



**GOVERNMENT OF MALAWI**

**MINISTRY OF AGRICULTURE, IRRIGATION AND  
WATER DEVELOPMENT**

**SHIRE VALLEY IRRIGATION PROJECT**

COMMUNICATION, COMMUNITY PARTICIPATION, LAND  
TENURE AND RESETTLEMENT POLICY FRAMEWORK

# Gender and Youth Strategy Final Report

28.02.2017

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## Abbreviations and Acronyms

AfDB	African Development Bank
AIDS	Acquired Immunodeficiency Syndrome
ASWAp	Agriculture Sector-Wide Approach
CCPLTRPF	Communication, Community Participation, Land Tenure and Resettlement Policy Framework
DCDO	District Community Development Officer
DEC	District Executive Committee
DHS	Demographic and Health Survey
DYO	District Youth Officer
FAO	Food and Agriculture Organisation of the United Nations
GBV	Gender-based Violence
GDP	Gross Domestic Product
GEA	Gender Equality Act
GEI	Gender Inequality Index
GoM	Government of Malawi
HIV	Human Immuno-deficiency Virus
JCE	Junior Certificate of Education
JSSP	Joint Sector Strategic Plan
MDG	Millennium Development Goals
MoAIWD	Ministry of Agriculture, Irrigation and Water Development
MGDS	Malawi Growth and Development Strategy
MDHS	Malawi Demographic and Health Survey
MSCE	Malawi School Certificate Examinations
NGOGCN	Non-Governmental Gender Organisations Coordinating Network
NEP	National Environmental Policy
NSO	National Statistics Office
NYP	National Youth Policy
PPP	Public-Private Partnership
SADC	Southern African Development Community
STI	Sexually Transmitted Infection
SVIP	Shire Valley Irrigation Project
UN	United Nations

UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population Activities
WB	World Bank
WUA	Water User Association

## Executive Summary

The GoM has planned to implement the Shire Valley Irrigation Project (SVIP) in the Lower Shire Valley, after years of planning dating back to the 1940s. As part of preparatory studies for the feasibility of the SVIP, the Ministry of Agriculture, Irrigation and Water Development (MoAIWD) with assistance of the AfDB and WB is in the process of carrying out seven studies to complement and supplement the detailed feasibility study to produce a ‘bankable’ project proposal. The SVIP is “to sustainably enhance incomes and hence food security of about 100,000 households in Chikwawa and Nsanje Districts through increased agricultural productivity and profitability by establishing market-linked smallholder farming ventures and professionally operated irrigation services in 42,500 ha of land”. From the baseline survey, the estimated 2016 population of the SVIP project area is 223,000 (48,400 households) of which 128,000 people (27,400 households) are residing in the SVIP Phase 1. The estimated 2021 population is 259,124 (56,241 households), of which about 110,390 (24,402 households) live in the SVIP Phase 1 area. By sex, the population in Chikwawa is 50% male and 50% female while in Nsanje it is 49% male and 51% female.

The Communication, Community Participation, Land Tenure and Resettlement Policy Framework (CCPLTRPF) is one of the seven studies. The objective of the CCPLTRPF is to facilitate the project preparation and implementation during the planning phase (feasibility level studies) of the project, as well as develop land development strategies. This includes; a) studying land tenure issues (Land Tenure Diagnostic Study) and carrying out detailed land tenure mapping relevant for the proposed intervention; b) develop a land allocation and consolidation strategy; c) develop a Resettlement Policy Framework; d) implement a structured stakeholder consultation process and liaise with the relevant consultants, and communicate technical, PPP, and safeguards issues to the relevant stakeholders; e) develop and implement a grievance redress mechanism to accompany the intervention; f) develop an updated project socio-economic baseline; g) carry out a gender and youth strategy study; and h) carry out Capacity Assessment and Development Plan.

This document is a Gender and Youth Strategy and Guidelines for the SVIP. Its purpose is to enhance development effectiveness of the project by: (i) identifying project specific gender and youth dimensions and (ii) mainstreaming measures in the project planning and implementation to ensure gender and youth equity, sensitivity and inclusiveness. It has been developed through a mix of methods involving four interrelated data collection methods: review of documents and policies; key informant and focus group discussions with community members in the SVIP impact area; baseline household survey and national and district level individual in-depth interviews involving key stakeholders of the project.

The Constitution of Malawi upholds the principle of equal rights for men and women and prohibits discrimination. Malawi is also a signatory to the major international conventions on human rights, gender and youth. Gender and youth is also integrated in the Malawi Growth and Development Strategy, and has a National Gender and Youth Strategic Plan as well as a Youth Policy and Agricultural Sector Gender, HIV and AIDS Strategy.

Malawi has a low human development ranking and a relative high Gender Equality Index that measures reproductive health, empowerment and economic activity. Despite the relatively high ranking, women are marginalised in many spheres of social, economic and decision-making positions. Malawi has not met Millennium Development Goal (MDG) 2, for universal primary education, MDG 3 on gender equality and women's empowerment<sup>1</sup> and MDG 5 on improving maternal health<sup>2</sup>.

The strategy study has identified gender and youth issues related to:

- Education and literacy. Literacy and education rates of women are considerably lower than those of men, especially of the population above 35 years of age.
- Access to and control over land is dominated by adult males over 35, also in matrilineal societies.
- Labour is the major input in most of the agricultural activities in Malawi (GoM, 2012) as well as in the SVIP impact area. The third integrated household survey showed that 94% of the cultivated plots used women to provide labour while a quarter of the cultivated plots reported to have used children in cultivating their plots. Only 23% reported to have hired their labour input.
- It has been reported that while a husband and wife may work equally on the farm, the man enjoys more benefits, especially income from the produce sold. The man takes control of all income from crop sales. This was confirmed by stakeholders interviewed in the SVIP impact area.
- Women are generally not able to irrigate at night owing to security concerns and during the day may face other time limitations. This reduces their productivity. It has been reported that when women are owners of the farm and have adequate resources to manage it, their productivity tends to be higher than or at least equal to that of men.
- Resettlement. Experience shows that women and youth often lose out in resettlement and reallocation processes, especially when they are poor because they do not have sufficient power to attain their rights.
- Access to economic assets, credit and finance. Fewer high value assets and lower value assets are owned by female headed compared to male headed households. Access to credit is problematic for the poor. Only 4.2% of the household respondents obtained a loan in the last year, 3.6% of the female headed and 7.1% of the male headed households. Fewer female (8.0%) than male (15.9%) headed households had a bank account in the SVIP survey.
- Decision-making at household level. Often women are only allowed to make decisions on small and daily purchases for household needs. Decisions on large

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<sup>1</sup>2010 Malawi Millennium Development Goals Report

<sup>2</sup>GoM, 2014, Ministry of Gender, Children and Community Development, Draft National Plan of Action to Combat Gender-Based Violence in Malawi, 2014 – 2020, Private Bag 330, Lilongwe 3



investments related purchases and important issues affecting the household are made by men. Results of the household survey show that married women made fewer decisions on their own compared with female headed households, while children generally did not make decision on most household activities. Generally the man takes control of all income from crop sales. This was confirmed by stakeholders interviewed in the SVIP impact area.

- Agricultural labour. The third integrated household survey showed that 94% of the cultivated plots used women to provide labour while a quarter used children in cultivating their plots. Only 23% reported to have hired their labour input.
- Poverty, food and income security. Using the Progress out of Poverty Index (PBM definition), the household survey conducted in the SVIP impact area found that 58.7% of households were likely to be living below the old poverty line of \$1.25/day, which is higher than the national average of 50.7%, with 55.8% and 62.0% respectively for Phase One (Chikwawa) and Phase Two (Nsanje). Not surprising, more female headed households (61.4%) were likely to live below the poverty line compared with male headed households (58.1%).
- Participation in water management and gender and youth mainstreaming capacity. Participation of women and youths in institutions which govern the water sector is often limited. Because few women formally own land and their literacy levels are low, their participation and representation in WUAs are normally low.

The activities identified cover both Phase 1 and 2 of the SVIP. In order to address the issues identified, the strategy has identified priority actions and implementers, both internal and external stakeholders will play critical roles in ensuring that these gender and youth guidelines and activities are implemented. The recommended activities include, amongst others:

### **Land redistribution & resettlement**

- Ensure that women and youth are involved so that they also benefit from the employment created, where feasible.
- Ensure gender sensitive resettlement in terms of targeting, compensation and provision of services to new locations.
- Include measures, such as specific indicators, approaches, empowerment, etc. to ensure that both genders, youth and the poor benefit and are treated equally with all others in the land re-allocation and resettlement and not deprived as is often the case.
- Provide social safeguards to protect women and girls from being sexually abused

### **Irrigation scheme management**

- Ensure gender, youth and poverty criteria apply in the compilation irrigation management bodies and that each group is empowered and capable to attain their rights.

### **Water management**

- Gender, youth and poverty is mainstreamed in all implementation mechanisms of the SVIP.
- Address the multi-purpose water needs in the design of the SVIP, e.g. to include water supply for domestic, livestock and commercial purposes, and inclusion of all groups in the management of the water supplies.

### **Monitoring and evaluation**

Gender, youth and poverty sensitive indicators for monitoring results and impact.

Include gender, youth and poverty in all terms of references, staff requirements.

Collect disaggregated data on gender, youth and poverty and apply appropriate approaches.

### **Coordination**

- Ensure both genders, youth and the poor are represented and have a voice in consultations and decision-making bodies.

The strategy has proposed that at national level, the Ministry of Agriculture, Water and Irrigation Development and Irrigation (MoAIWD), will provide overall policy and technical guidance for the design and implementation of the programme. It will ensure that such guidance incorporates gender issues that have been identified and included in this strategy. The Ministry will ensure that planners involved in the project have requisite gender analysis skills and utilise gender lens in designing the scheme. The Ministry will work closely with the Ministry of Gender, Community Development and Children Affairs to ensure that gender issues are implemented and reported in a coordinated way. At district level, the District Executive Committee will appoint a SVIP committee, which will oversee implementation of the gender and youth interventions as prioritised in the strategy. At community level, water management entities created through the SVIP will ensure that a certain minimum percentage of women and youths are involved and benefit from the programme equally with men. They will implement affirmative actions on areas where gender gaps are identified. Contractors and consultants will ensure that women, youth and other vulnerable groups are consulted regularly through systematic processes and their views reflected in irrigation designs and specifications.

# 1 Introduction

## 1.1 Background

Malawi's economy heavily depends on agriculture and is agro-based. Agriculture accounts for more than 80 % of export earnings, contributes 38% of gross domestic product (GDP) and provides a livelihood for 85% of the population. The majority of the population depends on rain-fed agriculture to achieve food security, increased income and ensure sustainable socio-economic growth and development. Smallholder farmers contribute about three-quarters of agricultural production with cropping systems dominated by a low-value, maize-based rain-fed cropping system. Overdependence on rain-fed agriculture has led to low agricultural production and productivity due to weather shocks and natural disasters. To shift away from the uncertainties related to rain-fed agriculture, Government of Malawi (GoM) continues to embark on small, medium and large-scale irrigation development, in line with the Government's overall development agenda as stipulated in the Malawi Growth and Development Strategy (MGDS).

The GoM has been interested in implementing the irrigation project in the Lower Shire Valley since the 1940s. Since then a large number of surveys and studies were conducted but so far, these have not resulted in a detailed project proposals and design acceptable for funding by donor agencies. The prefeasibility studies and the recent appraisal report recommended to conduct further studies to obtain the information required for the production of a bankable project. The essence of the work is to a) update the 2008 feasibility study, taking into account the findings of the Prefeasibility Report and b) undertake additional work on aspects so far not yet covered in previous studies.

The Ministry of Agriculture, Irrigation and Water Development (MoAIWD) with assistance of the AfDB and WB intend to carry out seven studies to complement and supplement the detailed feasibility study to produce a 'bankable' project proposal. The SVIP is "to sustainably enhance incomes and hence food security of about 100,000 households in Chikwawa and Nsanje Districts through increased agricultural productivity and profitability by establishing market-linked smallholder farming ventures and professionally operated irrigation services in 42,500 ha of land"<sup>3</sup>.

The Communication, Community Participation, Land Tenure and Resettlement Policy Framework (CCPLTRPF) is one of the seven studies. The objective of the CCPLTRPF is to facilitate the project preparation and implementation during the planning phase (feasibility level studies) of the project, as well as develop land development strategies. This includes; a) studying land tenure issues (Land Tenure Diagnostic Study) and carrying out detailed land tenure mapping relevant for the proposed intervention; b) develop a land allocation and consolidation strategy; c) develop a Resettlement Policy Framework; d) implement a structured stakeholder consultation process and liaise with the relevant consultants, and communicate

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<sup>3</sup> TOR Section 2 Background

technical, PPP, and safeguards issues to the relevant stakeholders; e) develop and implement a grievance redress mechanism to accompany the intervention; f) develop an updated project socio-economic baseline; g) carry out a gender and youth strategy study; and h) carry out Capacity Assessment and Development Plan.

## 1.2 Gender and Youth Strategy and Guidelines

The purpose of the Gender and Youth Strategy is to enhance development effectiveness of the project by: (i) identifying project specific gender and youth dimensions and (ii) mainstreaming measures in the project planning and implementation to ensure gender and youth equity, sensitivity and inclusiveness.

This document represents the gender and youth strategy study and the practical guidelines and actions for mainstreaming gender and youth issues in the design, implementation, management and evaluation of the SVIP. The guidelines have been developed through a mixed methods approach involving three interrelated data collection methods:

- › Review of documents and policies
- › Key informant and focus group discussions with community members in the SVIP impact area
- › Baseline household survey

National and district level individual in-depth interviews involving key Ministries and Departments such as Ministries of Agriculture, Water and Irrigation Development, Ministry of Gender and Community Development, Ministry of Youth and the National Youth Council.

## 2 Policy and legal framework

### 2.1 The Constitution of Malawi and International Charters

Sections 20 and 41 of the Constitution of Malawi uphold the principle of equal rights for men and women and prohibit any discrimination based on gender or marital status. The Republic of Malawi ratified the Convention on the Elimination of All Forms of Discrimination against Women in 1987 and also signed in the UN Convention on the Rights of the Child. Malawi signed the Optional Protocol in 2000, but has yet to proceed with ratification. It ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in 2005<sup>4</sup>. Malawi is also a signatory to the UN Sustainable Development Goals which were approved in 2016.

### 2.2 Malawi Growth and Development Strategy

The Malawi Growth and Development Strategy II (MGDS II) is the overarching medium term strategy for Malawi designed to attain Malawi's long term development aspirations. The strategy covers a period of five years from 2011 to 2016. The objective of MGDS II is to continue reducing poverty through sustainable economic growth and infrastructure development. The MGDS II has six thematic areas and nine priority areas. Gender and youth issues are priorities under theme six: crosscutting issues, sub-theme one: Gender, and priority area eight: Child Development, Youth Development and Empowerment. Child Development, Youth Development and Empowerment are also covered under theme two of social development. Table 1 presents the MGDS core activities for mainstreaming gender and youth in economic growth and poverty reduction initiatives:

*Table 1 MGDS II priority actions on gender, youth and child development theme*

<b>Theme 6: Cross-cutting issues</b>	
Sub-theme 1: Gender	<ul style="list-style-type: none"> <li>• Promoting women entrepreneurship and involvement in cooperatives</li> <li>• Promoting equal access to appropriate technologies and microfinance</li> <li>• Advocating for affirmative actions to increase women in politics and decision-making</li> <li>• Enhancing awareness on GBV</li> <li>• Strengthening legal and regulatory framework</li> <li>• Strengthening GBV service delivery</li> <li>• Mainstreaming gender at all levels</li> <li>• Strengthening gender disaggregated data</li> </ul>
<b>Theme 5: Social Development</b>	
Subtheme 4: Child Development	<ul style="list-style-type: none"> <li>• Promoting access to education, health and counselling services</li> </ul>

<sup>4</sup> <http://genderindex.org/country/malawi>

and Protection	<ul style="list-style-type: none"> <li>• Protecting children against abuse, exploitation, neglect and violence</li> <li>• Eliminate harmful cultural practices</li> <li>• Reduce adverse effects of poverty on children</li> <li>• Promote early child development and pre-primary education</li> <li>• Establishing a legal and institutional framework to promote ECD services</li> <li>• Promote integration of child issues in sectoral policies</li> <li>• Strengthen inter-sectoral coordination</li> <li>• Promote care and support for children infected by HIV</li> <li>• Promote advocacy on child issues</li> <li>• Promote civic registration of children</li> <li>• Protection of children against exploitation and abuse</li> </ul>
<b>Theme 3: Social support and disaster risk management</b>	
Sub-theme 1: Supporting the vulnerable	<ul style="list-style-type: none"> <li>• Enhancing and promoting predictable transfers to the most vulnerable and poor and ultra-poor households</li> <li>• Establishing coherent and progressive social support synergies</li> <li>• Promoting livelihoods activities for the poor</li> <li>• Promoting village savings and loans/COMSIP</li> <li>• Promoting long-term skills oriented and asset enhancing interventions</li> <li>• Improving and scaling up of Social cash transfer programme</li> </ul>
Subtheme 5: Youth Development and Empowerment	<ul style="list-style-type: none"> <li>• Improving youth technical, vocational, business and entrepreneurial skills</li> <li>• Improving youth access to credit facilities, capital and markets for sustainable entrepreneurship</li> <li>• Training of out of school youth on basic education</li> <li>• Strengthening youth participation</li> <li>• Constructing youth and sports infrastructure</li> <li>• Life skills education for youth</li> <li>• Facilitate access to SRH, HIV and AIDS</li> <li>• Capacity building-increasing human resource capacity</li> <li>• Providing management support infrastructure</li> <li>• Improving governance and oversight</li> </ul>

In the case of the Shire Valley Irrigation Scheme the most relevant MGDS objectives to which the project will contribute are the gender objectives under Theme 6 and the Youth objectives under Theme 5. The Government is in the process of developing a new national development strategy, a follow-on to the MGDS, which is expiring in 2016.

## 2.3 Relevant sectoral policies and laws

### 2.3.1 National Water Policy

The goal of the National Water Policy is sustainable management and utilization of water resources, in order to provide water of acceptable quality and of sufficient quantities, and ensure availability of efficient and effective water and sanitation

services that satisfy the basic requirements of every Malawian and for the enhancement of the country's natural ecosystems<sup>5</sup>.

Amongst the many challenges the policy addresses, includes the degradation of water resources, inadequate service coverage, inadequate financing, increasing water demand as a result of increasing population, HIV and AIDS prevalence, insufficient capacity, lack of integrated approach to water resources management and development, climate change and climate variability, lack of mitigation measures for water related disasters and inadequate promotion of hygiene and sanitation. While the policy does not directly refer to gender issues, it recognizes that there are opportunities that can be harnessed to ensure effective implementation of the policy. These opportunities include active women and youth in the sector and existence of civil society organizations.

In addition to other water uses, the policy, provides policy objectives for using water for rural water supply and sanitation purposes, agricultural services and irrigation purposes. This provides the framework for ensuring that the SVIP is a multi-user scheme, which should include provision of water for domestic use, to ease the burden of women in fetching water, which is becoming more challenging with the impacts of climate change.

In terms of access to water, the policy aims to ensure that all persons, (which should include men, women, boys and girls), have convenient access to sufficient quantities of water of acceptable quality and the associated water-related public health and sanitation services at any time and within convenient distance. In addition, the policy promotes empowerment of user communities to own, manage and invest in water resources development. To achieve this objective, the policy provides that the Ministry responsible for Gender, Youth and Community Services shall liaise with Ministry responsible for Water Affairs in community mobilization for community based management training, advocacy, awareness and gender mainstreaming;

### 2.3.2 National Forestry Policy<sup>6</sup>

The Malawi Government developed the National Forestry Policy in 1996. The goal of the National Forest Policy is to sustain the contribution of the national forest resources to the quality of life in the country by conserving the resources for the benefit of the nation. The overall policy objective of the policy are to satisfy the people's many diverse and changing needs, particularly those of the rural people who are the most disadvantaged. The policy promotes empowerment of rural communities to manage the forest resources, fostering ownership and ensuring that such trees are sustainably utilized for the benefit of both present and future generations. On gender issues, the policy is very specific about the need to address women's needs in relation to energy. Hence, the policy provides for the participation of women in forest and tree resource utilization and management by supporting women not only in forest-based subsistence and informal economies but as a key agency for innovative development of the rural forestry sector.

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<sup>5</sup> Ministry of Water and Irrigation Development, 2005, National Water Policy

<sup>6</sup> CISONEC, 2016, National Forestry Policy of Malawi, 1996

### 2.3.3 National Irrigation Act

The legal framework for the National irrigation Policy is the National Irrigation Act, which was enacted by Parliament in 2001. The policy establishes the Malawi National Irrigation Board, whose mandate is to regulate irrigation activities in the country. The Act does not say how many women and youths should be in the board, but it recommends that the Board should have six persons, who shall be appointed by the Minister. The Act recommends that at least four of whom shall be appointed from industry, academic, research and irrigation institutions.

### 2.3.4 National Environmental Policy

The National Environmental Policy (NEP) aims to promote sustainable social and economic development through the sound management of the environment and natural resources. In agreement with the Forestry Policy, amongst its guidelines, the policy advocates for recommends that children and the youth should be sensitized in environmental issues to facilitate their participation in the conservation, protection and management of the environment as future custodians. In addition, the policy proactively advocates for women empowerment and recommends that women should effectively participate in policy, program and project design and implementation to enhance their role in natural resource use and management activities. (GoM, 2004)<sup>7</sup>

### 2.3.5 The Gender Equality Act

The Gender Equality Act (GEA) is a new Act passed by the Government of Malawi in 2013. Its purpose is to take action and address the inequalities that exist between men and women in many aspects of daily life<sup>8</sup>. The Act seeks to promote gender equality, equal integration, influence, empowerment, dignity and opportunities for men and women in all functions of society; to prohibit and provide redress for sex discrimination, harmful practices and sexual harassment; to provide public awareness on promotion of gender equality. The GEA states that it shall apply to all persons and to all matters. This means it will apply to private and public institutions; including religious settings and chiefs. It will also apply to the Government. It will affect all aspects of life in Malawi.

### 2.3.6 Gender, Children, Youth and Sports SWG Joint Sector Strategic Plan

As a cross-cutting programme, the Malawi Government through the Ministry of Gender has developed the Gender, Children, Youth and Sports SWG Joint Sector Strategic Plan (JSSP). The aim of the Joint Sector Strategic Plan for gender and youth is to facilitate the implementation of MGDS gender and youth issues in 2012. The goal of the JSSP is therefore to “protect children and empower youth and women economically, socially and politically while striving to achieve gender equality and equity”.

<sup>7</sup> GoM, 2004, National Environmental Policy, Environmental Affairs Department, Ministry of Natural Resources and Environmental Affairs

<sup>8</sup> The Scotland Malawi Partnership, The Malawi Gender Equality Act –A Teaching Guide, “Tilemekezane, zili pano nza tonse: amuna ndi akazi omwe”



### 2.3.7 National Youth Policy

The agriculture sector gender strategy does not explicitly mention youth as a target group. However, this gap is covered by the National Youth Policy (NYP), which was developed in 2013. The goal of the policy is to create an enabling environment for all young people to develop to their full potential in order to contribute significantly to personal and sustainable national development. The policy has 7 priority areas that been identified for action:

1. Youth Participation and Leadership.
2. Youth Economic Empowerment.
3. National Youth Service.
4. Education for Youth.
5. Youth in Science, Technology and Environment.
6. Youth and Health and Nutrition.
7. Social Services, Sports, Recreation and Culture.

Policy priorities 1 and 2 (youth participation and leadership and economic empowerment) are the most relevant to the SVIP and will be the main focus of the projects gender and youth strategy.

The most relevant sector policy for gender mainstreaming in SVIP is the Agriculture Sector Gender, HIV & AIDS Strategy, which implements ASWAp objectives on gender. The purpose of the strategy is to promote gender equality, prevent the spread of HIV and mitigate the impacts of AIDS in order to increase agricultural productivity in line with the objectives of the Agricultural Sector Wide Approach (ASWAp) and the Malawi Growth and Development Strategy. Specifically, the strategy has three priority areas of focus (strategic pillars) which are:

- Quality participation of women and other vulnerable gender categories in ASWAp focus areas and key support services.
- Gender, HIV and AIDS responsive agricultural technology generation and dissemination.
- Effective coordination, capacity building and resource mobilization.

The proposed SVIP will contribute to the implementation of the Agriculture Sector Gender, HIV and AIDS Strategy by promoting participation of women in irrigation activities, promoting land ownership by women and increasing income for women that are participating in the programme (priority areas of focus number 1 above). By improving access to irrigation technology for women, the SVIP will also implement priority focus number 2 of the Agriculture Sector Gender, HIV and AIDS Strategy. At district level, the Ministry has Agricultural Gender Roles, Extension Services Support Officers (AGRESSO), that are responsible for implementing the strategy at district level, whose mandate is to ensure that all agricultural programmes mainstream gender and HIV and AIDS in all stages.

## 2.4 Progress and Constraints on Gender and Youth Mainstreaming

Significant progress has been made in mainstreaming gender in policies and programmes and amongst development institutions in Malawi. For example, Government established the Ministry responsible for gender and youth issues and

through its programmes, it has incorporated gender and youth as a priority in the Malawi Growth and Development Strategy. A sector working group on gender and youth has also been created to coordinate joint implementation of gender and youth issues through the JSSP. Government has passed a number of legislations to create a conducive legal framework for addressing gender and youth inequality. Many developmental institutions have also created gender focal points and have developed gender mainstreaming policies and plans. Civil Society Organisations established the Non-Governmental Organisations Gender Coordination Network (NGOGCN).

Despite these achievements, a major barrier for integrating gender and youth issues in policies, programmes and projects is that policy makers and project staff often lack the skills and understanding of the importance of incorporating gender and youth in national development and skills on how to address gender and youth issues. The result is lack of political commitment, limited resources and capacity to undertake gender and youth analysis and implement actions to address them. For gender issues, the Malawi has established focal points in various Ministries and Departments to coordinate mainstreaming of gender. Most gender focal points are officials in the planning sections of Ministries. This has allowed for mainstreaming of gender issues in the routine planning process of the Ministries. Stakeholders interviewed in Chikwawa and Nsanje Districts identified a number of issues related to gender and youth mainstreaming capacity in responsible institutions. Most stakeholders reported that they lacked skills in gender and youth analysis and mainstreaming. Structures such as Areas Development Committees and Village Development Committees, which will play a key role in implementing the SVIP, do not have the required capacity to analyse gender issues related to irrigation and identify strategies that can be used to address gender issues identified. Considering the substantial proportion of women who manage but do not own irrigated farms, their exclusion from associations in which they could communicate their needs and views can result in poor technical outcomes in water management, particularly for multiple uses of water.

The youth sector is under the Ministry of Youth and Sports, which provides policy guidelines to the youth sector in Malawi. The Ministry has developed a National Youth Policy (see section 2.4 above) to guide programming in the youth sector in Malawi. However, most interventions by the Ministry are implemented and organised around the National Youth Council, which coordinates youth activities in the country. At district level, the District Community Development Officer (DCDO) coordinates gender issues while the District Youth Officer coordinates youth issues. Both the DCDO and DYU in Chikwawa and Nsanje districts reported that they have challenges to implement programmes due to limited resources at district level.

## 3 National gender and youth profile in Malawi

### 3.1 Gender equality index for Malawi

Malawi has a low human development, ranking at 170 out of 186 countries on the Human Development Index. In terms of gender, the country ranks 124<sup>th</sup> on the Gender Inequality Index (GEI), with a value of 0.57, reflecting high levels of gender inequalities in reproductive health, empowerment and economic activity. The African Development Bank has ranked Malawi at 72.8% on the gender equality index, which is amongst the top five countries in Africa that are doing best on gender equality, together with South Africa, Rwanda, Namibia and Mauritius. The GEI highlights the barriers to women's full participation in Africa's development, and provides policymakers, and those advocating policy change, with a robust source of data to understand the links between gender equality and development<sup>9</sup>.

Despite the high ranking, women are marginalised in many spheres of social, economic and decision-making positions. The situation has also been complicated by the fact that Malawi has not met Millennium Development Goal (MDG) 2, for universal primary education, MDG 3 on gender equality and women's empowerment<sup>10</sup> and MDG 5 on improving maternal health<sup>11</sup>.

The SADC uses the SADC Gender and Development Index (SGDI) as well as Citizen Score Card (CSC) to measure progress in productive resources, employment and the economy. The SGDI measures economic decision-making; female to male unemployment rate; female share of non-agricultural paid labour and the length of maternity leave. According to the SADC Gender Barometer of 2015, Malawi's SGDI was at 61%, which was the lowest but one in SADC.

In 2008, the total population in Malawi was 13,066,320, out of which 6,365,771 (49%) were males and 6,700,549 (51%) were females. The population grew from 9,933,868 in 1998 to 13,066,320 in 2008, representing an increase of 32% (NSO, 2008) over a period of 50 years. At regional level, the results show that the Southern Region has the highest population of 5,876,784 (45%), followed by Central Region, 5,491,034 (42%) and Northern Region, 1,698,502 (13%). The youth (10-35 years) form the largest age group of the Malawi population; with more than 40% persons aged 10 to 35 years. About 48% of the population is younger than 19 years old. Within the TAs in the SVIP area, the proportion of people younger than 20 years was 56% in 2008. Only 14% was 40 years or older. Of the total population of Malawi, 5.1% lived in the two southern districts of Chikwawa and Nsanje. The population growth rate for Malawi during the inter-censal period 1998 - 2008 was 2.8% per annum as compared to 2.0% during the inter-censal period 1987-1998. About 48% of the total population is above 18 years old and the rest below 18 years. The population of Chikwawa and Nsanje districts combined is 12% of the population of the Southern Region.

<sup>9</sup> African Development Bank, 2015. Empowering African Women: An Agenda for Action: Africa Gender Equality Index, 2015

<sup>10</sup>2010 Malawi Millennium Development Goals Report

<sup>11</sup>GoM, 2014, Ministry of Gender, Children and Community Development, Draft National Plan of Action to Combat Gender-Based Violence in Malawi, 2014 – 2020, Private Bag 330, Lilongwe 3

## 3.2 Education and literacy

Although women are the majority of the population (51%), they are marginalized in economic and social spheres. Literacy levels of women are considerably lower than for men. Nationally, 65.4% of the population aged 15 years and above are literate. However, there are gender differences, with 57.2% of women compared to 74.4% of men above 15 years old being literate.

Adolescent girls ages 15 to 19 are 10 times more likely to be married than adolescent boys. Early marriage puts young girls at risk of early childbearing and birth complications, prevents them from completing school, and limits their economic opportunities. Completion of secondary education is low among young adults ages 20 to 24, particularly for girls. Those in the wealthiest income level have the highest completion rates. Students who stay in school longer tend to delay marriage, have smaller families and more economic opportunities, and are better informed about health-related behaviours. (PRB, 2014)

A project baseline study by the Ministry of Gender in 2012, showed that 56% of female respondents had no formal education compared to 44% of their male counterparts<sup>12</sup>. The same trend is noted for qualifications at Junior Certificate of Education (JCE), Malawi School Certificate of Education (MSCE) and non-university diploma levels. The MSCE level has a particularly large discrepancy between male respondents (76%) and female respondents (24%). Literacy rates for Chikwawa and Nsanje are both far below the national average at 48.6% and 45.5% respectively. (GoM, 2012).

Within the SVIP area, 35% of the household interviewed is not able to read or write and 20% never went to school. The illiteracy rate of 74% of the female household heads is far higher than the 27% of the male household heads. The illiteracy rate is slightly better among household heads of 35 years and younger, especially for men (60% illiterate) and less for men (27% illiterate). Very few attended junior and senior secondary school, especially of the women, and hardly anyone attained a higher education. The rates found in the household survey in the SVIP area are far higher than the national rates both for the literacy rates and the highest level of education obtained. Table 2 below provides the results of the SVIP Household Survey.

*Table 2 Literacy rates and highest level of education attained by household heads within the SVIP area*

Illiteracy - highest level of education	Total SVIP	Female HHH			Male HHH
		Total	35>	19-35	Total
Is NOT able to read or write	35%	74%	82%	60%	27%
Is able to read or write	65%	26%	18%	40%	73%
<b>Total</b>	100%	100%	100%	100%	100%
Never been to school	19%	47%	59%	25%	13%
Junior primary school	27%	29%	27%	33%	27%
Senior primary school	32%	17%	9%	32%	35%
Junior secondary school	9%	2%	3%	2%	10%
Senior secondary school	11%	4%	3%	6%	13%
Higher education	1%	1%	0%	2%	1%

<sup>12</sup>GoM, 2012, Baseline study for the GEWE Project, Ministry of Gender and Community Development

Total	100%	100%	100%	100%	100%
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Source: SVIP Household Survey, 2015

DHS 2010 reported that women with no education are the least likely to be the main decision makers (31%) and that the proportion of decision-makers increases with each level of education to 48% of women with more than a secondary education. A very worrying statistic is that one in every five Malawians aged 15 years and above is reported to have never attended school. Again there are gender differences. A higher proportion of females of this age group (28%) has never been to school compared to their male counterparts (14%). Within the SVIP area 47% of the female headed households never attended school. By place of residence, only 7% of people in urban areas have never been to school compared to 24% of people in rural areas. Literacy is described as the ability to read and write with understanding in any language (GoM, 2012). According to stakeholder interviews, illiteracy levels in the two districts are a root causes of poverty. Stakeholders confirmed that illiterate women are less likely to know the size of their farms, the type and amount of inputs to use in their crops, the costs of their production and the prices their produce and also the profits of their farming business. Illiterate farmers are less likely to keep their farm records, therefore find it difficult to sustainably managing their farming as a business.

Unlike women, who are mostly illiterate, the youths are the most literate age groups in Malawi, with 82% being able to read and write, with more boys (87%) compared to girls (77%) being literate. The high literacy rate is an opportunity which programmes can take advantage of to involve youths, especially out of school youths, in entrepreneurship, with slightly more males (86.6%) than females (77%) being literate. While youths have many challenges they also offer an opportunity to get dividends from the youth population bulge because the youth are willing to take risks, utilise scientific based farming technologies besides that they are also energetic. In this regard the main issues that the Shire Valley Irrigation Project can focus on are youth unemployment; reducing HIV and AIDS and STIs, because although Malawi as a country has registered a significant reduction in HIV and AIDS prevalence most of the new infections are occurring in the youth. The SVIP may also build youth reliance by reducing youth poverty and vulnerability through addressing the problem of inadequate technical and vocational training centres in the project area.

### 3.3 Decision-making

#### 3.3.1 National level

The participation of women in decision in decision-making processes is generally low in Malawi. According to the 2015 SADC Gender Barometer, 17% of Members of Parliament in Malawi are women, compared to 15% who are in Cabinet and 11% who are councillors. (SADC, 2015)<sup>13</sup>. Malawi had a female President for two years between 2012 and 2014 but she lost elections in 2014. By then Malawi had been the only country in SADC to have a female president, according to SADC Gender Barometer. Women face a number of challenges in attaining political leadership positions: these include lack of resources to campaign, bias against women by

<sup>13</sup> Gender Links 2015, SADC Gender Protocol Country reports and IPU last accessed 12 June 2015.

political parties, negative norms and attitudes against women who are leaders and in some cases, they are not allowed to join political parties.

### 3.3.2 Decentralised level

At the decentralised levels, only 11% out of the 586 Councillors are women, which is again very low<sup>14</sup>. At the local, an important position in decision-making is the position of the District Commissioner. So far, there are 28 districts in Malawi and very few of them are headed by a female District Commissioners.

At the regional level in SADC, all 13 SADC countries with elected local government have failed to reach the 50% target for decision-making positions between men and women. Only two countries (Namibia 42% and Lesotho 49%) are a single digit point away from the target (SADC, Gender Barometer, 2015). In terms of the ratio of membership of women in agricultural cooperatives, the percentage is rather low<sup>15</sup>. Data on decision-making positions in agricultural cooperatives is not readily available. However, a recent midterm review of the Royal Norwegian Embassy supported Malawi Livelihood programs found a 46% of female leadership positions in agricultural institutions (LTS International, 2016)<sup>16</sup>, which is 4% less than the SADC target of 50%. In Phata Irrigation Scheme in Malawi, which will also be covered under the SVIP, 42% of the members are women and in the Kasinthula Irrigation Scheme 34% of the farmer members are women. The figures are below the 50% target set nationally for the 50:50 campaign.

Participation of women and youths in institutions which govern the water sector is critical, but often limiting (Unknown Author, 2006)<sup>17</sup>. The predominant type of organization to manage water resources are water users associations (WUAs). According to the World Bank, the participation of water users in WUAs is normally linked to the ownership of the land. Because few women formally own land and their literacy levels are low, their participation and representation in WUAs are normally low. In Nsanje, there are 52 irrigation schemes and only two of them have been registered as WUAs. According to the National Youth Council, youths may also not participate because most of them are less interested in agricultural production activities, which are associated with WUAs. (National Youth Council, 2014)

### 3.3.3 Household level

The ability of women to make decisions at household level is an important aspect of women empowerment (GoM, 2012). At the farm level, managing an irrigated farm means making effective decisions at the right time. How decisions on, for example,

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<sup>14</sup> Gender Links 2015, SADC Gender Protocol Country reports and IPU last accessed 12 June 2015.

<sup>15</sup> Prakash, D, 2003, Rural Women, Food Security And Agricultural Cooperatives, ICA-Japan Agricoops Management Training Project for Asia

<sup>16</sup> LTS International and Centre for Development Management (CDM), 2016, Final Report, Midterm Review of the Malawi Livelihood Programme, Case no. 1600141, Submitted to the Norwegian Agency for Development Cooperation (NORAD) by LTSM Chitukuko Ltd

<sup>17</sup> Author not indicated in the reference

what crops to grow, where to grow, how much land to allocate to irrigation etc. are made relates to a number of factors, but principally to who within the household is responsible for what decisions. However, women's decision-making at household level is limited. Often women are only allowed to make decisions on small and daily purchases for household needs. Decisions on large investments related purchases and important issues affecting the household are made by men.

The DHS 2010 provides evidence of these facts, where it is found that 44% of married women reported that it was their husbands who mainly made the decisions for their health care. Sixty-nine percent reported that it was their husbands who mainly decided on major household purchases (economic assets). Forty-six percent of the women reported that their husbands made decisions on purchases for daily household needs (reproductive assets) and 32% of married women report that their husbands decide on visits to their own family or relatives. Women in urban areas (29 %) are more likely than women in rural areas (18%) to participate in household decision-making.

Results from the SVIP based field study also found that men generally dominated decision-making at household level, in most aspects of household decision-making. Married women made fewer decisions on their own compared with female headed households, while children generally did not make decision on most household activities, implying that there is need for capacity building for mainstreaming gender and youth at household level. For example, decisions on how to use income earned by male members of the household were made by adult male (55.7%), adult female (14.2%), jointly between adult male and adult females (29.2%) and youths (0.2%). Decisions on how to use income earned by female members of the household were made generally mainly by adult female (36.3%), although adult males had a significant say (25.4%) on how such money was used. Children do not take part in such decision-making. Decisions about what crops to grow are made by adult males (44.4%), followed by joint decision-making between adult males and adult females (35.5%) and adult females (19.7%), indicating that men still dominate in selection of crops grown at household level. Decisions on whether to participate in the SVIP, whether to sell crops and where to sell also showed same percentages. Women participate far less in decision-making on whether to let out or rent in land, as these decisions were made primarily by male members of the household (51.3%), and only 16.9% of respondents reported that female members of the household made such decisions. Joint decision-making was only at 31%, which implies that the SVIP will have to implement affirmative actions to empower women in terms of land related decisions. Even in female headed households, 15% of respondents reported that men made such decisions.

Various stakeholders interviewed in Chikwawa and Nsanje collaborated the findings of the household survey and reported that in the two districts, the gender situation is not different from what literature has reported above. Stakeholders reported that due to cultural, socio-economic and political factors, women have limited decision-making powers at household and community level. Although, the two districts have matrilineal societies, decisions on land and land transactions are often made by men and not by the women. Understanding how authority and responsibilities are distributed between men and women at community and household level is therefore very important in interventions that seek to target specific members of the household with services, such as training, and technologies, such as drip irrigation. Without such understanding, some of the targeted beneficiaries may not be able to participate

in the planned activity because of social restrictions imposed by family members. The SVIP will need to include in its training programmes, issues of gender and decision-making at household level, including how to distribute resources equitably between household members, to create space for better participation of women (especially those involved in the scheme) in household decision-making.

### 3.4 Land tenure

Land and water are amongst the most important natural resources for livelihoods in Malawi. According to stakeholders consulted, the dominant land tenure system in Chikwawa and Nsanje, is customary land. However, the area has some private land, especially leased land under Illovo and Kasinthula Cane Growers Trust. There is also public land which includes Lengwe National Park, Majete and Mwabvi Game Reserves. Although all land in Malawi is vested in the President in trust for the people of Malawi, the actual administration is delegated to line ministries and institutions. However, customary land administration is done by traditional leaders following long standing but unwritten traditional rules and norms. Such customary practices are often respected by the people concerned. Under customary setting, the land belongs to the chief, hence the title “*Gogo Chalo*” literally meaning “grandfather of the land”.

Consultations with chiefs indicated that when land has been allocated, the individual who has been assisted gives a token to the chief, locally known as “*chiponda m’thengo*”, normally paid in cash. The *Chiponda m’thengo* can be in kind or cash, but the quantity and the amount of money are not prescribed and are dependent on what the beneficiary of the land allocation process can afford. Chiponda mthengo practice was reported to be barrier for women and youth who cannot afford it to access land to use it for irrigation and other purposes. In terms of allocation of land amongst clan members, the head of the clan is responsible for allocating land to his/her relatives. Hence it is also important that heads of clans are also sensitised on gender so that they distribute land to male and female members of the household equitably. For more information on land tenure reference is made to the Land Tenure Diagnostic and Allocation and Consolidation Strategy.

Table 3 *Marriage types and land ownership in Malawi*

Main features	Nthengwa	Chikamwini	Chitengwa	Hybrid/Neutral
<i>Definition</i>	Patrilineal	Matrilineal	Matrilineal	Neutral
<i>Exchange of payments</i>	Lobola to the woman’s family	None	A gift called Chiongo to the woman’s family	None
<i>Land and property inheritance rights</i>	Man’s line, woman has rights on her father’s home	Woman’s line, with her brothers having most powers on ownership	Woman’s line, with her brothers having most powers on ownership	Man’s line, woman has rights on her father’s home
<i>Marital residence</i>	Man’s village (virilocal): woman moves to the man’s village	Woman’s village (virilocal): woman moves	Man’s village, upon death of the man. The women	Neutral village



Main features	Nthengwa	Chikamwini	Chitengwa	Hybrid/Neutral
		to the man's village	returns to her village	
<i>Ownership of children</i>	Man's line, children take up surnames of the man	Woman's line	Woman's line	Man's line, children take up surnames of the man

Source: Constructed from stakeholder interviews

Stakeholders reported that irrigated and rain-fed land is the main source of livelihoods for many rural households in Chikwawa and Nsanje. Dependence on the Shire River for irrigation is quite high and those households with land along the Shire River are likely to be better-off than those who do not. Often, households without either land or access to water do not participate in irrigation activities and stakeholders recommended that any irrigation model that SVIP developed should ensure that even those without land but living within the programme area should be included in the programme. Women, especially female headed households do have less access to land, than men, hence they need special attention.

In Chikwawa, the dominant marital system used is the matrilineal system also called *chikamwini* while in Nsanje it is Nthengwa (patrilineal). In both districts, there are marriages that are negotiated based on *chitengwa*. *Chitengwa* is a matrilineal marriage system that has adopted elements of a patrilineal system such as a woman moving to the man's village. The distinguishing features of matrilineal *chikamwini* system of marriage is that residence is uxirilocal, the wife's village is the matrimonial home, and no *lobola* is paid for the wife. Inheritance of property passes through the female line. Land belongs to the clan and its inheritance passes through female offspring. Women have custodial ownership of land. Children belong to the woman and her brothers. A woman's children inherit her brother's property. Upon death of a man the wife and children are undisturbed in terms of residence and land use. When a wife dies the man returns to his village. (Ngwira, 2002).

### 3.5 Resettlement

Many communities in the proposed SVIP area have had negative experiences with resettlement. Most of such experiences came from the establishment of SUCOMA (now Illovo) in the 1960s, when large chunks of customary land were leased out by the Malawi Government. Since then Illovo has been acquiring more land, to the discontent of local communities. In recent years new companies are emerging and also acquiring land. These include Kasinthula Cane growers, Crown, Press Cane, Sanguwa and others.

Establishment of companies such as Illovo, meant that people were forced out of their land and had to resettle elsewhere. While in the 1960s the number of affected people might have been few due to the lower population, here has been a substantive growth in population in recent years, with later resettlement affecting more people. Many stakeholders consulted said that the process of land acquisition was fraudulent and that the compensation paid was a mockery. People's perception is that if resettlement is for the benefit of the majority and only affects a few individuals, e.g. for constructing the canal, most people would accept if duly compensated.

Another important experience on resettlement in the Lower Shire has been the efforts of the Government to resettle people prone to annual flooding. Efforts to resettle people in the flood prone areas have been resisted for the past 30 years due to many factors including loss of power by chiefs, fear of loss of fertile land and livelihoods by the resettling communities, fear of loss of land by the receiving communities and general lack of basic infrastructure such as schools, water sources, toilets, housing, etc., in the new areas. Because of this, government and non-governmental organizations have perpetually faced challenges in their poverty reduction efforts.

## 3.6 Access to economic assets, credit and finance

### 3.6.1 Assets

The SVIP baseline household survey (Table 4) showed that the gender equality index on asset ownership of high value productive assets was lower for female headed than for male headed households. The opposite is the case for lower value reproductive assets.

Table 4 *Asset ownership by gender*

Household asset	Male headed household	Female headed households	Total	Gender equality index (FHH as a proportion of MHH)
<b>High value productive assets</b>				
Radio	43%	21%	39%	0.5
Cell Phone	55%	26%	50%	0.5
Push Bicycle	72%	39%	67%	0.5
Iron Sheets	40%	32%	39%	0.8
Small Livestock (Goat)	32%	24%	31%	0.8
Large Livestock (Cattle)	12%	5%	11%	0.4
Treadle Pump	2%	1%	2%	0.5
Average	37%	21%	34%	0.6
<b>Low value reproductive assets</b>				
Dining Table	19%	11%	18%	0.6
Bed	20%	11%	19%	0.6
Mattress	16%	13%	15%	0.8
Plates/Basin/Pots	89%	86%	89%	1.0
Panga	73%	43%	68%	0.6
Hoe	92%	96%	93%	1.0
Axe	50%	46%	50%	0.9
Chairs	38%	22%	35%	0.6
Average	47%	40%	46%	0.7

Source: SVIP Household Survey, 2015

### 3.6.2 Access to financial services

In Malawi, access to financial services, especially credit is a luxury for poor people. The COWI/SVIP baseline survey found that only 4.2% of respondents had obtained

a loan in the past year (2014/2015). The percentage of those who had obtained a loan was lower for the youths (2.9%) than the adults (4.8%), although overall access to loans was very poor. Fewer female headed households (3.6%) accessed loans than male headed households (7.1%). Many other studies have reported that the most common barriers for accessing credit include, but not limited to, high interest rates, short repayment periods and requirements for collateral and past experience in business. A baseline survey for the Millennium Challenge Account in the middle Shire found that other people were afraid of getting loans for fear of losing their collateral which included land (LTS International, 2012). Although the data are not gender disaggregated, table 5 below does provide valuable information on the reasons why 86.5% of people in Malawi, 95.1% in Chikawa and 88.4% in Nsanje do not apply for a loan. Due to low uptake on commercial loans, most enterprises do not use formal credit sources such as banks to finance their businesses.

Only 8.9% of female headed households in the SVIP impact areas had a bank account compared to 15.9% of male headed households. This also explains why access to financial products such as loans is quite poor. The Integrated household survey of 2012 showed that own savings from agriculture constituted the main source of initial capital for enterprises in both female and male headed households at 28% and 34% respectively. Female headed households rely more on informal lenders than male headed households, thereby subjecting women to harsh lending conditions and putting them at risk of sexual violence. About 8% of enterprises in female headed households relied on loans from family or friends for initial financing as opposed to 4% in male headed households (NSO, 2012).

In addition to the above constraints, businesses owned by women, including those run by cooperatives, have challenges in accessing markets, raw materials and operating capital. Due to high levels of illiteracy amongst women, they are not able to access market information, business loans and negotiate better prices on the market. Poor infrastructure, such as roads, electricity and communication limit the ability of rural cooperatives and individual business run by women, to access markets and better prices.

*Table 5 Percentage of main reasons for not applying for a loan by area*

<b>Reasons for not applying for a loan</b>	<b>Malawi</b>	<b>Chikwawa</b>	<b>Nsanje</b>
No need	21.2 %	7.0 %	7.9 %
Believed would be refused	15.7 %	16.7 %	19.8 %
Too expensive	12.2 %	18.7 %	18.5 %
Too much trouble for what it's worth	14.5 %	15.3 %	14.0 %
Inadequate collateral	3.5 %	14.8 %	14.0 %
Do not like to be in debt	10.3 %	8.4 %	7.7 %
Do not know any lender	21.8 %	18.8 %	19.3 %
Others	1.0 %	0.4 %	1.0 %

*Source: GoM/NSO, 2012, Integrated Household Survey*

Stakeholder interviews confirmed that access to financial services is a strong barrier to women and youth empowerment. Chikwawa district has some formal financial institutions such as banks, but their lending conditions and interests are not conducive to poor people. Most of these banks target Illovo Sugar Company and its employees, hence they operate from Nchalo as opposed to Chikwawa boma, which is the district head-quarters. It is well documented that access to bank loans is a luxury to poor people in Malawi. Hence most poor people, especially women and

youths depend on own capital and other informal sources of capital. Nsanje District has only two formal banks (MSB and Opportunity Bank), but both of them do not have agricultural related financing windows. Businesses owned by women are less likely to be registered by government authorities compared to those operated by men. This, therefore, makes women less likely to access credit from formal banks as they would not have certificates of registration. The limited access to credit and finance means that the SVIP will have to develop a sustainable financing mechanism to enable smallholder farmers, especially women and youth, invest in irrigation, value addition or other SMEs associated with the programme.

### 3.7 Agriculture and the economy

Malawi's economy is primarily agro-based, with agriculture contributing about 35-40% of the foreign exchange earnings. Agriculture is by far the dominant sector of the economy, employing some 85% of the labour force. The sector accounts for about 80% of Malawian exports. Agriculture contributes about 38% of GDP. About 85% of Malawi's population live in rural areas with limited access to basic social services such as health, education and transport infrastructure.

Generally, in Malawi, including in Nsanje and Chikwawa District, women also spend considerably less time than men on income-generating activities, but spend more time on reproductive and unpaid work, such as at funerals, church services, political rallies, making them more dependent on men for income. Male headed households are more likely to operate off-farm enterprises (22%) than female headed households (15%). The top three main sources of income for households in the area are crop production (50.9%), casual labour /ganyu (17.5%), permanent employment (7.8%) and income generating activities (6.7%).

Although the Lower Shire is known to be a livestock producing belt, it only accounted for 1% as the main source of income for households<sup>18</sup>. More (27.8%) female headed households depended on ganyu (26.2%) than male headed households (15.3%). In addition, fewer female headed households (46.2%) depended on crop production as a source of income compared to their male counterparts (51.2%), which indicate that female headed households may be more vulnerable and not able to access agricultural inputs to support crop production. More female headed households (11.3%) were likely to engage in income generating activities (businesses) than male headed households (5.5%), possibly to cope with food shortages which come as a result of being less dependent on agricultural production. Fewer female headed households (2.4%) depended on formal employment as a source of income compared to male headed households (9.2%), which confirms limited economic empowerment for women. Fewer youths (below 35 years old) depended on agriculture (41.6%) than the older ones (56.0%). Yet more youths depended on ganyu (19.4%) compared to the older ones (16.5%). In Malawi, among employed adolescents ages 15 to 19, 2 in 3 work in the agricultural sector; 17% work in manual labour; and 14% work in sales. When adolescents enter the labour force, they are often unable to continue their education, preventing them from building the skills necessary for meaningful employment. (PRB, 2014)<sup>19</sup>

<sup>18</sup> Data in this paragraph are from the SVIP household survey 2015

<sup>19</sup> Population Reference Bureau and Malawi Ministry of Finance and Economic Planning and Development, 2014, Malawi Youth Data Sheet, 2014

Other studies such as the MDHS 2010 found that 76% of currently married women were employed in the year preceding the survey compared to 98% of married men. The report found that a higher proportion of married women are not paid for their work (42% versus 29%, respectively) compared with the male counterparts. Slightly more married women are likely to receive in-kind payment for their employment; 3% for married women compared with 2% for married men. In the two districts, it was reported that even when women earn their own income, the husband is likely to decide on how to use that income. When income is jointly earned, such as income from sales of crop or general agricultural produce, men still make most of if not all the decision regarding how to use the income earned. The DHS found that only 37% of women decide for themselves how their earnings are used, while 21% of women made joint decisions with their husbands. In Malawi, including in the SVIP area, women earn less than men, with 73% married women reporting that they earn less than their husbands, only 10% of women report they earn more than their husbands.

### 3.8 Agricultural labour

Labour is the major input in most of the agricultural activities in Malawi (GoM, 2012) as well as in the SVIP impact area. The third integrated household survey showed that 94% of the cultivated plots used women to provide labour while a quarter of the cultivated plots reported to have used children in cultivating their plots. Only 23% reported to have hired their labour input. Women made up 48% of the global agricultural workforce in 2000 by the Food and Agriculture Organization's (FAO's) estimate. (FAO, 2001)<sup>20</sup>. In Malawi, this proportion is 80% (GoM, 2012), although data from the integrated household survey suggest that women can provide of up to 94% of agricultural labour, as indicated above. This statistic shows that women's labour plays a fundamental role in agriculture and in particular in irrigated agriculture. However, a number of serious problems are associated with women and agricultural labour in Malawi:

- In Phata Irrigation Scheme, 42% of the members are women and in the Kasinthula Irrigation Scheme 34% of the farmer members are women. The figures are below the 50% target set nationally for the 50:50 campaign.
- It has been reported that while a husband and wife may work equally on the farm, the man enjoys more benefits, especially income from the produce sold. The man takes control of all income from crop sales. This was confirmed by stakeholders interviewed in the SVIP impact area.
- Women are generally not able to irrigate at night owing to security concerns and during the day may face other time limitations. This reduces their productivity.
- It has been reported that when women are owners of the farm and have adequate resources to manage it, their productivity tends to be higher than or at least equal to that of men.

<sup>20</sup> Food and Agriculture Organization of the United Nations (FAO). 2001. Irrigation Sector Guide. Socioeconomic Gender Analysis Programme (SEAGA). Rome: FAO.

- Most extension services target men, because most extension workers are male and may not be available to women farmers when needed.

### 3.9 Access to water

As has been indicated earlier on, access to water is an important priority of water policies in Malawi. In Malawi, 87% of the households have access to improved drinking water sources (NSO, 2015). Improved drinking water sources refer to piped water, tube well/borehole, protected dug well or protected spring but the majority (62%) use tube well or borehole or a water point as the source of drinking water. Less than ten percent (8.6%) have a piped water sourced in their dwelling, plot or yard. Twelve percent of the population use a public tap or a stand pipe as the source of drinking water. Urban residents had more access to improved drinking water sources (97%) than their rural counterparts (86%) (NSO, 2015)<sup>21</sup>.

UNFPA (2002) estimated that women in many developing countries walk an average of 6 kilometres a day to collect water. In Chikwawa and Nsanje, women who live far from the Shire have serious water problems because most streams dry up during the dry season due to extreme hot temperatures. The availability of clean water close to home saves women's and girls' time, which can be spent on other productive and human development activities, such as crop production and education (IFAD 2007). Stakeholders have proposed that the SVIP will need to ensure that apart for supplying water for irrigation, the programme supplies water for domestic purposes close to homes, so that women do not travel long distances to fetch water. The time saved, may then be used for irrigation purposes.

Lessons learnt elsewhere show that water projects should be designed to address women's and men's domestic and productive water needs. To date, many single-sector projects have been planned, for either irrigation or domestic water supply. Multiple-use needs and requirements were overlooked, which caused particular difficulties in rural areas. To meet this challenge, there is need to ensure that the technology used should also be appropriate to specific needs. For example, in many rural areas in Malawi water for domestic use is difficult to access and a project that introduces irrigation should expect communities to use irrigation water for domestic uses, including drinking. Therefore, the SVIP project will need to introduce water treatment technologies and measures to ensure the availability of safe drinking water. In addition, such schemes need to include common water points where women and girls can wash utensils and chat to share challenges, experiences and plans for supporting their households. This is important socially because women have limited spaces for learning, networking and joint planning, compared to men, who meet in many other places. Potentially, these women's meeting points can become important social groups to advocate for women's issues in agriculture and community development.

<sup>21</sup> NSO, 2015, Welfare Monitoring Survey 2014

### 3.10 Poverty

Almost half of the population is poor (50.7%), with 25% being ultra-poor (GoM, 2012). Of the 25%, 15% are ultra-poor with labour while the remaining 10% are ultra-poor without labour. The ultra without labour cannot directly participate in irrigation, if the criteria for participation includes labour availability. Therefore, other mechanism of support such as social cash transfers and other forms of subsidies should be examined. The ultra-poor with labour may be able to participate if labour is considered as the main criteria for participation, otherwise the SVIP will need to develop interventions that are appropriate for all poverty groups.

The Southern region, where the SVIP will be implemented, has the largest poverty rate (63%), implying that three out of five people live in poverty in the rural areas of the Southern region. The Northern region has the second highest proportion of poor people (60%). The Central region has the lowest proportion (49%) of poor people (GoM, 2012). About 49% of the people in male-headed households are poor and 57% of people in female-headed households (GoM, 2012). Poverty rates by male and female headship are much higher in rural areas than in urban areas. Specifically, 55% of people in male-headed households in rural areas are poor, compared to 63% of people who reside in female-headed. Nearly one in every five people in male and female headed households based in urban areas is poor compared to two in every four people being poor in rural areas. Table 6 below shows that the population of Chikwawa and Nsanje districts is very poor with the average of the two districts being much higher than the national average.

*Table 6 Poverty Incidence and share of population distribution by background characteristics, Malawi 2011*

	Poverty <sup>22</sup>	Ultra-poverty	Population	Poor	Ultra-poor
	% population	% population	%	%	%
<b>Malawi</b>	<b>50.7</b>	<b>24.5</b>	<b>100</b>	<b>100</b>	<b>100</b>
Urban	17.3	4.3	15.2	5.2	2.7
Rural	56.6	28.1	84.8	94.8	97.3
<b>Region</b>					
Northern	54.3	25.6	13.1	14	13.7
Central	44.5	18.9	42.6	37.4	32.9
Southern	55.5	29.5	44.3	48.6	53.4
<b>District</b>					
Chikwawa	81.6	59	3.3	5.3	8
Nsanje	81.2	56	1.8	2.9	4.1

*Source: Integrated Household Survey 3, Table 13.3*

Using the Progress out of Poverty Index (PBM definition), the household survey conducted in the SVIP impact area found that 58.7% of households were likely to be living below the old poverty line of \$1.25/day, which is higher than the national

<sup>22</sup> Poverty are the percentage of the population that are poor. This includes the ultra-poor.

average of 50.7%, with 55.8% and 62.0% respectively for Phase 1 (Chikwawa) and Phase 2 (Nsanje) respectively. Not surprising, more women and female headed households (61.4%) were likely to live below the poverty line compared with male headed households (58.1%). According to key informant interviews and focus group discussions, the main causes of poverty in Chikwawa and Nsanje districts, is adverse weather conditions characterized by unreliable rains, floods extreme hot weather, affect agricultural production resulting into persistent hunger and poverty.

### 3.11 Food and income security

Chikwawa and Nsanje are traditionally vulnerable to climatic shock especially floods, dry spells and droughts. When these shocks happen, it is women and children that mostly bear the biggest burden, as they are still expected by the society to fetch food, firewood and water for the household. The SVIP baseline survey reported that on average the staple food harvested by female headed households lasted fewer months (4.2 months after harvest) compared to that of male headed households (6.1 months after). This resulted into women, female headed households and other vulnerable groups facing high level of food insecurity in the impact area as early from August/September each year. Targeting women, female headed households and youths with irrigation therefore can strengthen their resilience, which was confirmed by Traditional Authorities interviewed who reported that farmers that participate in smallholder sugar production are often less poor than those not involved, indicating a huge potential for irrigation to reduce poverty. In terms of cash income, the SVIP reported that households headed by young female heads (below 35 years old) were more likely (63.5%) to live below the poverty line than their male counterparts (54.2%) who made MK 53,300 per annum. The youth headed households made about MK 88,500 per annum which was higher than the above 35 group who made MK 67,900 per annum. Male headed households had an average of 1.8 economically active members in the household compared to 1.5 in female headed households, implying that female headed household had limited capacity to earn or generate income for their households.



## 4 The Gender and Youth Strategy

The following section presents the gender and youth strategy as proposed by the project. It encompasses goals, objectives, guidelines and activities that will address gender and youth issues that have been identified through literature review and qualitative interviews with stakeholders. The strategies and action has benefitted from World Bank, FAO and UNDP papers on gender and water related projects, which have been duly referred to. The strategy classifies interventions either as mainstreaming or affirmative and identifies stakeholders that should implement the intervention. The strategy is a framework from which stakeholders can/should identify areas where they have a comparative advantage and implement activities to suit their projects/programmes.

### 4.1 Goal

The goal of the gender youth strategy is to contribute to the SVIP goal of sustainably enhancing incomes and hence food security of about 100,000 households in Chikwawa and Nsanje Districts through increased agricultural productivity and profitability by establishing market-linked smallholder farming ventures and professionally operated irrigation services in 42,500 ha of land”<sup>23</sup>.

### 4.2 Purpose

The purpose of these guidelines is to enhance development effectiveness of the project by:

- (i) Identifying project specific gender and dimensions and
- (ii) Mainstreaming measures in the project planning and implementation to ensure gender equity, sensitivity and inclusiveness.

### 4.3 Specific objectives

The specific objectives<sup>24</sup> of the strategy and guidelines are:

- Improve the sustainability and effectiveness of the Shire Valley Irrigation Project (SVIP) through incorporation and mainstreaming of gender and youth issues.
- Improve understanding and awareness of gender (women and youth) concepts through an easy reference SVIP gender and youth guidelines, and:
- Improve approaches to the planning, implementation, management, monitoring, financing and reporting of the Shire Valley Irrigation Project.

### 4.4 Proposed guidelines and activities

The strategy and guideline has identified activities for Phases 1 and 2 of the project. Phase 1 is the preparatory stage of the project while Phase 2 is the implementation stage.

In the tables that follow, the “proposed gender and youth activities” are activities that stakeholders will implement to address gender and youth issues identified in the first column of the table. Each stakeholder will develop their individual work plans

<sup>23</sup> TOR Section 2 Background

<sup>24</sup> Modified from Gender and Water Alliance (GWA), 20016, Resource Guide, Mainstreaming Gender in Water Management

and include the activities included in these guidelines. It will be up to the stakeholders to decide whether implementation of such activities will use a “mainstreaming (ongoing) approach or an affirmative approach (once-off). Lastly, the responsible institution is the organisation that will implement the activity and will be held accountable for the activity.

#### 4.4.1 Phase 1 (Preparatory phase) gender and youth guidelines and activities

Below

Table 7 with the strategy and guidelines for the preparatory phase.

Table 7 Gender and Youth Activities for the Preparatory Phase

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
1.0 <u>Recruitment</u> and capacity of consulting /project teams/missions	1.1 Ensure that all terms of reference for consultants and staff have a gender aspect/expert in them	Short-term consultancy	5000	SVIP Management
	1.2 Train/orient all project staff and consultants on gender and youth issues, including orienting them on SVIP	Short-term consultancy and workshops	20000	SVIP Management and Consulting companies
	1.3 Where possible, ensure that the composition of staff at all levels is at least 50% women, to be in line with the 50:50 policies	Ongoing monitoring	0	Consulting companies Project Team
2.0 <u>Implementation of stakeholder consultation process, community mobilisation and engagement for the SVIP</u>	2.1 Implement communication activities at all levels in the project area (ADC and VDC levels)	Sensitization meetings, media activities	50000	CCPLTRPF Consulting Team
	2.2 Develop community mobilisation guidelines that incorporate gender and youth issues.			Consultants and District Council
	2.3 Ensure information education and communication materials are accessible to the illiterate, especially women.	Printing costs	15000	Consulting companies Project Team
	2.4 Ensure women, youth and the poor are included in all field level activities, meetings and capacity building processes.	Ongoing monitoring	0	Consultants and District Council
3.0 Preparatory studies, baselines data collection, analysis and reporting	3.1 Orient all enumerators on gender and youth issues related to Chikwawa and Nsanje	Included in ongoing and forth coming consultancy works	0	Consultants
	3.2 Ensure that all data collection instruments are able to collect gender and youth disaggregated data.	Included in ongoing and forth coming consultancy works	0	Consultants
	3.3 Ensure that all data collection tools are gender/youth-audited by the CCPLTRPF Gender and Youth Expert	Included in ongoing and forth coming consultancy works	0	Consultants
	3.4 Ensure that data is analysed and disaggregated by sex and age to capture gender and youth issues.	Included in ongoing and forth coming consultancy works	0	Consultants

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
4.0 Institutional development and formation of irrigation options, water user institutions, SVIP governance and management committees	4.1 Ensure that gender and youth issues are used as criteria for choosing the SVIP irrigation institutional model.	Short-term consultancy and workshops	15000	MoAIWD, National Youth Council, District Council and Technical Teams
	4.2 Ensure that women, youth and poor people are represented and actively participate in irrigation management entities	Ongoing monitoring	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	4.3 Train all irrigation management entities on gender and youth issues	Short-term consultancy and workshops	20000	MoAIWD, National Youth Council, District Council and Technical Teams
	4.4 Ensure women, youths and poor are included in the management, governance, implementation and technical teams of SVIP	Short-term consultancy and workshops	20000	MoAIWD, National Youth Council, District Council and Technical Teams
	4.5 Build capacity of individual farmers on gender and youth issues, including decision-making at household level	Gender and youth training consultancy work	50000	MoAIWD, District Council, Technical Teams, National Youth Council and Farmer Organisations
	4.6 Ensure no discriminatory practices are being used to limit participation of women and youth.	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	4.7 Ensure that voices of women, youths and poor are heard by management of the water management entity	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	4.8 Implement positive discrimination, if the irrigation or water users committees do not have representation from women, youths and the poor	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
5.0 Land redistribution, resettlement policy framework and grievance mechanism	5.1 Ensure that PAPs are gender, age and poverty defined, so that it is known who is most affected by resettlement	Short-term consultancy and workshops	15000	MoAIWD, National Youth Council, District Council and Technical Teams
	5.2 Ensure that women, youths and poor are also provided with land in the schemes. Government can lease off land and reallocate equitably amongst beneficiaries.	Short-term consultancy on gender and resettlement	15000	MoAIWD, National Youth Council, District Council and Technical Teams
	5.3 Ensure that women and youths and poor who lose land are appropriately compensated. During compensation, ensure that all household members have access and control of the compensation by adopting a household livelihood and planning approach that is being implemented in Chikwawa by the Ministry through IRLAD project.	Included in gender and resettlement consultancy	0	MoAIWD, National Youth Council, District Council and Technical Teams
	5.4 Ensure that District Council teams, Committees and experts that value lost assets during compensation, value land as well, not just structures on it.	Gender trainings for DC staff	50,000	MoAIWD, National Youth Council, District Council and Technical Teams
	5.5 Ensure that District Council teams, Committees and experts that value lost assets during resettlement planning do not sexually abuse women or girls (or any form of gender based violence)	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	5.6 Ensure that land assessment teams include women and youths and ensure that land losses of female headed households are assessed by female officials/experts. Whoever does the valuation should be gender trained.	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	5.7 Ensure that gender and youths sensitive spaces are created for women to lodge their grievances on unfair practices.	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
	5.8 Ensure that grievances by women are handled by women. Traditional leaders should ensure that women are included in any primary justice structures that they have in place or are to be created.	Included in grievance redress mechanism and here only monitoring costs included	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	5.9 Encourage land being registered jointly in the name of the woman and the man.	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams
6.0 Monitoring and evaluation of gender and youth activities.	6.1 Ensure that the intervention logic of any project being designed has SMART and gender and youth sensitive indicators and take into account poverty	Short-term consultancy and workshops	15000	MoAIWD, National Youth Council, District Council and Technical Teams
	6.2 Ensure that monitoring the progress made in applying gender and youth approaches in irrigation projects is regularly undertaken.	Ongoing monitoring after training	5000	MoAIWD, National Youth Council, District Council and Technical Teams
	6.3 Ensure that all indicators at input, output, outcome and impact level are disaggregated by gender, age, household headship, location and marital status, where necessary. Indicators that can be used are included in the annexes.	Short-term consultancy and workshops	15000	MoAIWD, National Youth Council, District Council and Technical Teams
	6.4 Ensure that programme targets are gender and youth disaggregated	Included in gender consultancy above	0	MoAIWD, National Youth Council, District Council and Technical Teams
	6.5 Ensure that monitoring and evaluation terms of reference and teams have gender and youth expertise.	Short-term gender consultant for midterm and end of term	50000	MoAIWD, National Youth Council, District Council and Technical Teams
	Total		\$315,000	

## 4.4.2 Phase 2: Gender and youth activities for the Implementation Phases

Table 8 Gender and Youth Activities for the Implementation Phase

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
1. Policy level commitment to mainstream gender and youth issues in the SVIP	1.1 Promote SVIP as multiple-use (irrigation, domestic and livestock uses) irrigation and water programme.	Short-term gender consultancy to appraise PAD	50000	MoAIWD in collaboration with other line ministries and government departments
	1.2 Ensure that women enjoy de jure and de facto equality in access to land and other property, including inheritance and purchase.	Included in above gender consultancy	0	MoAIWD in collaboration with other line ministries and government departments
	1.3 When water management institutions do not have any or few women and youth, introduce appropriate institutional measures, such as minimum quotas for women and youth to increase participation of women and youths	Short-term gender consultancy to review operations on gender SVIP institutions	30000	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
	1.4 Provide improved coordination among concerned water management institution to facilitate the implementation of multiple-use water projects.	Ongoing monitoring	20000	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
	1.5 Support equal employment opportunities in water management institution for both genders and for youth and older people.	Ongoing monitoring	20000	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
	1.6 Promote social cash transfer for the poorest and most vulnerable groups	Included in National Social Support Programme	0	Ministry of Gender



Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
	1.7 Provide and support capacity building around gender and youth issues in water management entities with particular attention to extension staff.	Gender training consultancy and workshops	50000	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
	1.8 Ensure effective linkages with gender and youth ministries and CSOs	Ongoing monitoring	20000	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
2. Land administration, allocation and tenure arrangements for women, youth and poor people	2.1 Conduct participatory assessments to understand the social organization of agricultural production and the specific gender and youth division of labour in the project area.	Gender training consultancy and workshops	50000	Consultants
	2.2 Implement mechanisms to ensure that the landless are also provided land and participate in irrigation activities	Short-term gender consultancy to review operations on gender SVIP institutions	Included above	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
	2.3 If irrigation schemes involve land titling or retitling, new land titles should be granted to women or to husbands and wives jointly. Youths should also be included.	Ongoing monitoring	20000	MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions
	2.4 Disaggregate land ownership data by gender and age to understand land ownership issues amongst women and youth.	Ongoing monitoring	20000	Consultants
	2.5 Conduct local/grassroots advocacy work with traditional leaders to improve land ownership by women and jointly by woman and man	Workshops, advocacy materials development	50000	NGOs, MoAIWD, National Youth Council, District Council and Technical Teams, Water management Institutions

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
	2.6 Ensure that irrigation schemes have both commercial as well food security objectives by adopting integrated farming systems, nor jus commercial mono-cropping	Included in design	0	Scheme management
	2.7 Ensure that the vulnerable and often-overlooked groups such as women, youths, PLHIV, elderly, landless workers and poor women farmers are included in all stages, including during consultation, resettlement and land reallocation, during implementation and monitoring and evaluation.	Awareness meetings and ongoing monitoring	50000	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	2.8 In order to know who vulnerable rapid vulnerability assessments should be included in the consultation processes.	Included in the above	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
3. Construction and management of various irrigation schemes	3.1 Ensure that women and youth are involved so that they also benefit from the employment created through intensive investment programmes, where feasible	Ongoing monitoring some and costs already included in construction costs	20000	Contractors
	3.2 Ensure gender sensitive resettlement in terms of targeting, compensation and provision of services to new locations.	Included in resettlement costs	0	MoAIWD, National Youth Council, District Council and Technical Teams, Water Management Institutions
	3.3 Provide social safeguards to protect women and girls from being sexually abused	Included in resettlement costs	0	MoAIWD, National Youth Council, District Council and Technical Teams, Water Management Institutions
	3.4 Provide appropriate labour and time saving technologies to those beneficiaries, especially those who are already overburdened with labour at household level.	Included in construction and operations and maintenance costs	0	Water Management Institutions, DEC members, community

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
4. Access and control over economic and social benefits by women and youths	4.1 Train households in participatory expenditure management at household level	Awareness meetings and ongoing monitoring	50000	Irrigation Scheme Management
	4.2 Provide equal access to training, finance/credit and related irrigations services for men, women and youths.	Awareness meetings and ongoing monitoring	50000	Water Management Institutions, DEC members, community leaders
	4.3 Provide training opportunities for the youth and women in agribusiness advocacy and engagement and inclusion	Awareness meetings and ongoing monitoring	50000	Water Management Institutions, DEC members, community leaders
	4.4 Provision and promotion of (agriculture-related) vocational skills for youths which will enhance the growth of the sector	Awareness meetings and ongoing monitoring	50000	Water Management Institutions, DEC members, community leaders
	4.5 Monitor use of irrigation income/earnings at household level	Ongoing monitoring	20000	Water Management Institutions, DEC members, community leaders
Water Management and Water User Organizations 5. Water management	5.1 Ensure that by-laws of irrigation schemes/WUAs or its constitution provide equal opportunities for all members. Ensure that it has some affirmative actions that favour the disadvantaged groups.	Ongoing monitoring	20000	Water Management Institutions, DEC members, community leaders
	5.2 Ensure that there are no discriminatory practices that are being used to limit participation of women and youth, even when bylaws provide for equal opportunity. These may include high membership fees, landlessness, access to water etc.	Ongoing monitoring	20000	Water Management Institutions, DEC members, community leaders
	5.3 Integrate/promote village loans and savings and income generating activities in irrigation schemes	Community based Trainings on VSLs	50000	Water Management Institutions s, DEC members, community leaders

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
	5.4 Training women and men on human rights and the importance of women's participation in decision-making at all level	Included in the above	0	Water Management Institutions s, DEC members, community leaders
	5.5 Implement a strong consultation process during the planning and implementation stages to understand gender dynamics	Included in community awareness activity	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	5.6 During implementation, conduct training programs addressed to women to help them manage and maintain the points of supply will also be necessary. Ensure that planners understand women's and girls' water needs as women and girls will be the main users of those watering points	Included in costs of O+M	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	5.7 Translate multiple water needs into affordable small- and medium-scale technical irrigation designs	Included in construction costs	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	5.8 Ensure that water points are created for domestic and other social uses, especially livestock.	Included in construction costs	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	5.9 Introduce community water points because tap water may not be feasible as houses are not mostly permanent.	Included in construction costs	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
6. Irrigation scheme management and farmer management	6.1 Ensure that all farmers aggregate their land so that no single farmers is identified by or works on their own land.	Included in construction costs	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
	6.2 When forming groups, ensure that membership fees are affordable and those that cannot afford are supported with cash transfers to be able to pay	Included in construction costs	0	Consultants and District Council
	6.3 Adopt management arrangements that have been used for the Phata Irrigation Schemes where possible	Included in design costs	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	6.4 Ensure that farmers are organised in a way that ensure women and youth participate in the activities of the scheme and benefit from it	Included in design costs	0	Irrigation Scheme Management
	6.5 Implement gender training programmes for staff and communities around the schemes	Gender training consultancy	50000	Irrigation Scheme Management
	6.6 Implement gender sensitive transparent and accountable irrigation revenue management	Ongoing monitoring	20000	Irrigation Scheme Management
	6.7 Adopt agronomic principles that use technology other manual labour and ensure that farmers are paid when they provide labour.	Included in design	0	Irrigation Scheme Management
7. Monitoring and evaluation of gender and youth activities.	7.1 Ensure that the intervention logic of any project being designed has SMART and gender and youth sensitive indicators	Included in design	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	7.2 Ensure that monitoring the progress made in applying gender and youth approaches in irrigation projects is regularly undertaken.	Ongoing monitoring	20000	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	7.3 Ensure that all indicators at input, output, outcome and impact level are disaggregated by gender, age, household headship, location and marital status, where	Included in the design	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs

Phase 1 Processes/ Stages	Guidelines/activities	Estimated costs (\$)		Responsible Institution
		Inputs	Costs	
	necessary. Indicators that can be used are included in the annexes.			
	8. Ensure that programme targets are gender and youth disaggregated	Included in the design	0	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
	9. Ensure that monitoring and evaluation terms of reference and teams have gender expertise.	Gender consultancy to develop evaluation ToRs	5000	Consultants and DEC members, Water management institutions, local leaders and gender CSOs
10. Gender and youth capacity at various level	10.1 Cabinet level: <ul style="list-style-type: none"> <li>• Presidential directives</li> <li>• Gender and youth briefings and awareness sessions</li> <li>• Policy briefs on gender and youth</li> </ul>	Various training workshops, gender consultancies and media products	100000	MoAIWD
	10.2 Line ministries and departments <ul style="list-style-type: none"> <li>• Establish focal points in ministries</li> <li>• Train planning and monitoring and evaluation officers on gender and youth</li> <li>• Joint planning and monitoring teams</li> <li>• Technical support on gender and youth</li> </ul>	Various training workshops, gender consultancies and media products	100000	MoAIWD
		Total Budget for Phase 2	\$985,000	
		Total Budget for Phase and 1 and 2	\$1,300,000	

## 5 Implementation arrangements and roles of stakeholders

### 5.1 Key stakeholders

The SVIP Communication Strategy has identified a list of all key stakeholders that are involved in the planning, implementation and monitoring and evaluation of the project, and they are listed in Table 9 below.

Table 9 List of stakeholders

Stakeholder group	Institutions	Roles
Development Partners /Donors	<ul style="list-style-type: none"> <li>World Bank (WB)</li> <li>African Development Bank (AfDB)</li> <li>Other potential development partners</li> </ul>	<ul style="list-style-type: none"> <li>Technical and financial support</li> </ul>
SVIP Management	<ul style="list-style-type: none"> <li>Project Steering Committee (PSC), Principal Secretaries of Ministries<sup>25</sup></li> <li>Project Technical Committee (PTC), Directors of Departments<sup>7</sup></li> <li>SVIP Project Technical Team (PTT)</li> <li>Inter-ministerial Task Force (Officials from the same Ministries as in the Steering Committee<sup>7</sup>)</li> <li>Consultative Committee</li> </ul>	<ul style="list-style-type: none"> <li>Programme oversight</li> <li>Coordination</li> <li>Monitoring and evaluation</li> <li>Lesson learning and sharing</li> <li>Grievance redress</li> </ul>
SVIP Feasibility Study Teams (project implementers)	<ul style="list-style-type: none"> <li>Technical Feasibility Study</li> <li>Public Private Partnership (PPP)</li> <li>Hydraulic Model Study</li> <li>Environmental and Social Impact Assessment (ESIA)</li> <li>Dam Safety Panel</li> <li>Agricultural Development Planning Strategy (ADPS)</li> <li>Communication, Community Participation, Land Tenure and</li> </ul>	<ul style="list-style-type: none"> <li>Technical guidance and implementation studies</li> <li>Project planning and design</li> <li>Communication</li> </ul>

<sup>25</sup>The Ministry of Agriculture, Irrigation and Water Development; Ministry of Natural Resources, Energy and Mining; Ministry of Trade and Industry; Ministry of Lands, Housing and Urban Development; Ministry of Information, Tourism and Culture; Ministry of Finance and Economic Development; and the Public-Private Partnership Commission.

Stakeholder group	Institutions	Roles
	Resettlement Policy Framework (CCPLTRPF)	
District Executive Committees	<ul style="list-style-type: none"> <li>• DEC members in Chikwawa and Nsanje</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation guidance at district level</li> <li>• Coordination with local communities</li> <li>• Grievance redress</li> <li>• Resettlement issues</li> </ul>
District Coordination Committee, Chikwawa	<ul style="list-style-type: none"> <li>• Members of the committee<sup>26</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Implementation guidance at district level</li> <li>• Coordination with local communities</li> <li>• Grievance redress</li> </ul>
Central Government	<ul style="list-style-type: none"> <li>• National Government Ministries and Departments</li> <li>• Local Government at district level and below</li> <li>• Political Representatives</li> <li>• National Parks and Game Reserves<sup>27</sup></li> <li>• National Youth Council</li> </ul>	<ul style="list-style-type: none"> <li>• Sectoral policy guidance</li> <li>• Coordination with implementation teams</li> <li>• Creation of a favourable environment</li> </ul>
Government organisations	<ul style="list-style-type: none"> <li>• Shire River Basin Management Programme</li> </ul>	<ul style="list-style-type: none"> <li>• Overall coordination of Shire Basin Planning</li> </ul>
Farmers	<ul style="list-style-type: none"> <li>• Smallholder crop farmers</li> <li>• Livestock farmers</li> <li>• Irrigation farmers</li> <li>• Commercial crop farmers</li> <li>• Farmers associations</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in the programme</li> <li>• Provide support to the programme</li> </ul>
Vulnerable groups	<ul style="list-style-type: none"> <li>• Women and youth</li> <li>• People living with a handicap</li> <li>• Local people</li> <li>• Poor and ultra-poor people</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in the programme</li> <li>• Provide support to the programme</li> </ul>

<sup>26</sup> According to Letter of the DC of 24 July 2015 the District Coordination Committee for the SVIP in Chikwawa consists of: District Director of Planning and Development, District Irrigation Officer, District Agricultural Officer (also represents Livestock), District Environmental Officer, District Forestry Officer, District Community Development Officer, District Youth Officer, District Monitoring and Evaluation Officer, Phata representative, Kasinthula representative, National Initiative for Civic Education, District Principal Administration Officer (represents Chiefs also), District Lands Officer.

<sup>27</sup> These are part of the Ministry of Information, Tourism and Culture. They are listed here separately because they are an important target audience.



Stakeholder group	Institutions	Roles
	<ul style="list-style-type: none"> <li>Project affected persons (PAP), mainly farmers</li> </ul>	
Traditional leaders	<ul style="list-style-type: none"> <li>Paramount Chief Lundu</li> <li>Senior Chiefs</li> <li>Chiefs</li> <li>Sub-Chiefs or Sub-Traditional Chiefs</li> <li>Group Village Heads</li> <li>Village Heads</li> </ul>	<ul style="list-style-type: none"> <li>Allocation of land</li> <li>Grievance prevention</li> <li>Participation in the programme</li> <li>Provide support to the programme</li> </ul>
Private sector	<ul style="list-style-type: none"> <li>Small and medium enterprises (SMEs)</li> <li>Agribusinesses</li> <li>Other private investors or businesses</li> </ul>	<ul style="list-style-type: none"> <li>Participation in the programme</li> <li>Provide support to the programme</li> <li>Linkages with farmers and farmer organisations</li> <li>Supply of inputs and produce markets</li> </ul>
Academia and associated consultants	<ul style="list-style-type: none"> <li>Research and educational institutions</li> <li>Local and international consultants who are closely connected to the technical team but not part of them</li> </ul>	<ul style="list-style-type: none"> <li>Research and training</li> </ul>
Other development partners	<ul style="list-style-type: none"> <li>Agricultural organisations - private sector organisations (PSOs)</li> <li>Local and international non-governmental organisations (NGOs and INGOs)</li> <li>Community based and civil society organisation (CBOs and CSOs)</li> <li>Faith-based organisations</li> </ul>	<ul style="list-style-type: none"> <li>Financing</li> <li>Technical support</li> <li>Farmer mobilisation</li> <li>Grievance redress</li> </ul>
News media	<ul style="list-style-type: none"> <li>Journalists, newspapers, magazines, radio and television</li> </ul>	<ul style="list-style-type: none"> <li>Media coverage and reporting</li> </ul>
General public	<ul style="list-style-type: none"> <li>Primarily the Malawian public</li> </ul>	<ul style="list-style-type: none"> <li>Promote and support the project</li> </ul>

Source: Adapted from the SVIP Communication strategy, 2015

The gender and youth strategy/guidelines will be used by all stakeholders involved in the design, implementation, monitoring and evaluation of the Shire Valley Irrigation Project.

## 5.2 Stakeholder roles

### 5.2.1 National level

At the national level, the Ministry of Agriculture, Water and Irrigation Development and Irrigation (MoAIWD), will provide overall policy and technical guidance for the design and implementation of the programme. It will ensure that such guidance incorporates gender issues that have been identified and included in this strategy. The Ministry will ensure that planners involved in the project have requisite gender analysis skills and utilise gender lens in designing the scheme. The Ministry will work closely with the Ministry of Gender, Community Development and Children Affairs to ensure that gender issues are implemented and reported in a coordinated way.

### 5.2.2 District level

At district level, the District Executive Committee will appoint a SVIP committee, which will oversee implementation of the gender and youth interventions as prioritised in the strategy. The DEC will monitor gender mainstreaming and affirmative actions at implementation level. It will ensure that the programme is implemented in a participatory and consultative way to ensure that vulnerable groups such as women, youths, poor men and people living with HIV are engaged, participate and benefit from the programme.

### 5.2.3 Community level

At community level, water management entities created through the SVIP, will ensure that a certain minimum % age of women and youths are involved and benefit from the programme equally with men. They will implement affirmative actions on areas where gender gaps are identified. Contractors and consultants will ensure that women, youth and other vulnerable groups are consulted regularly through systematic processes and their views reflected in irrigation designs and specifications. They will create gender capacities within their staff and experts and ensure that all gender and youth issues identified through this guideline are understood and addressed by their teams. This requirement will also be included in their contracts, and if the contracts are not engendered, MoAIWD will negotiate for an additional MoU to ensure that gender issues are included. The CCPLTRF will monitor adherence to the gender strategy, at the feasibility phase.

## Appendix 1: Sample indicators

Theme	Indicators	Type	Method of data collection
1.	Number and frequency of women, men, youths, and other disadvantaged persons consulted during detailed design and implementation	Output	Meetings or process records/registers
2.	Percentage of women and men, boys and girls actively participating in planning sessions for water allocation program for drinking water and agricultural irrigation	Output	Meetings or process records/registers
3.	Percentage of women and men, boys and girls actively participating in water entities	Output	Meetings or process records/registers
4.	By year x of project operation, operational costs are covered with user fees and maintenance fees collected to agreed level	Output	Annual reports
5.	Percentage of women and men, boys and girls members of operations and management committees of irrigation projects	Output	Meetings or process records/registers
6.	Women, men, boys and girls and other vulnerable groups in positions of management or leadership in water user groups	Output	Meetings or process records/registers
7.	Community satisfaction (disaggregated by gender and age) regarding water distribution schedules and access	Outcome	Household surveys
8.	Access of women and men, boys and girls to support services, such as credit and extension (such as percentage of women in agricultural training and of women clients of credit institutions)	Outcome	Household surveys
9.	x percentage of women and men, boys and girls among total trainees receiving training in the appropriate use of irrigation for high-value crop production	Output	Training reports
10.	Access of landless/vulnerable women and men, boys and girls to water from irrigation schemes	Outcome	Household surveys
11.	Water quality testing by project or local environment department	Output	Water quality reports
12.	Among surveyed women and youths, in target group, x percentage rate their access to water for agricultural and domestic use	Outcome	Household surveys

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<b>Theme</b>	<b>Indicators</b>	<b>Type</b>	<b>Method of data collection</b>
	as having improved during the period covered by the program or project		
13.	Changes in relevant dimensions of well-being, disaggregated by gender, age and wealth group: food and other products, household income, labour and other costs for water conveyance, water quality for drinking, and water quantity for hygiene	Impact	Household surveys

## Appendix 2: Key definitions<sup>28</sup>

**Gender:** Gender refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to the way their qualities, behaviours, and identities are determined through the process of socialization. Gender is generally associated with unequal power and access to choices and resources. The different positions of women and men are influenced by historical, religious, economic and cultural realities. These relations and responsibilities can and do change over time.

**Women and men:** Women and men are defined in different ways in different societies; the relations they share constitute what is known as gender relations. Gender relations constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as ‘natural’ but are socially determined relations, culturally based, and subject to change over time.

**Gender analysis:** A gender analysis refers to a systematic way of looking at the different impacts of development on women and men. Gender analysis requires separating data by sex and understanding how labour is divided and valued. Gender analysis must be done at all stages of the development process; one must always ask how a particular activity, decision, or plan will affect women differently from men (Parker, 1993).

**Gender mainstreaming:** The process of applying gender analysis to ensure that policies, programmes, projects and institutions institutionalise and integrate gender issues into their day to day management. Gender mainstreaming goes beyond gender analysis and takes appropriate actions to change negative gender relations to achieve empowerment of women, men and the youth<sup>29</sup>.

**Affirmative actions:** deliberate policies, actions or responses from authorities to correct extreme gender disparities or inequalities between men and women, boys and girls<sup>30</sup>

**Youths, boys and girls:** All persons from age 10 to 35 years regardless of their sex, race, education, culture, religion, economic, marital and physical status. It recognizes that youth is a definitive social entity that has its own specific problems, concerns, needs, and aspirations. It must be mentioned here that the definition of youth has continuously changed variably in response to political, economic and social perspectives. In this regard, this policy will use the word “youth” and “young people” interchangeably, (GoM, 2013)

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<sup>28</sup> Gender and Water Alliance (GWA), 20016, Resource Guide, Mainstreaming Gender in Water Management

<sup>29</sup> Sibale, Bright, 2015, Gender analysis presentations to a Training Course on Gender Analysis and Mainstreaming

<sup>30</sup> ibid

## Appendix 3: Principles for Integrated Water Management<sup>31</sup>

### **1. Water should be treated as an economic, social, and environmental good.**

- 1.1 Freshwater is valuable and limited. Water supply services and infrastructure are economic activities, while at the same time, access to basic water supply is a fundamental human right. Water use for sanitation and domestic purposes, which tends to be the responsibility of women, should be incorporated into the assessments of economic values of the use of water. Women often have no rights to land and water, and development efforts may negatively affect their livelihoods.
- 1.2 While it is desirable for water supply to be paid for, it is also important to take into account people's ability to pay. Women's interests and gender relations are often overlooked. If charges for domestic water supply have to be paid, both men and women should be involved in determining the rates. Even though women often do not have control over cash, they are still expected to pay for water and sanitation, more than men, because they are the main users and it is considered their responsibility
- 1.3 A gender and social equity analysis of demands is required. Access to basic amounts of water supply as a social good and human right needs to be included in policies and planning. Increased charges for water should not apply to meeting basic human needs and should not reduce water minimum consumption for cooking and hygiene.

### **2. Water policies should focus on the management of water and not just on the provision of water.**

- 2.1 Governments and local stakeholders should be key actors in water management. The private sector can play a role in providing water supply services for greater efficiency. National governments need to retain responsibility for oversight of water quality and for regulating and monitoring private providers. The government is also responsible for ensuring that the water supply needs of the whole population are met. Companies solely interested in making a profit will not be concerned about low income households, domestic water users and those who use water sources and water catchments for their basic necessities of life. Women are heavily represented in these categories.
- 2.2 With increased privatisation, capacity building of local communities becomes more important, and it should be ensured that women and men benefit equally from capacity building initiatives.

### **3. Governments should facilitate and enable the sustainable development of water resources through the provision of integrated water resources policies and regulatory frameworks.**

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<sup>31</sup> Gender and Water Alliance (GWA), 20016, Resource Guide, Mainstreaming Gender in Water Management

- 3.1 Holistic water management is needed because actions taken in one water sector have an impact on water availability, quantity and quality in another. Such impact is different for men and women, between and even within households, and according to sex, age and status.
- 3.2 At higher levels coordination within countries and ministries is necessary, including coordination at sub-national levels, and women's interests and rights need to be taken into account.

**4. Water resources should be managed at the lowest appropriate level.**

- 4.1 Participation by all stakeholders leads to better water management. Because of women's traditional roles in water resources management, they have knowledge which should be included in planning and practice.
- 4.2 The lowest level is most important to ensure that decisions are supported by those who implement water projects on the ground. These are often women. Female-headed households tend to have less bargaining power in communities than male-headed households. A specific effort to include them is needed.

**5. Both women and men should be recognised as central to the provision, management and safeguarding of water.**

- 5.1 Campaigns to reduce water wastage should target men and women and especially industries and institutions that waste water.
- 5.2 Women's skills and knowledge are crucial for the effective and efficient management of water.
- 5.3 More attention is needed to control pollution and to improve water quality and sanitation for the benefit of women who collect domestic water and to improve health.

## Appendix 4 Persons Met

No	Date	Name	Job Title	Organisation	M/F
1.	12/10/2015	<u>Phillip Begue</u>	<u>District Animal Health and Livestock Officer</u>	Chikwawa District Council	M
2.	12/10/2015	<u>Madalitso Makondi</u>	<u>Agriculture Gender Roles and Extension Support Services Officer</u>	Chikwawa District Council	M
3.	13/10/2015	Traditional Authority Katunga	Traditional Authority	Chikwawa District Council	M
4.	13/10/2015	Bester Mandele	District Commissioner	Chikwawa District Council	M
5.	13/10/2015	Mwawela Sapuwa	Acting District Lands Officer	Chikwawa District Council	M
6.	13/10/2015	Spencer Kamaizeni	Acting District Community Development Officer	Chikwawa District Council	M
7.	13/10/2015	Sophie Mzungu	District Sports Officer	Chikwawa District Council	F
8.	14/10/2015	Alex Msusa	Field Manger	Phata Irrigation Scheme	M
9.	14/10/2015	Judith Chlongo	Administrator	Phata Irrigation Scheme	F
10.	14/10/2015	Humphrey Nkhulanze	Extension Officer	Phata Irrigation Scheme	M
11.	14/10/2015	M. Khembo	Director	Kasinthula Irrigation Scheme	M
12.	14/10/2015	Makison Andasiki	Farmer	Phata Irrigation Scheme	M
13.	14/10/2015	David Chigume	Farmer	Kasinthula Irrigation Scheme Farmers Association	M
14.	14/10/2015	Bisiwais gresham	Farmer	Kasinthula Irrigation Scheme Farmers Association	M
15.	14/10/2015	Charles Mayenda	Farmer	Kasinthula Irrigation Scheme Farmers Association	M
16.	15/10/2015	Raymond Chimsole	Director	CADECOM Chikwawa Diocese	M
17.	9/10/2015	Aubrey Chibwana	Executive Director	National Youth Council	M
18.	8/10/2015	Dr Mary Shaba	Principal Secretary	Ministry of Gender	F
19.	8/10/2015	Mr Chiluzi	Director	Ministry of Youth and Sports	M
20.	5/10/2015	Frida Kayuni	Deputy Director	Ministry of Agriculture and Food Security, Gender Department	M
21.	21/9/2015	Joseph Kazima	Deputy Director	Ministry of Gender	M
22.	12th Oct 2015	Duncan Magwira	District Agriculture Development Officer (DADO)	Dist Agric Office	M
23.	12th Oct 2015	Micter Chaula	Extension Methodologies Officer	Dist Agric Office	M



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No	Date	Name	Job Title	Organisation	M/F
24.	12th Oct 2015	Louis Lipenga	Crops Officer, Horticulture	Dist Agric Office	M
25.	12th Oct 2015	Satiya Makwinja	Agri-buusiness Officer	Dist Agric Office	F
26.	12th Oct 2015	Phillip Begue	District Animal Health and Livestock Development Officer	Dist Agric Office	M
27.	12th Oct 2015	T/A Maseya	Chief	District Council	M
28.	13th Oct 2015	Hon. Harry Thomson	Member of Parliament, Chikwawa North	National Assembly	M
29.	13th Oct 2015	Zaheer Gaffar Issa	Member of Parliament, Chikwawa Central	National Assembly	M
30.	13th Oct 2015	Kumbukani Mhango	Senior Program Coordinator	Evangelical Association of Malawi (EAM)	M
31.	14th Oct 2015	Connex Chilangwe	Outgrower Manager	Presscane Ltd Company	
32.	14th Oct 2015	Isaac Dzinza	Safety, Health, Environment, Quality and Security Manager (SHEQS)	Presscane Ltd Company	M
33.	14th Oct 2015	Frank Herbert Beu	Chairperson	Chikwawa Livestock Association	M
34.	14th Oct 2015	Jenason Chakuamba	Livestock comercial farmer	Chikwawa Livestock Association	M
35.	14th Oct 2015	Dennis Chalera	District Irrigation Officer	District Council	M
36.	28th Oct 2015	Anderson Mbozi	Chief Irrigation Officer	Ministry of Water & Irrigation	M
37.	28th Oct 2015	James Banda	Deputy Director, Land Management and Training	Land Resources Conservation Department	M
38.	28th Oct 2015	Getrude Kambauwa	Chief Land Management Training Officer	Land Resources Conservation Department	F
39.	30th Oct 2015	Dr. Benard Chimera	Director, Animal Health and Livestock Development	Department of Animal Health	M
40.	2nd Nov 2015	William Chipeta	Shire River Basin Management Prgm	Project Coordinator	M
41.	8th Dec 2015	Atanzio Chibwana	District Commissioner	District Council	M
42.	8th Dec 2015	Isaac Ali	District Agriculture Development Officer (DADO)	District Agric Office	M
43.	8th Dec 2015	Edward Mkandawire	District Irrigation Officer	District Council	M
44.	8th Dec 2015	Laston Zammimba	Assistant District Animal Health and Livestock Development Officer	District Council	M
45.	8th Dec 2015	Christopher Phiri	Assistant Livestock Development Officer	District Council	M
46.	9th Dec 2015	Marko Molotali	President, WUA	Muona Rice Scheme	M
47.	9th Dec 2015	Febian Kwakwasi	Chairman	Nsanje Livestock Association	M
48.	9th Dec 2015	Anastazia Nthete	Member	Nsanje Livestock Association	F

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No	Date	Name	Job Title	Organisation	M/F
49.	9th Dec 2015	Gwezela Banda	Treasure	Nsanje Livestock Association	M
50.	9th Dec 2015	MacLean Chimpeni	Chairman, Civil Society Network	Action Aid Malawi	M
51.	9th Dec 2015	Gift Mfunu	District Land Officer	District Council	M
52.	10th Dec 2015	Ralph Lima	Livestock comercial farmer	Nsanje Livestock Association	M
53.	10th Dec 2015	Alex Nkwapatira	Liaison Officer	Kaombe Trust	M
54.	10th Dec 2015	Kalemba Chimamba	Administration Manager	Kaombe Trust	M
55.	10th Dec 2015	McFarlane Jeren	Chairman	Kaombe Trust	M
56.	11th Dec 2015	Martin Katha	Irrigation Controller	Illovo	M
57.	21/12/2015	Edward Mkandawire	District Irrigation Officer, Nsanje	Nsanje District Council	M
58.	21/12/2015	Lucy Vumu	District Community Development Officer, Nsanje	Nsanje District Council	F
59.	21/12/2015	McNail Shire	District Youth Officer, Nsanje	Nsanje District Council	M
60.	21/1/2016	Ronald Phiri	Gender Officer	Ministry of Gender	M

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