed and the challenges faced within the project to mainstreaming gender in both the project and the two organisations (CWZ and MDFA). It was hoped that this study would inform project managers on gender specific factors influencing women's and men's participation in project activities and to also highlight gender issues, concerns and gaps in project design and implementation processes. Further, that it would contribute to the process of assessing progress made towards achieving the mission and objectives of the Organisation and to offer new ways of mainstreaming gender in the project and partner organisations.

1.6 Operational definitions

Access to resources: The opportunity to make use of a resource for the production of goods and services.

Control over resources: Control means the authority to decide about the use of resources.

Benefits: Refer to basic human needs such as food, cash, income, education, knowledge, health care, etc.

Empowerment: The process by which an individual takes control of their lives: setting their own agenda, gaining skills, building self-confidence, solving problems and developing self-reliance (SIDA and ZAMCOM, 2003).

Gender: Refer to the differences between men and women that are socially constructed, changeable over time and have wide variations within and between cultures (GRZ, 2000).

Gender analysis: Refers to finding detailed information concerning the causes of gender inequalities in a given situation, institution or community to enable policy makers and implementer form and implement policies that addresses causes of gender inequalities.

Gender concerns: Results or consequences arising from society's system of gender division of labour affecting one gender negatively such as high illiteracy rates among females; women's lack of access to and control over resources.

Gender issues: Situations that are undesirable arising from one gender unmet needs and concerns raising critical questions which need to be resolved such as women's lack of access to credit and agricultural extension services.

Gender mainstreaming: Incorporating gender equality concerns and issues into all aspects of development activities and social issues such as policy formulation, planning, HIV/AIDS, environment, and activities to deal with obstacles to equal participation and benefit between men and women (UNDP, 2001).

Household livelihood security is defined as a family or community's ability to maintain and improve its income, assets and social well-being from year to year. (Lindenberg, 2002: 304).

Livelihood: Comprises the capabilities, assets (including both material and social resources) and activities required for a means of living" (Carney, 1998:4).

Participation is the contribution, which a person makes to a given activity in terms of ideas, skills, decision-making, labour/time and money.

Resources and benefits: Resources include such things as assets, land, capital, employable skills; education, information, leadership, status, decision-making power and time.

Practical Gender Needs: Practical gender needs relate to immediate life experiences of men and women, and require short-term measures to address them.

Strategic Gender Interests/Needs: Strategic gender needs relate to position of women relative to men in society (e.g. subordination), and require long-term measures to address them (changing laws, education, consciousness raising, etc)

Poverty reduction: Increasing incomes, reducing vulnerability, improving household food security, and sustainable use of natural and other resources.

Chapter 2

LITERATURE REVIEW

2.0 Introduction

This section reviews literature on participation with the objective of identifying conceptual issues regarding participation especially the factors that influence the participation of male and female beneficiaries in development programmes or projects. The chapter begins with a survey of models, which influenced development of the gender discourse.

2.1. Gender Development Models

The Women in Development model originated in the early 1970s among American liberal feminists. It gained prominence after the publication of Easter Boserup's 1970 work "women's role in economic development which challenged the modernization theory's assumption that women's poverty and oppression emanated from their lack of participation in economic development (Visvanathan, 1997: Reeves and Baden, 2000). It argued that despite invisibility in official economic statistics, women were already involved in productive work (Goetz, 1997). The solution offered by WID was to integrate women into existing development processes and structures, and afford women access and control over resources (Tinker in Visvanathan, 2002; Reeves and Baden, 2000) so that they are visible in national statistics. This was the basis for the implementation of women only projects and programmes. It was found that such programmes addressed women's practical gender needs such as access to employment, credit, education and health services (Reeves and Baden, 2000). WID outcomes and impacts were improvements in women's material condition and further marginalization of women in development planning respectively (Goetz, 1997). WID was criticized for advocating for inclusion of women, as clients and recipients of development programmes, into unchallenged existing power structures that oppressed women and ignored their reproductive role (Tinker, in Visvanthan, 2002). Thus in development context WID is not effective to improve women's social and economic power relative to

men's (Tinker, in Visvanthan, 2002). A new model the Women and Development (WAD) was developed as an alternative to WID.

WAD an improvement of WID with a Marxist feminist footing became prominent after the 1975 UN conference on women and development held in Mexico (Manion, undated) considered women's productive and reproductive roles as critical to development process. Women's marginalization is seen in terms of the exploitative relationship between women and men and considers men as exploiters of women (Munachonga, 2006). It encouraged projects parallel to men such as income generating activities and took a radical stance of feminism that development was only possible for women if they cut ties with men, seen as exploiters who would never change (Munachonga, 2006). Impact was seen in increased workload for women because they engaged in unskilled and low paying factory jobs and had to attend to reproductive roles of childrearing and other household chores (Manion, undated). It was abandoned on similar grounds as WID.

The Gender and Development (GAD) model emerged with a more holistic approach than WID and WAD. It acknowledges women's productive and reproductive tasks, and challenges oppressive power structures. GAD focuses on women and men as individuals, assesses gender relations, and recognizes the importance of redistributing power between the two groups. It challenges cultural, social and economic privileges of the dominant group (in most cases men) to enable the disadvantaged benefit from the same resources (Goetz, 1997). GAD argues that women's real problem is the power imbalance between women and men reflected in the gender division of labour, which disproportionately weigh more on women (Reeves and Baden, 2000). It stresses the need for women and men to work together as agents of change and not passive recipients of development assistance. This approach aims to meet both practical gender needs and strategic gender interests of both women and men by challenging existing divisions of labour and power relations (Reeves and Baden. 2000). With a set of gender analytical tools GAD encourages gender analysis on interventions to unveil roles, needs and constraints in society that may confound such measures (Goetz, 1997).

From a gender perspective, poverty can effectively be reduced by using the Gender and Development (GAD) Model. This approach allows for a holistic assessment of how women and men in the target population can equally participate and benefit from a project (Munachonga, 2004). This study will therefore use the GAD approach to analyse how CWZ and its partner NGO, the MDFA, have involved women and men in the livelihood project.

2.2 Definition of participation

The United Nations (UN) has been interested in the concept of beneficiary or popular participation in development since the late 1960s. Several resolutions and international conferences of the UN such as resolutions 2542 (xxiv) of 11th December 1969 and 2626 (xxv) 1975 of the General Assembly and the 1990 UN Conference on Popular Participation urge member states to encourage and involve all beneficiaries, including marginalized groups of people, in the development process (Makumbe, 1996). Participation is defined as a process of co-operative action "in which a group of individuals willingly share in the responsibilities and consequences of a common undertaking or the achievement of a particular task" (Uwakah, 1981 cited in Makumbe, 1996: 13). It also implies people's ability to take part in decision-making processes and exert influence on both the administrative behaviour and outputs of official action on activities they are involved in (Machina, 2005; Makumbe, 1996). Participation as a concept gained more impetus after the fourth UN conference on women held in Beijing, 1995 which noted that effective eradication of poverty requires the involvement of women and men in economic and social development with equal opportunities and the full participation of both as agents and beneficiaries of sustainable development (UN, 1995). In this study, participation means the contribution women and men made in terms of ideas, skills, labour/time and money and their involvement in project activities such meetings, training, leadership roles and decision-making processes.

2.3. Importance of participation in community projects

Participation by all people especially the poor and marginalized groups in the stages of the project cycle such as problem identification and analysis, implementation,

monitoring and evaluation enables them to have greater influence on the decisions and activities, which relate to their daily lives and thereby lead to an improvement in their material well-being (Highton, 2005). Further, involvement of all stakeholders at all stages of the project cycle ensures success of the project and yields longer-term benefits beyond the initial intervention by strengthening the institutional capacity for sustainable development [The World Bank (TWB), 2005]. Research evidence suggests that the majority of failed projects lacked genuine participation of either women or men or both (Makumbe, 1996). From a gender viewpoint therefore, the participation of women and men is both a goal and a means to an end. It is a goal, which requires that national resources and opportunities be equitably distributed, and a means of facilitating and energizing the development effort (UN, 1995).The involvement of women and men in project activities yields multiple benefits to all involved including managers, beneficiaries and the project itself. The managers will be happy that the objectives of the project have been achieved, the participants will satisfy their needs for which the project is intended and the satisfaction of the two parties will motivate them to invest more to sustain the project (Makumbe, 1996). Thus, benefits tend to be multiple when both sexes are involved.

Efforts to raise women and men's contributions of cash, materials, or labour in the construction of project structures have tended to be successful when they participate in projects especially in rural areas where the influence of central government machinery is weak (TWB, 2005). Participation therefore, has the advantage of mobilising scarce resources to accomplish more with the same budget and thus promoting efficiency in resource use. For example, Makumbe (1996), observes that rural labour is usually grossly underutilised and that participation of both sexes will facilitate better and increased use of such labour and local knowledge thereby reducing project costs.

The process of participation empowers individuals and enhances their ability to contribute to the wider development process as new skills are learnt and new norms adopted (TWB, 2005). This implies that participants' culture, attitude to work, saving and investment habits, skills, gender relations and social systems are likely to be positively influenced (Makumbe, 1996: 18). For example, an evaluation of the People's

Participation Project of Western by Geran (1995 cited in Rouse, 1996) observed that women who took part in project activities realised several benefits, such as information sharing; increased confidence and decision making ability and these had an effect on the entire community with signs of increased civic involvement and ability to take up leadership roles for other community work. This self-transformation of society especially in terms of gender relations is probably one of the most critical benefits of participatory development justifying gender mainstreaming in all programmes. However, the self-transformation of society particularly gender power relations can only occur when the process of participation truly expands areas of debate, diffuses and devolves power from the hands of one group but distributed to both women and men. As Makumbe (1996) aptly argues, the distribution of power requires effective and meaningful mechanisms for political accountability if participants' consent, consensus, conviction and commitment to contribute in activities they are called upon to participate in are to be harnessed. Participation of both men and women has an effect of empowering those involved due to its potential of reducing an individual's dependence on external support and handouts and building the individual's capacity to be self-sustaining and strengthens their ability to survive seasonal shocks such as floods and drought.

In addition to physical resources, the presence of both sexes in project activities helps to define the values on which policy decision is based and to develop consensus between competing interest groups (TWB, 2005). The process of participation supplies useful information to managers and participants themselves regarding their personal and gender experiences regarding how their needs and concerns are being met and addressed. This further promotes effectiveness, efficiency and equality in projects. Once accurate information is gathered on the locality and needs of both genders, it is more likely that projects designed using this information are relevant to the target group who retain a sense of responsibility and ownership (Rouse, 1996). Key to the process is availability of accurate information, which can only be obtained from both sexes as they present their lived experiences on how a project influences their daily lives. Thus absence of one sex means their knowledge and experience will not contribute to solving problems that threaten project survival (FAO, 2005). The presence therefore of both sexes helps to

"ensure that proposed changes have the approval and support of all the groups on whom successful implementation will depend" (TWB, 2005:2). As is the case with any democratic leader, in this case managers need participants' consent and approval of the projects and feedback to make appropriate adjustments. Moreover, managers need to consult the people on their needs, local resources available and to inform participants on what resources the sponsoring organisation has set aside for the project (Makumbe, 1996; TWB, 2005).

Apart from enhancing appropriate project design, the involvement of both sexes has the benefit of facilitating the implementation of plans. It is one thing to plan, and another to successfully implement it. People are generally indifferent to new ideas especially those from outside or if perceived to be imposed by others irrespective of the merits of such interventions (Harrison, 1997; Makumbe, 1996). Research has shown that "when plans are generated by the people who are to implement them, voluntary contribution is motivated by their having a voice in such decisions and confidence in the value to them of the project such that implementation becomes much less problematic (TWB, 2005). This is a fact in projects where new ways of doings things are being promoted or the established traditional systems challenged (Makumbe, 1996). Thus, the involvement of both sexes at all stages of the project cycle facilitates the acceptance of new ideas in society and provides task managers with legitimate power to administer the project.

However, it must be noted that the benefits associated with participation accrue to those who participate. Given that one of the elements of participation is voluntary involvement, there is need to identify the incentives and disincentives that attract or repel women and men to participate in a project. Makumbe (1996) notes that for women and men to come forward voluntarily the program/project in which they are to participate should be perceived as capable of providing benefits, which they appreciate both collectively and individually. It can be argued therefore that participation is not purely voluntary in the strict sense of the word but solicited through perceived benefits, which a person wants to get and not that he or she has been invited by project staff or leaders. Because of such human motives that influence individual decisions and level of participation, its success depends on the sustenance of such motives. Human motives are

usually affected by several factors including benefits received; the extent to which an activity appeals to an individual; decisions taken by administrators and administrative system in place; and the sex and socio-economic status of participants (Harrison, 1997).

2.4. Challenges of participation

The challenges of participation in development projects include the need for more time to sell new ideas, the need to genuinely consult more people and reach consensus and administrative costs associated with involving many people with varied interests. Other practical issues such as season, time of day, time available, length of meeting, spreading meetings over several sessions and the gendered nature of public places needs to be taken into account to enable both women and men in the community to participate (Goetz, 1997).

The practice sponsoring organisations to channel assistance through existing social structures tends to maintain and sometimes worsens social economic inequalities rather than address them (Makumbe, 1996). This is so because in most cases, it is the better-off and powerful who dominate the leadership structure and benefit most from the project. As a result, the underprivileged become marginalized and resist further attempts to lure them into participation. Cornwall (2001) argues that, if not well handled, participation reinforces the invisibility of women and silences their voices including those of the marginalized men. Therefore, participation lacks if voices of women and men are not captured.

2.5 Gender issues in participation

Although participation has been a common concept of development in recent years it needs to be analysed from a gender perspective since usage of the word assumes that women and men involved contribute ideas, skills, labour, time and money in equal proportions. To the contrary, research has shown that unless specific steps are taken to ensure equal participation of women and men in development projects, women are often excluded because of cultural and legal constraints, which they face. A study by Machina (2005) in Mumbwa district of central Zambia revealed that in mixed sex projects, men

tended to dominate and make decisions that significantly benefited them and marginalised women. Other factors linked to the constraints mentioned include women's lack of time, mobility, necessary skills, decision-making power and money. Due to these impediments, development projects fail to benefit from women's contributions and meet both their needs and those of their children (TWB, 2005). For example, the World Bank reports that 83 percent of the 121 rural water projects only benefited women a little, despite the fact that water is the sector in which women carry the greater share of responsibility. This was attributed to failure by Project Managers to take into account the concerns of women in project design. As such, project designs should incorporate gender issues if they are to be responsive to the needs of both women and men.

It is important to mainstream gender in project designs because factors that exclude certain groups of people from participation are deeply embedded in the same social and legal institutions that are entrusted with the responsibility of serving them. The fact that men and women play different roles, and therefore have different needs implies that they face different constraints in responding to macroeconomic or sector policy changes and to specific opportunities and limitations provided by particular projects and programs (Harrison, 1997).

2.6. Gender issues in Zambia

In Zambia, the national gender policy identifies a number of critical areas of concern, which relate to gender issues. These are: i) unequal power relations between men and women in all spheres of life; ii) limited access to and control over productive resources and social services; iii) minimal participation in political and managerial decision making processes; iv) lack of access to credit, improved technology skills development and training; and v) agricultural extension services by women (GRZ, 2000). All these issues hinder women's full participation in various socio-economic and political spheres and hence limit their advancement in relation to men.

Despite being the majority of farmers, women in Zambia generally have a lower access to and control over productive resources than men. This prevents them from investing in assets, which are needed to increase their agricultural production and raise their income

(GRZ, 2002b). A study conducted in Monze district of southern Zambia found that men owned 80% of the cattle, 60% of the ploughs, 90% of the goats, 98% of ox-carts and 99% of the harrows. Women on the other hand, owned 20% of the cattle, 40% of the ploughs, 10% of the goats, 2% of the ox-carts and one percent of the harrows (Lyanda, 1998)). Machina (2005) argues that such assets are important because they determine whether one would demand for a loan and provide collateral for it or not. The situation is more serious for married women, who are treated as minors under the Zambian customary law, most of whom do not independently own assets and property as their husbands do (NGOCC and ZARD, 2004; ILO, 2005). Lack of a sustainable income and ownership of assets affects an individual's ability to participate in community activities, which demand payment of fees. Unlike the men who are most educated, economically powerful and decision makers, women are disadvantaged when invited to participate in mixed sex activities as they are unable to influence decision and hence receive less benefits (Hammerton and Sakala, 2005).

In Zambia female participation in the labour force is less than males', with the latter dominating highly rewarding and decision-making position in nearly all sectors (GRZ and UN, 2005). For example, participation in public sector employment in 2001 was estimated at 37,771 (65%) males compared to 19,989 (35%) females and majority of females employed occupied low paying jobs and on short term contract (MFNP, 2002). Low paying and short term jobs not only limit access to productive resources and social services but also put women at risk of losing income and falling into poverty (Hammerton and Sakala, 2005).

Gender imbalances in a project have serious implications for equity concerns, economic output, productivity, food security, child welfare and the well- being of society. Overcoming these biases to achieve the equal participation of men and women requires strategic policy and institutional changes that systematically address the causes of gender inequalities and remove impediments to women's involvement in public life (TWB, 2005). Several studies highlight how constraints to women's participation have been addressed in various parts of the world at institutional, policy, project design and country levels.

At institutional level, some government ministries have adopted the WID approach to implement separate established units to provide segregated women's programmes, which become marginal to mainstream activities. The implementation of women only projects has a danger of excluding women further. The World Bank argues that with sufficient knowledge of gender differences, and inequalities, it is possible to mainstream gender in programs and instituting incentives to create responsiveness to gender differences, which make the institutions accountable to both female and male clients (TWB, 2005). The World Bank cites the National Centre for Agricultural and Forestry Technology as one such institution which phased out its women's program in 1994 and took steps to mainstream gender using the GAD approach in its plans, training, monitoring, extension and research programs as well as to modify its organisational structures to ensure gender issues were effectively addressed (TWB, 2005). Since the implementation of these changes, the participation rates of women in the organisation's programs increased.

At policy level, gender imbalances emanate from failure by policy makers to incorporate views of the key stakeholders, which the policy intends to benefit. In most cases, women's needs and concerns are not taken into account. This means that policies reflect and meet only the need of men who usually dominate women in mixed groups (Machina, 2005). Where policies incorporate the views of both men and women, the participation rates of both tends to be high. For example, the World Bank reports that the poor women in the Women in Development Sector Strategy of Morocco were given the opportunity to articulate their needs, priorities and gender issues so that their views feed into the national policy objectives for development. The process revealed that the concerns and priorities of women differed from those of the men and sponsoring NGO. This revelation helped men to appreciate how the constraints on women affect the family and the entire village. Both men and women supported the collective solutions that emerged.

Gender mainstreaming in project design helps to increase the participation rates of both women and men. The IFAD-supported Project for Rural Development in the Central Region (PRODAP 1) in El Salvador discovered that rural women's participation rates

were low in its activities despite playing an active productive role in crop production. For example, among the beneficiaries interested in receiving training in crop production, only 4% were women (IFAD, 1999). A gender analysis of the project unveiled that the following constraints impeded women's participation: i) limited land ownership; ii) lack of adequate support by the husband; iii) low self esteem; iv) taboos and cultural attitudes; v) heavy workloads (preventing them from attending training sessions or participating in meetings; vi) poor access to information; and fears and doubts about borrowing; and vii) project staff attitudes and behaviour towards women (IFAD 1999: 2). To improve women's participation, the project conducted a comprehensive gender sensitisation program. The training targeted all stakeholders involved with the training content varying according to types of participants (managers, technical teams, local leaders, service providers, men and women farmers). Within a short time, women began to participate more actively in project activities (IFAD, 1999). At the community level, women's participation is impeded by various pressures including cultural practices that inhibit them from voicing their opinions freely, lack of time to attend meetings due to their heavy workload, and jealous husbands who do not want their wives to attend community functions.

2.7 Summary

The review of literature has shown that the participation of women and men in project activities yields several benefits including mobilization of human, material and financial resources; enhances effectiveness and relevance; ensures acceptability of plans; and promotes empowerment and improves gender relations. In mixed sex projects men tend to dominate decision-making structures, activities, which enhance skills development and benefited more than the women did. This is because women have to overcome barriers such as laws limiting access to and control over resources; customs, beliefs and attitudes that restrict women's involvement in public affairs; organisation rules of participation such membership fees; and women's lack of time due to their workload. These have been compounded by lack of gender sensitivity by sponsoring organisation. It has been noted that organisations, which mainstreamed gender in their projects succeeded in meeting both the practical gender needs and strategic gender interests of both sexes.

Chapter 3

METHODOLOGY

3.0 Introduction

This chapter outlines the methods used and data collection techniques followed by the study to gather, analyse and present quantitative and qualitative data. It details the research design, study population, sample size, sampling procedure, study limitations and problems encountered during the study.

3.1 Research Design

This study employed both qualitative and quantitative methods to collect and analyse data. The concept of mixing methods in research started in 1959, when Campbell and Finke used multiple methods to study validity of psychological traits based on the recognition that any method used on its own has limitations and biases which could be reduced by employing multiple approaches (Creswell, 2003). Since this study sought to identify, examine and explain factors that influence the participation of women and men in the livelihood project, the mixed methods approach was appropriate to capture both quantitative and qualitative data because participation in an activity can be measured in these two forms of data. Quantitative data involves head counting or comparing numbers of women to numbers of men who have taken part in one or another activity (IFAD, 1998) and qualitative data focuses on the processes that give reasons for male and female participation or non-participation and provides information on actual benefits. The mixed methods approach made it possible to obtain numbers of those involved; gain insight into their pattern of participation; the process of how participation is influenced; and reason(s) behind the observed participation rates of women and men in the livelihood project (Spalter-Roth, 2000).

3.2 Location and description of the study area

This study was conducted in two areas with Area Farmers Association affiliated to the Mongu District Farmers Association supported by CWZ namely Litawa and Nanoko.

Litawa is located 87 kilometres south of Mongu town and Nanoko is approximately 26 kilometres north of Mongu. Of the two areas, Nanoko is near to the Palace of the Litunga or King of a traditional government in the province, the Barotse Royal Establishment (BRE).

Nanoko hold strong Lozi traditional values and practices such as "Kushowelela" a traditional salute which symbolizes the subject's total submission to the King or Chief. The strength of these practices are because the area is situated in close proximity (about five kilometres) to the King's palace. The people in this area live in three types of houses. The first is built with both wall and roof supported by a few poles which are covered by grass; the second has a wall made up of many poles and plastered by earth and the roof is grass thatched; and the third is the brick walled with an iron or asbestos roof. The majority of the people in the area live in the first type followed by the second and very few live in the third. Nanoko is a dispersed type of settlement. Litawa on the other hand depicts a linear type of settlement patterned by the dambo/marshland and streams. All the three types of houses are found in Litawa with the majority of people living in the second type followed by those who live in the first and very few live in brick wall and iron or asbestos roofed houses. Of the two areas, Nanoko had more AFA members comprising 75 men and 45 women than Litawa, which had 38 men, and 13 women.

3.3 Study population

The study population comprised 171 people, of whom 113 were men and 58 were women from two rural communities of Litawa and Nanoko of Mongu district in Western province of Zambia. Out of the 113 men and 58 women (171 people) there were 58 men and 49 women (107 total) selected for the study. These were registered members of the Area Farmers Association affiliated to the Mongu District Farmers Association (MDFA), which is supported by CWZ.

3.4 Sampling Techniques

Study units were sampled and selected using both simple random, and purposive sampling techniques. Three subgroups of study units supplied information to this study.

These included individual AFA members, leaders of the AFA and MDFA, and CWZ Livelihood project members of staff making a total of 58 men and 49 women or 107 people. The Litawa and Nanoko Area Farmers Association membership registers provided two lists of names disaggregated by sex used as the sampling frame. The table of random numbers was used to sample 60 individuals, 30 from either sex who completed the semi-structured questionnaire administered by trained interviewers. Replacements of originally sampled respondents were made in cases where it was impossible to interview them. A total of twelve (six from either sex) replacements were made for the following reasons: four (two from either sex) had died; two women changed residence; four (two from either sex) were not at home on a third day visit and two men, one was unwilling to be interviewed and another could not be identified. Purposive sampling technique was used to select key informants based on the role they played in the project including the Project Manager, MDFA and two (2) AFA Chairpersons and the two (2) Secretaries.

Selection to participate in focus group discussion was purposive and included only those who took part in the project activities for at least one year. A minimum of one year was preferred because this period was long enough for one to have adequate information on factors that influence participation in project activities. Initially age was proposed as a basis for selecting focus group discussion participants but field experience revealed that it was not a good criterion for selection due to three reasons. First, the age of members was not indicated in the membership registers from which participants were drawn. Secondly, it could have been difficult to assemble a group of at least eight participants in any of the proposed age groups from the community who had not participated in the semi-structured questionnaire since they were few members in the project. Thirdly, the topic under discussion was not a sensitive one to inhibit any person irrespective of age to discuss freely. Focus group discussions were held under a tree with participants seated in a circle. Forty-two (42) people of whom were 19 women and 23 men participated in at least one of the five focus group discussions and five key informant interviews. Of the five, one comprised both women and men. This was held with the MDFA Executive committee members of who were two women and six men, in the MDFA office. The

other four focus group discussions were single sex with two for either sex. In Nanoko, the two focus group discussion held separately comprised twelve (12) women only and eight (8) men only. For the women, they were aged between 20 for youngest and 73 for the oldest. The men were between 23 for the youngest and 59 years old for the oldest. In Litawa men's focus group discussions had nine (9) participants with the youngest being 27 years and 65 years for oldest. The women participants were six (6) aged between 31 years and 56 years. On average the duration of each FGD session lasted for two hours

3.5 Data collection tools

There were four main data collection tools used to collect data namely semi-structured questionnaires (appendix A), focus group discussions (appendices B and C), in-depth interviews (appendix D) and document analysis. These were supplemented by a debriefing workshop and pre-testing of the instruments used.

3.5.1 Semi-structured questionnaire

A semi-structured questionnaire was used to collect both quantitative and qualitative data. This tool was useful in a number of ways. First, it was administered to a considerably large number of respondents in a short period and was presented in the same format (Bamberger, 2000) to collect individuals' background information such as age, contributions made and benefits received from the project and specific issues influencing participation. Secondly, this tool made it possible to make comparisons of responses. Thirdly, the open-ended questions in the questionnaire allowed respondents to freely express themselves and raised issues which were further investigated in focus group discussions. Oral Interviews were conducted in Silozi language in respective villages and homes of respondents. After fieldwork, the author collected all completed questionnaires to check for completeness and quality of work. Before the next fieldwork, a review meeting was held for the author to give feedback on the previous day's work and to share experiences on successes, challenges faced and lessons learnt the previous day.

3.5.2 Focus Group Discussions

Focus group discussions collected qualitative data and clarified issues emerging from semi-structured questionnaires. This method also enabled respondents to provide detailed information on their political and organizational structure, community activities, timing and organisation of meetings and other factors influencing their participation in the livelihood security project. This method of data collection not only helped to strengthen the validity of the findings but also enhanced participants' involvement in identifying gender issues and concerns in the project.

The focus group discussions interview team included the moderator who guided the discussion and the note taker who operated a radio cassette tape recorder and took notes of the proceedings. The cassette tape was played back and transcribed into interview notes within 48 hours to ensure accuracy. Permission to record the discussion was sought and granted by participants after assuring them of confidentiality and anonymity of the information recorded. Four of the five focus group discussions (with the exception of MDFA, which was done in English language) were conducted in the Silozi language which was later translated into the English language. All focus group discussions were held in the respective localities of participants usually at the central place under a tree except the MDFA (which was held in their office).

3.5.3 In-depth interviews

An interview guide was used for in-depth interviews with key informants drawn from the MDFA and AFA executive committees and CWZ Livelihood Project. Information solicited included operations of the livelihood project with regard to organisation of project activities, size and trends in membership by sex, allocation of tasks in various project activities such as training and leadership, opportunities that exist and challenges faced regarding the participation of women and men. Also included was information on activities that had been implemented and suggestions on how best to involve women and men in such activities. In-depth interviews were held on a one on one basis.

3.5.4 Document analysis

Books, published and unpublished project documents and reports on sustainable rural livelihoods and gender mainstreaming in participatory rural development were consulted to collect secondary data. Most of the documents and books provided useful information on the debate of the theoretical aspect on the subject, which guided the design and development of research tools. The internet search yielded useful information.

3.5.5 Enumerators and Pre-testing of research tools

Three people collected data including the author; and two female Research Assistants. The author trained each the Research Assistant for two days on their role in the study, ethical consideration, data collection procedures, and interviewing skills and management of research equipment and materials. After training, the research tools were pre-tested to enhance validity of the content and improve on questions, format, and the scales of the research tools (Bamberger, 2000). The pre-test was conducted with five respondents: two women and one man in Nanoko, and one from either sex in Litawa and in Nanoko one focus group discussion with six women participants in Nanoko. This activity helped to clarify questions, identify unnecessary items and the time needed to complete the interview. As a result, areas of weakness in the research tools were later adjusted to ensure clarity and reduce on time required to complete the questionnaire. For example, at pre-test, it took about 40 to 50 minutes to complete the questionnaire. After pre-testing research tools were adjusted by reformulating and removing some repetitive questions such as *"which one of the following assets do you have access to?"* and *"which one of the following assets do you personally own?"* The former was removed. The time of interview was thus reduced to an average of 20 to 25 minutes. Actual fieldwork started on 20th October and ended on 6th November 2005.

3.6 Data Analysis

Data collected by questionnaires from open-ended questions in the questionnaire were coded and together with pre-coded data entered on the Statistical Package for Social Sciences (SPSS) computer software for analysis. Data on continuous variables such as age, highest education level attained and cash income were re-coded into categorical variables. Age was put into six equal categories (23-30, 31-39, 40-47, 48-55, 56-63, and 64-73); highest level of education attained were grouped in six categories (i.e. none,

lower primary, upper primary, junior secondary, senior primary and college); and cash income into six groups. Processing of the data included descriptive analysis involving running of frequencies to show how some variables were distributed in percentages.

Analysis of Interview responses and focus group discussion notes involved the process of condensing and structuring of data into a form that allowed patterns to be identified and hypotheses to be generated. Participants' comments felt to encapsulate the theme were quoted and identified by sex and age. This analysis is what Fox (1969) calls "an intriguing process, probably the most intellectually demanding of all techniques of data analysis, and one of the few areas in the later stages of the research process in which the researcher plays a strong and creative role" (Mutimba, 1997:44-45).

3.7 Limitations of the study

The researcher is conscious of possible biases inherent in the study design and process of data collection, which may have influenced the results. First, it is acknowledged that it could have been more useful to study all the five AFAs supported by CWZ through the MDFA but it was only possible to focus on two areas for two reasons. First, it was assumed that the selected areas were more familiar with the process - led approach because it had been implemented in both areas for nearly a year unlike in the other areas. Nanoko started with the output - led approach and later changed to the process – led approach and Litawa only started on with the process – led approach. Secondly, selection of respondents did not include those who stopped participating or had not renewed their membership. These were not included in the sampling frame and therefore had no chance of being selected. Had this group been interviewed the study could have captured the actual factors that influenced their participation. Thirdly, through simple random and purposive sampling techniques some people were not selected hence introducing sampling biases. The ideal situation could have been to interview all but this was not possible due to time constraints and other costs.

A total of 60 respondents completed the questionnaire. Some questions were not answered by a few respondents especially women. This introduced response bias

because their responses could have changed the results considering that the sample was small.

The study did not focus on the relevance or appropriateness of activities within the livelihood project being implemented but on levels of participation and influencing factors. As such, this study does not analyse the effectiveness and efficiency of project activities or the lack of it, although these issues are highlighted as possible factors influencing participation. For example, the study highlights the participation rates in various activities such as training, but it does not indicate who between the two sexes has fully utilized the training received. However, it is hoped that once these limitations are fully understood it would form a basis for further research.

3.8 Problems encountered during the study

Record keeping at CWZ Mongu office in the Livelihood project is weak and needs to be strengthened. Name lists provided did not indicate sex, age and time beneficiaries joined the project. This made it difficult to generate the sampling frame especially that among the Lozi people, names do not suggest the sex of a person. However, during pre-testing this was addressed.

Some respondents in Litawa could not be easily located because when enrolling in the project they identified themselves with particulars indicated on their national identification documents [National Registration Cards (NRCs)] especially names of villages where they lived then. This caused difficulties in locating them since they were being looked for in places they no longer lived.

Refusal by respondents to allow the principal research to mix the Lozi language and other languages where need arose during the interview in Nanoko raised the cost of data collection to cover expenses of hiring a local person as a research assistant to address the language barrier. This humiliated and relegated the principal researcher to the role of supervisor in the data collection process. The major problem with language was encountered during focus group discussions.

The road to Litawa was merely a stretch on which the vehicle made its own way. Although the place is 87 KM from Mongu town, it took more than two hours to cover a one-way trip. More time was therefore spent travelling.

3.9 Ethical consideration

Permission to conduct and sponsor the study was sought in writing from Concern Worldwide Zambia. This was granted and all costs of fieldwork were met by the organization. MDFA and AFA executive committee were approached for their consent through CWZ Livelihood Security Project staff.

Entry in the community was gained through the consultant Mr. Kusiyo Mbikusita Lewanika, the Prince to the Litunga (King) who was conducting a review of the Livelihood Project. The village heads were approached and requested for permission to interview their subjects. Permission was granted. Selected respondents were approached and objectives of the study were explained to them and requested for their verbal consent to participate. Although written consent is recommended, it was not sought because during the pre-test respondents were reluctant to sign consent forms. Interviews were held at respondents' homes in privacy.

Chapter 4

PRESENTATION OF RESULTS

4.0 Introduction

This chapter presents findings of the study under four themes including: i) background characteristics of respondents; ii) levels and trends of participation in project activities and governance organs; iii) the extent to which women and men benefited from the project; and iv) factors that influenced their participation. The background characteristics of respondents presented include age, marital status, religious affiliation, ethnic group, education status, and cash income, ownership of assets, size of farmland cultivated and who made the final decision on the type of crops to grow. The chapter ends with a summary of main findings of the study.

4.1 Background Characteristics of Respondents

4.1.1 Age of respondents

The respondents were asked to state their age in years as at the last birthday. The minimum age of men interviewed was in the age group 20-24 years, represented by 3.3% (1) whilst that of women was in the 30- 34 years age group, represented by 23.3% (7). While men were represented in all the ten age groups, women were not represented in the first two (20-24 and 25-29 years). The majority of women [26.7% (8)] were in the age group 45-49 years while that of men [20.0% (6)] was in the 35-39 age groups. In the sixty-five (65) and above age group, there were 3.3% (1) men and 6.7% (2) women as shown in 4.1.

Table 4.1: Percentage distribution of age of respondents by sex

Age group	Men		Women		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
20 - 24	1	3.3	0	0.0	1	1.7
25 - 29	5	16.7	0	0.0	5	8.3
30 - 34	2	6.7	7	23.3	9	15.0
35 - 39	6	20.0	3	10.0	9	15.0
40 - 44	5	16.7	2	6.7	7	11.7
45 - 49	3	10.0	8	26.7	11	18.3
50 - 54	3	10.0	3	10.0	6	10.0
55 - 59	1	3.3	4	13.3	5	8.3
60 - 64	3	10.0	1	3.3	4	6.7
65+	1	3.3	2	6.7	3	5.0
Total	**30**	**100.0**	**30**	**100.0**	**60**	**100.0**

Source: Survey data.

4.1.2 Marital status and relationship to the Household head

The majority of survey respondents including 90.0% (27) of the men and 56.7% (17) of the women were married; 13.3% (4) women and 6.7% (2) men were divorced; and 30.0% (9) women and 3.3% (1) men were widowed; as shown in table 4.2. Further, respondents were asked to state their relationship to the head of the household. All the men, 100.0% (30) stated that they were the head of the household. Of the 30 women, 56.7% (17) were a spouse to the head of the household, 36.7% (11) were the head of the household and 6.7% (2) were a daughter to the head of household as shown in table 4.2.

4.1.3 Ethnicity and Religious affiliation

The majority of the respondents, 90% men and 86.7% women, belonged to the Lozi ethnic group. The rest included the Subiya, 6.7% (2) men and 3.3% (1) women; Mbunda and the other ethnic groups had an equal proportion of 3.3% (1) men and 3.3% (1) women each. The other ethnic groups category included were the Bemba and Tumbuka as indicated in table 4.2.

Respondents were asked to state their religious affiliation. Christianity was the only religion that respondents were affiliated to and spread out across six denominations. The

majority of respondents belonged to the New Apostolic Church 50.0% (15) women and 46.7% (14) men followed by the United Church of Zambia, 20.0% (6) men and 30.0% (9) women; Seventh Day Adventist, 10.0% (3) men and 13.3% (4) women; the Jehovah's Witness; and Pentecostal Church each had the least number of members accounting for 6.7% (2) men and none (0%) women and the Roman Catholic church had 3.3% (1) for each sex, as shown in table 4.2. Only 6.7% (2) men and 3.3% (1) women were not affiliated to any religious denomination.

4.1.4 Education attainment

Respondents in this study were asked to state their highest level of formal education completed. Results show that the majority of the respondents (all the men [100% (30)] and 96.7% (29) women) had attained some education. Only 3.3% (1) women had never attended formal education. In terms of the highest level attained, 50.0% (15) women and 16.7% (5) men had junior primary; 10.0% (3) men and 6.7% (2) women attained senior primary; 33.3% (11) men and 26.7% (8) women had junior secondary; 30.0% (9) men and 10.0% (3) women completed senior secondary; and 10.0% (3) of the men and 3.3% (1) women possessed college education as shown in table 4.2. Reducing categories of education attainment by combining junior and senior levels of primary and secondary cumulative results are as follows: primary 23.3% (7) men and 56.7% (17) women; secondary 66.7% (20) men and 36.7% (11) women; college 10.0% men and 3.3% (1) women; and no education with only 3.3% (1) women and 0.0% men were recorded.

4.1.5 Household source of income

Respondents were asked to state their main source of income. Farming, trading, formal employment and external support from children were the four main sources of income mentioned. Of the total sample, the majority of women [90.0% (27)] and men [76.7% (23)] reported that their main source of income was subsistence farming; 16.7% (5) men and 3.3% (1) women were engaged in trading of consumable household products such as fish, vegetable; 6.7% (2) men and 3.3% (1) women were in formal employment and only

3.3% (1) women and none of the men (0.0%) reported receiving regular external support from their children who lived elsewhere. Results are summarized in table 4.2.

Table 4.2: Percentage distribution of background characteristics by sex of respondents

Background Characteristic	Men		Women		Total (Both sex)	
	No	%	No	%	No	%
Education Attainment						
Junior Primary	4	13.3	15	50.0	19	31.7
Senior Primary	3	10.0	2	6.7	5	8.3
Junior Secondary	11	36.7	8	26.7	19	31.7
Senior Secondary	9	30.0	3	10.0	12	20.0
College	3	10.0	1	3.3	4	6.7
None	0	0.0	1	3.3	1	1.7
Marital status						
Married	27	90.0	17	56.7	44	73.3
Widowed	1	3.3	9	30.0	10	16.7
Divorced	2	6.7	4	13.3	6	8.3
Relationship to household head						
Head of household	30	100.0	11	36.7	41	68.3
Spouse	0	0.0	17	56.7	17	28.3
Son or Daughter	0	0.0	2	6.7	2	3.3
Religious Affiliation						
New Apostolic	14	46.7	15	50.0	29	48.3
United Church of Zambia	6	20.0	9	30.0	15	25.0
Seventh Day Adventist	3	10.0	4	13.3	7	11.7
Jehovah's Witness	2	6.7	0	0.0	2	3.3
Pentecostal	2	6.7	0	0.0	2	3.3
Roman Catholic	1	3.3	1	3.3	2	3.3
None	2	6.7	1	3.3	3	5.0
Ethnic group						
Lozi	26	86.7	27	90.0	53	88.3
Subiya	2	6.7	1	3.3	3	5.0
Mbunda	1	3.3	1	3.3	2	3.3
Other	1	3.3	1	3.3	2	3.3
Source of income						
Farming	23	76.7	27	90.0	50	83.3
Trading	5	16.7	1	3.3	6	10.0
Formal employment	2	6.7	1	3.3	3	5.0
Children provide	0	0.0	1	3.3	1	1.7
Total	**30**	**100**	**30**	**100**	**60**	**100.0**

Source: Survey data.

4.1.6 Amount of money earned per month

Respondents were asked to estimate the average amount of money in Zambian Kwacha (ZMK) they earned per month in the period January to October in the year 2005. The amounts given were put in six categories ranging from less than 50, 000.00 to above 1, 000, 000.00. The majority of women 66.7% (20) women and 36.7% (11) men fell in the less than 50, 000.00 income brackets. There were 16.7% (5) men and 13.3% (4) women in the 50, 000.00 to 99, 000.00; 20.0% (6) men and 10.0% (3) women in the 100, 000.00 to 199, 000.00; 13.3% (4) men and 3.3% (1) women were in the 200, 000.00 to 499, 000.00; 10.0% (3) men and 6.7% (2) women were in the 500, 000 to 1,000, 000.00; and only 3.3% (1) men and 0.0% women were in the over one million Kwacha per month income brackets as shown in table 4.3.

Table 4.3: Percentage of the average amount of money earned per month by women and men

INCOME GROUP (ZMK)	Men		Women		Total	
	No	%	No	%	No	%
Less than 50, 000.00	11	36.7	20	66.7	31	51.7
50, 000.00 – 99, 000.00	5	16.7	4	13.3	9	15.0
100, 000.00 – 199, 000.00	6	20.0	3	10.0	9	15.0
200, 000.00 – 499, 000.00	4	13.3	1	3.3	5	8.3
500, 000.00 – 1, 000, 000.00	3	10.0	2	6.7	5	8.3
Above 1, 000, 000.00	1	3.3	0	0.0	1	1.7
Total	**30**	**100.0**	**30**	**100.0**	**60**	**100**

Source: Survey data

(Note: US$ 1.00 equivalent to ZMK4, 300.00. at time of study

4.1.7 Asset ownership

The respondents were asked whether they owned any of the assets listed in table 4.2 comprising four categories:- i) agricultural tools; ii) livestock and poultry; iii) telecommunication; and iv) transport equipment and other assets. A respondent reported owning an item if he/she owned such asset at the time of the interview. The proportion of respondents who reported having at least one of the assets listed under the four

categories is shown in table 4.4. This study indicates that generally men had more assets than women in nearly all the four categories listed.

In the agricultural tools category, all the men, 100.0% (30) owned a hoe and an axe while 86.7% (26) and 60.0% (12) women owned the two items respectively. Ownership of other items was: shovel, 53.3% (16) men and 13.3% (4) women; plough, 46.7% (14) men and 10.0% (3) women; harrow 23.3% (7) men and 13.3% (4) women; and watering can and crop sprayer were owned in equal proportions of 13.3% (4) men and 6.7% (2) women respectively. The least owned item was the treadle pump with 3.3% (1) of the men and 6.7% (2) women.

Assets ownership in the livestock category was distributed in the following manner: poultry, 73.3% (22) men and 80.0% (24) women; cattle, 50.0% (15) men and 23.3% (7) women; donkey, 23.3% (7) men and 6.7% (2) women; and goats and pigs were each owned by 6.7% (2) men and 3.3% (1) women.

Ownership of assets by men and women in the telecommunication and transport category was as follows: radio, 66.7% (20) men and 30.0% (9) women; canoe/boat, 30.0% (9) men and 10.0% (3) women; and bicycle, 20.0% (6) men and 10.0% (3) women. Only the men reported owning the ox-cart and television set in the proportion of 16.7% (5) and 3.3% (1) respectively. As table 4.4 show, men dominantly owned all 4.4 shows, assets in the other category. The proportion of asset ownership was as follows: land, 96.7% (29) men and 80.0% (24) women; house, 90.0% (27) men and 36.7% (11) women; sickle, 66.7% (20) men and 50.0% (15) women; mortar, 63.6% (19) men and 60.0% (18) women; fishing net, 36.7% (11) men and 20.0% (6) women; and hand mill, 6.7% (2) men and 3.3% (1) women.

Table 4.4: Percentage distribution of assets owned by respondents by sex

TYPE OF ASSETS	Men (n = 30)		Women (n = 30)		Total (n = 60)	
	No	%	No	%	No	%
Agricultural Tools						
Hoe	30	100.0	26	86.7	56	93.3
Axe	30	100.0	12	60.0	42	70.0
Shovel	16	53.3	4	13.3	20	33.3
Plough	14	46.7	3	10.0	17	28.3
Panga/matchet	13	43.3	2	6.7	15	25.0
Harrow	7	23.3	4	13.3	11	18.3
Watering can	4	13.3	2	6.7	6	10.0
Crop sprayer	4	13.3	2	6.7	6	10.0
Treadle pump	1	3.3	2	6.7	3	5.0
Livestock and Poultry						
Poultry	22	73.3	24	80.0	46	76.7
Cattle	15	50.0	7	23.3	22	36.7
Donkey	7	23.3	2	6.7	9	15.0
Goat	2	6.7	1	3.3	3	5.0
Pig	2	6.7	1	3.3	3	5.0
Telecommunication and Transport equipment						
Radio	20	66.7	9	30.0	29	48.3
Canoe / Boat	9	30.0	3	10.0	12	20.0
Bicycle	6	20.0	3	10.0	9	15.0
Ox cart	5	16.7	0	0.0	5	8.3
Television	1	3.3	0	0.0	1	1.7
Other						
Land	29	96.7	24	80.0	53	88.3
House	27	90.0	11	36.7	38	63.3
Mortar	19	63.3	18	60.0	37	61.7
Sickle	20	66.7	15	50.0	35	58.3
Fishing net	11	36.7	6	20.0	17	28.3
Hand mill	2	6.7	1	3.3	3	5.0

Source: Survey data.

4.1.8 Size of land usually cultivated

The respondents were asked to estimate the average amount of land, which they usually cultivated in one agricultural season. Of the 60 respondents interviewed, there were 10.0% (3) men and 16.7% (5) women who usually cultivated less than one hectare; 53.3% (16) men and 60.0% (18) women utilized between one and two; 26.7% (8) men and 20.0% (6) women cultivated three to seven; and 10.0% (3) men and 3.3% (1) women cultivated more than eight hectares of land as presented in table 4.5.

Table 4.5: Percentage distribution of size of land respondents usually cultivated by sex

SIZE OF LAND IN HECTARES (1 Hectare = 100 × 100 metres).	Men		Women		Total	
	No	%	No	%	No	%
Less than one	3	10.0	5	16.7	8	13.3
Between one and two	16	53.3	18	60.0	34	56.7
Between three and seven	8	26.7	6	20.0	14	23.3
Eight or More	3	10.0	1	3.3	4	6.7
Total	**30**	**100.0**	**30**	**100.0**	**60**	**100.0**

Source: Survey data.

4.1.9 Decision making on the type of crops grown in the household farm land

The study sought to identify individuals who made final decisions on the type of crops grown on the household farm in order to illuminate on intra-household power relations among key members of a household or who enjoyed personal autonomy in relation to the other. Data presented in table 4.6 shows that men (63.3%) are more likely to make independent decision on type of crop to grow than women (53.3%). On the other hand, women (36.7%) are more likely to report making joint decisions with their spouse than the men (30.0%). There were 6.7% (2) men and 3.3% (1) women, reporting that their spouse made the final decision on their own.

Table 4.6: Percentage distribution of person who made the final decision on type of crop grown on household farm by sex

Person who made decision	Men		Women		Both	
	No	%	No	%	No	%
Respondent	19	63.3	16	53.3	35	58.3
Jointly	9	30.0	11	36.7	20	33.3
Spouse	2	6.7	1	3.3	3	5.0
Someone else	0	0.0	2	6.7	2	3.3

Source: Survey data

4.2 Levels and Trends of Participation

This study investigated levels and trends of participation by women and men in activities and decision-making structures of the project to identify the resource; labour; and decision making contribution of each sex. Activities presented include project meetings,

training, provisioning of labour in and representation in decision-making structures. Information on respondents' self-assessment regarding their ability to make or influence decision and perceptions on whom, between the two sexes were more involved in the project are also presented. Women's and men's level of and trends in participation over a six months period and reasons behind changes are also presented.

4.2.1 The role played by women and men in the project

Respondents were asked to state the roles, which they played in the project with a view to capturing their contribution to the development and sustenance of the project. Percentages were calculated from frequencies of respondents who reported taking part in an activity. Thus each activity had a percentage value calculated from the total number of respondents. Results presented in table 4.7, indicate both women and men in equal proportion of 80.0% (24) reported that they attended project meetings; 23.3% (7) from either sex stated that they contributed labour; 13.3% (4) men and 6.7% (2) women indicated that they organized meetings; while 10.0% (3) men and 3.3% (1) women reported that they taught their peers how to grow crops. However, 10.0% (3) of the women reported that they did not engage in any activity.

Table 4.7: Percentage distribution of roles played by respondents in the project by sex

Role played by members	Men (n = 30)		Women (n = 30)		Total (n = 60)	
	No	%	No	%	No	%
Attend meetings	24	80.0	24	80.0	48	80.0
Contribute labour	7	23.3	7	23.3	14	23.3
Organize meetings	4	13.3	2	6.7	6	10.0
Teach peers how to grow crops	3	10.0	1	3.3	4	6.7
Never engage in any activity	0	0.0	3	10.0	3	5.0

Source: Survey data.

4.2.2 Participation in the governance and leadership of the project

The study sought to identify levels of governance and leadership, and to assess the participation of women and men in leadership at various levels of the project. Two levels

of governance and leadership were identified comprising elected executive committees. The first level of governance was at the community level coordinated by the Area Farmers' Associations and the second was at district level governed by the District Farmers' Association. Of the two, the district farmers' association was higher in terms of scope, coverage and decision making power while the area farmers association was lower. There were two Area Farmers Associations (AFAs) which were assessed namely the Litawa Farmers' Association (LIFA) and Nanoko farmers' Association (NAFA) drawn from two geographical areas, Nanoko and Litawa respectively. Each AFA had ten elected executive committee members.

Table 4.8.a, shows that in the two AFA executive committees, the majority of members were men [13 (65.0%)]. Women were only 7 (35.0%) of the total elected members. Of the seven women, two held the post of Treasurer and the other five that of Committee Member. The men held positions of Chairperson, Vice Chairperson. Secretary, Vice Secretary and committee member. One of the issues of concern is that the few positions women held are of low status and influence in decision-making

Table 4.8a: The distribution of AFA Executive committee positions by sex

Position	**Nanoko and Litawa AFA Executive Committees**		
	Men	**Women**	**Total**
Chairperson	2	0	**2**
Vice Chairperson	2	0	**2**
Secretary	2	0	**2**
Vice Secretary	2	0	**2**
Treasurer	0	2	**2**
Committee Member	5	5	**10**
Total	**13 (65.0%)**	**7 (35.0%)**	**20 (100.0%)**

Source: Litawa and Nanoko 2005 Membership register.

The district farmers' Association known as the Mongu District Farmers Association (MDFA) also had ten executive committee members. The number of women and men in the MDFA was well distributed in the sense that the ten positions available were occupied in a sex ratio of 50:50 as presented in table 4.5b. However, in terms of seniority the men occupied the positions of Chairperson, Secretary, Vice Secretary, and

Coordinator while the women held the positions of Vice Chairperson, Treasurer and three Committee Members.

Table 4.8.b: The distribution of women and men in the MDFA Executive committees

POSITION	MEN	WOMEN	TOTAL
Chairperson	1	0	1
Vice Chairperson	0	1	1
Coordinator	1	0	
Secretary	1	0	1
Vice Secretary	1	0	1
Treasurer	0	1	1
Committee Member	1	3	5
Total	**5 (50.0%)**	**5 (50.0%)**	**10 (100%)**

Source: MDFA Register.

4.2.3 Participation in Training

Respondents were asked to state whether they participated in any training and if they did, to specify the type and duration of training received. Both women and men reported having received training in three courses namely crop production, administration and management skills, and fish farming and livestock rearing. The three courses had twelve (12) subjects and of these men participated in eleven (11) of them (91.7% of the twelve subjects) while women attended ten (10) (83.3% of the twelve subjects). This shows women attended that one subject only while two were by men only. The respondents who had attended training in any of the subjects of the three courses were asked to indicate the duration for a particular subject. One of the limitations with this question was that only the actual number of days one attended and not the actual duration that the training providers allocated was reported. It is therefore, possible to have different responses to one training of the same duration since some trainees may have completed training for the scheduled duration while others may not. However, the responses are relevant because they inform us about the actual time respondents spent on some given training.

4.2.3.1 Crop production

There were five types of subjects offered in this course namely: i) Vegetable production; ii) Soil and water conservation; iii) Rice production; iv) Maize production; and v) Sweet Potato production. This course was the most attended of the three offered. Both women and men indicated that they received training in all the five subjects offered under crop production. However, there were more men to a proportion of nearly double the number of women taking part in four of the five subjects under the crop production course. An equal proportion of 3.3% (1) women and men reported that they participated in the subject of sweet potato production. The proportion of women and men who were trained in each subject was as follows: vegetable production, 40.0% (12) men and 26.7% (8) women; Soil & water conservation, 40.0% (12) men and 20.0% (6) women; Rice production, 26.7% (8) men and 20.0% (6) women, and maize production, 10.0% (3) men and 3.3% (1) women as shown in table 4.9.

The women and men who received training were asked to indicate the duration spent on each of the subjects attended in the crop production-training course. The amount of time respondents spent on the subjects offered ranged between one and seven days. The study revealed that for most of the subjects in the crop production course, men were more likely to attend training for a longer duration than women were. The data indicate that 3.3% (1), 6.7% (2) and 6.7% (2) of the men received a-five and more days training duration in vegetable production; soils and water conservation; and rice production subjects respectively. There were no women who were trained for a similar duration. While both women and men trained in crop production courses for one to two days, table 4.9 shows that men were the majority. Only a few women 3.3% (1) and 6.7% (2) were trained for three to four days representing the longest duration for women in the crop production course. Even within the three to four days' duration, men were the majority of those trained being 3.3% (1) and 10.0% (3) more than the women are. The proportion of men who reported receiving a-five and more days' training representing the longest duration of training received, ranged between 3.3% (1) and 6.7% (2). This implies that men were more likely to undergo crop production training for a longer duration than women were.

4.2.3.2 Administration and management

The administration and management course offered four subjects that relate to human intellectual development namely: leadership skills; bookkeeping; skills on how to access markets; and workshop facilitation skills. This course was the second most attended after the crop production course. There were more men than women who were trained in nearly all subjects offered in administration and management. Unlike men who reported participation in all subjects, women took part in only two of the four subjects offered. The participation rates of respondents in each subject were as follows: leadership, 20.0% (6) men and 10.0% (3) women; workshop facilitation, 3.3% (1) men and 6.7% (2) women. However, Bookkeeping with 10.0% (3) men and Skills to access markets with 6.7% (2) men, were the two subjects not attended by women.

The results in table 4.9 indicate that some men attended training for the duration of three or more days than women. Women only attended training for a period of one to two days in the two subjects they attended. This suggests that the project addressed strategic gender interests of men more than those of women.

4.2.3.3 Fish farming and livestock rearing

This course offered three subjects, namely fish farming, poultry farming and pig management. As presented in table 4.9, this course was the least attended, with one subject having only women and no man reporting participation. Among the few who attended this course, there were relatively more women, than men reporting participation in the three subjects provided were. The percentage distribution of trainees according to subject was as follows: fish farming, 6.7% (2) men and 3.3% (1) women; poultry management, 3.3% (1) men and 6.7% (2) women; and pig management 0.0% men and 3.3% (1) women.

The study found out that at least one of the three subjects under fish farming and livestock rearing course was attended by women while the men, on the other hand, attended only two of the three subjects namely fish farming 6.7% (2) and poultry

management 3.3% (1). Data in table 4.9 indicate that women were more likely to attend a three to four days training duration than the men with one to two three days.

Table 4.9: Percentage distribution of type and duration of training women and men participated

TYPE OF TRAINING	% Men (n = 30)				% Women (n = 30)			
	Total trained	Training duration (days)			Total trained	Training duration (days)		
		1 - 2	3 - 4	5 & more		1 - 2	3 - 4	5 & more
Crop production								
Vegetable production	**40.0**	26.7	10.0	3.3	**26.7**	20.0	6.7	0.0
Soil-water conservation	**40.0**	30.0	3.3	6.7	**20.0**	16.7	3.3	0.0
Rice production	**26.7**	13.3	6.7	6.7	**20.0**	16.7	6.7	0.0
Maize production	**10.0**	3.3	3.3	3.3	**3.3**	3.3	0.0	0.0
Sweet Potato production	**3.3**	0.0	0.0	3.3	**3.3**	3.3	0.0	0.0
Administration and Management								
Leadership skills	**20.0**	10.0	3.3	6.7	**10.0**	10.0	0.0	0.0
Book-keeping skills	**10.0**	6.3	3.3	0.0	**0.0**	0.0	0.0	0.0
Skills to Access markets	**6.7**	6.7	0.0	0.0	**0.0**	0.0	0.0	0.0
Facilitation skill	**3.3**	3.3	0.0	0.0	**6.7**	6.7	0.0	0.0
Fish farming and livestock								
Fish farming	**6.7**	6.7	0.0	0.0	**3.3**	0.0	3.3	0.0
Poultry management	**3.3**	3.3	0.0	0.0	**6.7**	3.3	3.3	0.0
Pig management	**0.0**	0.0	0.0	0.0	**3.3**	3.3	0.0	0.0

Source: Survey data.

4.2.4 Respondents' self-assessment and perceptions on decision making power in the project

In order to assess who of the two sexes was more involved and made most decisions in running the project, respondents' were presented with three statements to either agree or disagree with. A no comment option was included. The first statement "I have a say in the running of the project" enabled a respondent to assess herself/himself in terms of ability to influence decisions in the running of the project. The majority of the men (53.3%) agreed with the statement and thus asserting their decision making power in the running of the project. There were 46.7% men who disagreed. For the women, the

majority of them (53.3% women) disagreed suggesting that they did not have the power to make decisions and influence the functioning of the project. There were 36.6% women who agreed that they had a say in the running of the project, and 10.0% of them who did not comment.

The second statement sought the perceptions of respondents on whom between women and men made most of the decisions in running of the project. Respondents were asked to indicate whether they agreed or disagreed with the statement "women made more decisions on the running of the project than men". The majority of both the men and women in equal proportion of 76.7% disagreed. Only 23.7% men and 20.0% women agreed with the statement and 3.3% women did not comment. On the third statement that "men made most of the decisions in running the project" the majority of the men (86.7%) and women (60.0%) agreed. There were 36.7% women and 13.3% men who disagreed. Only 3.3% of the women did not comment. Table 4.10 presents details of respondents' self-assessment on the perception of respondents regarding personal power in decision making and domination in decision between women and men.

Table 4.10: Percentage distribution of respondents' self-assessment and perception on decision making power in running the project

Decision making in running of the project	**Men (n = 30)**						**Women (n = 30)**					
	Agree		**Disagree**		**No comment**		**Agree**		**Disagree**		**No comment**	
	No	**%**	**No**	**%**	**No**	**%**	**No**	**%**	**No**	**%**	**No**	**%**
I have a say	16	53.3	14	46.7	0	0.0	11	36.7	16	53.3	3	10.0
Women make most decision	7	23.3	23	76.7	0	0.0	6	20.0	23	76.7	1	3.3
Men make most decision	26	86.7	4	13.3	0	0.0	18	60.0	11	36.7	1	3.3

Source: Survey data.

Focus group discussion participants were asked who between women and men made most of the decisions in running of the project. The majority of both male and female participants indicated that important decisions such as location of the storage shade and

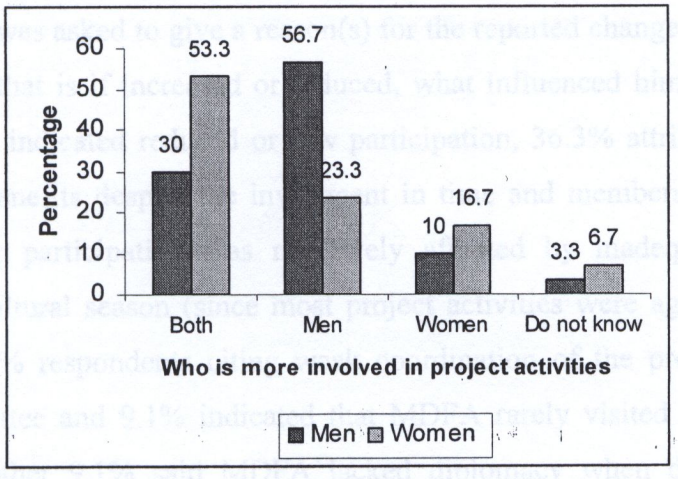
hammer Mill were jointly made by both sexes at project meetings. However, some male participants said men made most decisions since it was the responsibility of the Area Farmers Association (AFA) executive committee members, majority of whom were men, to provide leadership and make decisions. It was further stated that "over the years the attendance of women at project meetings reduced and the men dominated and influenced decisions made at these meetings" (46-year-old man). While the MDFA held the view that there were more women than men who attended project meetings (MDFA focus group discussion), to the contrary both male and female focus group discussants indicated that the number of women attending project meetings had reduced.

4.2.5 Perception on women and men's involvement in project activities

Respondents were asked to indicate whether it was the women or men or both (women and men) who were more involved in project activities such as training, construction work, leadership roles, project meetings and decision making. One weakness of this question was that although activities were specified, respondents had different levels of knowledge on project activities. This left room for biases to come in because some may have considered many activities to state their views while others focused on a few on which they made their judgment. Therefore, interpretation of these results should be made with caution.

Data from the survey indicate that slightly more than half the men (56.7%) felt men were more involved in project activities than women were. Other men in proportions of 30.0% said both; 10.0% said women were more involved; and 3.3% said they did not know. Among the women, the majority 53.3% said both; 23.3% said men and 16.7% said women were more involved and 6.7% said they did not know. The details are shown in figure 1 below.

Figure 1: Percentage distribution on respondents' perception of who is more involved in project activities.



Source: Survey data.

According to the MDFA, most activities are dominated by the men except rice production activities which women seem to engage in with passion. Women in other activities such as training, vegetable production and leadership are usually less than men (MDFA Secretary; Male and female FGDs, 2005).

4.2.6 Trends in level of participation

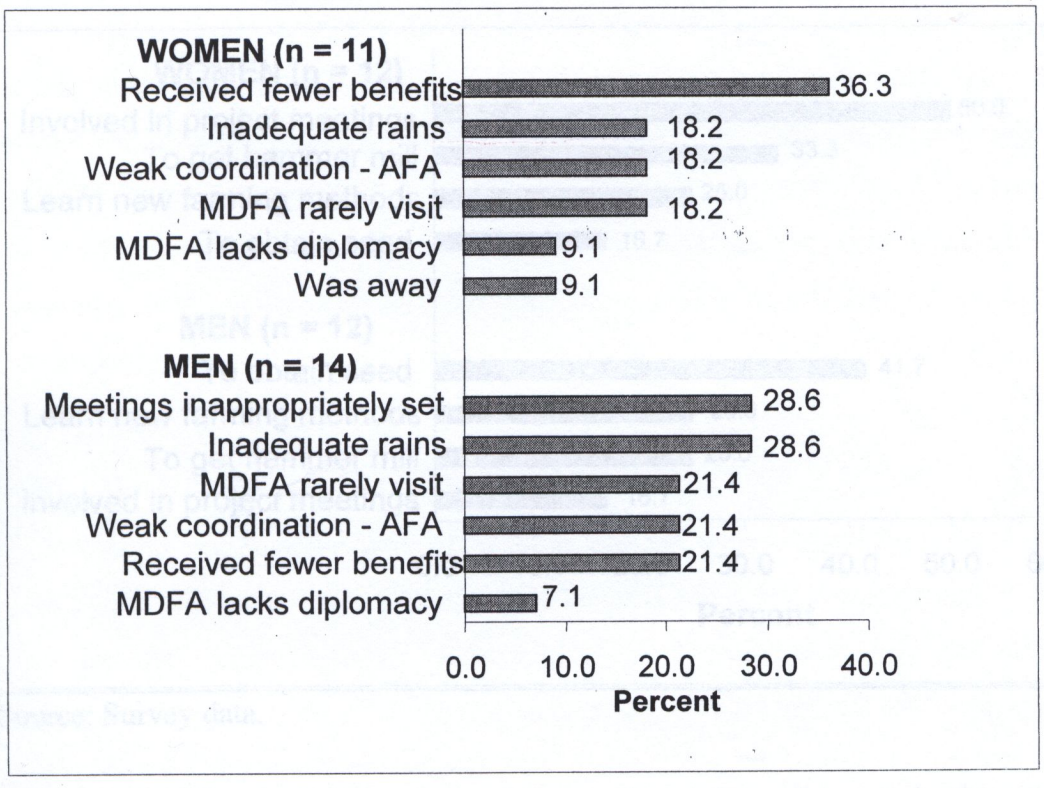
This study investigated women's and men's trends in level of participation over a period of six months. Both groups of male and female respondents to survey questionnaire and focus group discussions participants were asked to state whether there was any change in levels of participation in terms of increased and reduced or low participation among women and men over a six months period (from March to September, 2005) and reason(s) behind the observed change.

The survey results show that the majority of the men [86.7% (26)] and women [76.7% (23)] reported a change in their level of participation. Of the 26 (100.0%) men, 53.8% (14) reported reduced participation while for 46.2% (12) it increased. Among the 23 (100.0%) women, 52.2% (12) reported reduced and 47.8% (11) increased participation.

Those who indicated that their participation was the same over the stated period were 23.3% (7) of the women and 13.3% (4) of the men.

Each respondent was asked to give a reason(s) for the reported change in his or her level of participation (that is if increased or reduced, what influenced him or her to do so). The women who indicated reduced or low participation, 36.3% attributed it to having received fewer benefits despite the investment in time and membership fees. Another 18.2% said their participation was negatively affected by inadequate rains in the 2004/2005 agricultural season (since most project activities were agricultural related). There were 18.2% respondents citing weak coordination of the project by the AFA executive committee and 9.1% indicated that MDFA rarely visited and consulted the community. Another 9.1% said MDFA lacked diplomacy when dealing with AFA members and 9.1% attributed their low participation to their being away from the village during the stated period. The percentage of men who gave reasons for low participation given were as follows: 28.6% said they missed most of the project meetings because they were inappropriately scheduled; 28.6% cited inadequate rains in the 2004/2005 agricultural season; 21.4% were discouraged because MDFA rarely visited and consulted them; 21.4% cited weak coordination of the project by the AFA executive committee; 21.4% received fewer benefits; and 7.1% said MDFA lacked diplomacy when dealing with AFA members. Figure 2 summaries the results.

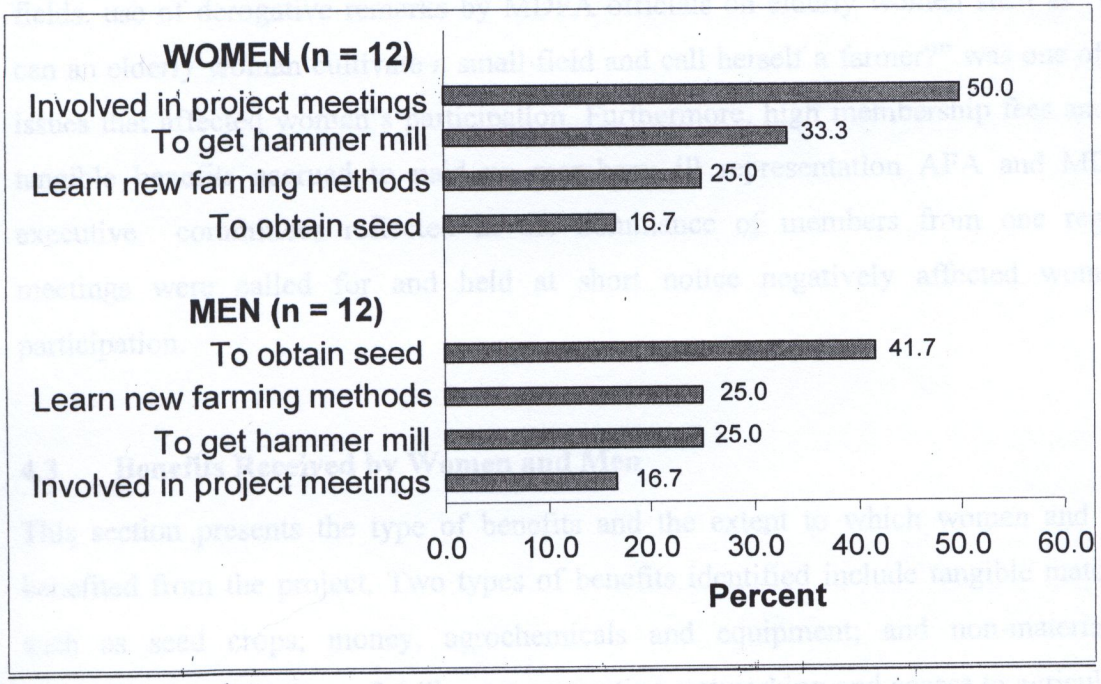
Figure 2: Reasons for reduced or low participation by sex.



Source: Field Data

For the women who reported an increase in participation, four reasons were given as follows: the majority of them (50.0%) were involved in mobilizing the community for project meetings; 33.3% wanted to access the Hammer Mill; 25.0% were looking for an opportunity to learn new farming methods; and 16.7% wanted to obtain seed. Among the proportion of the men and the reasons given were: 41.7% wanted to obtain farm inputs such as seed; 25.0% were interested in the getting the hammer mill running for the community; and 25.0% wanted to learn new farming methods; and 16.7% were involved in mobilizing the community for project meeting . Figure shows the percentage distribution of women and men. The detailed results are presented in figure 2.

Figure 3: Reasons for increasing participation by sex



Source: Survey data.

Both male and female focus group participants observed that the participation of women and men had gone down, indicative of reduced membership base in the project. The majority of male and female participants indicated that many women had since withdrawn membership from the project for several reasons. The men attributed low participation in the project to low morale amongst project members because "they did not receive food or seed as was the case before. They would rather look for food elsewhere than attend to project activities" (46-years-old man). Other reasons given were CWZ's delays in delivering against a commitment earlier made to facilitate acquisition of cattle, ploughs and a water pump by the community. The change of approach by CWZ from "Out put led" to "Process led", seen by the community as CWZ's exit strategy from the community (by first handing them over to MDFA); introduction of membership fees; and unfair distribution of resources received such as the Treadle pump which was given to only one man yet it was requested by all.

In addition to the above, women attributed low participation particularly of the women to MDFA's lack of capacity to deal with problems presented to them during field

inspection such as failure to identify and provide solutions to crop diseases in their fields. use of derogative remarks by MDFA officials on elderly women such as "how can an elderly woman cultivate a small field and call herself a farmer?" was one of the issues that affected women's participation. Furthermore, high membership fees and no tangible benefits accrued to paid up members; ill representation AFA and MDFA executive committees reflected in the dominance of members from one region; meetings were called for and held at short notice negatively affected women's participation.

4.3 Benefits Received by Women and Men

This section presents the type of benefits and the extent to which women and men benefited from the project. Two types of benefits identified include tangible materials such as seed crops, money, agrochemicals and equipment; and non-material or intangible things in form of skills, status, prestige, networking and access to agricultural services. Also presented are respondents' perceptions on whom the project impacted most.

Considering at benefits project members received, it is important to consider the initial focus and approach of the projects of CWZ. Concern Worldwide Zambia started working in Western province of Zambia with an initial focus on relief and rehabilitation in response to the 2000/2001 drought that affected the country. Over the years, the organisation has broadened its focus and coverage in a fashion, which reflects strategic learning and policy and programme development focusing on the empowerment of the target group.

4.3.1 Material benefits

There were seven material things offered in the initial stages of the project in response to the 2000/2001 drought in 2002. These included rice, maize, and vegetable seeds; and insecticides/pesticides. Other benefits that came later were; transport and meal allowance paid in cash; crop sprayer; and chemical fertilizer. The study revealed that the majority of the men [86.7% (26)] received rice seed followed by 50.0% (15) (6) who

got maize seed; 20.0% received pesticides/insecticide; 13.3% were paid money as meal and or transport allowance while on AFA assignment; and 10.0% received a crop sprayer. Amongst the women, the majority of them [70.0% (21)] received rice seed; followed by 43.3% (13) who received maize seed; 16.7% (5) obtained pesticides/insecticides; 3.3% (1) were paid money as allowances for lunch and transport; and 6.7% (2) received a crop sprayer. Both sexes received vegetable seed and chemical fertilizer in equal proportions of 26.7% (8) and 6.7% (2) each respectively as shown in table 4.11.

Table 4.11: Percent distribution of respondents who received material benefits by sex

Material received	Men (n = 30)		Women (n = 30)		Total (n = 60)	
	No	%	No	%	No	%
Rice seed	26	86.7	21	70.0	47	78.3
Maize seed	15	50.0	13	43.3	28	46.7
Vegetable seed	8	26.7	8	26.7	16	26.7
Insecticides/Pesticide	6	20.0	5	16.7	11	18.3
Transport & Meal allowance	4	13.3	1	3.3	5	8.3
Crop Sprayer	3	10.0	2	6.7	5	8.3
Chemical Fertilizer	2	6.7	2	6.7	4	6.7

Source: Survey data.

4.3.2 Intangible benefits

There were other benefits that respondents could not quantify or easily identify which the researcher was able to pick during the process of data collection and through interaction with the respondents. Some were captured during focus group discussions. These included such benefits as prestige and status derived from the authority, which certain individuals possessed.

According to the MDFA, farmers have benefited from the organisations' ability to organise farmers into groups; securing support from partners such as CWZ, World Vision, Programme Against Malnutrition (PAM) training for its members on various topics including crop and animal production, conservation and organic farming. Further,

a channel of assistance from NGOs and Government to individual women and men through the AFAs had been established (MDFA FGD, 2005). However, the MDFA executive committee acknowledged that men than women enjoyed most of the benefits. This was confirmed by the survey data presented in tables 4.9; and 4.11. It was encouraging to note that the MDFA expressed concern over the imbalance and considered it as an issue that needed to be addressed. Commenting on the imbalance a 51-year-man used a Lozi saying to express concern as: "*Ndu yeisina musali aki ndu. Kisimbangu!*" meaning for any programme or project to succeed, the participation of women and men is vital without which it is headed for failure. This shows that equal participation of women and men in activities is one cultural value in the Lozi culture.

4.3.2.1 Status and prestige

As table 4.8a and 4.8b indicates, men held the majority of senior positions in the leadership structure of the project in the community especially at AFA level. It should be remembered that these leaders made decisions and ensured their implementation on behalf of group members. They also distributed or shared the benefits that were accrued amongst the members. As the MDFA pointed out "it is the responsibility of each AFA to determine membership fees and select training participants" (MDFA, Chairperson) and those who performed such tasks gained status and prestige in the community. For example, the Chairpersons, who were the men, held keys to the storage shade and kept some project assets such as the radio in their homes. Any member who needed to use these facilities sought their permission and since the Chairperson had authority to either grant or not to he earned status in the community relative to others. Thus the leaders, majority of whom were men, had authority, more access to and control over project assets and resources than the women. For example, a community radio receiver owned by the group meant for listening to an Agricultural Radio Programme by all was not being utilized as planned because is was kept at the Chairperson's home. Many project members did not access it because the radio was considered the Chairperson's personal asset.

4.3.2.2 Access to farm input

One of the objectives of MDFA has been to create linkages between farmers and providers of various services such as agricultural inputs, training and extension assistance, storage facilities and markets for farmers. It must be noted that the liberalization of the economy in 1991, including the agricultural sector and the free market enterprise posed challenges to small-scale farmers who could not adjust according to the new approach of accessing agricultural services (Maimbo, et al. 1996). Among the benefits received by women and men, therefore, has been access to agricultural inputs, extension services and training. The majority of male and female focus group participants indicated that the project enabled them acquire seed from within and learn various skills such as how to make composite manual and organic farming. Through the AFA, project members met to solve some of the problems they faced. One example cited by focus group discussants is the construction of storage shade in partnership with MDFA and CWZ, which offered farmers a storage facility for both farm produce and seed. Data from focus group discussions indicate that most of the maize and rice seed that respondents received (see table 4.11) was their own produce from the 2002/2003 agricultural season, which was stored as a revolving resource.

4.3.2.3 Networking

Both women and men in focus group discussions indicated that they networked with other sister AFAs through study tours. Exchange visits and tours are some of the activities project members are engaged in, in order to enable participants share information and learn from each other. A 38-year-old woman said, "I was one of the project members who took part in the study tour of farms in Kaama and Ndiki (these are two other areas of the livelihood security project supported by CWZ) where I learnt new farming techniques which are used in those areas to produce more food". Further, the exchange visits helped farmers to be more focused on their agricultural activities and be able to identify challenges faced and ways to overcome them. One example, as noted earlier, is the decision to construct a storage shade for securing both farm produce and seed. FGD participants were asked to give the sex composition of members who took part in exchange visits and tours. It was reported that men dominated since in most cases preference was given to executive committee members of whom the majority are men.

4.3.2.4 New farming techniques

Focus group participants said they learnt how to grow vegetables through the project. A 40-year-old man said: "in the past we depended on chemical fertilizer to grow vegetables. Through the project, we have learnt that the best ingredient for vegetables and many other crops is compost manure. When we applied compost manure in our gardens we discovered it was the best because crops grew very well". The project also taught participants the methods of making compost manure. Other skills reported to have been learnt included "how to make tomato nursery, good ways of sowing and spacing maize. However, some participants pointed out that although use of compost manure produced good yields and was good for soil fertility it was not widely adopted because it requires a lot of time and labour. From the foregoing, it is clear that both women and men acquired new skills and farming techniques. However, it is worthy noting that those who attended training which was dominated by men as shown in table 4.9 acquired these skills.

4.4 Factors Affecting Participation in the Project

The last section has shown that there were more men than women involved project activities and tended to enjoy the benefits associated with participation. This section outlines specific issues that influenced participation of women and men in the project. Issues outlined include membership fees, amount of benefits received, disappointment due high expectations, lack of encouragement from the men, lack of clarity of approach new process-led approach. Other issues include women's low self esteem, and lack of systematic strategy to encourage women and meet their needs, knowledge about the project, reason for participation, involvement with or in other projects run by other organizations, level of satisfaction with sponsoring organisation and decision making organ of the project, and the main reason for participating. These factors are important because they provide an environment that can motivate and sustain participation in the project.

4.4.1 Knowledge about the project

Knowledge about project objectives and activities is important to enable potential participants make informed decisions/choices. Knowledge of project participants is

equally important for project managers to ensure misconception about perceived risks and benefits are addressed so that project goals and objectives continue to guide all participants. Further, high knowledge levels indicate how well project objectives and activities are understood and shared by participants.

The respondents were asked to state what they knew about the project in terms of its objectives and activities. Percentages were calculated from frequencies on each activity mentioned. Thus, each activity had a percentage value calculated from the total number of respondents. The results indicate that men were more likely to know about project activities than women were. Of the 30 men interviewed, the majority [80.0% (24)] knew that the project provided farm inputs; 60.0% (18) said it taught new farming methods; 30.0% (9) knew it facilitated infrastructure development such as construction of the storage shade and hammer mill. Of the women, the majority of them [73.3% (22)] knew that the project provided farm inputs; 46.7% (14) stated that it taught new farming methods; and 6.7% (2) mentioned infrastructure development. Equal proportions of 6.7% (2) and 3.3% (1) of each sex said the project conducted HIV/AIDS awareness campaigns and taught leadership skills each respectively. Table 4.12 details the results.

Table 4.12: Percentage distribution of knowledge of respondents on project activities by sex

Knowledge about project activities	Men (n = 30)		Women (n = 30)		Total (n = 60)	
	No	%	No	%	No	%
Channel of receiving farm inputs.	24	80.0	22	73.3	46	76.7
Teaches new farming methods.	18	60.0	14	46.7	32	53.3
Provider of hammer mill & Storage shade.	9	30.0	2	6.7	11	18.3
Conducts HIV/AIDS awareness.	2	6.7	2	6.7	4	6.7
Teaches leadership skills.	1	3.3	1	3.3	2	3.3

Source: Survey data.

Table 4.12 shows variations in knowledge about project activities and objectives between women and men. The men were more aware of the project than the women were. One issue of concern is that women were more likely to participate without relating to project objectives and goals but based participation on their own immediate

practical needs or took part in activities blindly. This brings difficulties in self-evaluation of project impact by participants.

4.4.2 Main reason for participating in the project

The purpose of finding out the main reason for participation in project activities was to determine whether project objectives coincided with individuals' needs and to identify priority areas for men and women. There are many reasons that motivate people to engage in certain activities. It has been observed that people choose or agree to participate in development work when benefits to participate are perceived to be of socio-economic value to them (Makumbe, 1996). Such choices resonate from accurate information of perceived benefits, which include social, material, and other human needs. Once the main reason for taking action is established, a person is therefore driven and guided by the desire to satisfy it.

The respondents were asked to state the main reason for participating in the project. The study identified four main reasons for participation. Of the men, the majority of them [76.7% (23)] joined the project to obtain agricultural inputs such as seed, and food assistance when in crisis. The rest of the men gave the following reasons for participation: 26.7% (8) of them wanted to acquire new farming methods; 16.7% (5) wanted to share information, knowledge and concerns on agricultural development, and; and 3.3% (1) wanted to acquire skills on how to access markets. Among the women: 60.0% (18) wanted to access agricultural inputs and food aid during crisis; 36.7% (11) said they wanted to acquire new farming methods; 23.3% (7) wanted to share information, knowledge and concerns on agricultural development; and 6.7% (2) wanted to acquire skills on how to access markets. In addition to the reasons given above, focus group participants reported that it was a response to the request by CWZ and MDFA for the community to form an Association (the AFA) through which community members could be assisted; some members were attracted by HIV/AIDS awareness activities in the formative stages of the AFAs; and for others it was a sheer potential source of income.

Table 4.13: Percent distribution of respondent's main reason for participating in the project

Reason	Men (n = 30)		Women (n = 30)		Total (n = 60)	
	No	%	No	%	No	%
To get inputs and food aid during crisis	23	76.7	18	60.0	41	68.3
To acquire new farming methods	8	26.7	11	36.7	19	31.7
To share information and concerns	5	16.7	7	23.3	12	20.0
To learn skills to access markets	1	3.3	2	6.7	3	5.0

Source: Survey data.

One issue of concern from table 4.13 is that there were more women than men who joined the project to acquire new farming skills; share information and concerns; and to learn skills to access markets yet very few of them (women) as shown in table 4.9, had been trained in their areas of need. According to the GAD approach training is an important means through which the strategic gender interest of individuals are addressed. For the livelihood project, this implies that the project was not effectively addressing the strategic gender interest of the majority of women. However, it is encouraging that despite the absence of a systematic gender mainstreaming tool in the project both women and men participate. This suggests that the project has potential to achieve equal participation of women and men, should a gender mainstreaming tool be put in place.

4.4.3 Level of satisfaction with CWZ and Associations involved

The purpose of measuring the level of satisfaction was to get a sense of support project members were likely to render to project officers and sponsoring organisation. Satisfaction was considered as the basis for continued investment and confidence building among project participants.

Women and men were asked to indicate their level of satisfaction with each of the organisations involved in the project using the responses: satisfied and dissatisfied. A no comment response was also included. The results show that the majority of both men and women in an equal proportion of 80.0% (24) were satisfied with the way CWZ

supported project activities. Overall, the level of satisfaction was higher among the men than the women were. There were 60.0% (18) and 53.3% (16) of the men saying they were satisfied with the operation of the AFA and MDFA respectively. There were 3.3% (1) men did not comment on AFA. Of the women, 50.0% (15) and 43.3% (13) were satisfied with the AFA and MDFA respectively. There were 13.3% (4); 16.7% (5); and 13.3% (4) women who did not comment as to whether they were satisfied or not, with the operation of the AFA; MDFA; and CWZ respectively. As table 4.14 shows, the percentage distribution of women and men who were dissatisfied with operation of the AFA; MDFA; and CWZ were as follows: 36.7% (11) women and men; 46.7% (14) men and 36.7% (11) women; and 13.3% (4) men and 6.7% (2) women respectively.

Table 4.14: Percentage distribution of respondents' level of satisfaction

	Men (n = 30)						Women (n = 30)					
	Satisfied		Dissatisfied		No comment		Satisfied		Dissatisfied		No comment	
	No	%	No	%	No	%	No	%	No	%	No	%
CWZ	24	80.0	4	13.3	0	0.0	24	80.0	2	6.7	4	13.3
AFA	18	60.0	11	36.7	1	3.3	15	50.0	11	36.7	4	13.3
MDFA	16	53.3	14	46.7	0	0.0	13	43.3	11	36.7	5	16.7

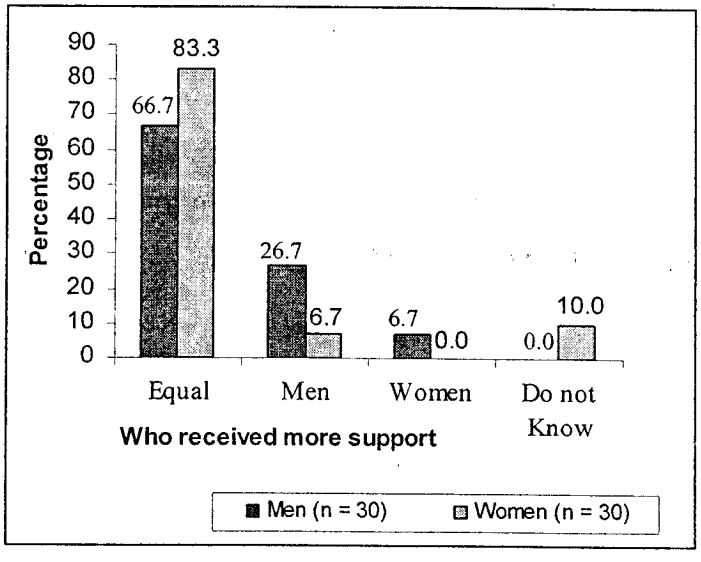
Source: Survey data.

It is encouraging to note that more than 50% of the men were satisfied with how the project was run by all the parties involved. The proportion of women and men dissatisfied with AFA and MDFA is cause for concern and needs to be addressed. The high number of women who did not comment is another issue of concern. This could be indicative of three things: i) either they did not participate in most of the project activities and therefore would not be able to evaluate or tell; or ii) they were dissatisfied and were scared to say it for fear of victimization; or iii) they truly did not have any comment to make. However, this is an issue of concern considering that nearly all the men clearly stated their satisfaction or dissatisfaction without fear. It is tempting for one to assume that these women still lacked self-esteem to assert themselves and express their feelings, which could also be indicative of low levels of empowerment.

4.4.4 Perceptions on who is receiving more support from the project

The study sought respondents' perceptions on whom between women and men received more support from the project in form of materials and training opportunities provided by the project. The respondents were asked to state whom they perceived to be receiving more support using four options: Equal for both sexes; Men; Women; or Do not know. The results generally show that both women and men were perceived to have received equal amounts of support. The majority of the women 83.3% (28) said both sexes were equally supported. Whereas 10.0% (3) of the women said they did know, only 6.7% (2) said it was the men and none of them women were supported more. Among the men, a fair majority of 66.7% (20) said both sexes were supported. Other men including 26.7% (8); and 6.7% (2) said it was the men; and women respectively who received more support from the project. Figure 4 shows the distribution of respondents.

Figure 4: Perceptions on who received more support by sex.



Source: Field data

Contrary to survey results, data from FGDs indicated that women believed that men received more support than the women did because some of the project benefits such the treadle pump and money such as transport and meal allowances were only given to the men.

4.4.5 Women's and men's perceptions on project impact

Respondents' perceptions on project impact were sought in the area of independent decision-making; and improvements in income. Both women and men were asked to indicate whether they felt the project had given women power to make personal decisions in their lives regarding ability to use benefits received freely and application of skills learnt using the scale of agree, disagree (and no comment). Overall, results show that the project had not significantly registered success in this area. As regards the statement that the project empowered women to make personal decisions, the majority of the women, 73.3% (22) disagreed with the statement. Only 16.6% (5) women agreed and 10.0% did not comment. Amongst the men, the majority 56.7% (17) disagreed. There were 43.3% (14) men, who agreed that the project had empowered the women to make independent decision-making.

Perceptions on project impact on women and men regarding improved income level for women the following results were obtained. According to table 4.15, the majority of men [66.7% (20)] agreed that the project had improved the income levels of men and the remaining 33.3% (10) disagreed. Amongst the women, slightly over half of them [53% (16)] agreed and 36.7% (11) disagreed with the statement that the project increased income for the men. There were 10.0% (3) men, who did not comment. As regards the statement that the project had improved the income levels for men, 66.7% (20) of the men agreed and 33.3% (10) disagreed. Amongst the women, the majority 53.3% (16) disagreed and 43.3% (13) agreed. Those who did not comment were 3.3% (1) women.

Overall, the results show that the participants perceived that the project had improved the income levels of both men and women. However, more men [66.7% (20)] perceived that the project had improved incomes for both men and women while the percentage for women who saw it that way, was lower than the men with 53.3% (16) women saying men's income improved and 43.3% (13) of them said women's income improved. Results are shown in table 4.15. As observed previously, women were more reluctant to comment on the men.

Table 4.15: Women and men's perceptions on project impact

Perceived impact of project on participants	Men (n = 30)						Women (n = 30)					
	Agree		Disagree		No comment		Agree		Disagree		No comment	
	No	%	No	%	No	%	No	%	No	%	No	%
Women empowered to make decisions	13	43.3	17	56.7	0	0.0	5	16.7	22	73.3	3	10.0
Improved income for men	20	66.7	10	33.3	0	0.0	16	53.3	11	36.7	3	10.0
Improved Income for Women	20	66.7	10	33.3	0	0.0	13	43.3	16	53.3	1	3.3

Source: Survey Data

4.4.6 Involvement in other organisations' activities

The respondents were asked to indicate whether they were involved in other projects run or supported by other organisations. This question sought to establish whether participation in several activities lowered one's participation in the livelihood project. The study revealed that the majority, both men 73.3% (22) and women 66.7% (20) were involved in projects run or supported by other organisations. Of those who only took part in the AFA project supported by CWZ, there were more women 33.3% (10) than men 26.7% (8). When asked whether involvement in other projects had affected their participation in the livelihood security project, none of them said so. However, information from FGDs held in Litawa indicated that some projects they were involved in had rules, which prohibited dual membership.

4.4.7 Membership fees

Women and men indicated that the membership fee of five thousand Kwacha (K5, 000.00) annually required for a person to join and participate in the project kept many community members away from participating in the project because it was not easy to raise. The fee was reported to be too high for the majority of women to afford. Both the men and women's focus group discussions were consistent on the matter. A 42-

year-old woman said: "the membership fee had hindered women to join the project because the amount required is too high".

4.4.8 Received fewer benefits

The study has shown that women had generally received fewer benefits in relation to their input. This was reported by both women and men. A 47-year-old man observed, "from the time women joined the project they had not received tangible benefits yet were asked to pay membership fees annually (K5, 000) and many of them had left the project on that account". A 56-year-old woman said: "we were asked to pay a membership fee of K5000.00 every year but not rewarded accordingly. That is one of the reasons some women stopped attending project meetings". Another 38-year-old woman said, "I am one of those who has already paid the membership fee and received nothing in return". It should be noted that although it was reported that women received fewer benefits, they received various items such as rice and maize seed in the initial stages of the project. The complaint of receiving fewer benefits came after the introduction of membership fees. This suggests that the introduction of the fee, raised expectations as members imagined how much would be received after making payment, considering that they enjoyed benefits without any payment.

4.4.9 Disappointment due to high expectations

The project started by involving the women and men in problem identification and solutions in a participatory fashion. This process of problem identification and prioritization for solutions raised hopes for the community that they would receive support to all problems identified. For example, in Nanoko the focus group discussion participants listed seven items that CWZ and MDFA agreed to assist the community on condition that they got organized. These were that the community would be provided with the Hammer mill; seeds and would facilitate construction of a storage shade, cattle and ploughs; sink boreholes; build a school; dip tank; and provide material help to orphans and vulnerable children. According to the people in Nanoko, of the seven problem items identified, only three were honoured. Those addressed included seed for various crops; the storage shade; and construction of the shelter for the hammer mill (at

the time of the research the hammer mill was at the CWZ Mongu office premises awaiting transportation to the project site). The storage and shelter for the hammer mill were constructed on a cost-sharing basis with the community. Despite being provided with the above, some community members doubted as to whether the rest of the things would be done.

However, on the items listed both CWZ and MDFA were asked to clarify as to whether there was an agreement entered into or not. It was explained that the seven issues referred to were generated during the problem ranking exercise and the community was asked to prioritize what needed to be done urgently. Through that process, seed shortage ranked first and was seen as the cause of food insecurity that needed to be addressed urgently. Related to the problem of seed, was lack of storage facilities for farm produce during good harvest hence the construction of a storage shade was proposed. Second on the priority list was long distance and time spent going to the nearest grinding mill located some ten kilometres away to process maize into mealie meal used to make nshima, the staple food. The two activities were meant to assist the community meet both its immediate needs of being self reliant in seed and reduce on time spent going to the grinding mill as well as use the two facilities for income generation. It was envisaged that money realized would contribute to solving other problems faced by the community. Despite these intentions, the community in Nanoko was expectant, as it did not seem to realize that the two projects so far implemented were mutually reinforcing. The projects are perceived to be separate and independent instead. As such, project members expected to be given items and when nothing came their way, they got disappointed and opted to stay away. However, this misunderstanding could be due to a host of factors such as inadequate communication between the organisation and community on how the project was to be implemented as demonstrated by inadequate explanation by project staff to the community on how closely linked the two projects implemented were. It appeared as a deliberate attempt to entice the community to come aboard, and the first impression made on the community when the organisation provided relief food. Probably the view expressed by a 51-year-old woman could shed more light on the matter when she said "when CWZ came here (Nanoko), they came to help us because we had nothing". These sentiments imply that the community saw itself as poor and

needed external assistance. The misunderstanding raised above helps us focus our attention on what really is or had driven away women who came amass some three years after the project took off. As one man at a focus group discussion observed that, the falling numbers of women in the project was "because they were promised that they would receive chemical fertilizer and seed once registered. After registration, they only received seed and no fertilizer" (37-year-old Man, 2005). Women easily come forward where they expect to receive help. The men argued that women needed help to acquire farm inputs and money especially those who were not married.

4.4.10 Lack of encouragement by the men/husband

Women are not encouraged by the men to actively participate in the project. Men do not encourage their spouse/wives to be attending meetings. In most cases men felt that when they (men) attended a meeting the women were adequately represented (42-year-old man, 2005). Lack of support from husbands was cited as one of the reasons for low participation of women in training. A husband would not allow his wife to be away from home for a long period attending a workshop far from home.

4.4.11 Approach change and role confusion

As noted earlier, CWZ has since changed the approach it started with, from the output-led approach to process-led approach. This shift had been inadequately explained to the community. The difference between the "output led" and "process led" approaches is that in the former CWZ identified areas of need and formulated objectives to be achieved through the partner. In the new approach, the partner identifies areas of need and only requests CWZ to assist it meet its own objectives. The approach's main assumption is to build and strengthen the capacity of local structures and institutions to achieve development goals. This new approach requires community members to get support through the local structures that include the AFAs and MDFA and there is no direct contact between the organisation and the individual women and men farmers. Although the process approach had been in place since 2004, the community in Nanoko

was left behind as they still expected to have direct contact with CWZ. A 31-year-old woman reported that:

> we have been asking CWZ to introduce MDFA officials but this has not been done. In the past, we asked for help from CWZ but now, they are not assisting us any more because CWZ gave power to MDFA to assist us yet we have an agreement with CWZ and not MDFA. What many of us would like to know is who would deliver what remains because we agreed with CWZ on what should be done. We did not agree with MDFA on things to do. This is discouraging because it appears CWZ would like to run away from us (31-year-old woman, 2005).

Another participant added, "since we were handed over to MDFA they have never responded to our request" (36-year-woman, 2005).

An issue of concern is the accusation levelled against the MDFA. The association was accused of introducing membership fees, which many could not afford. The new approach appears to have placed more demands on members by requesting them to pay membership fees. A 53-year-old woman of Nanoko had this to say:

> Imagine you cannot afford to buy salt because you do not have the money and you approach someone for help. If that person asked you to pay instead of giving, you free where would you get the money. Here in the village, we ask MDFA for help but we are asked to pay. Now Concern has taken us to MDFA who do not help us. They do not give us what we want.

4.4.12 Women's low self esteem and attitude towards participation

It must be noted that the majority of the men and women interviewed including MDFA officials reported that women's participation in the project was low. According to the MDFA the reasons for low participation of women in the project were that "some women were shy and women themselves admit that they are unable to do activities that involved walking long distances and sleeping outside when need arises as the men did and cannot express themselves in public; some of them do not know how to read and write;" (MDFA, FGD 2005). The MDFA reported that some measures were put in place

to increase women's participation. They persuaded women to participate in almost every activity including "training and to contest leadership positions, sensitized women already participating to invite and encourage their friends, provided training to those who were willing and believed this approach would encourage them to come" (MDFA, FGD, 2005). Of concern, is the way the MDFA identified the problem and measures put in place to address it. There was lack of an in-depth analysis of the root causes of the problem mainly due to inadequate gender analytical skills. However, it was encouraging to note the willingness and commitment exhibited by the MDFA to addressing gender issues in the project. This offers an opportunity to mainstream gender in the project without resistance.

4.5 Issues that discouraged participation among the women and men

Both women and the men were asked to state issues that discouraged some men and women from participating in the project. The responses in Table 4.16 show many obstacles that negatively affected women's participation in the project. These ranged from cultural beliefs and attitudes; restriction imposed by other NGOs working in the area; low levels of education among the majority of women; and financial constraints (inability to pay membership fees). Furthermore, it was reported that meetings were called at short notice; some project activities were inappropriate; fears that CWZ was about to withdraw its support to the project; lack of capacity to identify and provide solutions to diseases that attacked crops and lack of good communication skills by MDFA when advising farmers; natural causes such as illnesses, drought and death; and received fewer immediate benefits from the project.

On the other hand, the men had a shorter list of obstacles and these included preoccupation to fend for the family in looking for food; when they receive unsatisfactory technical advice on farming methods; fears that CWZ would withdraw support; low education among the men; dishonest among fellow men and project officers; illness; and lack of immediate benefits. The few obstacles presented by the men indicated that they faced lesser challenges than the women. Since it was clear that the participation of women was low in the project, a question was asked to both women and

men in focus group discussions on what discouraged them from participating in the project. The responses are presented table 4.16.

Table 4.16: issues that discouraged participation of women and men

What discouraged participation	
Women	**Men**
▪ Cultural beliefs which encourage women to be submissive to men; cannot lead men; and that meetings are for men. ▪ Traditional division of labour where women go to the field while men attend meetings. ▪ Men' attitude towards women that "even when women go for meetings they would not contribute and understand the issues discussed" ▪ Women do not want to work together ▪ When are not given what they want e.g. farm inputs seeds and fertilizer; and implements e.g. plough ▪ Concern Worldwide Zambia shows signs to withdraw ▪ Illnesses/Drought or poor harvest ▪ Infrequent and Poor timing of meetings ▪ Not invited for meetings ▪ Bad language used by MDFA officials on farmers ▪ Not given satisfactory answers on crop diseases by field demonstrators ▪ Household chores and marriage demands ▪ Not taught new skills like cooking, knitting, farming and information on HIV/AIDS.	▪ Hunger in the village make people concentrate on looking for food ▪ Lack immediate benefits e.g. acquisition of farm implements (plough, oxen) and inputs (seeds and fertilizer). ▪ Lack of satisfactory technical advice and extension services ▪ When do not learn new skills in farming ▪ Dishonest among fellow members and the staff ▪ Illness ▪ When CWZ withdraws support. ▪ Low education among men

▪ See no benefits. Promises have not been fulfilled. E.g. MDFA said once we pay K10, 000.00 they would bring us fertilizer. We paid but nothing has been received yet. ▪ Project not supportive to local women's own clubs e.g. Anti-AIDS. ▪ Some organisations do not want people to have dual membership e.g. once PAM discovers that their member also belongs to other project(s) with similar objectives they are deregister them. PAM provides women with farm inputs. ▪ Lack education, most of them ended in grade 5. ▪ Cannot afford to pay membership fees.	

4.6 Summary

This chapter has shown that older women were more likely to participate in the livelihood project than younger ones and so were women outside marriage. Generally, in most of the project activities including training, exchange visits and study tours and decision-making committees, women's participation was lower than that of the men. This translated into more benefits being enjoyed by the men more than the women. Men enjoyed more benefits such as training, network building, more knowledgeable about project activities, had an advantage of exploiting the situation to their advantage, earned status and prestige, and above all run the project from their point of view. Few women enjoyed such benefits. Factors implicated in the skewed project outcomes include: cultural beliefs and attitudes prevalent in the community; gender imbalance and blindness in the executive committees especially at AFA level; lack of systematic methods or deliberate attempt to address issues that constrain women's participation and poor communication skills in disseminating information on approach change and relationship building with individual farmers. It has also been shown that women's conceptions of the problems that affect them differ considerably from those of men.

Chapter 5

DISCUSSION, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter discusses the findings of the study based on objectives. The discussion attempts to answer the research questions. It begins with an introduction of the study aim and objectives, methods followed when collecting data and highlights major findings of the study. The paper ends with a conclusion and recommendation are made for the three major parties involved namely CWZ, MDFA and AFA executive committees.

The aim of the study was to examine the participation of women and men in the livelihood Project of CWZ. It was motivated by three main objectives: to identify factors influencing the participation of women and men and their level of participation; to measure the extent to which women and men benefit; and to assess the resource, labour and decision-making contributions of women and men in the livelihood project. In achieving these objectives, the study attempted to address three questions including: what is the contribution of women and men to the project in terms of resources, labour and decision-making inputs? At which level and stage of the project do women and men participate and how does each sex benefit? What factors influence the participation of women and men in the livelihood security project? The study collected primary data using semi-structured questionnaires, interview guides and focus group discussions to collect both quantitative and qualitative data. A total of 58 men and 49 women drawn from Litawa and Nanoko (76 kilometres south and 26 kilometres north of Mongu town respectively) provided information to the study.

The findings show that the participation of women in the project is lower than that of the men. This was pronounced in the composition of project members, training, leadership and also the distribution of both material and non material benefits which went to the men. Further, factors that influenced participation identified include cultural beliefs; gender imbalance and blindness in the executive committees; lack of a gender

mainstreaming strategy that addressed women's concerns such as long distances and poor communication skills in disseminating information on approach change and relationship building with individual farmers. It has also been shown that the perception of men and women are different in terms of causes of undesirable outcomes and ways of addressing them. Some of the factors identified combine with background characteristics to disadvantage women. This section discusses areas of concern and key issues emerging from findings with reference to study objectives and research questions.

5.1 Women and men's contribution to the project

This study found that both sexes participated in project activities at all levels including: presence in leadership executive committees at AFA and MDFA levels; attended community meetings at which key decisions were made; provided labour; organised project meetings; taught their peers new farming techniques; and attended training sessions. However, with the exception of attending meetings and provision of labour where the participation of women and men was in equal proportions of 80% and 23.3% respectively, men tended to dominance project activities. The labour provided by women and men varied according to the traditional sex division of labour. Both women and men focus group discussants reported that during construction work of the Storage Shade and shelter for the Hammer Mill "women molded bricks, crushed stones, drew water, supplied bricks to bricklayers and ferried all these materials to the construction site" (38-year-old woman, 2005). The men on the other hand, "molded bricks, crushed stones, baked building mortar and supplied bricks and mortar to the bricklayer and assisted in the construction" (35 years old man, 2005). Both men and women were more involved in activities which addressed their practical gender needs. It is worth noting that these activities enabled women and men carry out their traditional roles such food provisioning and storage better without addressing strategic gender interests. Of concern are the 10% women who never engaged in any of the project activities while all men were involved in at least one of the activities. As the literature has shown, lack of involvement of these women denied the project accurate information on lived experiences and how the project impacted on their daily lives. Their non-involvement increased the costs of running the project such as withholding labour (FAO, 2005).

Given that participation in itself gives benefits in varying degrees it follows that women received fewer benefits than the men who participated more.

The participation pattern of women and men in activities such as community mobilization, training and decision-making organs was skewed to advantage men as a social group. More men than women were involved in activities which their improved entitlements and capacities for self-development (Goetz, 1997). In view of this fact, it can be argued that the project addressed strategic gender interests of majority of the men and a few women. Although few, the proportion of women having their strategic gender interests addressed, it is encouraging to note that this happened at a time when there was no systematic tool to mainstream gender in the project. This suggests that once a gender mainstreaming strategy is put in place the project could have more impact in addressing the needs of both women and men.

5.13.2Level of participation and benefits

5.1.1 Participation in governance structure of the project.

The study found that there were more men (65%) than women (35%) in the AFA executive committee. In both the MDFA and AFA executive committees most of the senior positions of Chairperson, Vice chairperson, Secretary and Vice-secretary which are associated with high status and prestige were held by the men. Females held the junior positions of committee member. The highest and only position held by women in the AFA executive committee was that of Treasurer. The high number of men holding senior positions in the leadership structure is closely associated with differences in the education levels of the two sexes. As table 4.2 show at least 76% of the men had some secondary education compared to 40% women. Against this background it is more likely that men would dominate tasks which demand application of literacy skills such as writing minutes for meetings and reports. However, the high proportion of men with at least some secondary education is not enough to fully explain the dominance of men in senior positions of the executive committee given that 40% women possess that kind of education. The dominance of men in leadership reflects on the participation rates of women and men in various activities biased in favor of men. For example some

decisions made such as venue of training and amount of membership fees (affordable to the men) favoured men than women because men probably took into account their own needs and not those of women.

In the MDFA executive committee the number of women and men is equally distributed. However, the distribution of power is not balanced as it is tilted towards the men. Only one woman holds a key position of treasurer in terms of authority to make decisions. As other studies indicate (Machina, 2005), the election or appointment of women to this position is in most cases based on the sex-role stereotype motives that women are good at keeping money. In which case, the role of the treasurer is taken in a narrow perspective of being responsible for receiving, keeping and disbursing funds without the authority to decide on how to raise, plan or budget, manage, disburse and account for the money and assets. In view of the above, the treasurer was a symbolic figure to the presence of women in the executive committee and also a tool for the safe keeping of money for the decision makers and recipients (usually the men) of the money so disbursed. The men were more likely to enjoy higher status than women owing to the authority and prestige associated with the executive positions they held in the project. While it is acknowledged that the post of Vice Chairperson held by a woman is a senior position, according to the MDFA constitution, it lacks authority to make decisions. The office bearer can only make independent decisions in the absence of the chairperson.

5.1.2 Training

Of the three types of training provided, more men than women were targeted and trained for a longer duration of five and more days. The majority of women attended training for a period of one to two days. The study findings reveal that in nearly all courses offered, the men were more likely to undergo a longer duration (five and more days) of training than women in the majority of courses offered. The majority of women were trained for a period of not more than two days. Only the fish farming and livestock course benefited more women than men in poultry management. This explains the high number of women than men who owned poultry. The participation of women in training for a shorter period is closely associated with lack of men's support to their wives. It was

reported men did not favour training that took men away from home for a long time when they are children to look after.

The training provided should be understood in terms of relevance and appropriateness to the needs of the women and men trained. According to table 4.2, the main source of income for the majority of women is farming and these cultivate small portions of land. However, the crop production course targeted more men than women. This training appears to have missed the appropriate target group, the women. Some men were therefore provided with skills which they probably would not utilize.

The administration and management course was meant to strengthen and develop the leadership skills of those in leadership committees. Although the approach may be good for effective running of the executive committees in the short term, there is a danger of perpetuating and widening the gender gap between women and men in leadership at various levels in society. Since the majority of positions in the leadership structure of the project were held by men, implies that the majority of women were not provided with leadership skills needed.

5.1.3 Benefits

Male dominance in project activities yields more benefits both tangible and intangible considering that some benefits come as one is involved and exposed to some different situations such as leadership roles. The majority of respondents being 86.7% (26) of the men and 70.0% (21) of the women reported that they received rice seed as a result of their involvement in the project. It should be noted that these are things that were provided as part of the relief assistance. This indicates that men were more likely to benefit from this product than women.

5.1.4 Factors that influenced women and men's participation in the project

The level of one's knowledge of the project objectives and activities influenced participation. The men who had high knowledge levels about objectives and activities of

the project were more likely to participate than the women were. This was because the men were able to link participation and benefits associated with it.

From the views of the MDFA officials, it is clear that effort to increase women's participation in the project will not yield any meaningful results as long as solutions are to address the problem are based on a narrow view of causes of their low participation. For example to claim that women did not participate in the project because it is their wish and are unwilling to endure hardships associated with some project activities such as " walking long distances and sleeping outside" misses the point. Rather it implies that such hardships were a norm that men and women were supposed to adapt to yet these are issues which needed to be addressed for both sexes to do their activities better. It can be argued therefore, that the low participation of women was influenced by the project design or environment, which was hostile to women. This was confirmed by the focus group discussion in the words of a 25-year-man who observed, "What discouraged women especially to take up leadership roles is the distance that executive committee members covered as they performed their leadership roles". This view is also valid in explaining the low participation rates of women in training sessions, which are held in Mongu town (away from homes of women and men) at a distance of 87 kilometres for and 26 kilometres for residents of Litawa and Nanoko respectively. Low participation of women in the project was also reinforced by lack of MDFA to advise and specify to AFAs on the required sex composition of training participants. Relying on the willingness of potential participants and expecting them to adapt to the hostile environment such as travelling on foot for a long distance in some cases with a baby on her back would not increase women's participation in project activities. Only when issues and structures that keep them away are addressed will this happen. It must be pointed out that relying on the willingness of women to participate in such activities as training and expecting them to adapt conforms to the Women in Development (WID) approach which leaves structures and issues that limit women's participation unchallenged. There is need to address the problem using the Gender and Development approach.

5.2 Conclusion

The study has shown that both women and men participated in all project activities at various levels including decision making processes and structures, training and benefited from the project in disproportionate margins favouring men. Several factors have been identified that explain high levels of participation among the men and low participation rates among the women.

Factors responsible for high participation rates for men included high levels of education, high asset ownership and monthly income, dominance in the leadership structure of the project, prevalence of cultural beliefs and norms favourable to men, involvement in project activities and developed leadership skills. The study has shown that the majority of the men (66.7%) had at least attained secondary level education. High education levels gave them an advantage over women, as they were more likely to take up leadership roles and attend training sessions, which require some level of literacy. Further, since men had higher income and owned more assets than women they were more likely to afford paying AFA membership fees. The fact that men dominated the leadership structure of the project gave them an advantage of making decisions favourable to them. For instance, it can be argued that the membership fee decided upon was based on their ability to pay. Findings have shown that although the MDFA noted that the participation of women was low and attempted to address it, they lacked understanding of the root causes of the problem. This shows men's inability to address women's needs effectively. Moreover, some of cultural beliefs prevalent in the community favoured and encouraged participation of men. Some of these beliefs include; men are leaders and decision makers and are supposed to attend all meetings tended to encourage and reassure them to get more involved. As one man retorted "from childhood I have committed myself to attending any meeting called in my village with or without benefit and this keeps me well informed of community events" (56-year-old man). Since the men were usually the first to attend meetings, they tended to have more information, which enabled them to make informed decisions and choices. The participation of men in many community activities gave them extra skills to negotiate and enjoy benefits that accrued.

The factors responsible for low participation of women in the project and the leadership structure and training included: cultural beliefs that encouraged women's subordination to men, low self esteem; low levels of education; low income; low asset ownership; male dominance; lack of a systemic gender mainstreaming approach; time constraints; long distance and location to the training venue; gender insensitive practices embedded in the sponsoring organisation itself; lack of access to information; illiteracy; lack of transport and money; project staff attitudes and behaviour towards women; and inexperience in independent decision making.

Women faced many barriers to participate in a men dominated project. Firstly, the membership fee of ZMK5000.00 discouraged women. Secondly, the majority of them (60%) had attained some primary education given that leadership and training needed some literacy skills implied that they were placed at a disadvantage. This was made clear considering that according to the MDFA that willingness to participate was the basis for inclusion in training. Another issue that limited them was distance.

5.3 Recommendations

5.3.1 Concern Worldwide Zambia

5.3.1.1 Mainstreaming of Gender, HIV/AIDS, and Human Rights in programme activities of Concern Zambia and Partners is an important element in realising the vision of Concern Worldwide Zambia and achieving the strategic aim (particularly strategic aim 7) of Concern Zambia. The organisation should develop into practical terms and implement a gender, HIV/AIDS and Human Rights mainstreaming and capacity building strategy to be incorporated in the organisation's strategic plan with specific budget lines to ensure implementation within the year of 2006.

5.3.1.2 A strong research and documentation agenda in Concern Worldwide Zambia is recommended to facilitate information gathering and storage in a more systematic manner for both baseline studies in new areas of work

to input into Monitoring and Evaluation. This is important for tracking impact in relation to practices, behaviour and attitudes of targeted women and men since gender is more to do with these. Research and documentation should not be viewed as a separate entity or activity but an approach that ensures that programme implementation generates data that feeds into the documentation process. Initiatives of involving research institutions and other personnel from programmes such as the Internship programme with UNZA and other higher institutions of learning already in effect should be strengthened and explored further.

5.3.1.3 There is urgent need to design and incorporate Gender, HIV/AIDS and Human Rights issues in the Memorandum of Understanding (MoU) with MDFA and other partners for effective mainstreaming in programme activities.

5.3.1.4 Design a mainstreaming toolkit that outlines how to mainstream gender, HIV/AIDS and Human Rights for use by MDFA/AFAs and in all other programme activities. The capacity of MDFA officials' regarding leadership, facilitation and public relations needs further strengthening.

5.3.1.5 There is need to support a diverse of livelihood activities that women and men are already engaged in such as gardening, poultry farming, weaving and knitting instead of supporting only one livelihood activity, crop cultivation. This could be done by linking with AFAs (or members involved) to potential markets or supply to outlets such as (Mumwa Crafts centre) in Mongu.

5.3.1.6 Engage traditional leaders in addressing some cultural beliefs and norms that subordinate women. This could be done through consultations and dialogue on how to address and improve the situation of women and the poor men.

5.3.1.7 CWZ should facilitate delivery of Gender Analysis and Mainstreaming skills to a core team of women and men trainers who would train and sensitise the community. A standardised reporting format that captures gender-disaggregated data should be an integral part of the training.

5.3.1.8 Should collaborate and share information with other organisations working in the area so that programmes implemented complement each other instead of competing and duplicating efforts.

5.3.1.9 Need to explain and clarify with project participants on how CWZ is operating under the new process led approach and what was expected of the AFA members.

5.3.2 Mongu District Farmers Association

5.3.2.1 MDFA should consider partnering with other organisations within the district that are well vested in gender, HIV/AIDS and human rights issues in order to increase their training opportunities in these areas.

5.3.2.2 Schedule training session near or within the village to reduce the social and economic costs incurred by women when training is held away from home. Provide more skills training to women to meet their "real felt need".

5.3.2.3 Take affirmative action when selecting participants and provide clear guidelines on who should take part in project activities such as training, exchange visits etc. specify the sex composition of women and men required for each activity.

5.3.2.4 MDFA should review its growth strategy in relation to its capacity to manage AFAs to remain focused and deliver to the existing membership instead of having many yet not well serviced.

5.3.3 Area Farmers Association

5.3.3.1 Vary mode of payment for membership fees. Instead of insisting on payment of membership fees in form of cash only include other forms of payment including chicken, labour etc.

5.3.3.2 Ensure that any form of training is preceded by a needs assessment to ensure that relevance and appropriateness are maintained.

5.3.3.3 Local leadership and male project participants should encourage women to take an active role by supporting them in areas of need such as giving more training opportunities.

5.3.3.4 Give notice of meeting for at least one week to enable project members adjusts their individual programmes so that they attend and participate effectively in project activities.

5.3.3.5 Encourage young men and women especially the never married who are missing in the project to join.

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ppendix A: Questionnaire

The Participation of Women and Men in the Livelihood Security Project of Concern Worldwide Zambia, in Mongu District.

Introduction

Dear respondent

My name is Patrick Sakala, a student at the University of Zambia attached to Concern Worldwide Zambia conducting a research on: "the participation of women and men in the livelihood project of Concern Zambia in Mongu District".

You kindly requested to take part in this study for being part of the Livelihood Security Project supported by Concern Zambia. You asked to answer questions only. The information you provide will help improve the project by showing other areas that need to be looked at and improved for the benefit of everyone in the community.

Your participation is purely voluntary. You have the right to withdraw at any time without explanation. Even when you agree, you can refuse to answer any questions you feel like. Information obtained from you is confidential and will be treated as such to the extent permitted by law.

If you need any clarification or help, please feel free to contact my supervisor Dr. T. Kusanthan School of Humanities and Social Sciences, Gender Studies Department, University of Zambia, P.O. Box 32379, Lusaka, Cell: 097-794730 or the Project Manager Mr James Simwiinga, Concern Worldwide Zambia, Mongu office Tel: 07-794730/221857; Cell: 097-429987.

	Identification			
Q. 1	**Questionnaire ID**			For official use

Q.2	**Location**	Litawa	1	Nanoko	2	

Section A: Background

Q.3	**Sex:** Male	1	Female	2

Q. 4 **In which month and year were you born?**

Month		Year	

Q. 5 **What is your relationship to the head of the household in which you live?**

Is head of h/hold	1	Niece / nephew	3	Other relative	5
Spouse	2	Son / daughter	4	Not related	6

Q.6 **What is your highest level of education?**

Junior Primary	1	Junior Secondary	3	College	5	None	7
Senior Primary	2	Senior Secondary	4	University	6		

Q.7 **What is your main source of income?**

Occupation (Write in) _____

Q.8 **What is your average monthly income?**

Occupation (Write in) ZMK. _____ Per month.

Q.9 **To which enthic group or tribe do you belong?**

Lozi	1	Nkoya	4	Other (Specify)	7
Mbunda	2	Luvale	5		
Subiya	3	Bemba	6		

Q10 **To which religious faith or denomination do you belong?**

Roman Catholic	1	Anglican	7	Muslim	13
Jehovah's Witness	2	Pentecostal	8	None	14
CMML	3	SDA	9	Other (Specify) _____	
RCZ	4	UCZ	10		
African Methodist	5	Baptist	11		
New Apostolic	6	Presbyterian	12		

Q.11 **What is your marital status?**

Never Married	1	Separated	3	Widowed	5
Married	2	Divorced	4	Other (specify)	

Q.12 **Which one of the following assets do you personally own?**

House	1	Mortar	9	Cattle	17	Plough	25
Radio	2	Hand mill	10	Donkey	18		
Television	3	Watering Can	11	Goat	19		
Bicycle	4	Crop Sprayer	12	Pig	20		
Axe	5	Shovel/Spade	13	Poultry	21		
Sickle	6	Treadle pump	14	Land	22		
Hoe	7	Fishing net	15	Harrow	23		
Panga/machete	8	Canoe/Boat	16	Ox cart	24		

Q13 How much land does your household normally cultivate?

Less than one hectare (100 X 100m)	1	Between three and seven hectares	3
Between one and two hectares	2	More than eight hectares	4

Q14 Who decides on which crop to grow in your household?

Respondent	1	Jointly (husband and wife)	3
Spouse	2	Someone else	4

Section B: Participation in the Livelihood Security Project

Q15 Which Non Governmental Organisations are working in this community?

Program Against Malnutrition	1	World Vision	3	MDFA/AFA	5
Concern World Zambia	2	CARE	4	Other (specify) _____	6

Q16 When did you start taking part in the Livelihood Security Project?

Please write in. Month: _____ Year: _____

Q17 What do you know about the project regarding objectives and activities?

i

ii

Q18 Between women and men, who is more involved in project activities?

Both sexes	1	Men	2	Women	3	Do not know	4

Q19 Explain your answer above.

i.

ii.

Q20 What material things or items have you received since you joined the project?

Maize seed	1	Cassava cuttings	4	Meal or transport Allowance	7
Rice Seed	2	Fertilizer	5	Crop sprayer	8
Vegetable seed	3	Pesticide/insecticides	6	Treadle pump	9

Q21 Have you received any training through the project?

Yes	1	No	2	**Skip → Go to Q.23**

Q22 What type and how long was the training you received?

Subject offered	Response		Duration		Response		Duration
	Yes	No			Yes	No	
Vegetable production	1	2		Pig management	1	2	
Rice production	1	2		Poultry management	1	2	
Fish farming	1	2		Facilitation skills	1	2	
Sweet potato production	1	2		How to access markets	1	2	
Soil-water conservation	1	2		Other specify	1	2	
Problem solving skills	1	2					

Q23 Between men and women, who is receiving more support from the project?

Both sexes	1	Men	2	Women	3	Cannot tell	4

Below are statements for you to indicate whether you agree, disagree, or no comment.

Q24 Women make of the decisions on the running of the project than the men.

	Agree	1	disagree	2	No comment	3
Q25	**Men make of the decisions on the running of the project than the women.**					
	Agree	1	disagree	2	No comment	3
Q26	**I have a say in the running of the livelihood project.**					
	Agree	1	Disagree	2	No comment	3
Q27	**People like me have say in the running of the Livelihood project**					
	Agree	1	Disagree	2	No comment	3
Q28	**The project has given women power to make personal decisions in homes (e.g. income generation and spending) than was the case before.**					
	Agree	1	Disagree	2	No comment	3
Q29	**The project has improved the income levels of women in my village.**					
	Agree	1	Disagree	2	No comment	3
Q30	**The project has improved the income levels of men in my village.**					
	Agree	1	Disagree	2	No comment	3

Now I will ask you questions to which you are required to indicate the level of satisfaction on the scale ranging satisfied or dissatisfied or no comment.

Q28	**How satisfied or dissatisfied are with the way the Area Farmers Association (AFA) is run?**					
	Satisfied	1	Dissatisfied	2	No comment	3
Q31	**How satisfied or dissatisfied are with the way the Mongu District Farmers Association (MDFA) is run?**					
	Dissatisfied	1	Dissatisfied	2	No comment	3
Q32	**How satisfied or dissatisfied are with the way the Concern Worldwide Zambia runs livelihood project?**					
	Satisfied	1	Dissatisfied	2	No comment	3

FACTORS THAT PROMOTE OR HINDER WOMEN AND MEN'S PARTICIPATION

Q33	**What is your main reason(s) for participating in the livelihood project?**	
	i	
	ii	
Q34	**What roles do you play in the livelihoods project?**	
	i	
	ii	

Q35	**Are you paid for the role you play**					
	Yes, paid in kind	1	Yes, paid cash	2	Not paid	3
Q36	**How many other organisations or project activities do you participate in apart from Concern Worldwide Zambia's Livelihood Security Project?**					
	Yes	1		No	2	**Go to Q.**
Q37	**Has your participation in other organisations or project activities affected your participation in the Livelihood Security Project?**					
	Yes	1	No	2		

Q38	**Over the past six months (March to September 2005), would you say your participation in the livelihood project has increased, been the same or reduced?**						
	Increased	1	Reduced	2	Same	3	**Go to Q**

Q39	**If increased or reduced (has patient at home)**	
	i.	
	ii	
Q40	**What would promote the participation of women in the project?**	
	i	
	ii	
Q41	**What would promote the participation of men in the project?**	
	i	
	ii	
Q42	**What would hinder the participation of women in the project?**	
	i	
	ii	
Q43	**What would promote the participation of men in the project?**	
	i	
	ii	
	iii	
Q44	**Closing remarks**	

WE HAVE REACHED THE END OF THE INTERVIEW. THANK YOU FOR YOUR TIME.

Appendix B: Interview Guide For Focus Group Discussion (FGD)

Interview Guide for Focus Group Discussion for Area Farmers Association (AFA) members.

Introduction

Our names are _____ and _____ . We are conducting a study on The Participation of Women and Men in the Livelihood Project of Concern Zambia in Mongu District".

You kindly requested to take part in a discussion with other of the Livelihood Security Project members supported by Concern Zambia. Feel free to talk and share with others your experiences. The information shared in this discussion will help improve the project by showing areas that need to be addressed for the benefit of everyone in the community.

Your participation is purely voluntary. You have the right to withdraw at any point of the discussion without explanation. Information obtained from this discussion is confidential and will be treated as such to the extent permitted by law. To ensure accuracy in our reporting we seek your permission to record the discussion.

If you need any clarification or help, please feel free to contact my supervisor Dr. T. Kusanthan School of Humanities and Social Sciences, Gender Studies Department, University of Zambia, P.O. Box 32379, Lusaka, Cell: 097-794730 or the Project Manager Mr James Simwiinga, Concern Worldwide Zambia, Mongu office Tel: 07-794730/221857; Cell: 097-429987.

Identification

Community _____

Type of FGD (women only / men only / mixed group) _____

Date _____

Time start _____

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1. We shall begin with taking down your age (**after identification is completed, please Turn on the recorder.)**
2. We would like to know how you started the project including aims and objectives. How was the sex distribution at the beginning of the project? (**probe for sex dominance if any)**
3. What project assets do you own collectively as AFA members? Who is in-charge in terms of making decisions or has authority or control over them (is it women or men)? Are the individuals holding these positions paid for the jobs they do?
4. What are the main types of livelihood activities that men and women are engaged in your community or village?
5. What is your relationship with Concern Worldwide Zambia?
6. What role does Concern Worldwide Zambia play in your livelihood activities?
7. What role(s) do women and men play in the Livelihood Security Project?
8. Do women and men share roles and responsibilities equally? Explain your answer.
9. Who between women and men has more say (decision-making) in the Livelihood Security Project?
10. Does Concern Worldwide Zambia provide an environment that facilitates equal participation of women and men in the project?
11. What contributions do women and men make to the project?

    Men _____

Women _____

12. What benefits do women and men get from the project?

Men _____

Women _____

13. Has the number of (a) men or (b) women participating in the project increased, decline or remained the same in the last 12 months (May – September, 2005)?

i). What are the reasons for this change?

14. Which livelihood activity / project are more sustainable in your location? Does Concern support this activity?

15. What livelihood activity should Concern Worldwide Zambia implement to sustain your household livelihood?

16. Suggest ways that would promote the participation of both women and men in the project.

17. Do you have and final question or comment to make?

Time finish _____

It has been a pleasure talking to you. Thank you very much for your time.

Appendix C: Interview Guide for the Project Manager

1. Could you please give a background to the Livelihood Security Project particularly how and when it started; the main objectives and activities?

2. Has the focus of the project changed or remained the same over the years?

3. At what stage of the project are men and men involved in the project cycle i.e. project identification, design, implementation, monitoring and evaluation?

4. How would you describe the level of women and men's participation in the project? Do they equally participate? Explain.

5. What contributions do women and men make to the project?
   Men _____ Women _____

6. What benefits do women and men get from the project?
   Men _____ Women _____

7. Are men and women equally involved in the decision making structures of the project?

8. What are the facilitating factors for the participation of women and men in the project?

9. What are the limiting factors for the participation of women and men in the project?

10. Are there any problems that you have encountered in involving both women and men in the project? What are they and how do you deal with them?

11. What measures have you put in place to enhance equal participation of women and men?

12. Suggest ways that would promote the participation of both women and men in the project.

13. Do you have any question or comment to make?

We have reached the end of the interview. Thank you very much for your time.

Appendix D: Focus Group Discussion Guide for MDFA Executive Committee members.

1) Could you please give a background to the Livelihood Security Project particularly how and when it started; the main objectives and activities?

2) What are that main objectives of MDFA?

3) Do you have a written constitution? What is the current composition of women and men in the association in the executive committee?

4) What activities have you done or things you have offered the

5) Has the focus of the project changed or remained the same over the years?

6) At what stage of the project are men and men involved in the project cycle i.e. project identification, design, implementation, monitoring and evaluation?

7) How would you describe the level of women and men's participation in the project? Do they equally participate? Explain.

8) What contributions do women and men make to the project?
Men _____ Women _____

9) What benefits do women and men get from the project?

10) Men _____ Women _____

11) Are men and women equally involved in the decision making structures of the project?

12) What are the facilitating factors for the participation of women and men in the project?

13) What are the limiting factors for the participation of women and men in the project?

14) Are there any problems that you have encountered in involving both women and men in the project? What are they and how do you deal with them?

15) What measures have you put in place to enhance equal participation of women and men?

16) Suggest ways that would promote the participation of both women and men in the project.

17) Do you have any question or comment to make? **End! Thank you for your time.**