

# GENERATING REVENUES & OPPORTUNITIES FOR WOMEN TO IMPROVE NUTRITION IN GHANA (GROWING) PROJECT



**REPORT ON STAKEHOLDER CONSULTATION WORKSHOP  
AUGUST 1 – 4, 2022 | MODERN CITY HOTEL, TAMALE, GHANA**

**Compiled by Birhanu Biazin Temesgen (PhD),  
Sherifdeen Abubakari, Abdul-Lateef Yakubu, Mohammed Issah and Jan Low  
International Potato Center**

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## Executive Summary

The *Generating Revenues & Opportunities for Women to Improve Nutrition in Ghana* (GROWING) is an integrated climate-smart, nutrition-agriculture-marketing project focusing on transforming the individual agencies of women, thus creating an enabling environment and appropriate practices to address key gender inequities to ensure more equitable outcomes. As part of the participatory planning and implementation processes, the GROWING project facilitated the stakeholders' consultative workshop during Aug 1-4, 2022 in Tamale, Ghana. Accordingly, 41 key participants (17 women) representing main stakeholders and implementing partners have been identified and attended the workshop. These key partners encompass Ghana Health Services (GHS) (national, regional and district levels), Ministry of Food and Agriculture (MOFA) (national, regional and district levels), the Women in Agriculture Development Directorate (WIAD) (which is part of MOFA), University of Development Studies (UDS) (key staff from the departments of nutrition, behavioral studies and agricultural economics and business), private actors (a cavy rearing young man and a sweetpotato vine multiplier) and an environmental consultant.

The workshop consisted of individual presentations, working groups, plenary sessions, experience-sharing events, and side meetings for special discussions. The nine working groups proved to be very effective in getting participants actively engaged in detailed discussions about the components of the project and build ownership of the project. There were three separate groups in each working group session, with 12-13 members of each group. For three sessions, group divisions were by region (same questions answered by each region) while for the other six, group divisions were by topic (each group with a separate topic to have time for a more in-depth discussion). All the proposed nutritious crops (orange-flesh sweetpotato, moringa, papaya, amaranth, groundnuts, and soybeans) were validated as appropriate for use, after reviewing their agro-ecological suitability, nutritional importance, and marketability. With regards to the selection of a priority legume for each district, groundnut was selected for the two districts in Savana region (North Gonja and West Gonja) while soybean was selected for the districts in North East region (East Mamprusi and Chereponi) and Northern region (Saboba and Gushegu). The degree of interest in the cavy acceptability study as an intervention and the speech

given by a cavy rearer was higher than anticipated and generated much discussion concerning its potential profitability and access to stock. The Healthy Living Club method for tackling nutrition was a new approach for participants, and there was widespread appreciation of the innovative Healthy Baby Toolkit as a key tool for improving the quantities and energy density of diets fed to children under two years of age. The on-going formative research concerning adapting audio stories and the goal cards to conditions in Northern Ghana were described. The participants appreciated the value chain aspects of the program and felt that commercialization is essential for the project's success. They expressed the need for improved seed access and dealing with post-harvest processing in several crops (e.g., improved drying and storage techniques of groundnuts, improved harvesting and threshing of soybeans, processing of OFSP into different products, etc.). The environment and sustainable production consultancy team (whose work was in progress at the time of the meeting) had the opportunity to interact and get initial feedback on potential climate-smart practices for each of the crops. For example, the possible environmental interventions and their pros and cons have been listed by the workshop participants. The gender concepts and strategies to empower women emerged as the hardest concepts and definitions for the participants to understand and hence, the working groups were essential for ensuring their understanding of the concepts and why the project was focusing on women's empowerment as a key outcome. Very good discussions ensued on how participants view the gender equality and empowerment concepts and how the project could contribute towards women empowerment and influencing the gender norms. In addition, a comprehensive list of other nutrition and agriculture projects in each district were identified that will assist in coordinating activities within districts and avoiding duplication.

An assessment of the workshop indicated that the participants understood the project very well and their expectations were met. The participants showed their strong commitments to participate in the effective implementation of the different components in their respective districts.

During the working group discussions, several gaps in needed information to finalize the Project Implementation Plan six-month process were identified and scheduling follow-up field visits prioritized to quickly address these gaps.

## 1. Introduction

The *Generating Revenues & Opportunities for Women to Improve Nutrition in Ghana* (GROWING) is a four year, seven month project funded by the Global Affairs Canada (GAC), led by the International Potato Center (CIP), and co-implemented with CARE International and local level government partners. Being an integrated climate smart, nutrition-agriculture-marketing project focusing on transforming the individual agencies of women, the ultimate outcome of the project is to achieve improved nutritional and financial security of women, youth, and young children in six selected districts of Northern Ghana. It will follow a participatory planning and implementation of the innovative and integrated interventions. The project is implemented in three regions of Northern Ghana such as Northern region (Gushiegu and Saboba districts), North East region (East Mamprusi and Chereponi districts), and Savana region (West Gonja and Northern Gonja districts). Hence, the two main implementing partners from the regional and district governments are the Ghana Health Services (GHS) and Department of Agriculture, primarily through its Women in Agriculture Development Directorate. The project will also collaborate with other private and organized groups that are operating along the value chains of the selected nutritious crops, nutrition-sensitive agriculture development and influencing the gender norms to empower women.

The project is currently at the pre-Project Implementation Period (Pre-PIP) stage whereby the project staff are continuously engaging with the key partners to revise the initial project design, ensuring that the socio-cultural features and key aspects of the agricultural system and the status of the environment were understood and considered in the design and timing of project interventions. At the outset, the project staff have undergone inductions and orientations about the GROWING project, travelling and meeting with each of the regional and district level partners across the project regional and district offices. During those visits, the most important persons including directors and officers from the regional and district level assembly council, department of agriculture, Women in Agricultural Development (WIAD) and GHS were met. The project is in the process of designing a baseline survey (scheduled for November 2022), to ensure the proper impact assessment of the GROWING integrated approach. A very important part of engaging with the project partners is undergoing stakeholders' consultative workshop. Therefore, this report details the objectives of the workshop, processes of planning and facilitation, and determining next steps to finalize the revised Project Implementation Plan.

## **2. Objectives and Expected Outcomes of the Stakeholders' Consultative Workshop**

The specific objectives of the stakeholders' consultative workshop were the following.

- To enable the main project partners and important stakeholders understand the project components (nutrition, gender, agriculture, marketing, environment, etc.) and modes of implementations.
- To revise and contextualize the project interventions through critical inputs from the main implementing partners making use of participatory and engaging facilitation techniques.
- To identify other existing initiatives and programs thus to avoid possible duplication of efforts and rather see possible alignments and complementarity.
- To root the project into the partners in the project intervention districts and ensure project buy-in among the main staff of the stakeholders for effective and participatory implementations and institutionalizations of the successful interventions.

Therefore, the following expected outputs were envisioned from the stakeholder's consultative workshop.

- The invited key partners and stakeholders participate in the consultative workshop with at least 90% of the invited being in attendance.
- The selection of the nutritious legumes for each of the GROWING projects be undertaken in participatory processes.
- The key partners of the GROWING project take up their roles in the project implementations.
- The main barriers of the project components, strategies to address these barriers, and assumptions be identified.
- The key partners such as GHS and department of agriculture link up for the successful implementations of the nutrition-sensitive agriculture interventions.

## **3. Procedures and Approached Followed**

### ***3.1 Selection of the workshop participants***

Given that the Ghana Health Services (GHS) and Ministry of Food and Agriculture (MOFA) are the two main government organizations partnering with CIP and CARE for the GROWING project, ten persons from the GHS and 10 persons from the MOFA were identified and invited for the stakeholders' consultative workshop. At the district level, the directors for all the six district-level Departments of Agriculture were invited due to their in-depth knowledge and experiences in developing agricultural value chains and modalities of implementations of the various interventions. Moreover, the district level partners will be the main step-down implementers of integrated project interventions at the community or Club level. At the regional level, the Women

in Agriculture Development (WIAD) officers from MOFA) were invited as the main role of the regional staff will be to provide backstopping to the district level staff and eventually institutionalization and scaling out of the successful interventions from the project districts to other districts. The director for the Northern region Department of Agriculture was invited to formally open the workshop. At the national level, the director of the WIAD from the MOFA and the chief nutrition officer from the GHS were invited. From the GHS, the nutrition officers have been invited from district, regional and national level offices as nutrition is the foundation of all the technical interventions supporting gender transformational behavioral change in dietary practice. Moreover, GHS has a network of community health officers (CHOs) that will implement the step-down trainings on nutrition at the community level. An additional regional GHS officer from Northern Region was invited due to her comprehensive experience collaborating with a major USAID-funded nutrition program that was implemented in collaboration with GHS. Additionally, three participants from the University of Development Studies (UDS) were invited; one nutrition professor who has been adapting the Health Living Club nutrition models to the Ghanaian context and two professors from the Department of Behavioral Studies who presented their results from the cavies' acceptability study in the target area. An experienced female vine multiplier from Chereponi district, who is under consideration to be a seed multiplier under GROWING was invited to represent farmers and seed producers. A young man engaged in cavy rearing person in Tamale was invited to share his experiences in cavy rearing as a business. Table 1 presents the list of the stakeholders who were invited for the consultative workshop while Annex 1 provides the full list of individual participants who attended the workshop and their contact information to facilitate any follow-up. All the invited participants attended the workshop the director for the department of agriculture at East Mamprusi district who was actually delegated by the WIAD officer. Opening remarks for the meeting were made by the Northern Region Director of Agriculture (Figure 1).



Fig 1. Hawa Musah, Northern Region Director of Agriculture, opened the meeting addressing the importance of nutrition-sensitive interventions to tackle food insecurity and micronutrient malnutrition in the region

**Table 1. List of stakeholders invited from the partner organizations**

<b>Partners/stakeholder organizations invited for the workshop</b>	<b>Invited</b>	<b>Attended</b>
National level Women in Agricultural Development (WIAD) directorate	1	1
National level GHS, Child nutrition and maternal care directorate	1	1
Regional GHS, Nutrition officers	4	4
Regional WIAD, Department of Agriculture	4	4
District level GHS nutritionists	6	6
District level department of agriculture Directors	6	6
Professors from UDS	3	3
Environmental consultant	2	3
Cavy rearing person from around Tamale	1	1
Sweetpotato vine multiplier (woman-headed)	1	1
CARE Development practitioners & staff	5	5
CIP researchers and staff	6	6
<b>Total</b>	<b>41</b>	<b>42</b>

Workshop participants are presented by organization in Figure 2.

### **3.2 Agenda setting and facilitation techniques**

The workshop was designed in such a way that the main components of the GROWING project could be reviewed in depth in working groups, and appropriate revisions could be made to contextualize the project interventions (technological, institutional and organizations). Hence, the agenda and modes of facilitations had been drafted by CIP and strengthened through repeated CIP and CARE staff meetings (Annex 2 provides the detailed program). Ice-breaking exercises were held at the beginning to encourage participants to get to know each other and explore attitudes towards common beliefs (Figure 3). The core components of the project presented and discussed in the workshop encompass gender, nutrition, agriculture, marketing, and income generation activities, Village Saving and Loan associations (VSLAs), cavy rearing, and environmental management. There were presentations on each component followed by working group discussions and feedback sessions from each group. The topic presentations have been made by the GROWING project staff (CIP and CARE) and UDS professors. On top of the presentations on the aforementioned main technical components, presentations were made and discussions held concerning the overall overview of the project, the revised log frame, monitoring, learning and evaluation strategies (MEL), and feedback on draft project logo designs.



Figure 2. GROWING Stakeholder Consultation Participations by Organization



Department of Agriculture (DOA) & Women in Development Directorate (WIAD)



Nutrition at Ghana Health Services



Vine multiplier



CARE



University of Development Studies

There were separate working groups on each major topic (Figures 4 and 5). Participants were pre-assigned to the three working groups, as were moderators and notetakers so that no time would be lost in moving between the plenary session and the working groups. Depending on the nature of the topics, the group discussions have been facilitated in two ways. The first approach was to group the participants from the same region together to see a specific issue from the perspectives of their regions and specific districts. For instance, the selection of the legume crop in each district was undertaken by regional groups. The other approach was to group the participants randomly ensuring that each group has participants from different regions, partner organizations and sexes. Table 2 presents the major issues addressed in presentations, group discussions and feedback sessions. Some components like gender received more attention than others to ensure that the stakeholders fully comprehend that the GROWING project has gender transformative activities integrated throughout the key approach to empowering women and influencing existing gender norms. After a presentation on what gender transformative programming is and the need to address root causes of gender discrimination, an overview was made of the theory of change of gender equality that indicates that if women's agency (knowledge and skills, as well as confidence, negotiations and leadership skills) is strengthened, and if relations (power dynamics within the household and community) as well as ability to join networks are transformed and structures (social norms and policy and services) are changed, gender equity can be significantly improved. Working groups also were convened to discuss barriers to gender equality and which ones are easier to address under the current project and which ones are more challenging.

The key partners were participating not only in the group discussions and plenary feedback sessions presentations, but many were acting as moderators of the topic sessions. Overall, considerable effort was made to ensure that the workshop was very participatory and empowering so that the key partners could buy-in to the project and look forward to being a part of it. The PowerPoint presentations were properly compiled by the knowledge management specialist for subsequent dissemination to the workshop participants. The working group presentations that were edited and presented using flip charts and wall maps have been digitized by the project staff and provided in Annex 3.

**Table 2. Overview of the number of presentations and working group sessions of major topics of the GROWING workshop**

No	Major project components and issues	No. of presentations	No. of Working groups facilitated	Remarks or experiences shared by participants
1	Project overview, log frame, MEL, and other general issues	6	5	
2	Gender	4	2	
3	Nutrition related	2	2	1 (chief nutrition officer from the national GHS has shared her experiences)
4	Agriculture, environment, and sustainable production	3	1	
5	Marketing, income generating activities and agro-processing	2	1	
6	Cavy rearing and its acceptability	1		1 (A cavy rearing person has shared his experience and followed by a warm discussion)
7	Side meetings and identifications of other related projects, programs and initiatives operating in the districts		1	A side meeting was made with the nutrition officers from regions and districts to discuss about the GHS structure, community selection strategies and the possibilities to collect more baseline data for implementation plan revisions.
8	Selection and approval of the project logo	1		1 (three optional logos have been presented and one of them has been selected after thorough out discussions)

### **3.3 Date and logistics of the meeting**

The date of the stakeholders' consultative workshop was determined in consultation with the district and regional level partners. Although the initial plan was to undertake the meeting during July 18-21, 2022, the GHS staff had to work on the national Polio prevention and vaccination

campaign. Hence, the best and agreed upon date was August 1-4, 2022. The workshop venue was Modern City Hotel at Tamale which has been selected based on the criteria of costs, the suitability of the conference, accommodation, and food services. Accordingly, the district, regional and national level partners who came out of Tamale were provided with hotel accommodation.



Fig. 3. As an ice-breaking exercise, participants were asked to stand behind a sign whether they Agreed, Disagreed or were undecided on 4 statements. Then the position had to be defended. The first statement was: *The best way to work with men and women in the same households on any issue is to work with them in separate groups of men and women.*

Fig. 4. One of the three working groups in action. Ideas and thoughts were individually jotted down on cards, then posted; followed by group discussions.



Fig 5. Each working group selected a member to report the results of the deliberation back to the plenary audience.

## **4. Findings and Issues for Consideration Concerning Revisions of Project Components**

### **4.1 Gender**

The gender concepts, norms, and strategies to empower women were the hardest for the participants to understand initially. The various presentations and working group discussions were essential for ensuring understanding of the concepts, the need for influencing the norm and women empowerment. The views of the participants on gender equality and empowerment and how the project could contribute towards women's empowerment and influencing gender norms were crucial. Most of the groups agreed that working on the agency of women (providing women and girls with knowledge and skills) is achievable through conducting gender dialogues and continuous engagements to change relations within the household. Social norms, on the other hand, such as norms on women's ownership of land, cattle or access to resources, men as natural heads of household, women's meaningful participation on community decision making, are relatively harder to address immediately and require more effort and time. After a presentation of the projects approaches, working groups were convened to discuss how the three intermediate outcomes could be achieved, barriers to achieving the results, strategies to address the barriers and what results are anticipated should those strategies be successfully implemented.

**On Outcome #1: More equitable and enhanced nutrition for households, especially for women and young children.** The barriers identified included low household income, seasonal availability of agricultural produce and lack of access to irrigation for dry season production, lack of storage and post-harvest losses, climate change, low soil fertility, men as sole decision-makers, and cultural taboos on nutrition. The agreed upon strategies included 1) increasing knowledge and skills on climate smart agricultural and storage processes, 2) engaging households in income generating opportunities and VSLAs, and 3) engaging households and communities on the benefits of healthy nutrition and food diversity. The participants agreed that the gender-responsive agricultural value chain developments and trainings are crucial towards achieving equitable and enhanced nutrition for households.

**On Outcome #2: Increased control for women and youth on how revenue from sales of nutritious foods is utilized.** Barriers included social norms on men as household heads and sole decision-makers, insufficient financial literacy, less control of land by women and the resources obtained from it. Strategies included: 1) supporting household income generating activities through farming as a business approach and agricultural value chains targeting women,

2) backyard farming for women, 3) community sensitization on gender norms and equality, and 4) promoting behavioral change campaigns.

**On Outcome #3: Improved support for a more inclusive, gender-equitable, nutritious, climate-smart, and resilient food system.** The most important barriers for this outcome variable included gender norms on nutrition, lack of land ownership for women, low access, and control of women over resources, inadequate knowledge on improved agricultural production techniques, low level of engagements of women in agricultural extension services, and low use of improved harvesting and storing techniques. Strategies included: 1) gender transformative approaches to household nutrition, 2) improved knowledge and skills on healthy food habits among health staff and communities, 3) demonstration of improved production and postharvest management techniques, 4) improving access to inputs and out markets, 5) establishing market linkages, as well as demand creation for crops, and 6) sensitizing communities on cavy rearing. It has been pointed out that the effort of influencing the gender norms and introduction of gender-responsive interventions should engage key community leaders such as local Chiefs, assembly leaders at local and district levels, and champion persons.

The participants listed the most important characteristics of a *gender champion* who could be selected at the community level to help with the sensitization and promotion of gender-responsive interventions. The main perceived characteristics of a champion were being: 1) a respected person by the community, 2) a person who respects others, 3) a person who communicates well, 4) a person who can withstand pressure and has endurance, is selfless and sacrificial, will behave responsibly, is hardworking; a confident person who understands the community dynamics. The participants iterated that the agricultural extension agents should provide gender-aware extension services such as providing couples approach of trainings and coaching/mentoring. Some members, however, suggested both separate (men and women) or mixed approach of extension services can be applied depending on the topics and the locations of the trainings. The initial project design emphasizes the engagement of the district and regional level assembly councils understand gender transformative policies and practices. The following strategies have been suggested as important for the success of gender responsive interventions.

- Ranking of community level assemblies based on performances and reward them accordingly
- Ensure that the gender mainstreaming efforts with the stakeholders engage the district assemblies well

- Building capacity of critical officers in the district assemblies (planning officer, community development officer, etc.) Award systems for assemblies
- Gender equity rationale and approaches discussed and the encouragement of the district assembly management to make these approaches priority issues
- Formation or strengthening of gender committees to influence gender issues
- District assembly should advocate for funds
- Invitation of directors of agriculture and GHS to events with media coverage so that the successful interventions and issues of concern can be mainstreamed.

#### ***4.2 Nutrition related interventions***

The presentations and group discussions on nutrition-related interventions focused on understanding the context of malnutrition and the Healthy Living Club (HLC) approach of for engaging with women and men to transform dietary practice, present the nine training modules that are being adapted to Ghanaian conditions, along with drafts of key tools such as the Northern Star Diet Card, Goal Cards, Digital and audio stories, and the Healthy Baby Toolkits (HBTks). The presentations stressed the proper incorporation of the nutritious crops in their local culinary systems, the role of gender on nutrition and agriculture, and strategies to influence the norms concerning food selection and use. During the discussions, the HLC approach and the HBTks were seen as innovative ideas which could be aptly taken up in northern Ghana. Mothers would likely use the HBTks for proper feeding of their children with the optimized porridge prepared from nutritious crops for their babies. The most important barriers, and strategies came out during the working group and feedback discussions. On managing gender dynamics, the stakeholders identified barriers to women against properly attending the HLCs and suggested appropriate strategies to improve their participations. Hence, the following key barriers have been identified.

- Women already having high workloads. To attend the HLC sessions the need for timing of the meetings must be appropriate and done in consultation with the women
- Lack of confidence to speak out and interact in public especially in the presence of their husbands during the HLC meetings
- Age differences of participants may create biases during the discussion sessions
- Religious differences (women not encouraged to be in meeting with men)
- Lack of availability of nutritious foods during the long dry season due to dependence on rainfed production

The stakeholders suggested the following to enhance women's participation in HLCs:

- Proper training of facilitators to manage household dynamics

- Meeting venues or fields should be centrally chosen based on distance for the participants and willingness/consideration of the HLC members as a champion.
- Women must be encouraged to speak during meetings upon a very good facilitation approach. This can eventually influence the gender norms as well.
- Seasonal calendar must be incorporated into planning trainings
- May be good to group young mothers into sub-groups for separate discussions about the reproduction and nutrition issues as they may be afraid to speak out in front of the elderly mothers.
- Training both the mothers and fathers together and influencing the norms will eventually enable women empowerment for nutrition-sensitive agricultural development.

To ensure the successful implementations of the HLC approaches and adoption of the HBTKs, the participants have suggested the following strategies and slight modifications in the processes of the nutrition related interventions and the HBTKs:

- Mother's sensitization and continuous skill trainings through the community health officers and nurses to ensure that women understand the HBTKs
- Deepening the marked line on the spoons of the HBTKs, strengthening the spoon handle and adding a lid (cover) to the bowl
- The need for incentives for graduating HLCs and rewarding of the champion members by giving public recognition, certificates, t-shirt, photo for the family, etc.
- The need to adopt pictures and star diets to northern Ghana's context. *This is actually a work on progress as part of the contextualization of the nutrition modules.*
- Ensure GHS approved diets, communicate the essence of oil for enhancing vitamin A absorption from plant-based foods and OFSP as biofortified food.

Based on side meetings with the regional and district level nutrition officers, the existing structure and modes of services have been discussed as summarized below.

- The nutrition officers who have usually first degrees are present in the district and sub-district levels of the GHS. They train and coach/mentor the Community Health Officers (CHOs) and Community Health Nurses (CHNs) who are providing community outreach services at CHPS levels.
- The CHOs and CHNs trained on health services for two years after high school graduations. The CHOs are different from the CHNs as they have been provided with a month long on the job training on health management. Otherwise, they have the same academic backgrounds.



Both are engaged in nutrition and maternal health outreach programs to the communities around the CHPS facilities where they are assigned. The CHOs and CHNs can go to serve the community either walking (nearby communities) or by motor bikes as most of the CHPS have motor bikes, but most often need support for fueling the motor bikes.

- In many communities, there are Community Health Volunteers who are not trained but selected by the Community Health Management committees and the willingness of the individuals. Most of them have less than a high school educational level. They are not paid except that they may get training and some per diems when they go for trainings outside of their resident locations.
- The nutrition officers have social media platforms to exchange ideas and update progresses of activities between the CHPS and district staff. Even the regional level staff can follow up the updates and exchange information.
- The CHOs and CHNs can use digital tools for nutrition trainings and outreach programs as they are capable to properly handle the tools. Although there are some CHPS facilities where electricity is not available, they can charge the batteries in the nearby areas intermittently.

#### ***4.3 Crop selection, farming as a business and related interventions***

The most important issues raised in the agricultural, sustainable production and value chain interventions encompass the following:

- All the GROWING project nutritious crops are agro-ecologically suitable and socially acceptable in the intervention districts.
- The most important challenges in the agricultural production are low soil fertility, long dry season (drought), high price of inputs (seeds and fertilizers), lack of improved harvesting and threshing technologies, postharvest losses, and low market prices. For sweetpotato, the major challenges mentioned were the lack of market, postharvest losses, lack of vines during the planting periods and low level of consumption, especially by elderly people. Although the white-fleshed sweetpotato varieties have already been grown in the regions for many years, the crop has always been considered as a minor crop for both household consumption and marketing. The sensitization of the nutritional values of the orange-flesh sweetpotato varieties, proper development of the seed system and postharvest handling were suggested strategies to increase the consumption and marketing of orange-fleshed sweetpotato (OFSP).
- With regards to the selection of the legume crops, the regional groups selected soybeans in Northern and North East regions (four district) and groundnuts in Savana region. The key

criteria used to prioritize the legume crops were marketability and profit, use of the crop for home consumption, suitability of the crop (climate and land), cultural attachment and acceptance, ease of cultivation and postharvest management (labor requirement and availability of technologies), maturity period, susceptibility of diseases and pests, postharvest management and storability, seed availability and policy supports for the crop development and marketing. The main reasons for selecting soybeans in the two regions were wider acceptability of soybeans due to better market and profitability, increased use of soybeans for household consumption, suitability of the crop to provide better yields when compared to groundnuts and less requirement of the soybeans for being dried properly. The reasons for selection of the groundnuts for the Savana region encompassed the high acceptability of groundnuts more than soybeans, the dependence of the community on groundnuts as a staple household food, the easy of post-harvest handling as groundnuts are easier to thresh than soybeans, possibility of growing two crops per year as some groundnut varieties are early maturing and can be harvested in June-July when some rains occur in March and April that make an additional planting possible. The participants in Savana region mentioned that the fertility of the soil is better than the other regions for growing groundnuts, but initial investment is required.

- To tackle water challenges for nutrition-sensitive agriculture development, the stakeholders reiterated the water scarcity the districts faced in the dry season. As a result, farmers depend on rainwater to produce food during raining season; there are few isolated irrigation schemes developed for dry season farming despite the rivers' drainage in some districts. Due to the irrigation potential of some districts, stakeholders recommended utilizing irrigation schemes to produce nutritious crops all year round. For instance, districts like North Gonja and Saboba districts have good potential for irrigation given that the White Volta and Dakar rivers, respectively, drain through these districts. And the stakeholders stressed that increasing farmers' knowledge and investing on low-cost irrigation technologies would spur the production of nutritious crops during the dry season in the districts. In addition, dry season cropping using drought tolerant crops supported with fence walls to prevent destruction by stray animals would enhance the success of dry season farming. There are also some districts with flooded areas that could be used for relay cropping. For instance, in North Gonja district farmers sow early maturing crops such as cowpea and okra following the cessation of the rains using the residual moisture in flooded areas. These indigenous practices can be further strengthened for possible use to other crops such as orange-fleshed sweetpotato and amaranth thus enabling staggered production and supply in the market. Given that there are

free roaming animals grazing during dry season and irrigation potential is limited to selected areas, participants recommended clustered farming, fencing of irrigated areas using low-cost materials, guarding, and relocating of the grazing animals from irrigation areas. Moreover, use of early maturing and drought tolerant crops and varieties have been recommended as strategies to address drought and water scarcity.

Following the presentation on the preliminary assessments of the environment and sustainable production by one of the consulting team members, the working groups had a discussion on major environmental issues. The major challenges related to environment in the regions were found to be the short rainy season and sometimes late onset of the rainfall, low soil fertility that cause low crop yields, high use of pesticides and other agro-chemicals, aflatoxins in groundnuts, flooding, lack of access to water management and irrigation facilities, deforestation for search of more cultivated lands (particularly in the Savana region), etc.

The participants suggested the following climate smart agriculture practices for the sweetpotato production system.

- Sweetpotato vines and roots production in sacks with sand
- Strip cropping of sweetpotato with maize
- Use of neem extract to fight pest and diseases
- Irrigation using simple cans
- Intercropping of OFSP with pigeon pea and cowpea
- Use of early maturing varieties
- Growing sweetpotato roots and vines using residual moisture for an additional production season
- Use of crop residue for mulching especially using the residue of legumes
- Growing sweetpotato as a backyard garden crop using rainwater harvesting

#### ***4.4 Marketing, agro-processing and related income generating activities***

The presentations and group discussions on marketing, agro-processing and related income generation activities encompass the strategic interventions based on the Farming as a Business Approach employed by CARE, recruitment and strengthening of the Healthy Food Connectors (HFCs), and Nutritious Food Corps Agents (NFCs), cavy rearing, clubs producing OFSP processed products, and establishment and demonstration of a medium scale puree processing

plant in Tamale to pull the sweetpotato root markets. The most important points raised during the group discussions and plenary sessions are:

- The selection of the HFCs and NFCs should follow appropriate criteria of selection agreed upon in collaboration with members of the intervention communities. Criteria are likely to require someone who is trusted and respected in the community, who has good interpersonal communication skills, and with existing experiences on related marketing activities should be selected for the HFC. Similarly, for a person to be selected for NFC, she must have a good knowledge on food handling, someone with experience on food marketing, involved in using booths and motor kings, and with previous experience in marketing that included linkages to farmers. Moreover, a pair of a younger and older women per market intervention site may work better so that all ages of the community can be communicated with effectively in a culture where age differences are meaningful.
- Engagement of women along the value chains will be possible through proper identification and addressing of the barriers, but is likely to require more time than just recruiting without paying attention to gender composition. Hence, the perceived strategies to address the barriers for women participation encompass designing gender responsive good agricultural practices (GAPs), encouraging sole women to engage in farming as a business interventions, supporting women's access to credit services (planned through using VSLAs), using champion women in the process, and encouraging the participation of women in marketing and agricultural fairs.
- The most important strategies to reduce postharvest loses included careful harvesting of the crops (including respecting biological maturity and using proper harvesting tools that do not damage the produce), proper threshing and drying techniques using acceptable and affordable technologies (especially in relation to the legumes), demonstration of improved storage techniques and quality product marketing.
- For the sustainability of the agro-processing clubs, an appropriate management that includes women should be established. Hence, to ensure that women are part of the management, the most important considerations are to have an influential, interested, open-minded and democratic woman leader, to have clear roles and responsibilities for the manager who should frequently communicate with the team.
- The following strategies have been mentioned to sustain the agro-processing clubs that will be adopted by some of the Clubs as their income generating activity. These include:
  - Support clubs with self-sustaining interventions such as VSLAs
  - Build a strong team and network of HLCs

- Link them to district assembly and other appropriate government partners such as GHS and department of agriculture
- Ensure that women own the clubs and support to save in the VSLAs
- Regular meetings should be set as a priority and it is important that women take up most of the positions in the groups in case these are mixed groups
- It is important that HLCs from which the income generation clubs are strengthened and graduated properly. Hence, the graduation of HLCs should include award certificates and photos, organize an event to honor them, provide them with T-shirts with congratulatory messages, etc.
- Following up of the discussions on the possible regaining of cavies as income generating and nutrition enhancement strategies, the main factors that will affect the acceptability and adoptions were listed. These include market availability (profitability) and the need for promotion, feed and water availability throughout the year, the labor and time requirement for management, cultural acceptability, mortality, breeding speed, the need for environmental hygiene, and the taste of the meat. For improved marketing, promotion of cavy meat should consider the development of different recipe from the meat focusing on women farmers and marketing corps. Women being the main actors in the preparation of household foods, they should be the lead in cavy rearing clubs. Moreover, cavies can be best reared by women as women have to stay more around the homesteads than men. However, cavies may require a lot of labor for management (especially feeding) and hence, the training on cavy farming should engage all family members including youth in the family so that women cavy rearers will get support. The support on cavy clubs should consider the development of a business model that targets the locally available feeds (maize bran, leftover from fruits and vegetables, moringa and other drought tolerant tree leaves, tubers like cassava and yam, etc.), low-cost housing and watering. The promotion of cavies for markets may be done through attending exhibitions and bazaars, promotion in supermarkets, barbecues, meals in schools and related sensitizations in local radios. Other promotion strategies such as sensitization and use of community leaders for promotion, food competitions in communities, recipes and cooking demonstrations focusing on young women for promotion and trainings.

#### **4.5 The Village Saving and Loan Associations for women's financial empowerment**

Following the presentations on VSLAs, the general feedbacks from the group discussions indicated that VSLAs are generally important to empower women financially. The participants stressed that VSLAs have been introduced in all the districts although the magnitude and modalities of establishment varied. Based on their previous experiences in establishment of VSLAs and continuous strengthening, the participants listed the following lessons:

- VSLAs do well when members have sustainable income sources to save throughout the year. In this regard, those households who are engaged in non-farm activities have higher chance of sustaining active VSLAs.
- Leadership of the VSLAs in terms of financial management and managing the members is key to the success of a given VSLA.
- Developing trust among the members is key for the success of the VSLAs. In many cases, keeping a lot of the money in boxes could expose it to theft.
- VSLAs once they start running properly can enable women to be able to save and be economically independent to invest on personal and family issues.
- There are good experiences that revealed VSLA members who have got share outs and use that money to invest on other inputs to improve agricultural productivity and other income generating business. For instance, one VSLA group evolved to become aggregator (bought and stored millet).
- VSLAs are good platforms for technological adoption. For instance, a VSLA in North Gonja started groundnut processing because of the savings.
- Based on the feedbacks from the group discussions, the GROWING project staff have made further assessments with the project districts about the existence of VSLAs. The general impression is that VSLAs have been introduced in all the districts although the number of VSLAs established and the functionality vary by district. Some NGOs like RING have established many VSLAs in some districts such as North Gonja although only few of the VSLAs have been found to still be functioning.
- With regards to the facilitation strategies, there have been mixed views of establishing VSLAs either as a women's only group or mixed men and women group. Accordingly, the pros and cons of the women only and mixed groups have been identified (Table 3).
- The issue of developing the HLCs into one VSLA group after empowering them economically through supports in farming as a business and some in agro-processing clubs was found acceptable. However, in communities where the VSLAs have been already established, the

HLC members may be already a member of one of the VSLA groups. An option is to explore having HLC members who are not part of existing VSLAs have an opportunity to join in. VSLAs do have recommended membership limits, however.

- The most important leverages to strengthen the VSLAs to assure women are empowered include sensitization of members on the benefits of collective marketing, supporting the VSLAs to increase their production and productivity targeting the markets, formalizing the VSLAs and linking the group to market outlets.

**Table 3. Perceived advantages and disadvantages of facilitating women only and mixed (men and women) VSLA groups**

<b>Women only VSLA group</b>		<b>Mixed group</b>	
<b>Advantage</b>	<b>Disadvantage</b>	<b>Advantage</b>	<b>Disadvantage</b>
<ul style="list-style-type: none"> <li>• Women have the confidence to freely speak out and make appropriate decisions</li> <li>• Women can be easily mobilized in separate groups</li> <li>• Reduces conflict – separate groups are better functioning than the mixed groups</li> <li>• Women can save hiding from their husbands until it becomes good amount to convince their husbands</li> </ul>	<ul style="list-style-type: none"> <li>• Women may not get support from their male counterparts when they want help for the VSLAs</li> <li>• It is difficult to convince men about the importance of VSLAs without engaging them as members</li> </ul>	<ul style="list-style-type: none"> <li>▪ Women can develop confidence to engage with men equally in business issues</li> <li>▪ Women and men start to discuss other topics</li> <li>▪ Women will have support from men on issues that men may have more experience with</li> </ul>	<ul style="list-style-type: none"> <li>▪ Differences income level between male and female</li> <li>▪ Mistrust among men – do not want to share finances among themselves</li> <li>▪ Men are not committed to work with women due to cultural barriers– do not attend meetings regularly</li> <li>▪ Men send contribution but don't attend meetings</li> <li>▪ Men may hijack the decisions and sometimes they may not pay</li> </ul>

## **5. Related Projects and Programs in the Intervention Districts**

Given that different governmental and non-governmental organizations are operating in Northern Ghana, it is important to identify the projects and programs that are either currently operating or

recently ended in the GROWING project districts. Accordingly, the projects and programs operating either with the district GHS or Department of Agriculture have been thoroughly listed and the major areas of interventions have been identified (Tables 4 and 5). The workshop participants stressed that overlap does exist in terms of the types of interventions and modalities of implementations between other projects and the GROWING project. Although some projects like RING (Resilience in Northern Ghana) have been working on some similar issues such as promotion of orange-fleshed sweetpotato (but limited in scope), the project has ended its operation. Its second phase is not operating in the GROWING project districts anymore. The GROWING project will engage with the organizations listed in Table 4 to further explore the types of activities and interventions that may complement or deviate from the GROWING project. The goal is to avoid conflicting key messages and also not to duplicate interventions if they are similar.

**Table 4. Projects and programs operating with the GHS at the GROWIN Project districts**

Project name	Subject Matter	Lead institute /Donor	Status (On-going/ended)	Availability in the GROWING project districts (yes/no)					
				Gu- shegu	Sabo- ba	Chere- poni	East Mam- prusi	North Gonja	West Gonja
Advancing Nutrition	Nutrition advocacy and training	USAID	on-going	yes	yes	no	yes	yes	no
RING	Nutrition, resilience, gender, maternal health, etc.	USAID	ended	yes	yes	yes	yes	yes	yes
Savana Signatures	Nutrition and maternal Health	USAID	on-going	yes	no	no	no	no	yes
REST4D	Referral System and maternal health	CRS	on-going	yes	yes	no	yes	no	yes
World Vision, Ghana	WASH, Nutrition, gender/Child ren	Multiple donors	on-going	yes	no	no	no	no	yes
World Food Program	Malaria prevention and child nutrition	Multiple donors	ended	yes	no	yes	yes	no	no
JICA	Food security	JICA	ended	no	no	yes	yes	no	no
UNICEF	Nutrition, Maternal Health	UN	on-going	no	no	no	yes	no	no
PLAN International	Gender	PLAN Inter- national	on-going	no	no	no	no	no	yes



**Table 5. List of Projects and Programs working with the Department of Agriculture in the GROWING Project districts**

Project name	Subject Matter	Lead /Donor	Status (tbd-to be determined)	Availability in the GROWING project districts (yes/no)					
				Gu- shegu	Sabo- ba	Chere -poni	East Mam- prusi	North Gonja	West Gonja
RING	Same	USAID	ended	yes	yes	yes	no	yes	yes
Advancing Nutrition	Nutrition, Resilience, WASH	USAID	on-going	yes	no	no	yes	no	no
World Vision	Livelihood improvement, promotion of dry season gardening, FBO development, boreholes development	Multi-donors by World Vision	on-going	yes	yes	no	no	no	no
GASIP	Farming as a business development, Support to LEAP beneficiaries, resilience	MOFA, GASIP program	on-going	yes	yes	no	yes	no	no
SARI (scaling of new crop varieties)	Variety introduction and improving agricultural productivity	SARI	on-going	yes	no	no	no	no	no
TREE AID	Planting of trees along the Daka river	TREE AID	on-going	yes	no	no	no	no	no
URBANET	Natural resources management, Farming as a business development	URBAN ET	on-going	yes	no	no	no	no	no
ADDRO Angelical Diocese relief org	Agronomy and VSLA	ADDRO	on-going	yes	no	no	no	no	no
AGREE	Gender/ women in agric. Platforms (WAP)	CARE	on-going	no	no	yes	yes	no	no
GESSIP	Variety introduction	CRS/A GRA	tbd	no	no	yes	yes	no	
GPSNP	Resilience and climate change	GOG	tbd	no	no	yes		no	
SIP	Poultry for female households	African Deve- lopment Bank	tbd	no	no	no	yes	no	yes
LEAN	Land Restoration,	EU	tbd	no	no	no	no	no	yes

Project name	Subject Matter	Lead /Donor	Status (tbd-to be determined)	Availability in the GROWING project districts (yes/no)					
				Gu- shegu	Sabo- ba	Chere -poni	East Mam- prusi	North Gonja	West Gonja
	Climate change/CSA								
GLRSSMP	Soil fertility and seed systems	World Bank	tbd	no	no	no	no	no	yes
ENHANCE	CSA, land restoration	CRS	tbd	no	no	no	no	no	yes
SSPING	Soybean demonstrations and mainlining soil fertility	NORAD , YARA	tbd	no	no	no	no	no	yes
G12 MOAP NW Project	Agronomy, variety introduction, soil fertility, seed system and gender	GIZ/EU	tbd	no	no	no	no	yes	no
REACH Project	Resilience and Climate change	EU/GIZ	tbd	no	no	no	no	yes	no
PuH Trust Foundation	Resilience Conservation Agriculture	PUH Trust	tbd	no	no	no	no	yes	no

## 6. Selection of a Logo and Slogan for the Project

In preparation for the consultation the Communication and Knowledge Management Officer worked with the project leadership to brainstorm ideas for a logo and have a graphic artist prepare three options to present during the consultation to participants to consider. The goal was to have a logo that captured the desire to capture the nutritious foods being promoted, promote gender equity, and indication that income would be earned. The slogan selected (Figure 6) was suggested by one of the workshop participants.



Fig. 6 Logo with slogan for the project, based on the project acronym being: *Growing Nutritious Foods, Growing Futures*. Note the woman and men are of equal height with the holding of hands indicating joint decision making and unity.

## 7. Results from the Workshop Evaluations by Participants

The perception of the workshop participants on the facilitation's techniques, their roles played, the time allotments for the different components of the project and the effects in terms of improving their understanding and project buy-in have been evaluated. The evaluation was undertaken based on a checklist with a rate scoring of 1-5. This was converted in to 20-100% and interpreted accordingly. Figure 7 presented the perceptions of the participants to the how the workshop was facilitated and the depth of discussions to the different project components. The results revealed that the topic presentations and working group discussions have been rated as 96%. Generally, the participants rated their satisfaction on the level of participation, degree of engagement and proportional coverage of the main project topics were rated between 75-94%. The evaluation results indicated that the mean score of the participants in terms of improving their understanding on the project components was greater than 90%. The agreement of the participants to work closely with the project was also rated as 92% on average. Based on feedback sessions from the first two day, adjustments to the mode of facilitation done to engage the participants was somewhat modified. The overall impression is that the stakeholders consultative workshop achieved most of the specific objectives (Figure 8). Listed below encompass some of the comments suggested by the participants for considerations when planning future workshops

- Although the facilitation was very participatory, the workshop was tight as every day was full of activities until late in the day.
- Some participants complained that the per diem rate is low as compared to other international organizations.
- The refreshment and lunch services, especially on the first day, were not satisfactory as the quantities were small for some of the participants.
- Some topics such as agriculture should have given more time

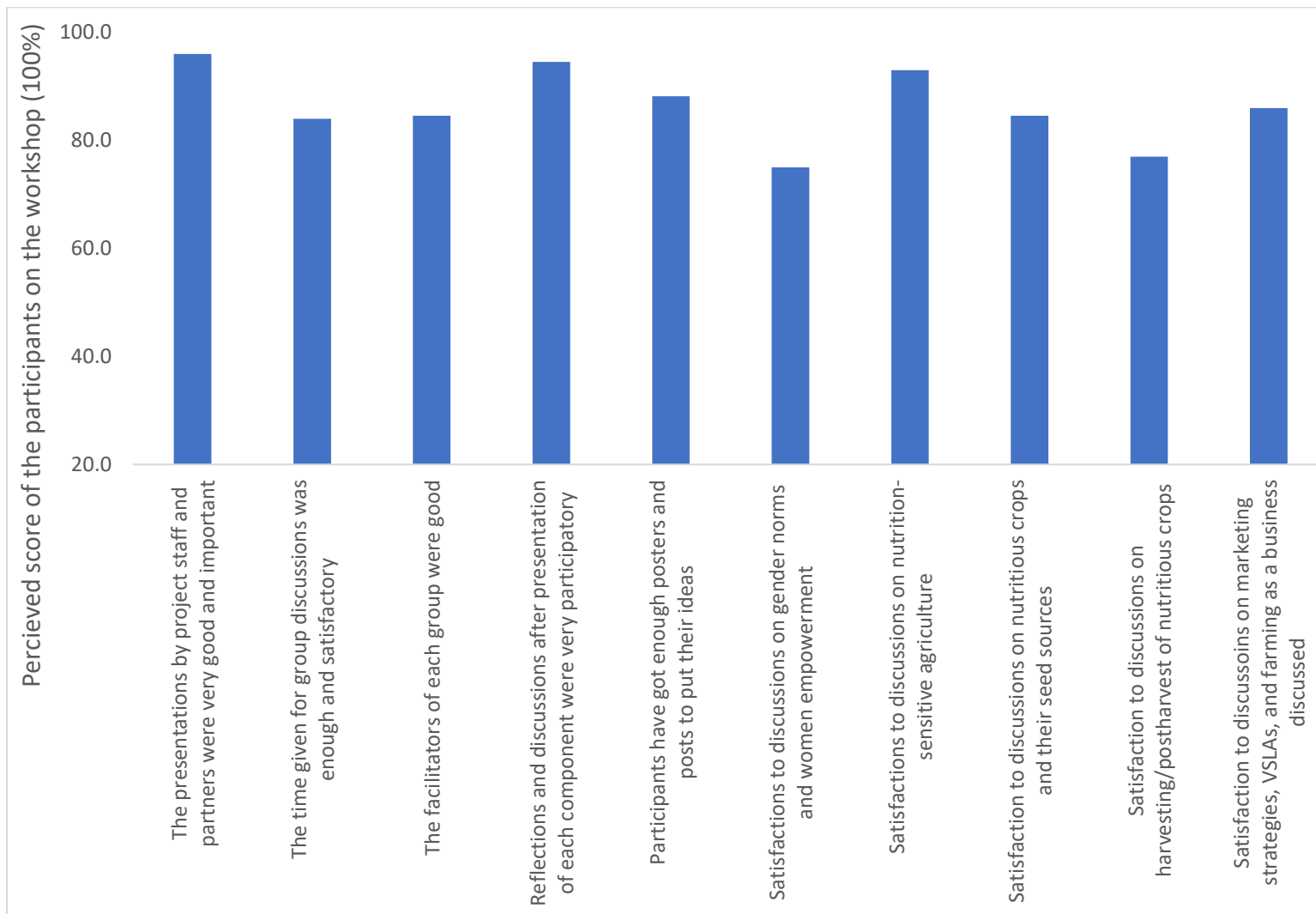


Figure 7. The satisfaction of the workshop participants on the modes of facilitations and coverage of the project components.

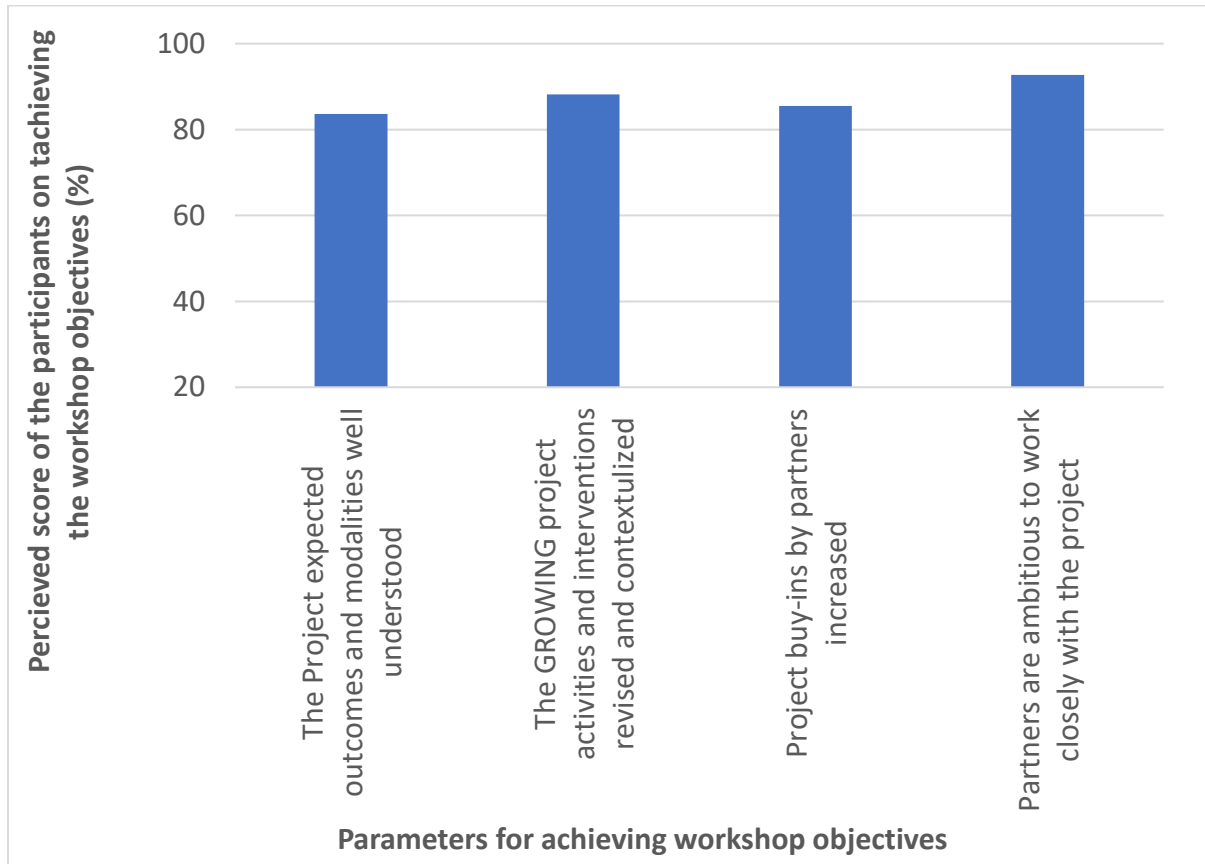


Figure 8. The perceived effects of the stakeholders consultative workshop in improving the understanding and buy-ins among partners

## 8. Budget and Cost Breakdown

The stakeholder consultation workshop budget was planned and implemented following CIP budget procedures, approval and liquidation processes. Based on prior collection of the invoices for the hotel vendors, the most cost-effective hotel, Modern City Hotel was selected to host the meeting. Other costs include per diem, transport reimbursement, and stationery. The overall cost incurred for the administration of the consultative workshop was about GHS 84,985.33 (approximately 11,180 CAD). The actual cost per component incurred for the workshop is provided in Table 6. Approximately, 73.73% of the total cost incurred is for the accommodation and conference package for the 4-day workshop that served all participants who travelled from project districts to Tamale. About 11.35% went to payment of per diems, 7% on fuel for official vehicles driven by six district directors of the respective departments of agriculture who drove to the workshop using official drivers and 4% on transport reimbursement to officials (GHS Nutritionists, WIAD officers, women vine multiplier) who travelled to the workshop via public transport.

**Table 6. Budget breakdown for the Stakeholders Consultative Workshop**

Description of Transaction Item	Amount (GHS)
Transport reimbursement for participants	3,621.00
Per diem of participants	9,642.00
Fuel refund for participants using official cars	5,730.00
Fuel for two project vehicles	1,000.00
Flight Tickets National Officers from Accra	2,267.00
Accommodation and conference package	62,663.33
Other Expenses	62.00
<b>Total Cost</b>	<b>84,985.33</b>

## 9. Conclusions and Way Forward

The stakeholders' consultative workshop successfully engaged key stakeholders from the range of disciplines that the project will engage with. All the invited participants attended the workshop or sent representatives. The overall facilitation technique which focused on working group discussions was much appreciated by the participants as verified by the end of workshop evaluation that revealed that the expectations of the participants have been met by more than 90%. The key achievements of the workshop are:

- ✓ The participants could understand the GROWING project expected outcomes, major components, areas of interventions and modalities of implementation. The focus on participatory discussions in working group and allocating four days for the meeting provided sufficient time to enable the participants to dive into, understand, and contribute to refining the crucial components of the project.
- ✓ The participants identified the barriers that can be strategically addressed by the project, strategic interventions that can be aptly implemented by the project and major assumptions. The project staff have already compiled this data and the detailed notes from each working group are archived in Annex 3.
- ✓ The validity of the nutritious crops selected for intervention were confirmed, and the decision to proceed with piloting the cavy rearing intervention agreed upon (Figure 9). The stakeholders selected the focus legume crop for each region as the project can only manage one key legume due to budgetary limitations. Groundnut was selected for the Savana region (North and West Gonja districts), and soybean was selected for the North East region (East Mamprusi and Chereponi districts) and the Northern region (Saboba and Gushegu districts). The most important areas of interventions related to agricultural value chains development were explored and prioritized.
- ✓ The priority environment and sustainable production challenges were listed, and the appropriate climate smart agriculture techniques prioritized for each of the nutritious crops.
- ✓ During the consultative workshop, stakeholders were assigned to engage in key roles such as moderating sessions, brainstorming, presenting the group work results, and contributing ideas. Based on their feedback, the stakeholders felt strong ownership of the project and ready to cooperate throughout the project's implementation and evaluations process.
- ✓ The project logo was selected drawing on three draft prototypes and a slogan selected.

- ✓ Other projects and programs operating in collaboration with the GHS and Department of Agriculture in each district have been identified. The GROWING project staff will follow up with the identified programs and projects to avoid duplication of efforts.

Figure 9. The confirmed nutritious food interventions: orange-fleshed sweetpotato, pawpaw (papaya), moringa leaves, groundnut, soybean, and cavies.



As follow-up to the workshop and based on the recommendations from the stakeholders, the following issues are considered as the ways forward.

- ✓ A team of GROWING project (2 staff per group, one from CIP and one from CARE) will travel to each of the project districts and collect more information for detailed revision of the integrated project planning. Accordingly, the existing GHS staffing and transportation systems of the sub-district and CHPs levels could be explored. Moreover, more detailed data on the extent of VSLAs established in each district and their functionality need to be explored through meetings with the appropriate government structures (district assembly council and department of agriculture) and sample functioning VSLAs in local communities. The number of main marketplaces in each district, availability of marketing booths and possible marketing interventions for the marketing corps should also be explored. The required data on agriculture related interventions include the farmers preferred varieties, types of trainings required for the extension staff, possible interventions in seed systems, backyard farming and postharvest management.
- ✓ The integrated project plans should be revised based on the feedbacks from the workshop and baseline information collected from the trips to the districts. The project team would be adjusting the integrated plan to properly integrate all components for implementation. Henceforth, in addition to the other nutritious crops, the plans would be specifically tailored towards crops selected for each district and crop calendar would be properly aligned for timely production. Climate smart agricultural practices are to be consciously selected and deployed for adoption to ensure sustainable production of nutritious crops in the selected districts. We expect the on-going Environment and Sustainable Production consultancy will provide a list of women friendly, climate-smart agricultural interventions to promote.



- ✓ The project staff will establish social media forums (Facebook, telegram and WhatsApp) to closely engage with the regional and district level partners as the project progresses. The social media platforms will help to share ideas and implement the interventions through closer collaborations, thus enabling possible scaling of the successful interventions to domain communities and districts. More detailed information on the status of community radio stations and the cost of utilizing them will be explored.
- ✓ The project team will continue to engage stakeholders on the planning, implementation, monitoring, and evaluation of the project. At each stage, the stakeholders' inputs would be sorted and factored into making decisions about progress of the project. Stakeholders are to be continuously engaged via workshops, one-on-one meetings, reports, emails, phone calls, etc. for participatory project execution.

# Annexes

## ***Annex 1. List of Workshop Participants and Their Attendance Record During Aug 1-4, 2022***

<b>N o</b>	<b>Surname</b>	<b>First Name</b>	<b>Telephone</b>	<b>Sex</b>	<b>Email</b>	<b>Region/ District</b>	<b>Position</b>	<b>Day 1</b>	<b>Day 2</b>	<b>Day 3</b>	<b>Day 4</b>
1	Manu	Joan	0205160609	<u>F</u>	<a href="mailto:maabena4you@gmail.com">maabena4you@gmail.com</a>	East Mamprusi district	WIAD Officer	1	1	1	1
2	Badmus	Mutiu	0207525950	<u>F</u>	<a href="mailto:matinbintu@yahoo.com">matinbintu@yahoo.com</a>	Northeast Region	WIAD Officer	1	1	1	1
3	Anasigre	Pascal	0243258881	<u>M</u>	<a href="mailto:panasigre@yahoo.com">panasigre@yahoo.com</a>	Chereponi dist	Direct, Department of Agric	1	1	1	1
4	<i>Musah</i>	Hawa	0244420986	<u>F</u>	<a href="mailto:hawamusah83@yahoo.com">hawamusah83@yahoo.com</a>	Northern Region	Direct, Department of Agric	1	0	0	0
5	Abubakar	Salatu	0246284612	<u>M</u>	<a href="mailto:salatuabubakar@gmail.com">salatuabubakar@gmail.com</a>	Northern Region	WIAD officer	1	1	1	1
6	Musah	Alhassan Abdulai	0243551401	<u>M</u>	<a href="mailto:Muskalam342@gmail.com">Muskalam342@gmail.com</a>	Saboba Dist	Director, Department of Agric	1	1	1	1
7	Mustapha	Zakaria	0246929657/ 0547185130	<u>M</u>	<a href="mailto:zakm988@gmail.com">zakm988@gmail.com</a>	Gushegu Dist	Director, Department of Agric	1	1	1	1
8	Atchulo	Azara	0208074437	<u>F</u>	<a href="mailto:atchuloazara@gmail.com">atchuloazara@gmail.com</a>	Savannah Region	WIAD Officer	1	1	1	1
9	Abukari	Sualey	0243786337	<u>M</u>	<a href="mailto:suabuk@yahoo.com">suabuk@yahoo.com</a>	North Gonja dist	Director, Department of Agric	1	1	1	1

No	Surname	First Name	Telephone	Sex	Email	Region/ District	Position	Day 1	Day 2	Day 3	Day 4
10	Anyembele	Peter Claver	0246210099/0270210 099	<u>M</u>	<a href="mailto:asinlugh@gmail.com">asinlugh@gmail.com</a>	West Gonja dist	Director, Department of Agric	1	1	1	1
11	Mohammed	Awal	0243105994/0545708 838	M	awal4767@gmail.com	East Mamprusi dist	Nutrition Officer, GHS	1	1	1	1
12	Atsyor	Jacob	0245223922/0247043 930	<u>M</u>	<a href="mailto:jacobatsyor@gmail.com">jacobatsyor@gmail.com</a>	North East Region	Nutrition Officer, GHS	1	1	1	1
13	Abdulai	Arimiyaw	0546909156	<u>M</u>	<a href="mailto:ngisahabdulai@yahoo.com">ngisahabdulai@yahoo.com</a>	Chereponi	Nutrition Officer, GHS	1	1	1	1
14	Amadu	Patricia S	0244179346	<u>F</u>	<a href="mailto:patriciaamadu9343@gmail.com">patriciaamadu9343@gmail.com</a>	Northern Region	Nutrition Officer, GHS	1	1	1	1
15	Adams	Adishetu	0540113271	F	Adamscharity26@gmail.com	Northern Region	Nutrition Officer, GHS	1	1	1	1
16	Iddrisu	N. Mutala	0242509302	<u>M</u>	<a href="mailto:inmurtala@gmail.com">inmurtala@gmail.com</a>	Saboba	Nutrition Officer, GHS	1	1	1	1
17	Abdul-Rauf	M. Sherif	0246711441	<u>M</u>	<a href="mailto:armsjawad@gmail.com">armsjawad@gmail.com</a>	Gushegu	Nutrition Officer, GHS	1	1	1	1
18	Mumuni	Braimah Brian	0242106816	<u>M</u>	<a href="mailto:mybrian84@yahoo.com">mybrian84@yahoo.com</a>	Savanah Region	Nutrition Officer, GHS	1	1	1	1
19	Sambian	Yaw Dapaa	0546861036	<u>F</u>	<a href="mailto:sambianyaw@gmail.com">sambianyaw@gmail.com</a>	West Gonja	Nutrition Officer, GHS	1	1	1	1

No	Surname	First Name	Telephone	Sex	Email	Region/ District	Position	Day 1	Day 2	Day 3	Day 4
20	Munufie	Kwame Emmanuel	0540893471	M	<a href="mailto:munufiekwame@gmail.com">munufiekwame@gmail.com</a>	North Gonja	Nutrition Officer, GHS	1	1	1	1
21	Dawson	Alice Esinam	0246574291	F	esinamw@gmail.com	MOFA, Accra	Deputy Director - WIAD	1	1	1	1
22	Duah	Esther Y	0249334453	F	yapokua@yahoo.com	GHS, Accra	GHS-Deputy Nutrition officer	1	0	1	1
23	Kubuga	Dr. Clement	0506241386/0249177010	M	kubuga@yahoo.com	Tamale-UDS	Environment Consultant	1	1	1	1
24	Alhassan	Dr. Mustapha	0244782256	M	mustaph@uds.edu.gh	Tamale-UDS	Environment Consultant	1	1	1	1
25	Muktar	Mr. Abdul Muizz	0247522234	M	mabdulmuizz@uds.edu.gh	Tamale-UDS	Environment Consultant	1	1	1	1
26	Damba	Dr. Osman	0244819977	M	otahidu@uds.edu.gh	Tamale - UDS	Environment Consultant	1	1	1	1
27	Jarawura	Albertina	0267007115	F	kakoratina@gmail.com	Tamale-UDS	PHD Student	1	1	1	1
28	Abubakari	Fatima	0246640773	F	kubbatatima@yahoo.com	Tamale-UDS	Master Student	0	1	1	0
29	Fuseini	Munira	0542873491	F	Nil	Chereponi Dist	Vine Multiplier	1	1	1	1
30	Fuseini	Razak	0244441601	M	Nil	Tamale	Cavy rearer	0	1	0	0

<b>N o</b>	<b>Surname</b>	<b>First Name</b>	<b>Telephone</b>	<b>Sex</b>	<b>Email</b>	<b>Region/ District</b>	<b>Position</b>	<b>Day 1</b>	<b>Day 2</b>	<b>Day 3</b>	<b>Day 4</b>
31	Loriba	Agnes	0244407475	<u>F</u>	<a href="mailto:Agnes.Loriba@care.org">Agnes.Loriba@care.org</a>	Tamale-Care	Project Team 32Leader	1	1	1	1
32	Gohar	Nihad	+15146640888	F	nihad.gohar@care.ca	Canada-Care	Project manager	1	1	1	1
33	Dzordzorme	Oswald	0244685031	<u>M</u>	<a href="mailto:Oswald.Dzordome@care.org">Oswald.Dzordome@care.org</a>	Tamale-Care	MBD	1	1	1	1
34	Atiah	Gladys	0208160893	<u>F</u>	<a href="mailto:gladys.assibi@care.org">gladys.assibi@care.org</a>	Tamale-Care	Gender Specialist	1	1	1	1
35	Abdulai	Eliasu	0596918859	<u>M</u>	<a href="mailto:Eliasu.Abdulai@care.org">Eliasu.Abdulai@care.org</a>	Tamale-Care	MEAL	1	1	1	1
36	Mahama	Emelia Rubama	0243266739	F	Emelia.mahama@care.org	Kumasi_Care	WEF TS	1	1	1	0
37	Low	Jan	0201921319/ +254705813707	<u>F</u>	<a href="mailto:j.low@cgjar.org">j.low@cgjar.org</a>	Kenya-CIP	Principal Scientist	1	1	1	1
38	Temesgen	Birhanu	0201750286	M	b.temesgen@cgjar.org	Tamale-CIP	Project & Marketing Manager	1	1	1	1
39	Issah	Mohammed	0203371579	M	mohammed.issah@cgjar.org	Tamale-CIP	Agronomist	1	1	1	1
40	Yakubu	Abdul Lateef	0208426211	<u>M</u>	<a href="mailto:a.yakubu@cgjar.org">a.yakubu@cgjar.org</a>	Tamale-CIP	M & E	1	1	1	1
41	Abubakari	Sherifdeen	0552537904	<u>M</u>	<a href="mailto:sherifdeen.abubakari@cgjar.org">sherifdeen.abubakari@cgjar.org</a>	Tamale-CIP	Knowledge Mgt Officer	1	1	1	1
42	Adoganga	Patience	0542384128	<u>f</u>	<a href="mailto:patience.adoganga@cgjar.org">patience.adoganga@cgjar.org</a>	Tamale-CIP	F&A Officer	1	1	1	1

**Annex 2: Summary Agenda for GROWING Stakeholders Consultation Workshop on Implementation Planning**

**1-4 August 2022: Tamale, Ghana Modern City Hotel**

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
<b>Day 1 1 August 2022 Monday</b>				
Time	Topic			
8:00	Registration	Patience Adoganga, CIP, Admin and Finance		
<b>Session 1. Moderator: Birhanu Temesgen</b>				
8:30-8:40	<b>1.1 Formal Opening: Need for Nutrition-Sensitive Ag interventions in Northern Ghana</b>	Hawa Musah Director for Dept of Agriculture, Northern Region		Strong statement by advocate of nutrition-sensitive agriculture
8:40-8:55	1.2 Assessment of Expectations and Brief Overview of the next 4 days	Birhanu Temesgen, CIP, Project Manager	Jan Low	
8:55-9:20	<b>1.3 Heart warmer exercise</b> Announce: Logistics Meet and introduce someone you do not know Ask them what their most memorable experience—serious or funny—concerning agriculture and gender. Then each person will introduce the new person they met.	Agnes Loriba, CARE	Patience Adoganga	Those present get to know each other; create consultative atmosphere
9:20	<b>1.4 Brain warmer exercise:</b>	Sherifdeen	Jan Low	Capture current thinking on some key attitudes

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
	<p>Where do you stand? (Strongly Disagree, Disagree, Indifferent, Agree, Strongly)</p> <p>a. The best way to work with men and women in the same households on any issue is to work with them in separate groups of men and women.</p> <p>b. Sweetpotato will always be just a minor crop in Northern Ghana.</p> <p>c. For any agricultural intervention to be a success, there must be a market for the crop as households care more about making money than food security.</p> <p>d. Empowerment of women can happen by chance.</p> <p><i>Prep: Will need 5 PRINTED signs for people to stand next to: Strongly Disagree, Disagree, Indifferent, Agree, Strongly; Room may have to be adjusted</i></p>	Abubakari, CIP Knowledge Management		
10:00	<b>1.5 Overview of the Project:</b> Ultimate Outcome of the project, the donor, time frame of intervention and commitment to gender equity and empowerment	Jan Low, CIP, Principal Scientist	Issah Mohammed, CIP, MLE specialist	Establish the ultimate goal of the project and the strong commitment to gender equality
10:15-10:20	Group Photo	Sherifdeen (CIP)		
10:20-10:35	Health Break	Patience Adoganga		Arrange to have healthy snacks
<b>Session 2. Moderator: Issah Mohammed</b>				
10:35-11:05	<b>2.1 Understanding Gender Transformative Programming</b>	Nihad Gohar, CARE, Gender specialist	Agnes Loriba	All participants are clear on what the terminology being used implies: Gender equity vs

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
				Equality; other definitions
11:05-11:15	<b>2.2 Working Group Dynamics: How are we going make it happen?</b> <i>Pre-assign participants to working groups</i>	Jan Low	Sherifdeen	
11:15-12:15	<b>2.2 Working Groups by Region:</b> Questions for each working group: a. What are the barriers that pose the biggest challenge? Remember Gender Equity Theory of Change (Agency, relations, structures) b. What are the barriers that are easy to address? c. What are the existing opportunities that the project could build upon to address some of those challenges? d. What are the other projects operating in your districts that are complementary to this project that we should be aware of? <i>Preparation: Will need 3 large sheets on the wall &amp; 4 different colored paper on the table, markers, and tape; flipchart available for summarizing</i>	<i>3 groups by region, each with facilitator:</i>  WG1: Nihad (Northern)  WG2: Agnes (North East)  WG3: Jan (Savannah)	1 per group  WG1: Sherideen  WG2: Oswald  WG3: Issah	Understand how stakeholders view the problem of gender equality and women's empowerment, identify priority actions and major gaps in information to be addressed
12:15-12:45	2.3 Presentation of Working Group Discussions back to the Plenary and Wrap-Up Discussion	Nihad Gohar + WG representatives	Agnes Loriba	Consensus on main problem areas to be addressed
12:45-13:00	<b>2.4 How are we going to get there?</b> Overview of the Theory of Change concept and our key impact groups (beneficiaries) of the intervention. Proof-of-Concept project that will be desirable to have scaled by multiple partners in the future. What are the three major intermediate outcomes and reflections on how to get there?	Jan Low	Issah Mohammed	Good understanding of the concept of Theory of Change and why the particular beneficiary groups were selected



Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
13:00-14:00	Lunch Break	Patience Adoganga		
<b>Session 3. Moderator: Oswald Dzordzorme</b>				
14:00-15:15	<p><b>3.1 Working Groups on Theory of Change: By Topic</b> Visualization using cards on what kind of activities are needed to get to Each intermediate outcome</p> <p>WG1: Outcome #1: More equitable and enhanced nutrition for households, especially for women and young children</p> <p>WG2: Outcome #2: Increased control for women and youth on how revenue from sales of nutritious foods is utilized</p> <p>WG3: Outcome #3: Improved support for a more inclusive, gender-equitable, nutritious, climate-smart, and resilient food system</p> <p>[Barriers—Strategies to address barriers—Results]</p> <p><i>Preparation: Will need 3 large sheet on the wall with the words above written on it &amp; 4 different colored paper on the table, markers, and tape; flipchart available for summarizing</i></p>	<p>Each working group has a facilitator, one per outcome:</p> <p>WG1: Outcome #1 Jan</p> <p>WG2: Outcome #2 Birhanu</p> <p>WG3: Outcome #3 Nihad</p>	<p>WG1: Sherifdeen</p> <p>WG2: Agnes</p> <p>WG3: Oswald</p>	Getting participants to think through activities that make sense in broad categories—to see whether they capture the range of proposed activities
15:15-15:35	<b>3.2 The proposed Logical Framework of the GROWING Project</b>	Birhanu Temesgen	Jan Low	Stakeholders understand the logical framework for the project
15:34-15:45	Short break: Beverages, no snacks	Patience		
15:45-16:00	<b>3.3 The Gender Context Based on Findings from Recent Gender Research and Previous Experience in Ghana</b>	Nihad Gohar	Agnes Loriba	To have the group reflect on how the pathways to get the desired impact will flow, point out areas of potential weakness and
16:00-16:45	<b>3.4 Working Groups: Improving the Implementation Pathways: By Region</b>	Working groups		

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
	<p>Questions to be addressed by each region:</p> <p>a. What will be the key changes in behaviors among the implementers and those participating in the intervention to see the desired changes?</p> <p>b. What challenges might be faced? Which crops might be difficult for farmers to uptake?</p> <p>c. Are there underutilized traditional nutritious foods that we should consider for inclusion?</p> <p>d. What could be some solutions to those challenges?</p> <p><i>Distribution of worksheets to capture what other development projects or programs are operating in the six districts concerning nutrition, gender empowerment, savings and loans the GROWING target crops, and value chain development. To be returned to Issah Mohammed on Tuesday.</i></p> <p><i>Preparation: Will need 3 large sheets on the wall with the words: Desired Change; Challenges to face &amp; Potential Solutions &amp; 4 different colored paper on the table, markers, and tape; flipchart available for summarizing</i></p>	<p>WG1: Pascal Anasigre (NE region)</p> <p>WG2: Adishitu Adams (Northern Region)</p> <p>WG3: Brian Mumuni (Savannah)</p>	<p>WG1: Birhanu Temesgen</p> <p>WG2: Jan Low</p> <p>WG3: Agnes Loriba</p>	suggestions for improvement
16:45-17:15	3.5 Feedback from WGs and discussion in Plenary: Wrap-up for the day	Jan Low & WG representatives	Issah Mohammed	
17:15-17:45	<i>Team debriefing: What went well. What should we improve for the next day</i>	Temesgen Birhanu	Sherifdeen Abubakhari	CIP + CARE Facilitators
<b>Day 2 2 August 2022 Tuesday</b>				
<b>Session 4 Moderator: Mustapha Alhassan</b>				
7:45	<b>Daily Registration</b>	Patience Adogonga		
08:00-09:00	<b>4.1 Deep Dive into the Nutrition Component: Adaption of the Healthy Living Club Approach and Curriculum</b>	Clement Kubuga (UDS)	Birhanu Temesgen	The results of the revision of the HLC models during the

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
				past 4 months are presented and the HLC concept is understood
09:00-10:30	<p><b>4.2 Working Groups on the Nutrition Component:</b></p> <p>WG1: Tools proposed to use (Healthy Baby Toolkits, Goal Cards, Digital capturing of attendance) and Audio Stories</p> <p>WG2: How to manage the gender dynamics in the HLC approach and barriers to change?</p> <p>WG3: How to tackle the water challenge for nutrition-sensitive agriculture: Discussion of water management options</p> <p><i>Preparation: Flipcharts and markers. Facilitated discussion.</i></p>	<p>WG 1: Clement Kabuga</p> <p>WG2: Nihad Gohar</p> <p>WG3: Birhanu Temesgen</p>	<p>GP1: Jan Low</p> <p>GP2: Agnes Loriba</p> <p>GP3: Abdul Yakubu</p>	Obtain feedback on the revised training modules and the proposed approaches. Insights into how to manage gender relations in the specific district settings; Clear understanding of where irrigated agriculture is an existing or potential option
10:30-10:45	Health Break	Patience Adoganga		
10:45-11:10	<b>4.3 Deep Dive into the Village Savings and Loans component</b>	Emelia Muhama, CARE VSLA Specialist based in Kumasi	Agnes Loriba	Review of who VSLAs work and lessons learned to date in Northern Ghana
11:10-11:15	<b>Energizer Exercise</b>	Sherifdeen Abubakari		
11:15-12:15	<p><b>4.4 Working Groups on Finance: By Region:</b></p> <p>Questions to be answered by each region:</p>	<i>3 groups by region, each with facilitator:</i>		Better understanding of constraints in each region to

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
	<p>a. Should VSLAs be organized separately for women and men?</p> <p>b. What has been past experience and lessons learned; how long to VSLAs need technical backstopping?</p> <p>c. How to manage the situation some HLC members are already belonging to existing VSLAs? Should we just have new potential members join existing VSLAs? d. Would there be any challenges to the VSLAs being run concurrently with the nutrition intervention?</p> <p>e. How can we leverage VSLA platforms to engage in collective marketing/access bank services?</p> <p><i>Preparation: Flipcharts and markets. Facilitated discussion.</i></p>	<p>WG1: Emelia (North East)</p> <p>WG2: Agnes (Savannah)</p> <p>WG3: Oswald (Northern)</p>	<p>WG1: Jan</p> <p>WG2: Birhanu</p> <p>WG3: Nihad</p>	implementing the VSLA approach
12:15-13:00	4.5 Working Group Feedback to the Plenary and Discuss of Key points to carry forward	Agnes Loriba & WG representatives	Oswald	Prioritized assessment of any changes to be considered for the VSLA components
13:00-14:00	Lunch			
Session 5 Moderator: Patricia Amadu				
14:00-14:20	<b>5.1 Deep-Dive into the Agricultural Component: Why Orange-fleshed Sweetpotato is a Major Focus of GROWING</b>	Jan Low	Issah Mohammed	Participants have a thorough understanding of the health and potential income benefits of OFSP
14:20-14:50	<b>5.2 Addressing Two Major Bottlenecks to Sweetpotato in Northern Ghana: Timely Seed Access and Storage</b>	Abdul-Lateef Yakubu, CIP, Agronomist	Sherifdeen	Understanding of Triple S and Double S innovations by

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
				participants and exposure to videos
14:50-15:20	<b>5.3 The Rationale for and the Potential Acceptability of Rearing Cavies in target Districts</b>	Abdulmuizz Muktar, UDS	Issah Mohammed	Awareness of the preliminary results of the Cavies feasibility assessment
15:20-15:30	Short break			
15:30-16:00	<b>5.4 Assessment of Expert Opinion on Climate-Smart Agriculture (CSA)-Climate Information Service (CIS) practices and their environmental impacts</b>	Osman Damba, UDS	Birhanu Temesgen	Findings from preliminary assessment from Consulting Team to develop an environmental management Plan
16:00-16:45	<p><b>5.5 Working Groups on Environment Management: By Topic</b></p> <p>WG1: CSA Practices/innovations to improve farming systems of selected crops</p> <p>WG2: Potential Positive and Negative Environmental Impacts CSA practices considered</p> <p>WG3: Prioritization of CSA innovations on ease of implementation and adoption among women.</p> <p><i>Preparation: Will need 3 large sheets on the wall &amp; 4 different colored paper on the table, markers, and tape; flipchart available for summarizing</i></p>	<p>WG1: Osman Damba</p> <p>WG2: Fatima Abukari, UDS</p> <p>WG3: Albertina Pakora Jarawura, UDS</p>	<p>WG1: Birhanu Temesgen</p> <p>WG2: Jan Low</p> <p>WG3: Issah Mohammed</p>	Feedback on which CSA-CIS practices might be prioritized for including in the GROWNING project in the different districts

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
16:45-17:15	5.6 Working Group Feedback to the Plenary and Discuss of Key points to carry forward	Osman Damba & WG Representatives	Birhanu Temesgen	
<b>17:15-17:45</b>	<b><i>Team debriefing: What went well. What should we improve for the next day</i></b>	<b><i>Birhanu Temesgen</i></b>	<b><i>Sherifdeen Abubakari</i></b>	<b><i>CIP + CARE Facilitators</i></b>
<b>Day 3: 3 August 2022 Wednesday</b>				
Session 6 Moderator: Clement Kubuga				
7:45	<b>Daily Registration</b>	Patience Adogonga		
8:00-8:30	<b>6.1 Deep Dive on the Income Generation and Marketing Components:</b> Overview of 3 Clubs envisioned, Enhancing Marketing Linkages, and Building Demand	Jan Low	Issah Mohammed	Participants will understand what the three proposed income earning interventions are and the innovative plan for supporting market access and creating demand
8:30-9:45	<b>6.2 Farming as a Business Clubs: Core Content Envisioned and Lessons Learned from Previous Experiences</b>	Agnes Loriba	Oswald	A deep understanding of the different subjects covered by farming as a business clubs
9:45-10:15	<b>Choosing the Project Logo and Slogan</b>	Sherifdeen Abubakhali	Jan Low	Exercise to promote ownership & understanding
10:15-10:30	Health Break	Patience		
10:30-11:00	<b>6.3 Agro-processing with Orange-fleshed Sweetpotato: The WIAD Experience and Lessons Learned</b>	Alice Dawson, Deputy Director WIAD	Jan Low	Exposure to what OFSP products and recipes have been tried to date

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
				and lessons learned
11:00-12:15	<p><b>6.4 Working Groups on Income Earning Clubs and the Marketing Strategy: By Topic</b></p> <p>WG1: Building Value Chains for Nutritious Foods</p> <p>a. How should the community-based field agents, Healthy Food Connectors (HFCs), and Nutritious Food Corps Agents (NFCs) be selected? What are the desired characteristics of the agent?</p> <p>b. How do we ensure engagement of women all along the value chains? How should we address the barriers they will face?</p> <p>c. How will we minimize post-harvest losses, particularly of perishable products?</p> <p>d. In developing processed products, how do we balance cost, health, environmental concerns in our packaging choice?</p> <p>WG2: Management of Clubs</p> <p>a. What is the best management structure for the Clubs and what strategies should be employed to ensure that women are part of the management structure?</p> <p>b. What steps should be taken to ensure that club activities continue after the project training/intervention has ended or should the plan be to have participants “graduate” from the Clubs that will be dissolved at the end of the intervention period.</p>	<p><i>3 groups</i></p> <p>WG1: Osman Damba</p> <p>WG2: Agnes Loriba</p>	<p>WG1: Jan Low</p> <p>WG2: Albertina Pakora Jarawura</p>	<p>Useful feedback obtained from participants that will guide the revision of proposed integrated activities and the timing of their application.</p>

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
	<p>WP3: Designing the Cavy Intervention for Success</p> <p>a. What will be the factors that will drive uptake of cavy rearing and their consumption and the ability of women to lead in their rearing?</p> <p>b. What are the potential feeds for cavies that will be easiest to utilize in your district? How to manage feeding during the dry season?</p> <p>c. What is the best way in urban markets to promote cavy consumption? In the home? How often should we encourage households to eat cavies?</p> <p><i>Preparation: Flipcharts and colored markers</i></p> <p><i>WP3: Checklist of feeds to review by district</i></p>	WG3: Abdulmuizz Muktar	WG3: Birhanu Temesgen	
12:15-13:00	6.5 Working Group Feedback to Plenary and Discussion	Jan Low	Abdul Yakubu	
13:00-14:00	Lunch			
Session 7 Moderator: Osman Damba				
14:00-14:10	<b>Energizer Exercise</b>	Issah Mohammed		
14:10-14:40	<b>7.1 Deep Dive into creating a better enabling environment for transforming gender roles, social norms, and service provision for building an improved, more resilient food system</b>	Nihad Gohar	Agnes Loriba	Understanding how a stronger enabling environment will be approached and what is meant by having a more resilient and nutritious food system



Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
14:40-15:00	<b>7.2 What is a Social Analysis and Action Framework and how can it be used by gender champions?</b>	Gladys Atiah, CARE, Gender specialist	Oswald	Understanding of what the social analysis and action framework is and how it has been employed so far in Ghana
15:00-16:00	<p><b>7.3 Working Groups on Enabling Environment: By Topic</b></p> <p>WG1: What is the best way to engage with communities to improve women's access to productive land and inputs?</p> <p>WG2: What should be the criteria for identifying and selecting gender champions at the community and what should they strive to achieve?</p> <p>WG3: How and when should advocacy efforts be undertaken to increase district assembly awareness of and commitment to gender equity in their priority setting and budgeting exercises? To integrate part of the project curricula, like the HLC, into government programs?</p> <p><i>Preparation: Will need 3 large sheets on the wall &amp; 4 different colored paper on the table, markers, and tape; flipchart available for summarizing</i></p>	<p>3 groups by topic.</p> <p>WG1: Nihad</p> <p>WG2: Agnes</p> <p>WG3: Jan</p>	<p>WG1: Issah</p> <p>WG2: Birhanu</p> <p>WG3: Sherifdeen</p>	Obtain feedback on how best to operationalize key project components
16:00-16:30	7.4 Working Group Feedback to the Plenary and further discussion	Nihad Gohar and WG representatives	Agnes Loriba	
16:30	<i>Side meeting with GHS district and regional staff</i>	Birhanu Temesgen	Jan Low	
19:00	<i>Team debriefing: What went well. What should we improve for the next day</i>	Temesgen Birhanu	Sherifdeen Abubakari	CIP + CARE Facilitators
<b>Day 4 4 August Thursday</b>				
Session 8 Moderator: Azara Atchulo				

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
7:45	<b>Daily Registration</b>	Patience Adogonga		
8:00-8:30	<b>8.1 Deep Dive into the proposed Monitoring, Learning and Evaluation framework</b> , and discussion of Key Indicators	Issah Mohammed	Jan Low	Familiarize participants with proposed MEAL system
8:30-8:50	<b>8.2 Engaging Communities in Participatory Monitoring: Some Options</b>	Abdulai Eliasu, M&E Coordinator	Agnes Loriba	Some key indicators for consideration
8:50-09:50	<b>8.3 Working Group on MLE: By Topic</b>  WG1: Which components of the women's empowerment index will be likely to change? Which ones probably will need more focus to get change? How to monitor progress qualitatively?  WG2: Which participatory methods have you had experience with? Which methods do you think would work best in your regions?  WG3: What will be the benefits and challenges of using digital tools for monitoring in rural areas of your districts? Do you know of other programs that have used these tools? What has been their experience?  <i>Preparation: Flipcharts and colored markers</i>	Facilitators: WG1: Nihad WG2: Agnes WP3: Issah	WG1: Jan WG2: Birhanu WP3: Oswald	Ensure that participants fully understand how to collect and measure women's empowerment components and selected indicators in the PMF.
09:50-10:15	8.4 Working Group Feedback to Plenary and Discussion of the Way forward and Key Risks	Issah Mohammed & WG representatives	Oswald	
10:15	Health Break			
10:30-11:45	<b>8.5 Working Groups: By Region</b>  <b>How to approach select participant communities and what are the entry point to initiate and implement activities and synthesis of other complementary development efforts in the districts</b>	WG1: Agnes Loriba (Northern)	WG1: Birhanu Temesgen	Identify the best way to approach engaging with communities in the different regions

Time	Topic	Presenter/Main facilitator	Documenter (Flip chart)	Objective
	WG1: Northern Region WG2: North East Region WG3: Savannah Region	WG2: Oswald Dzordzorme (North East) WG3: Issah Mohammed (Savannah)	WG2: Nihad Gohar WG3: Jan Low	
11:45-12:05	<b>8.6 Working Group Feedback to Plenary</b>	Jan Low & WG representative	Agnes Loriba	
12:05-12:30	<b>8.7 Follow-up actions and next Steps</b> to Finalize the Implementation Plan	Birhanu Temesgen	Issah Mohammed	Timeline for finalizing the PIP and initiating activities discussed
12:30-13:00	<b>8.8 Workshop Evaluation and Closure</b>	Birhanu Temesgen & Nihad Gohar	Issah Mohammed	Participants assess the usefulness of the meeting
13:00	Final Lunch	Patience		
15:00	<i>Final wrap-up session Workshop Team</i>			

## Annex 3. Detailed Notes from Each Working Group Discussion

Day 1 (August 1, 2022)

<p><b>2.2 By Region:</b> Identify barriers that pose the biggest challenge to gender equity and existing opportunities to address those challenges in the stakeholder's perspective</p>	<p><b><u>GROUP 1</u></b> <b>Barriers to agency</b></p> <p><b>Self</b></p> <ul style="list-style-type: none"> <li>▪ Easy to address <ul style="list-style-type: none"> <li>✓ Inadequate Knowledge</li> <li>✓ Self-confidence/low self-esteem</li> </ul> </li> </ul> <p>NB: when the two points above are achieved, it will lead to the eradication of insecurity and fear of the unseen. Also lack of commitment.</p> <p><b>Relations</b></p> <ul style="list-style-type: none"> <li>▪ Easy to address <ul style="list-style-type: none"> <li>✓ Lack of knowledge on a particular behavior.</li> <li>✓ Women burden can be shared.</li> <li>✓ Birth spacing.</li> </ul> </li> <li>▪ Hard to address <ul style="list-style-type: none"> <li>✓ Low opportunities given to women.</li> <li>✓ Low financial status of households.</li> <li>✓ Husband not responsible.</li> <li>✓ Non cooperative husband.</li> <li>✓ Women assuming household head role due to separation</li> </ul> </li> </ul>	<p><b><u>GROUP 2</u></b> <b>Barriers to Agencies</b></p> <ol style="list-style-type: none"> <li>1. Lack of knowledge</li> <li>2. Limited leadership skills</li> <li>3. Lack of access to information</li> <li>4. No access to land by women</li> <li>5. Lot of work for women at household levels</li> <li>6. Women are not involved in decision making process</li> <li>7. Influence by Mother-in-Laws</li> </ol> <p><b>Barriers that are Easy to Address (Self)</b></p> <ul style="list-style-type: none"> <li>▪ Lack of knowledge can be addressed through gender sensitive training</li> <li>▪ Limited leadership skills can be addressed through leadership training and exposure</li> <li>▪ Lack of access to information can be addressed through linking women to sources of relevant information</li> </ul>	<p><b><u>GROUP 3</u></b> <b>Barriers to Agency</b></p> <p>Easy</p> <ul style="list-style-type: none"> <li>▪ Lack of confidence</li> <li>▪ Lack of knowledge (in nutrition); Sensitization and utilization of nutritious crops required</li> <li>▪ Lack of knowledge in Agriculture</li> </ul> <p>Hard</p> <ul style="list-style-type: none"> <li>▪ Having time and resources, especially agricultural mechanization</li> <li>▪ Limited education and self-development; there is the need to emphasis adult education.</li> </ul> <p><b>Structures</b></p> <p>Easy</p> <ul style="list-style-type: none"> <li>▪ Access to land is easy to change especially getting less productive lands, but women can't plan permeant crops like tree crops on it.</li> </ul> <p>Hard</p> <ul style="list-style-type: none"> <li>▪ Access to land because ownership is led by men even harder with ownership</li> <li>▪ Lack of women in government</li> <li>▪ Taking decisions from top to bottom approach is hard to change</li> <li>▪ Religious beliefs hard to change – e.g., Muslims do not eat pork</li> <li>▪ Women in polygamous marriages; harder to change the structure.</li> </ul>
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<p>✓ Men are automatically seen as household heads</p> <p><b>Structures</b></p> <ul style="list-style-type: none"> <li>▪ Easy to address <ul style="list-style-type: none"> <li>✓ Low empowerment – women being confined to the house.</li> <li>✓ Access to tractor services</li> </ul> </li> <li>▪ Hard to address <ul style="list-style-type: none"> <li>✓ Cultural discrimination.</li> <li>✓ Women cannot inherit.</li> <li>✓ Women do not cultivate cash crops.</li> </ul> </li> </ul> <p><b>Existing opportunities</b></p> <ul style="list-style-type: none"> <li>▪ Educated leaders/community</li> <li>▪ Women groups</li> <li>▪ NGOs</li> <li>▪ Farmer Based Organizations (FBOs)</li> <li>▪ Radio/community information center</li> <li>▪ Father to father support group</li> <li>▪ Local government</li> <li>▪ Community stakeholders/gatekeepers</li> <li>▪ WIAD</li> <li>▪ GHS</li> </ul>	<p>and educate them on how to access and use information</p> <p><b>Barriers that are Easy to Address (Relations)</b></p> <ul style="list-style-type: none"> <li>▪ Dialogue with households to practice load-sharing</li> <li>▪ Dialogue with households to take collective decisions with women on key issues like nutrition, farming, and family planning</li> <li>▪ Involve Mother-in-Laws and other care-givers on issues like nutrition</li> </ul> <p><b>Barriers that are Easy to Address (Structures)</b></p> <ul style="list-style-type: none"> <li>▪ Conduct advocacy activities on access to land for women from traditional leaders to solve the problem of limited access to land</li> </ul> <p><b>Existing Projects in the District</b></p> <ul style="list-style-type: none"> <li>✓ USAID- Advancing Nutrition implemented by JSI at East Mamprusi and Moagduri Districts. The project focuses on nutrition</li> <li>✓ AGREE Activity by CARE International focus is on Women in Agriculture Platform</li> </ul>	<p><b>Relations</b></p> <p>Easy</p> <ul style="list-style-type: none"> <li>▪ Easy to change the permission to sell small livestock – goats</li> <li>▪ Negotiating power for strong bargaining power</li> <li>▪ Improving groups dynamics and leadership skills</li> </ul> <p>Hard</p> <ul style="list-style-type: none"> <li>▪ Women having greater roles in community decision making</li> <li>▪ Ownership of cattle is hard for women</li> </ul> <p><b>Existing Opportunities</b></p> <ul style="list-style-type: none"> <li>▪ VSLA groups with men</li> <li>▪ Many mother-to-mother groups for nutrition</li> <li>▪ New administration interested in getting things done</li> <li>▪ New Agricultural college in the region</li> <li>▪ Organize groups of shea-butter producers</li> <li>▪ Queens mother involved in decision making</li> </ul>
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<p><b>3.1 By Topic:</b> Working Groups on Theory of Change: By Topic</p> <p>Topic: 2.4 How are we going to get there?</p>	<p><b><u>Outcome #1: More equitable and enhanced nutrition for households, especially for women and young children</u></b></p> <p><b><u>Barriers</u></b></p> <ul style="list-style-type: none"> <li>▪ Low household income</li> <li>▪ Cultural taboos/myths</li> <li>▪ Post-harvest losses</li> <li>▪ Dietary habits</li> <li>▪ Inadequate knowledge on food utilization and diversity for young children</li> <li>▪ Inadequate production of vegetables</li> <li>▪ Physical access to nutritious foods (seasonality, purchasing power, storage, veg. seed available but not affordable.)</li> <li>▪ Poor storage facilities</li> <li>▪ Climate change (increased pest and diseases, increased use of pesticides and chemicals, rainfall patterns, floods, drought)</li> <li>▪ Soil infertility</li> </ul> <p><b>Strategies to address barriers</b></p>	<p><b><u>WG2: Outcome #2: Increased control for women and youth on how revenue from sales of nutritious foods is utilized</u></b></p> <p><b><u>Barriers</u></b></p> <ul style="list-style-type: none"> <li>▪ Men are always in control of household resources</li> <li>▪ Men are household heads and take decisions alone</li> <li>▪ Lack of financial literacy</li> <li>▪ Insufficient income</li> </ul> <p><b>Easy to Address barriers</b></p> <ul style="list-style-type: none"> <li>▪ Training and sensitization of VSLAs or informal groups to improve their financial literacy skills</li> <li>▪ Introduction to climate-smart agricultural practices in order to improve household incomes</li> </ul>	<p><b><u>WG3: Outcome #3: Improved support for a more inclusive, gender-equitable, nutritious, climate-smart, and resilient food system</u></b></p> <p><b><u>Barriers</u></b></p> <ul style="list-style-type: none"> <li>• Gender norms relating to nutrition</li> <li>• Cultural beliefs on lands</li> <li>• Targeting men in extension delivery</li> <li>• Access to improved seeds (legumes) vegetable seeds</li> <li>• Norms preventing women from selling animals</li> <li>• Inadequate knowledge on post-harvest losses</li> <li>• Access to markets (good price for products)</li> <li>• Access to irrigation equipment</li> </ul> <p><b>Strategies to address barriers</b></p> <ul style="list-style-type: none"> <li>• Proper sensitization of gender in relation to nutrition for households</li> <li>• Organized food demonstration session for community members</li> <li>• Improving access to simple storage facilities for perishable products, e.g. vegetables.</li> </ul>

<ul style="list-style-type: none"> <li>▪ Men as partners to accessing health care and nutrition education</li> <li>▪ Father to father support groups</li> <li>▪ Engagement of households/community leaders on benefits of improved diet</li> <li>▪ Gender model families</li> <li>▪ Encourage discussions of family budget in the household</li> <li>▪ VSLA – increase purchasing power</li> <li>▪ Encourage diet planning</li> <li>▪ Use of animal manure</li> <li>▪ Train farmers on new and improved technologies</li> <li>▪ Family planning</li> <li>▪ Counselling o the variety of foods</li> <li>▪ Continues engagement of stakeholders on food diversity</li> <li>▪ Demonstration plots on production and post-harvest management.</li> <li>▪ Use high yielding varieties</li> <li>▪ Build the capacities of households on simple and effective way of preparing OFSP and vegetables</li> </ul> <p><b>Results</b></p> <ul style="list-style-type: none"> <li>▪ Increased household food security: <ul style="list-style-type: none"> <li>✓ Increased purchasing power of household</li> <li>✓ Increased production of nutritious foods</li> <li>✓ Increased understanding of nutritional needs by all households</li> </ul> </li> <li>▪ Decreased malnutrition in women and young children</li> <li>▪ Decreased anemia</li> <li>▪ Increased use of innovative agriculture technologies.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Introduction to financial linkages to formal and functional institutions</li> <li>▪ Increase farm productivity for women</li> <li>▪ Train and sensitize men to share household resources with women</li> </ul> <p><b>Strategies to Address barriers</b></p> <ul style="list-style-type: none"> <li>➤ Sensitization of both men and women on financial management</li> <li>➤ Encourage income-generating activities for women</li> <li>➤ Build market literacy skills for women and youth</li> <li>➤ FBOs should have bargaining power</li> <li>➤ Creating market linkage platforms for among value chain actors</li> <li>➤ Introduce weight and measurement in buying</li> <li>➤ Promote behavior change communication strategies</li> <li>➤ Formation of VSLAs and other informal groups</li> <li>➤ Sensitization of community stakeholders on women taking part on decision making</li> </ul> <p><b>Results</b></p> <ul style="list-style-type: none"> <li>• Poverty is reduced by 20% in households</li> </ul>	<ul style="list-style-type: none"> <li>• Build capacity of health staff on health food habits</li> <li>• Market linkages</li> <li>• Input linkages</li> <li>• Mainstreaming gender on improved seeds and extension service delivery</li> <li>• Demand creation for crops to address low prices and improve access to market</li> <li>• Sanitizations on cavies as a source of nutrients and income</li> <li>• Training and demonstration on cavies rearing and farming</li> </ul> <p><b>Results</b></p> <ul style="list-style-type: none"> <li>• Improvement of food and nutrition security</li> <li>• Increase in productivity</li> <li>• Gender responsive extension services</li> <li>• Improvement of household income</li> <li>• Improvement of the value chain management in crop production</li> <li>• Women are empowered</li> <li>• Improved knowledge and awareness on cavies as a source of good nutrition and income generation</li> <li>• Improvement of market demand and prices for farm produce</li> </ul> <p><b>Assumptions</b></p> <ul style="list-style-type: none"> <li>• Women volunteered to be trained as extension agents/workers</li> <li>• Staff of district assemblies, district health directorate, and WIAD available for training</li> <li>• Men and women are available to attend nutrition training</li> <li>• Behavior and communication change might have been carried out successfully</li> <li>• High acceptance of cavies as source of good nutritious food</li> </ul>
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	<p><b>Assumptions</b></p> <ul style="list-style-type: none"> <li>▪ Availability of the skills needed to transfer the knowledge</li> <li>▪ Adequate capacity building program.</li> <li>▪ Stakeholders are going to play their roles adequately</li> <li>▪ Adequate resources</li> <li>▪ Good rainfall</li> <li>▪ Households empowered to consume nutritious food.</li> <li>▪ Regular monitoring of household's diet plan</li> <li>▪ Households are willing to change.</li> </ul>	<ul style="list-style-type: none"> <li>• Household resources will be used well</li> <li>• Improvement of financial literacy of women</li> <li>• Improved standard of living</li> <li>• Women acquired knowledge and skills needed to become good money managers</li> <li>• Youth will be well educated when revenues are shared equally</li> <li>• Women will take responsibilities in managing their own finances</li> <li>• Enhanced income generation among value chain actors</li> <li>• Women and youth earn more by selling to profitable markets</li> </ul>	<ul style="list-style-type: none"> <li>• Women have self-confidence and negotiation skills to engage in marketing</li> </ul>
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**Day 2 (August 2, 2022)**

**3.4 Working Groups: Improving the Implementation Pathways:**

<p><b>4.2 Working Groups on the Nutrition Component:</b></p>	<p><b><u>GROUP 1</u></b>  <b>Tools proposed to use (Healthy Baby Toolkits, Goal Cards, Digital capturing of attendance) and Audio Stories</b></p> <p><b>1.Nutrition Tools</b></p> <ul style="list-style-type: none"> <li>▪ Healthy Baby Toolkit (HBTk) <ul style="list-style-type: none"> <li>✓ Likes provision for the mother</li> </ul> </li> </ul>	<p><b><u>GROUP 2</u></b>  <b>How to manage the gender dynamics in the HLC approach and barriers to change?</b></p> <p><b>Barriers to Participation</b></p> <ul style="list-style-type: none"> <li>▪ Time appropriateness and duration of sessions</li> <li>▪ Women inability to participate due to workload</li> </ul>	<p><b><u>GROUP 3</u></b>  <b>WG3: How to tackle the water challenge for nutrition-sensitive agriculture: Discussion of water management options</b></p> <p>Water management options</p> <ul style="list-style-type: none"> <li>• At Saboba district, there exist water sources and farmers are using petrol pumps for irrigation</li> </ul>
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<ul style="list-style-type: none"> <li>✓ Line/marks may be difficult to see</li> <li>✓ Needs a lid</li> </ul> <p><b>Can mothers use it</b></p> <ol style="list-style-type: none"> <li>a. Definitely, but needs sensitization/training</li> <li>b. Is the handle strong enough when bowl is full?</li> </ol> <p>How to combine with moving to family foods, especially soup?</p> <ul style="list-style-type: none"> <li>✓ Are starting to encourage family food use at 6 months – masking for the young child</li> <li>✓ Technical issues – for follow up</li> <li>✓ Compare to quantities being recommended by GHS</li> </ul> <p><b>2. Goal Card</b>  Explanation on how used.  Couple chooses which practice to work on for next session  Report back on the next day  Each picture represents a lesson</p> <p>If family can't practice select goal, can they try again during the next session?</p> <ul style="list-style-type: none"> <li>✓ What are the INCENTIVES for graduation?</li> <li>✓ Certificate – insufficient incentives</li> <li>✓ Ceremony – public recognition</li> <li>✓ Consider photo of the family</li> <li>✓ Consider T Shirts – costs issues</li> </ul> <p>-Need to redo several pictures – will circulate next version to all for comments  -RING piloted gender model family that had men and women making joint decisions on many topics including nutrition.  -home visits by volunteers</p>	<ul style="list-style-type: none"> <li>▪ Lack of the understanding of the benefits of HLC</li> <li>▪ Are households already participating in similar groups</li> <li>▪ The presence of Mother-in-Law households will not allow the mother to express actively and effectively</li> <li>▪ Inability to talk in public (women shy and fear offending men/husband)</li> <li>▪ Religious differences (men and women participating together)</li> <li>▪ Timing for men. Women and other care givers</li> <li>▪ During planting and harvesting, women cannot participate fully due to workload</li> <li>▪ Age differences of participants</li> </ul> <p>Content Barriers</p> <ul style="list-style-type: none"> <li>▪ Pregnant women who eat eggs give birth to thieves (taboo) and no fruits</li> <li>▪ The water in breast milk is not sufficient</li> <li>▪ Children do not eat mangoes because they will have watery stools</li> <li>▪ Grandmothers give babies water to drink during bath</li> </ul>	<ul style="list-style-type: none"> <li>• At West Gonja district, water for purposes exist only in selected communities</li> <li>• At Chereponi, there is high water potential, but the development of irrigation schemes is challenging. No well-developed scheme available.</li> <li>• At Gushegu district, only one dam exists but there is high ground water potential</li> <li>• High water potential exists in the North Gonja district</li> </ul> <p><b>Barriers to Irrigation</b></p> <ul style="list-style-type: none"> <li>• Far distance to water sources</li> <li>• Inadequate water sources in some districts</li> <li>• Presence of free grazing animals during the dry season</li> <li>• Lack of access to low-cost irrigation equipment</li> <li>• Lack of mechanized irrigation systems</li> <li>• Poor quality of water</li> <li>• Inadequately developed water bodies for irrigation</li> <li>• Drying up of water bodies during the dry season</li> <li>• Long periods of dry season</li> <li>• High cost of irrigation technology and high operational cost of irrigation</li> <li>• Poor road network to water sources</li> </ul> <p><b>Easy to Address</b></p> <ul style="list-style-type: none"> <li>• Long period of dry season and high rainfall in short period</li> <li>✓ Demonstration and promotion of low-cost irrigation technologies (river, ground water)</li> <li>✓ Rainwater harvesting for dry season usage</li> </ul> <ul style="list-style-type: none"> <li>• Low level of knowledge and experience in irrigation</li> </ul>
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	<p><b>3. 4 Star Diet</b></p> <ul style="list-style-type: none"> <li>▪ Adapted for Northern Ghana</li> <li>▪ Need to make sure that GHS approves</li> <li>▪ Ensure oil to be ok from spoon (limited qty). message is to promote Vitamin A absorption</li> <li>▪ Needs revision – design of food difficult to read/understand</li> <li>▪ OFSP is biofortified food – energy + micronutrients (vegetables)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Babies are fed from family pot</li> <li>▪ Formula milk makes the babies grow healthier</li> <li>▪ Unavailability of resources</li> <li>▪ The desire for income may leave households without nutritious foods</li> <li>▪ The man is the head and provider and should take the best meat portions and meals</li> <li>▪ Colostrum should be discarded since it has different color</li> <li>▪ Newborn are given warm water as early as a day old</li> <li>▪ Children are unable to eat some hard meals especially chewable</li> <li>▪ Thick food mainly contains carbohydrate Mothers do not know children food needs</li> <li>▪ Mothers do not know the health benefits of avoiding soda drinks</li> <li>▪ Children should learn to eat what is available</li> <li>▪ Lack of knowledge about cooking to maintain nutrients</li> </ul> <p><b>Solutions</b></p> <ul style="list-style-type: none"> <li>▪ Mother-in-Laws must attend the HLC meetings to validate and accept knowledge gain</li> </ul>	<ul style="list-style-type: none"> <li>✓ Capacity building of farmers in low-cost irrigation</li> <li>• High cost of technology</li> <li>✓ Low-cost solar pumps</li> <li>✓ Subsidy and support</li> <li>✓ Use of lead farmer approach to test irrigation efficiency</li> <li>• Presence of stray animals during dry season; need to establish pastures and fodder <ul style="list-style-type: none"> <li>- Use locally available materials for fencing</li> </ul> </li> <li>• Short duration of rain <ul style="list-style-type: none"> <li>- Use of short duration crops</li> <li>- Drought tolerant crops</li> </ul> </li> </ul>
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<p><b>4.4 Working Groups on Finance: By Region:</b></p>	<p><b><u>GROUP 1</u></b>  <b>Should VSLAs be organized separately for women and men?</b></p> <p><b>Yes</b></p> <ul style="list-style-type: none"> <li>▪ Differences income level between male and female</li> <li>▪ Mistrust among men – do not want to share finances among themselves</li> </ul>	<p><b><u>GROUP 2</u></b>  <b>Should VSLAs be organized separately for women and men?</b></p> <ul style="list-style-type: none"> <li>▪ Separate women because they are afraid of talking in front of men</li> <li>▪ Women can save hiding from their husbands, they lose their savings</li> </ul>	<p><b><u>GROUP 3</u></b>  Questions to be answered by each region:</p> <p>a. Should VSLAs be organized separately for women and men?</p> <p>b. What has been past experience and lessons learned; how long to VSLAs need technical backstopping?</p> <p>c. How to manage the situation some HLC members are already belonging to existing VSLAs? Should we just have new potential members join</p>

<ul style="list-style-type: none"> <li>▪ Reduces conflict – separate groups are already functioning well.</li> <li>▪ Men are not committed – do not attend meetings regularly</li> <li>▪ Women easily mobilized.</li> <li>▪ Men send contribution but don't attend meetings</li> </ul> <p><b>No</b></p> <ul style="list-style-type: none"> <li>▪ Able to discuss other non VSLA topics</li> <li>▪ To have support of men mostly as leaders or support for the group</li> <li>▪ Mixed groups have worked when women remain in leadership – still high proportion of women – one man often as secretary because of literacy issue</li> </ul> <p><b>What has been experience and lessons learned; how long to VSLAs need technical backstopping?</b></p> <ul style="list-style-type: none"> <li>▪ Leadership is key to success</li> <li>▪ Do well when members have sustainable livelihoods/income</li> <li>▪ Helps one to be able to save and be independent</li> <li>▪ Tech support (after initial phase) must provide at key times(annually)</li> <li>▪ Shared funds used to improve productivity – a group evolved to become aggregator (bought and stored millet)</li> <li>▪ Problem of duplication of the intervention</li> <li>▪ Keeping a lot of the money in box exposes it to thieves</li> </ul>	<ul style="list-style-type: none"> <li>▪ Separate groups of men and women can follow rules better</li> <li>▪ When they are together men don't pay</li> </ul> <p><b>Positives for Mixing Groups</b></p> <ul style="list-style-type: none"> <li>▪ Can eventually help women to speak in front of men</li> <li>▪ Men only groups do not last, hence, better to combine them</li> <li>▪ Men indirectly take loans and do not pay back</li> </ul> <p><b>Parking Lot</b> Can we have young females and males' groups together? Other special groups like disabilities can form VSLAs</p> <p><b>What has been past experience and lessons learned; how long to VSLAs need technical backstopping?</b></p> <ul style="list-style-type: none"> <li>▪ Other people start to join when they see the share out, so others should be supported to form their own groups</li> <li>▪ VSLAs are good platforms for technological adoption</li> <li>▪ VSLA members in North Gonja started groundnut processing because of the savings</li> </ul>	<p>existing VSLAs? d. Would there be any challenges to the VSLAs being run concurrently with the nutrition intervention? e. How can we leverage VSLA platforms to engage in collective marketing/access bank services?</p> <p>Mixed VSLA:</p> <ul style="list-style-type: none"> <li>▪ They should be together but discuss issues separately when the need be.</li> </ul> <p>Separate VSLA:</p> <ul style="list-style-type: none"> <li>▪ Men will hijack the VSLA and make most decisions</li> </ul> <p>How long do VSLAs need support?</p> <ul style="list-style-type: none"> <li>• 6 months if there is a literate member who can keep records. 1 year after 1<sup>st</sup> share out if there are no literate members.</li> <li>• Need lengthy support to avoid defaulting and collapse of VSLA</li> <li>• Need technology and mediator to resolve conflict.</li> </ul> <p><b>VSLA/HLC membership?</b></p> <ul style="list-style-type: none"> <li>- <b>Existing VSLAs should be maintained so not to lose built trust. Others could join new VSLAs.</b></li> </ul> <p><b>Challenges to running VSLA and HLC</b></p> <ul style="list-style-type: none"> <li>• Time constraint for members</li> <li>• When you have one woman in multiple groups they struggle to repay or cope with contributions</li> <li>• Overlapping of meeting time</li> <li>• Financial constraints</li> <li>• Collapse groups without conflicts</li> </ul> <p>Parking lot</p> <ul style="list-style-type: none"> <li>• Selection process for HLC</li> <li>• Training new members as part of existing groups</li> </ul>
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**How to manage the situation some HLC members are already belonging to existing VSLAs? Should we just have new potential members join existing VSLAs? d. Would there be any challenges to the VSLAs being run concurrently with the nutrition intervention?**

- At least 2 years/ 2 years after operations
- At least 3years after training – RING experience, group kept going
- Every 3 months after initial training - to keep them from getting bored.
- Every year after each payout cycle – new members join.

How can we leverage VSLA platforms to engage in collective marketing/access bank services?

- Use existing VSLA as Healthy Living Clubs.
- Conduct market analysis to identify crops and market chain actors
- Access to price info via radio
- Promote collective production
- Build group capacity for engage
- Monitor progress closely – Access bank services
- Learn about different products available through savings
- Challenges of being in duplicate groups
- Having enough capital to contribute to all groups
- Problem of adding members to groups when the have reached the 24-member limit => they can be left

**How to manage the situation some HLC members are already belonging to existing VSLAs? Should we just have new potential members join existing VSLAs? d. Would there be any challenges to the VSLAs being run concurrently with the nutrition intervention?**

- Sensitize HLC members to become VSLAs by showing the importance. Continuous engagement to convince
- It is also possible for HLCs to form new VSLAs depending on the number of HLC members who are convinced to join
- Running VSLAs concurrently with nutrition intervention
- No many challenges when VSLAs run together with mother to mother

**How can we leverage VSLA platforms to engage in collective marketing/access bank services?**

- Sensitization on benefits of collective marketing
- Formalizing the action
- >Link the group to market outlets
- Form MRCs to scout for competitive markets

How to leverage VSLAs to improve access to market?

- Collective marketing
- VSLA representatives come together to form a group to spearhead marketing access

	<p>in the existing groups BUT be resource person for new groups.</p> <p>New groups</p> <ul style="list-style-type: none"> <li>Having experience members will help share ideas and contribute to starting groups</li> </ul> <p>Need to inform existing VSLA groups about the new ones – need to meet on different days.</p>	<ul style="list-style-type: none"> <li>Support them to increase their production to sell</li> <li>Cluster the VSLAs in formation</li> </ul>																
<p><b>5.5 Working Groups on Environment Management: By Topic</b></p> <p>Topics: <b>5.4 Assessment of Expert Opinion on Climate-Smart Agriculture (CSA)-Climate Information Service (CIS) practices and their environ</b></p>	<p><b>GROUP 1</b></p> <p><b>WG1: CSA Practices/innovations to improve farming systems of selected crops</b></p> <p><b>CSA practices for sweet potato production system.</b></p> <ul style="list-style-type: none"> <li>Sweet potato vines and roots production in sacks</li> <li>Strip cropping of sweet potato and maize</li> <li>Use of neem extract to fight pest and diseases</li> <li>Irrigation using simple cans</li> <li>Minimum tillage</li> <li>Intercropping of OFSP with pigeon pea</li> <li>Use of early maturing varieties - 1</li> <li>Residual moisture</li> <li>Use of crop residue for mulching</li> <li>Backyard garden crops using water harvesting – 2</li> </ul> <p>West &amp; North Gonja</p> <p>Groundnuts</p> <ul style="list-style-type: none"> <li>Reasons</li> </ul>	<p><b>GROUP 2</b></p> <p><b>Potential Positive and Negative Environmental Impacts CSA practices considered</b></p> <p><b>-Production</b></p> <p><b>Negative environmental Impacts</b></p> <ul style="list-style-type: none"> <li>Use of agrochemicals has residual effects on the environment and the atmosphere</li> </ul> <p><b>Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Jobs and income generation</li> </ul> <p><b>-Storage and processing</b></p> <p><b>Positive Impacts</b></p> <ul style="list-style-type: none"> <li>Job creation and income generation</li> </ul> <p>Marketing</p> <ul style="list-style-type: none"> <li>Income generation for farmers</li> </ul> <p><b>Crop Selection Criteria</b></p> <ul style="list-style-type: none"> <li>Initial investment required</li> </ul>	<p><b>GROUP 3</b></p> <p><b>WG3: Prioritization of CSA innovations on ease of implementation and adoption among women.</b></p> <table border="1"> <thead> <tr> <th>Legumes/Ranks</th> <th>1</th> <th>2</th> </tr> </thead> <tbody> <tr> <td>Soybeans</td> <td>5</td> <td>4</td> </tr> <tr> <td>Groundnuts</td> <td>4</td> <td>4</td> </tr> <tr> <td>Cowpea</td> <td>0</td> <td>1</td> </tr> <tr> <td>Bambara bean</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p><b>Reasons for selection</b></p> <ul style="list-style-type: none"> <li>Soybean is complete protein and there is high market demand</li> <li>Soybean enhances soil fertility</li> <li>Soybean has low storage challenges</li> <li>Soybean and groundnuts require minimal fertilizer</li> <li>Groundnuts is good source of fat.</li> <li>Groundnuts is easily tolerated by children.</li> </ul> <p><b>Crops selected are</b></p> <ul style="list-style-type: none"> <li>Soybean</li> <li>Groundnuts</li> </ul> <p><b>Crops</b></p> <ol style="list-style-type: none"> <li>Soybean</li> <li>Groundnuts</li> <li>Cowpea</li> <li>Beans</li> </ol>	Legumes/Ranks	1	2	Soybeans	5	4	Groundnuts	4	4	Cowpea	0	1	Bambara bean	0	0
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<b>mental impacts</b>	<ul style="list-style-type: none"> <li>✓ Easy to cultivate especially for women</li> <li>✓ Widely consumed/high demand</li> <li>✓ Has many uses – oil, paste, kulikuli</li> <li>✓ Potential processing</li> </ul> <table border="1" data-bbox="359 440 877 657"> <thead> <tr> <th>Legumes</th> <th>Market demand</th> <th>Ability to produce</th> <th>Level of profit</th> </tr> </thead> <tbody> <tr> <td>Groundnut</td> <td>5</td> <td>5</td> <td>4</td> </tr> <tr> <td>Soybean</td> <td>4</td> <td>4</td> <td>5</td> </tr> <tr> <td>Bambara beans</td> <td>2</td> <td>5</td> <td>4</td> </tr> <tr> <td>Cowpea</td> <td>5</td> <td>3</td> <td>5</td> </tr> </tbody> </table> <p>Groundnuts has high market demand Cost of production for cowpea is high</p>	Legumes	Market demand	Ability to produce	Level of profit	Groundnut	5	5	4	Soybean	4	4	5	Bambara beans	2	5	4	Cowpea	5	3	5	<ul style="list-style-type: none"> <li>▪ Price offered in the market</li> <li>▪ Time to get first income</li> <li>▪ Demand supply</li> <li>▪ Suitability for women</li> <li>▪ Nutrition contribution</li> <li>▪ Post-harvest management</li> <li>▪ Availability of seed</li> <li>▪ Pests and diseases</li> <li>▪ Availability of technology</li> <li>▪ Labor requirement</li> </ul> <table border="1" data-bbox="898 592 1304 950"> <thead> <tr> <th>Suitability for women</th> <th>Soya</th> </tr> </thead> <tbody> <tr> <td>EM</td> <td>5</td> </tr> <tr> <td>Chere</td> <td>4</td> </tr> <tr> <td>Postharvest</td> <td></td> </tr> <tr> <td>EM</td> <td>5</td> </tr> <tr> <td>Chereponi</td> <td>5</td> </tr> <tr> <td>Pests/diseases</td> <td></td> </tr> <tr> <td>EM</td> <td>5</td> </tr> <tr> <td>Chereponi</td> <td>5</td> </tr> <tr> <td>Total</td> <td>EM=25, Chere=14</td> </tr> </tbody> </table>	Suitability for women	Soya	EM	5	Chere	4	Postharvest		EM	5	Chereponi	5	Pests/diseases		EM	5	Chereponi	5	Total	EM=25, Chere=14	<p><b>5. Bambara beans</b> <b>6. Pigeon pea</b></p> <p><b>Criteria for crop selection</b></p> <ul style="list-style-type: none"> <li>- Demand (market)</li> <li>- Appropriate land for the crop</li> <li>- Home uses of the crop</li> <li>- Environmental conditions (climate: to support the growth of the crop)</li> <li>- Cultural acceptance</li> <li>- Ease of cultivation</li> <li>- Disease tolerance</li> <li>- Maturity period</li> <li>- Storability</li> <li>- Profitability</li> <li>- Seed availability</li> <li>- Technology availability</li> <li>- Policy support</li> </ul> <p><b>Ranking 1 – 5</b></p> <table border="1" data-bbox="1325 808 1938 1112"> <thead> <tr> <th>Criteria</th> <th>Soybean</th> <th>Groundnut</th> </tr> </thead> <tbody> <tr> <td>Market Demand</td> <td>5</td> <td>4</td> </tr> <tr> <td>Profitability</td> <td>5</td> <td>3</td> </tr> <tr> <td>Technology (Seed)</td> <td>5</td> <td>2</td> </tr> <tr> <td>Soil suitability</td> <td>5</td> <td>5</td> </tr> <tr> <td>Knowledge on the crop</td> <td>4</td> <td>3</td> </tr> <tr> <td>Post-harvest management</td> <td>3</td> <td>1</td> </tr> <tr> <td>Totals</td> <td>27</td> <td>18</td> </tr> </tbody> </table>	Criteria	Soybean	Groundnut	Market Demand	5	4	Profitability	5	3	Technology (Seed)	5	2	Soil suitability	5	5	Knowledge on the crop	4	3	Post-harvest management	3	1	Totals	27	18
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<p><b>6.4 Working Groups on Income Earning Clubs and the</b></p>	<p><b>GROUP 1</b> <b>Working Groups on Income Earning Clubs and the Marketing Strategy</b></p> <p>Building Value Chains for Nutritious Foods</p> <p>a. How should the community-based field agents, Healthy Food Connectors</p>	<p><b>GROUP 2</b> <b>What is the best management structure for the Clubs and what strategies should be employed to ensure that women are part of the management structure?</b></p>	<p><b>GROUP 3</b> <b>WP3: Designing the Cavy Intervention for Success</b></p> <p>a. What will be the factors that will drive uptake of cavy rearing and their consumption and the ability of women to lead in their rearing?</p>																																																																

<p><b>Marketing Strategy: By Topic</b></p> <p>Topic: <b>6.2 Farming as a Business Clubs: Core Content Envisioned and Lessons Learned from Previous Experiences</b></p>	<p><b>(HFCs), and Nutritious Food Corps Agents (NFCs) be selected? What are the desired characteristics of the agent?</b></p> <p>HLC</p> <ul style="list-style-type: none"> <li>▪ Someone who is trusted by the community members (from or outside the community)</li> <li>▪ Existing experience (up and coming)</li> <li>▪ Interpersonal relations</li> <li>▪ Communication</li> </ul> <p>NFA</p> <ul style="list-style-type: none"> <li>▪ Good knowledge on food handling</li> <li>▪ Someone with experience</li> <li>▪ Involve market queens and king to coordinate</li> <li>▪ Pair old and young women</li> </ul> <p>b. How do we ensure engagement of women all along the value chains? How should we address the barriers they will face?</p> <ul style="list-style-type: none"> <li>▪ Gender sensitive GAPs</li> <li>▪ Encourage sole women FBOs</li> <li>▪ Setting targets for women inclusion</li> <li>▪ Give women access to input credit</li> <li>▪ Women champions</li> <li>▪ Encourage participation in fairs</li> </ul> <p>c. How will we minimize post-harvest losses, particularly of perishable products?</p> <ul style="list-style-type: none"> <li>▪ Improved harvesting techniques</li> <li>▪ Early and timely harvest</li> <li>▪ Good storage structures</li> </ul>	<ul style="list-style-type: none"> <li>▪ Have an influential leader</li> <li>▪ Selected person should be interested</li> <li>▪ Open and democratic process should be practiced</li> <li>▪ Build the capacity of selected management team on their roles</li> <li>▪ Should be tolerant</li> <li>▪ Routinely communicate roles and responsibilities</li> <li>▪ Have clear roles and responsibilities for each position</li> </ul> <p><b>What steps should be taken to ensure that club activities continue after the project training/intervention has ended or should the plan be to have participants “graduate” from the Clubs that will be dissolved at the end of the intervention period.</b></p> <ul style="list-style-type: none"> <li>▪ Encouragement of women</li> <li>▪ It must be made a criterion for selection (Quota)</li> <li>▪ Conscious attempts to include women in the management positions</li> </ul> <p><b>Steps for Continuity of Club Activities</b></p> <ul style="list-style-type: none"> <li>▪ Support clubs with self-sustaining</li> </ul>	<p><b>b. What are the potential feeds for cavies that will be easiest to utilize in your district? How to manage feeding during the dry season?</b></p> <p><b>c. What is the best way in urban markets to promote cavy consumption? In the home? How often should we encourage households to eat cavies?</b></p> <p><b>Factors for cavies' acceptability</b></p> <ul style="list-style-type: none"> <li>• Market availability/profit</li> <li>• Feed availability and water</li> <li>• Time demand by owners</li> <li>• Cultural acceptability</li> <li>• Mortality rate</li> <li>• Breeding rate prolific</li> <li>• Environmental hygiene</li> <li>• Taste of the meat</li> <li>• Texture and aroma of the meat</li> <li>• Feeding habit</li> <li>• Possibility to have different recipes out of the meat</li> </ul> <p>For women specifics The main factors are.</p> <ul style="list-style-type: none"> <li>• Women should get support from the family</li> <li>• They are the main food preparators and if they rear cavies, it can increase consumption of cavy.</li> <li>• Readily available market</li> <li>• Potential feed for cavies</li> <li>• Maize bran/chaff</li> <li>• Left over fruits and vegetables</li> <li>• Moringa leaves</li> <li>• Tubers (cassava and yam)</li> <li>• OSPF leaves</li> <li>• Amaranth leaves</li> <li>• Local Tree leaves</li> </ul> <p>Best ways to promote in urban market</p> <ul style="list-style-type: none"> <li>• Exhibition food bazar, fair</li> </ul>
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		<p>interventions e.g. VSLAs</p> <ul style="list-style-type: none"> <li>▪ Build a strong team</li> <li>▪ Build a network of HLCs</li> <li>▪ Link to district assembly and other partners</li> <li>▪ Sensitization should start at the beginning of the project</li> <li>▪ Make women own the clubs</li> <li>▪ Encourage women to save in the VSLAs</li> <li>▪ Regular meetings should be set as a priority</li> <li>▪ Encourage women to take up most of the positions in the groups</li> <li>▪ Let them know the benefits of the project to them</li> <li>▪ During encourage handouts during the project</li> <li>▪ Link them to GHS</li> </ul> <p><b>Graduation of groups</b></p> <ul style="list-style-type: none"> <li>▪ Award certificates/photos</li> <li>▪ Institute constitution to be adhered by members</li> <li>▪ Train them as facilitators</li> <li>▪ Organize an event to honor them</li> <li>▪ T-shirts with congratulatory messages</li> </ul>	<ul style="list-style-type: none"> <li>• Go and promote in supermarket of open markets</li> <li>• Barbecues stands</li> <li>• Include in meals of educational institutions</li> <li>• Training and sensitizations of meat sellers</li> </ul> <p>How to encourage schools to consume cavies</p> <ul style="list-style-type: none"> <li>• Sensitization and use of community leaders for promotion</li> <li>• Food competitions in communities</li> <li>• Recipes/cooking demonstrations in communities</li> <li>• Focus on young people for demonstrations and training.</li> </ul>
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<p><b>7.3 Working Groups on Enabling Environment: By Topic</b></p> <p>Topics: <b>7.2 What is a Social Analysis and Action Framework and how can it be used by gender champions?</b></p>	<p><b>GROUP 1</b> <b>WG1: What is the best way to engage with communities to improve women’s access to productive land and inputs?</b></p> <ul style="list-style-type: none"> <li>▪ Chiefs</li> <li>▪ Assemblymen</li> <li>▪ Family heads</li> <li>▪ Agro-dealers</li> <li>▪ Government agencies (DoA, GHS, DCEs)</li> <li>▪ Gender champions</li> </ul> <p><b>Strategies</b></p> <ul style="list-style-type: none"> <li>▪ Proper community entry</li> <li>▪ Dubars</li> <li>▪ Promoting entrepreneurship opportunities: community seed growers; mapping out of service providers</li> <li>▪ Liaise with farmer-based organizations</li> <li>▪ Constant supply of fertilizer and seed</li> <li>▪ Liaise with development committees</li> <li>▪ Gender dialogue to identify barriers to access inputs</li> <li>▪ Consultative meetings involving traditional leaders and opinion leaders</li> </ul>	<p><b>GROUP 2</b> <b>What should be the criteria for identifying and selecting gender champions at the community and what should they strive to achieve?</b></p> <ul style="list-style-type: none"> <li>▪ Respected by the community</li> <li>▪ A person who respects others</li> <li>▪ Communicate well</li> <li>▪ Not necessary a community ember currently</li> <li>▪ A person who can withstand pressure</li> <li>▪ Sacrificial</li> <li>▪ Behave responsibly</li> <li>▪ Hard working</li> <li>▪ A person with confidence</li> <li>▪ Influential person</li> <li>▪ Understands the community dynamics</li> <li>▪ A person with patience</li> <li>▪ Good listening skills</li> <li>▪ Unbiased person</li> </ul> <p><b>What should Strive to Achieve</b></p> <ul style="list-style-type: none"> <li>▪ Improve inter and intra household relations</li> <li>▪ Enable men to understand the workload of women</li> <li>▪ Support community gender plans</li> <li>▪ Support both men and women and youth to have good behavior on gender</li> </ul>	<p><b>GROUP 3</b> <b>WG3: How and when should advocacy efforts be undertaken to increase district assembly awareness of and commitment to gender equity in their priority setting and budgeting exercises? To integrate part of the project curricula, like the HLC, into government programs?</b></p> <p><b>Advocacy Strategies Efforts</b></p> <ul style="list-style-type: none"> <li>• Ranking of assemblies by government based on performance</li> <li>• Result sharing</li> <li>• Conduct stakeholder engagement with the management of the district assemblies on gender mainstreaming</li> <li>• Award systems for assemblies</li> <li>• Gender equity discussed and part of assembly</li> <li>• Lobbying with the district assembly management</li> <li>• Building capacity of critical officers (planning officer, community development officer, etc.)</li> <li>• Formation or strengthening of gender committees to influence gender issues</li> <li>• District assembly should advocate for funds from DACF</li> <li>• Influence the D.C.E to effect change</li> <li>• Invitation of D.As to events with media converge</li> <li>• Incorporate activities into the medium-term development plans – early 2024 review, start to influence the plan at district level</li> </ul> <p><b>HLC integration</b></p> <ul style="list-style-type: none"> <li>• Support district level officers to integrate HBTK into annual plan</li> </ul>
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		<ul style="list-style-type: none"> <li>▪ Support for gender bias is minimized</li> <li>▪ Foster unity among the team</li> <li>▪ Improve women role in household decision making</li> <li>▪ Women economic improvement</li> <li>▪ Both men and women have equal access to community resources</li> <li>▪ Ensure peace and harmony among members</li> </ul> <p><b>How can we motivate the Gender Champions?</b></p> <ul style="list-style-type: none"> <li>▪ Provide project t-shirts</li> <li>▪ Reward the best performing gender champions</li> <li>▪ Recognize the champions</li> <li>▪ Involve them in community dialogues</li> <li>▪ He/she should be supported by the community members</li> <li>▪ Regular capacity building</li> <li>▪ Celebrate their achievement on radio/TV</li> </ul>	<ul style="list-style-type: none"> <li>• HBTK integrated and reported monthly like other programs</li> <li>• Awarding sub-districts based on performance</li> <li>• Peer reviews between GHS districts</li> <li>• Show casing the benefits HLCs as a means to dissemination of information.</li> </ul> <p><b>OFSP integration</b></p> <ol style="list-style-type: none"> <li>1. Integrate in district level planning and eventually regional and national</li> <li>2. Community engages to discuss district Assembly plans where OFSP will be included <ul style="list-style-type: none"> <li>- Zones</li> <li>- Challenges and proposed solutions</li> <li>- This feeds into the district engaged and planning</li> </ul> </li> <li>3. Capacity building of district assembly staff on OFSP technology (double s and triple s) for them to be able to conduct step-down training and technical backstopping to farmers.</li> </ol>
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**Day 4 (August 4, 2022)**

<p><b>8.3 Working Group on MLE: By Topic</b></p>	<p><b><u>GROUP 1</u></b>  <b>WG1: Which components of the women’s empowerment index will be likely to change? Which ones probably</b></p>	<p><b><u>GROUP 2</u></b>  <b>WG2: Which participatory methods have you had experience with? Which</b></p>	<p><b><u>GROUP 3</u></b>  <b>WG3: What will be the benefits and challenges of using digital tools for monitoring in rural areas of your districts? Do you know of other</b></p>
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<p>Topics:  <b>8.1 Deep Dive into the proposed Monitoring, Learning and Evaluation framework</b>, and discussion of Key Indicators</p> <p><b>8.2 Engaging Communities in Participatory Monitoring: Some Options</b></p>	<p><b>will need more focus to get change? How to monitor progress qualitatively?</b></p> <p><b>Easy to change</b></p> <ul style="list-style-type: none"> <li>▪ Input into production decision <ul style="list-style-type: none"> <li>✓ If she has own resources to buy inputs</li> <li>✓ Depends on whether it is for woman's farm or the household farm</li> <li>✓ Including what to plant where can be changed to joint decision</li> <li>✓ Important to have knowledge to contribute to the discussions</li> </ul> </li> <li>▪ Access to credit decisions <ul style="list-style-type: none"> <li>✓ Because most belong to VSLAs</li> </ul> </li> </ul> <p><b>Hard to change</b></p> <ul style="list-style-type: none"> <li>▪ Access to credit <ul style="list-style-type: none"> <li>✓ Hard from formal</li> <li>✓ But now have banks that work with women's groups – assess the group – if one woman default, they all have to pay</li> </ul> </li> <li>▪ Ownership of assets <ul style="list-style-type: none"> <li>✓ Land – very difficult: women don't inherit land – it is tradition – not based on religion</li> <li>✓ Housing/livestock difficult</li> <li>✓ It's easy to own assets like processing equipment</li> </ul> </li> </ul> <p><b>Workload</b></p>	<p><b>methods do you think would work best in your regions?</b></p> <ul style="list-style-type: none"> <li>▪ Community for a</li> <li>▪ Townhall meetings</li> <li>▪ Participatory outcome mapping</li> <li>▪ Focus groups</li> <li>▪ Radio call -in\ assessment</li> <li>▪ Coaching/mentoring</li> <li>▪ Inter community exchange and monitoring visit</li> <li>▪ Consultative meetings/workshops</li> <li>▪ Annual review and workplan meetings</li> <li>▪ Cooking and recipes demonstrations</li> <li>▪ Market fairs</li> <li>▪ Participatory needs assessments</li> <li>▪ Participatory planning scenarios</li> </ul> <p><b>Which of these Methods Work Best?</b></p> <ul style="list-style-type: none"> <li>▪ Focus group discussions</li> <li>▪ Inter community exchange visits</li> <li>▪ Townhall meetings</li> <li>▪ Cooking demonstrations and feedbacks</li> <li>▪ Consultative meeting field days</li> </ul> <p><b>Benefits of Participatory Methods</b></p> <ul style="list-style-type: none"> <li>▪ Increase interest among participants</li> </ul>	<p><b>programs that have used these tools? What has been their experience?</b></p> <p><b>Benefits of using Digital Tools in monitoring and evaluation</b></p> <ul style="list-style-type: none"> <li>• Real time and quick feedback and response</li> <li>• Reduce transaction costs</li> <li>• Simple and safe to use</li> <li>• Data will not be lost</li> <li>• No adulterations of information</li> <li>• Easy to coordinate information</li> <li>• Data accuracy – very accurate</li> <li>• Flexible in gathering information</li> <li>• Locate several actors at the same time</li> <li>• Data privacy ensured</li> </ul> <p><b>Challenges using digital tools</b></p> <ul style="list-style-type: none"> <li>• Poor internet connections</li> <li>• Power (electricity) challenges</li> <li>• High cost of digital devices</li> <li>• Faulty applications may hamper data collection</li> <li>• Lack of robustness of the applications – some systems get frozen with more data submitted</li> <li>• Limited skills in using the tool</li> <li>• Subscription cost</li> <li>• Users unable to read instructions on platform</li> </ul> <p><b>Experiences of using digital tools</b></p> <ul style="list-style-type: none"> <li>• Its usage is more friendly compared to using paper versions</li> <li>• Good to use during the rainy season</li> <li>• Ability to track location-specific data</li> <li>• It affords Geo tracing</li> <li>• It is convenient</li> </ul>
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<p><b>8.5 Working Groups: By Region</b>  <b>How to approach select participant communities and what are the entry point</b></p>	<p><b><u>GROUP 1</u></b></p> <p><b>How to approach select participant communities and what are the entry point to initiate and implement activities and synthesis of other complementary development efforts in the districts</b></p> <p>How to approach to select communities</p> <p><b>Steps/approaches</b></p> <ul style="list-style-type: none"> <li>▪ Stakeholders' identification and engagement</li> <li>▪ Identify the communities</li> <li>▪ Zoning the communities</li> </ul>	<p><b><u>GROUP 2</u></b></p> <p><b>Identify Selection Criteria</b></p> <ul style="list-style-type: none"> <li>▪ Prevalence of nutrition issues within communities based on data</li> <li>▪ Depending on project objective: performance indicators, e.g. poverty reduction</li> <li>▪ Availability of irrigation and other facilities</li> <li>▪ Community population</li> </ul>	<p><b><u>GROUP 3</u></b></p> <p><b>8.5 Working Groups: By Region</b>  <b>How to approach select participant communities and what are the entry point to initiate and implement activities and synthesis of other complementary development efforts in the districts</b></p> <p><b>Community Selection Criteria</b></p> <ul style="list-style-type: none"> <li>• Collect data from GHS/District Assemblies</li> <li>• Communities with high micronutrients deficiencies</li> <li>• Highly malnourished communities</li> </ul>

<p><b>point to initiate and implement activities and syntheses of other complementary development efforts in the districts</b></p>	<ul style="list-style-type: none"> <li>▪ Preliminary data of the communities <ul style="list-style-type: none"> <li>✓ Number of households and population statistics</li> <li>✓ Economic activities</li> <li>✓ Presence and acceptability of the other projects</li> <li>✓ Health and nutrition status</li> <li>✓ Cropping system (types of crops and production system)</li> <li>✓ Social amenities</li> <li>✓ Water availability for irrigation</li> </ul> </li> <li>▪ Participatory exclusion and inclusion criteria in stakeholder's forum</li> <li>▪ Level of poverty and malnutrition</li> <li>▪ Population size</li> <li>▪ Receptive communities</li> <li>▪ Land suitability for nutritious crops being promoted</li> <li>▪ Communities with absence of similar interventions</li> </ul> <p>Key stakeholders</p> <ul style="list-style-type: none"> <li>▪ District Assembly</li> <li>▪ Ghana Health Services</li> <li>▪ Department of Agriculture</li> <li>▪ Department of Community Development</li> <li>▪ Community leaders</li> </ul>	<ul style="list-style-type: none"> <li>▪ Communities with existing groups e.g. VSLAS</li> <li>▪ Community interest and participation e.g. selection among communities that receive sanitization</li> <li>▪ Communities without conflict</li> <li>▪ Suitability of soil (for OFSP)</li> </ul>	<ul style="list-style-type: none"> <li>• Existing VSLA groups communities</li> <li>• Pronounced malnutrition of children and pregnant women</li> <li>• Existence of potential sweetpotato vine multipliers in a zonal community</li> <li>• Availability of permanent water sources</li> <li>• Available productive lands</li> </ul> <p><b>Key Entry Points</b></p> <ul style="list-style-type: none"> <li>• Identify key community stakeholders e.g. chiefs, assembly persons, etc.</li> <li>• Through the area assembly man</li> <li>• Community health management committee member</li> <li>• Through district assembly and GHS</li> <li>• Through chiefs and elders</li> <li>• Mother to mother support programs</li> <li>• Through women in agriculture platforms (WAP)</li> <li>• Through community durbars</li> </ul> <p><b>Existing Development Programs</b></p> <ul style="list-style-type: none"> <li>• REST4D project – CRS (West Gonja)</li> <li>• Gender equity and equality – plan international (North Gonja)</li> <li>• WASH by WV Ghana (West Gonja)</li> <li>• Nutrition Hygiene and family planning by Savannah signatures</li> <li>• Maternal Nutrition and child health by Red Cross International in (North Gonja)</li> <li>• REACH-ICT Digitalization – GIZ in (North Gonja)</li> <li>• GIZ/MOAP in (North Gonja)</li> <li>• SIP-MOFA operating in West Gonja</li> <li>• LEAN by World Vision Int.</li> <li>• SSPING – IITA in West Gonja</li> <li>• EHANCE by CRS in West Gonja</li> <li>• GLRSSMP – MOFA/EPA in West Gonja</li> </ul>
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