

# 2015 Pathways Semi-Annual Report

## Ghana



**January to June 2015**

**Progress and Results by Objective:**

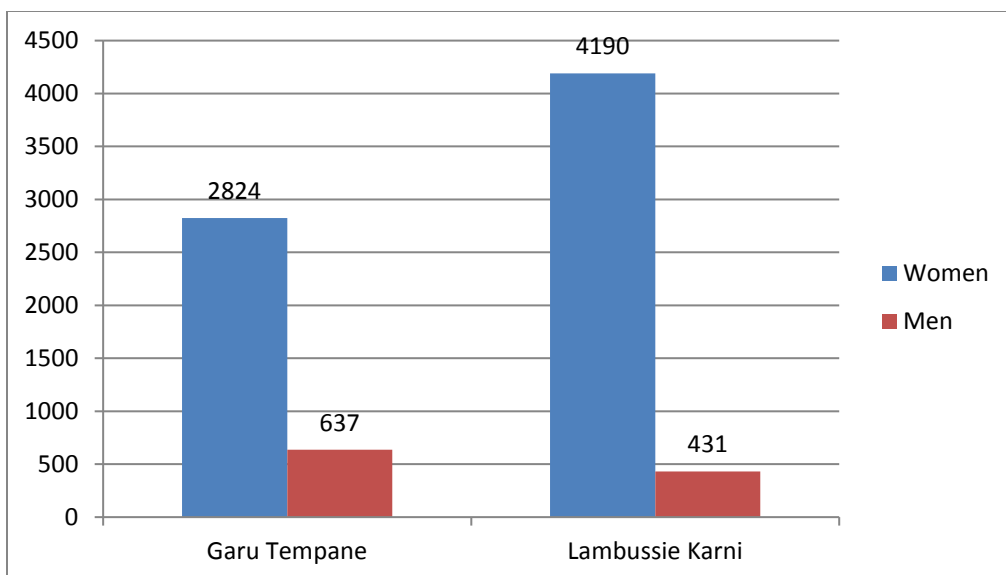
1. **Objective 1:** To increase the productive engagement of 7,000 poor women in sustainable agriculture, and contribute to their empowerment

**A. Project Dashboard- Ghana**

<i>Impact and target groups, members and outreach</i>						<b>Total</b>
	<b>India</b>	<b>Tanzania</b>	<b>Mali</b>	<b>Malawi</b>	<b>Ghana</b>	
Number of villages					<b>73</b>	
Number of groups by type						
• VSLA					<b>341</b>	
• Producer groups						
• Self Help Groups						
• Solidarity groups						
• Co-operatives /Networks						
• Other						
Total number of poor women smallholder farmers (Impact Population) in collectives (Gates Foundation)					<b>7,014</b>	
Total number of Impact Population (other donors)					<b>4,600</b>	
% of leadership position occupied by women					<b>85%</b>	
Total number of other target group						
• Men and Boys e. g. spouses, other					<b>2338</b>	
• Elites including traditional leaders						
• Other ( CBEAs)					<b>341</b>	
• Male gender champions					<b>71</b>	

The geographical distribution of the impact group that the project is working with is presented in figure 1 below. The total number of small holder farmers in the project has increased from 4, 713 in December 2014 to 8,082 in June 2015. This comprises 1,068 men and 7,014 women from 341 VSLAs in the two districts. This represents 16% above the total target of 7,000 small holder farmers the project is expected to reach out to.

Figure: Figure 1 Number of project participants per district.



## B. Results by change lever

**B. 1. Change Lever 1 - Capacity:** Improved knowledge, skills, relationships, self-confidence, and conviction of women smallholder farmers.

During the reporting period, an additional 3,490 smallholder farmers (Male: 423 Female: 3,067) were mobilized through community identification, selection and sensitization. Currently, the pathways project is working with a total of 8082 smallholder farmers (Male: 1,068 Female: 7,014). All these smallholder farmers have been trained on Good Agronomic Practices including site selection, land preparation, seed selection, mode and time of fertilizer application, time for weeding, harvesting and post harvest techniques.

### Trainings carried out during the period

Training	No. of communities	Participants	Comments
Compost Preparation	10 communities	447 (Male: 90 Female: 389)	10 communities were selected for the pilot training based on the level of adoption the training will be replicated in the rest of the project communities.
Soybean utilization	10 communities	1,150 (Male: 50 Female: 1,100)	These trainings focused on the new communities.

demonstrations.		1,100)	Demonstrations in Garu Tempane which were conducted in December were reported in the 2014 annual report.
Financial literacy and record keeping	35	2,750 (Male: 357 Female: 2393)	This was conducted in new communities.
Seasonal calendars for FFBS field demonstrations	47	All 8,082 direct project participants are expected to benefit from the FFBS demonstration.	FFBS demonstrations will not be established in all the communities. Communities that are close to each other will share a demo.

. As a result of the compost training, 19 early adopters have already established their own compost pits for the cropping season.

In an effort to help enhance smallholder farmers access to extension information, a total of 341 CBEAs (Male:76 Female:246) have been trained on Good Agronomic Practices (GAPs), Compost Preparation, Record keeping, Financial literacy, extension delivery methods, basic field data collection techniques and evaluation of final field days. These CBEAs serve as a source of extension information to smallholder farmers and about 84% of the CBEAs in the project communities are female. Averagely, a CBEA reaches out to a total 26 smallholder farmers in the project communities per month. An electronic audio device known as the "Talking Book" was also introduced into project communities to help improve smallholder farmers access to agricultural technologies, nutrition messages and gender related issues. The device is being piloted in eight (8) communities in the Garu Tempane district and reaching 844 project participants directly. Initial monitoring reports from the communities indicate that the "talking book" greatly complements the work of the CBEAs, the participants are able to record their questions on the device to enable the technical experts provide a response.

From the baseline report it was revealed that about 42% of the respondents indicated that they have access to agricultural extension services but through the project interventions it was reported during the 2013 ARS that about 85.7% of the producer's have access to extension services.

From the 2013 MTR, it was reported by both men and women that agricultural trainings had contributed significantly to their knowledge levels in term of agricultural practices, which in turn led to high crop yields

thereby increasing income and food security. It was also indicated by the respondents that the cooking demonstration had taught them ways to prepare new and nutritious meals in their households using soybean and groundnut.

### **B. 1.2. Challenges**

The onset of rains for the season has delayed the establishment of FFBS plots which resulted in late scheduling of farmers training at the demonstration plots. The seasonal forecast from the Meteorological Services Department predicted the following rainfall onset days; Upper West, May 5-May 15; and Upper East, May 20-May 30. The onset of the rains was however in June for both districts and the first rainfall was followed by a long dry spell.

### **B. 1.3. Lessons learned and way forward**

As indicated in the 2014 annual report, engagement of CBEAs in addition to establishment of FFBS plots has led to an improvement of smallholder women farmer's access to extension messages. Thus more CBEAs were identified and enrolled into the project and this has resulted to an average of 1 CBEA to 26 smallholder farmers in the project communities. The average formal extension agent to farmer ratio in Ghana is 1: 1500 although this is the national average the situation is more dire in the districts that the Pathways project works in. For instance the Garu Tempane district has only 10 formal extension agents who are expected to provide extension services to over 80,000 farmers in the district.

**B.2. Change Lever 2 - Access:** Increased access to productive resources, assets, markets, and appropriate and reliable services and inputs for poor women farmers.

#### **B. 2.1. Results**

Due to the difficulty in accessing the single tractor acquired last year with support from the District Assembly by all producers, PRUDA has negotiated with 2 tractor operators to offer ploughing services to the producers on the project. As a result of this arrangement the fields of project participants will be ploughed at a subsidized cost of ghc 70 per acres instead of ghc 80 on the open market by other commercial tractor service providers. About 300 women out of the total of 4,642 producers in Lambussie Karni have currently accessed the tractor service and 200 acres have been ploughed so far since the reporting period is still within the ploughing season these numbers are expected to increase. The local partner (PRUDA) in collaboration with International Fertiliser Development Cooperation (IFDC) has trained producer groups who are also members of the project on the use

of improved planters. A total of 100 members (20 males and 80 females) participated in the training and 40 planters have been purchased by 40 women at a subsidized cost of ghc80 instead of gh230 prevailing price.

Based on the pilot community seed production scheme in collaboration with SARI, a total of 600kg soy seed was produced in 2014. This seed would be used to establish 47 demonstration plots across the project communities.

For the 2015 production season, 9 smallholder farmers (4 in Garu and 5 in Lambussie) have been identified for the production of seeds these are expected to produce 1 ton soybean seed.

Enhanced access to market information and improved price negotiation skills has resulted in some of the producers still waiting for good prices in the market before they sell their produce.

The marketing committees were able to negotiate with a produce buyer(18<sup>th</sup> April) who bought 1.5 tons of soybean valued at gh¢4200, this translates to ghc2.8/kg. In order to sell at the highest market price, most producers have delayed the sale of their soybean and groundnuts, instead they are currently accessing funds from their VSLA groups to purchase agric inputs for this season while they wait for the market price to appreciate later during the year.

To address the challenge of assessing certified groundnut seed, a team from MaDE, a DFID funded market engagement project met with the Pathways team to discuss the possibility of jointly organizing a stakeholder forum involving major stakeholders such as SARI, seed producers and groundnut producers from Pathways communities to identify measures for addressing the challenges in the sector.

### **B. 2.2. Challenges**

In Ghana the major buyers of soybean are poultry feed producing companies, the recent discovery of the avian flu in some birds in the country has affected the industry. This has in turn affected the demand for poultry feed with a resultant effect on the demand for soybean. This has caused inconsistency in the price of soybean. The Ministry of Food and Agriculture is currently managing the avian flu by destroying and quarantining of affected farms, importation of poultry products from affected neighboring countries has also been banned. It is expected that the demand for soybean will be sustained once the avian flu is controlled.

### **B. 2.3. Lessons learned and way forward**

Trainings on marketing and records keeping have equipped smallholder farmers with the capacity to assess regular market prices for their produce and determine when and where to sell for higher income. However the other effect of this increased knowledge is that, farmers are not willing to sell their produce even when the price

has increased to the level that they can make some considerable profit. This therefore puts them in the risk of being negatively affected if there is a drastic fall in price because of an unanticipated event. The project will be sensitizing farmers about determining a good profit margin at which they can sell in order to avoid such risks. So far, no project participant has been affected by this anticipated risk.

### **B.3. Change Lever 3 - Productivity: Improvements in yield and income through adoption of sustainable and intensified agriculture and value addition.**

#### **B.3.1. Results**

During the period under review, the project team organized dissemination meetings with about 4500 producers) in both districts to share the results of 2014 FFBS demonstration plots at the community level. This was meant to compare the most promising treatments to the impact groups using yields, economic benefits from each of the treatment to inform choice of treatment at individual farmer's level. During the sessions, the economic analysis was based on partial budget on the treatments applied to the conventional land preparation plot. The partial budget looked at added returns and reduced costs on one hand and added costs and reduced returns on the other hand. The analysis was based on realization that with the exception of the cost of the production, transportation and application of the products, all other variable costs are the same for all the treatments. Inoculant + Actyva was found to be the treatment that contributed higher returns of GH¢1184.50 over the control, followed by Actyva only (GH¢931.00) and Inoculant came third with (GH¢ 519.00). The treatment with the least returns over the control was Green OK only (GH¢375.00). The results clearly indicate that supplementing the inoculant application with half the recommended rate for Actyva does not only reduce cost of production when compared with Activa only but the synergic effect also resulted in higher returns. This has been found to be a better substitute to the combination of all the three treatments evaluated in 2013 which led to very high cost of production which eventually erode the gains made in grain yield. Although Inoculant was found to be the third best in terms of yield, looking at relatively low additional cost of GH¢30.00 to production as compare to GH¢315 for Actyva only. Inoculants only could therefore be recommended to resource poor farmers who cannot afford to raise GH¢315 to produce soybean with Actyva. Similarly, the yield of the three treatments also follow the same patterns as in the economic analysis above. When the data from the various fields across the communities were pulled together (Table. 1), Inoculant + Actyva, recorded the highest grained yield while No fertilizer recorded the lowest grain yield. The Actyva only recorded the second highest grain, however, there was no significant difference between inoculant only and Green OK only. It is worth to also note that the application of inoculant only resulted in more than 50% increase in grain yield over No fertilizer treatment.

**Table 1. The grain yield/ha per treatment across the seven communities in Garu**

Treatment	Nodules /plant	Plant height at flowering (Cm)	Haulm/Ha (Kg)	Grain yield/ha (Kg)
No fertilizer	52.9	49.00	2789	971
Actyva only	60.4	62.00	3771	2217
Green OK only	56.9	52.86	3291	1411
Inoculant + Actyva	103.1	64.71	4131	2343
Inoculant only	96.3	64.71	3034	1520
Mean	73.9	57.00	3403	1693
s.e.d.	13.18	1.669	184.8	136.0
CV%	33.4	5.5	10.2	15.0

**Farmers' Assessment of FFBS Treatments in Garu Tempene**

Rank	Treatment	Farmers Reasons
1	Inoculant + Actyva	<p>Good pod formation</p> <p>Well filled pods</p> <p>Good growth</p> <p>Good quality seeds</p> <p>A lot of biomass to feed our animals</p>
2	Inoculant	<p>High plant stand</p> <p>Low cost of inputs</p> <p>Early maturing</p> <p>More pods</p> <p>Quality seeds</p>



3	Actyva	More haulm for our animals Many pods Quality seeds Uniform growth
4	Green OK only	Good growth Good podding Good haulm yield
5	No fertilizer	No fertilizer is needed Poor growth Small pod formation Plants dry faster

Results from 2013 PPT revealed that 74.3% of the impact group had adopted all the recommended GAPs and this has led to an increase in yields of soybean and groundnut in the project communities. The average yield of soybean per acre for a female farmer in Garu- Tempane district increased by 301% between 2012 and 2014, while that of groundnuts in Lambussie has increased by 163% over the same period as shown in the figure below.

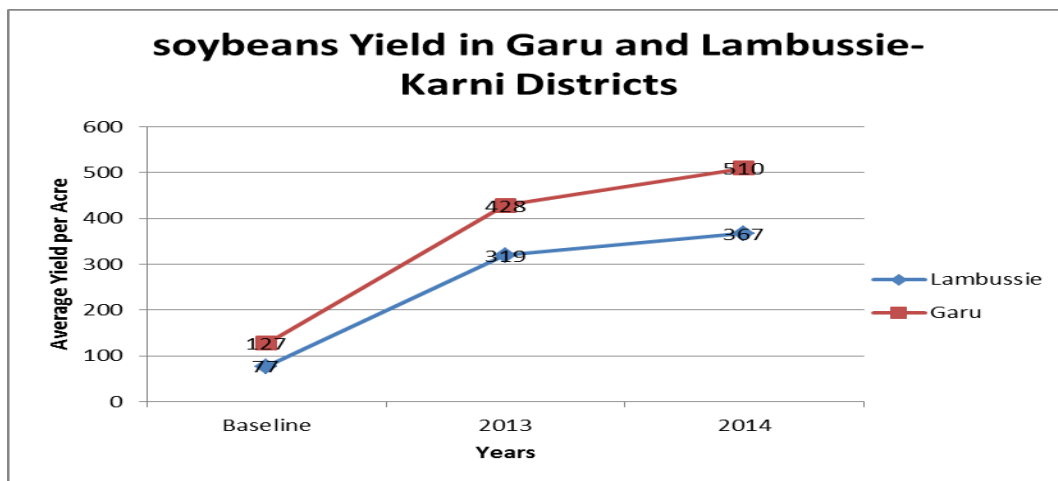


Figure 3: Average yield of soy for a female farmer in the project districts.

*Source: 2012 and 2013 Baseline Studies and production estimates from PPT*

The yields of groundnut which was 111.3kg/acre during the baseline study in Lambussie district, increased to 185.69kg/acre in 2013 and then 292.89kg/acre in 2014. However, prior to the beginning of the project, it was indicated that the soils in Garu district are not suitable for groundnut production. During the 2014 cropping season, pathways in collaboration with SARI established groundnut trial field at Boko in the Garu/Tempane district, to test several groundnut varieties and the results of the trial was successful as a result, 5 (3f,2m)farmers have so far expressed their interest in cultivating groundnut on an acre each during this cropping season. For the period under review, the project team has identified twenty-two new sites to establish FFBS plots for ground in a move to push forward the ground nut production in the Garu/Tempane. Certified ground nut seeds (200kg) have been acquired and ready for establishment of FFBS demonstration plots in the 22 selected sites.

During the MTR study in July, 2014 project participants cited their ability to process soybean into household meals as having contributed to food security and nutrition improvement in their households. The 2013 annual review study revealed that 37.1% of soybean that stored is for household consumption. Although soybean incorporate into meals that are consumed by all household members infants and toddlers are the major consumers since soybean is a major ingredient for the preparation of weaning porridge. Due to the bad weather farmers who could not harvest sufficient quantities to sell were happy that they were able to use it to prepare food in their households. The project also organized nutrition situational training build the capacity of the project staff and partner staff on the nutritional issues to help in the analysis of nutrition. Nutrition counseling cards were developed to facilitate nutrition education at the community and VSLA level. Soy cheese and soya-blend which are some of the recipes being promoted by Pathways have become an alternative source of income for 41 women in the project communities as they have started processing these products for sale in their communities. In Garu for instance , an average of 3 persons from each of the project communities are engaged in either soy cheese, “dawadawa” (local spice) and/ or soy blend processing and sales whilst, in Lambussie district, an average of 2 persons in each of the 32 old communities community are engaged in the processing and sale of soy cheese, “ dawadawa” and soy blend..

### **B.3.3. Lessons learned and way forward**

This year although the Savannah Agricultural research institute has not started producing the soybean rhizobium inoculants in the country, they have imported some, and they have been packaged in 100 gram packages so this makes it easier for individual farmers to purchase and use. The project is therefore linking the input dealers to SARI to purchase the inoculants and stock in their shops so that farmers can buy from them.

**B.4. Change Lever 4 - Household Influence:** Increased poor women farmers' contributions to and influence over household income and decision making.

**B.4.1. Results**

In furtherance with the gender sensitization activities in the previous reporting period, the project in both districts trained women on financial literacy.. To further strengthen women's ability to lobby for productive resources, an advocacy workshop was organized on women's productive role in agriculture and removing barriers. The workshop brought together 51 (17f,34m) Chiefs, Tindanas, Assembly members, MoFA and NADMO staff community members including women resulted in the release of land to women for cultivation. The selection of women as CBEAs by group members also increased the self-confidence of some of the women as stated by Asibobo Alhasan among the Winpang group in Garu Tempane district. When asked during a study of the Pathways Programme by the FAO about what motivates her to be a CBEA, this is what she had to say; *"I wanted to increase my self-confidence and become less shy. By doing this, I also wanted to improve my relationships with other people. Of course, I could not select myself as CBEA, but when I was asked by my group members to be theirs, I realized that this was a good opportunity to stand up and learn to speak up in public. I am now also the chair of the Parents Teaching Association. In the beginning I still found it really hard to stand up and speak and also to ask or answer questions, but now I am actually able to do these things. This gives me a good feeling. By overcoming my fears, I now have the opportunity to lead people. And people actually want to be led by me."* (Lisanne Ook, 2015).

Due to increased knowledge of women about GAPs and increased yields from their farms, men have become more open about consulting women in farming decisions. During the MTR a respondent indicated she is consulted in deciding the type of crop to sow on a particular piece of land. This is because she advised the husband the previous year and he refused but the following year he followed her decision and had good yield so now everything she says in the household concerning farming is respected by the husband. *Habiba Yakubu-Kongo community.*

The MTR also revealed that being financially independent enables women provide for their families as well as to have more leverage with their husbands. Many women stated that they have at least to a certain extent achieved empowerment by having their own income and that they are now able to pay children's school fees

and family's health insurance. Many women also mentioned feeling empowered because they can financially support the home in other aspects including purchasing food and clothing.

The pathways project carried out a qualitative mid-term review based on outcome mapping to explore the incremental processes of behaviour change at intra-household level, around social norms, and in men's behaviour and attitudes. The mid-term review process resulted in rich insights and data around culturally specific changes in behaviour of women, men and community leaders. Based on the outcome of the MTR three graduated set of progress makers were developed in relation to five cluster of change related to gender and social norms.

The Graduated progress markers defined as an order in behavior changes according to the profoundness of the desired changes showcased the relationship between what the community members expect to see, like to see and will love to see in gender division of labour, intra-household negotiation, communication and decision making, control of income productive assets and resources, self confidence and intimacy and harmony in relationship.

The progress markers were reviewed in consultation with the Traditional Authorities(3) women VSLA members(124), women non VSLA members(36), men VLSA (18) and men non VSLA (20) to validate and ascertain whether the progress markers developed is a true reflection of what community members will expect to see, like to see and love to see.

## **B.5 Change lever 5 - Enabling Environment: More positive and enabling attitudes, behaviors, social norms, policies, and institutions.**

### **B.5.1. Results**

Due to the expansion of the project to 34 new communities in both districts, the project team has organised gender sensitisation sessions in all the new communities. These sessions were attended by project participants, spouses, landowners and traditional leaders in total 3, 550 (2,536f, 1,014m) participated in the sessions. Issues discussed during these sessions focused on addressing challenges such as women's access to productive land, involvement of women in decision making at both the household and community level and support from spouses for domestic and farming activities. As a result of the expansion of the project to more communities in the districts, the project's engagement with traditional leaders has moved beyond specific community chiefs to include the paramount and divisional chiefs. For instance a gender advocacy meeting that was organised in

Lambussie during the period witnessed the active involvement of the Paramount chief of the area who encouraged the sub chiefs to facilitate women's access to land and promote other gender responsive behaviours. The paramount chiefs' control spans the whole Lambussie traditional area and there are 38 sub chiefs under him, in total there are 74 communities under his jurisdiction. During the period, the number of communities that have bye-laws on women's access to land increased from four (4) in December 2014 to eight (8) in June 2015.

During the period, the project team carried out an exercise to validate the gender progress markers that were developed during the Mid-Term Review in June 2014. The exercise enabled the team to share and discuss the progress markers with other community members who did not participate in the MTR.

In a bid to harness stakeholder support for addressing gender issues at the district level, the gender advisor for the project carried out a gender gaps assessment for all relevant stakeholder institutions. The gaps identified will be used to design specific interventions to address the challenges.

### **B.5.3. Lessons learned and way forward**

The approach of training selected CBEAs together with the male champions so that they can jointly organize community dialogues has proven to be a very useful strategy. Since we have only one male champion per community, the CBEAs are able to provide support to them during the dialogues, we intend to replicate this strategy in the new communities that Pathways is working in.

**Note: Objective 2 and 3 - Influence of Pathways on other CARE (and outside CARE) projects/programs and its contribution to the global discourse that surrounds women and agriculture will be covered in a separate document (this would also inform the external assessment)**

**2. Challenges and Risks:** Are you aware of any significant risks or concerns that have not previously been identified, and that may affect your ability to achieve the agreed-on results? If so, indicate how you are addressing those risks and challenges? Note: This is the opportunity to raise awareness of any internal or external threats that have emerged recently (which was not reported before and has happened in the last 6 months) to your ability to execute the project. This could include anything from political turmoil to bad weather.

The recent discovery of discovery of the avian flu virus in some poultry in the country has led to the destruction of birds and closure of some farms as part of measures to curtail the spread of the disease. This has therefore had a negative effect on the poultry industry which is a major consumer of soybean in the country. As a result of this, the demand for soybean is gradually reducing. Since most farmers did not sell their produce in anticipation of higher prices as the season progressed, the situation is likely to affect the price at which they will have to sell their produce and the income that will be earned by the farmers. To resolve the situation the partner staff and

field officers are supporting the communities to scout for good prices in markets of neighboring districts especially in the towns that are closer to the Ghana-Burkina Faso border.

### 3. Learning Questions

#### 3.1. Learning questions - external assessment

*In this section, include team's reflection on understanding Pathways operational model, how it is getting translated on the ground, it's effectiveness and scope for scalability and sustainability. A table for responses is included below. Take time to discuss each question and reflect as a team (include the implementing partner NGOs and other stakeholders in this discussion) before answering these questions.*

Question	Reflection - describe giving as much detail as possible
<p>How has the model been applied differently in your country and why? (e. g. due to variations by country, regions, segments of women SHF)?</p>	<p>The application of the model in Ghana has not witnessed major variations from the original model. However specific strategies and interventions have been introduced along the line to address specific challenges that have confronted the project. Examples of such interventions include the implementation of community seed multiplication to address the challenges of access to good seed and the facilitation of participatory scenario planning sessions to address the challenge of erratic rainfall.</p> <p>With regards to project participants, the Pathways in Ghana work with existing Village Savings and Loans Associations. This approach has proven effective because it enables the project target women since over 90% of the membership of these groups are women. The participants are able to source credit from their VSLAs for crop production and commercial stakeholders such as input dealers are more willing to provide credit facilities for them because they belong to viable groups and the risk of default is lower.</p>
<p>What have been the main challenges (internal and external) in implementation of the Pathways model in your contexts?</p>	<p>-One major challenge that hindered smooth implementation of crop production activities on the project has been the erratic rainfall pattern. This delays the implementation of FFBS field demonstrations and also affects general crop yields.</p> <p>-Access to viable certified seed is also a major challenge the situation is attributed to poor adherence to standards by seed producers due to poor supervision by state institutions that are expected to enforce the standards.</p> <p>- Limited access to tractor services by the women has</p>

Question	Reflection - describe giving as much detail as possible
	<p>served as a hindrance to the project. Most tractor service providers attend to male farmers before working on the fields of women. This often results in late planting of women's fields and its attendant effect on crop yields.</p>
<p>What early evidence is there that the Pathways change model is working? (Provide examples)</p>	<p>-There is clear evidence of adoption of sustainable agricultural practices by project beneficiaries and this has resulted in an increase in crop yields. For example the average yield of soybean per acre for a female farmer in Garu- Tempane district increased by 301% from 127kg per acre in 2012 to 510kg in 2014, while that of groundnuts in Lambussie has increased by 163% from 113kg per acre to 293 per acre over the same period. The average soybean yield per acre for the Upper East Region according to MoFA is 3.92kg per acre.</p> <p>The increased yields coupled with linkage to better market outlets where farmers are able to access better markets has resulted in increased incomes for project participants.</p> <p>Training on the use of soybean to prepare meals at the household level has also contributed to increasing availability of food and enhancing the nutritional status of households.</p> <p>There is evidence of increased participation of women in decision making at both the household and community level. Women report feeling more respected and valued both at home and community level and this respect has translated in willingness of men to offer women productive lands, support from spouses for domestic and farm related activities.</p>
<p>Which components in the model appear to be working best to achieve the program objectives?</p>	<p>The combination of the FFBS field demonstrations and the use of CBEAs have been effective at transferring knowledge on sustainable farming practices to project participants. The engagement of the research institutions and MoFA has also enhanced the technical content of messages.</p> <p>Working with existing VSLAs has also proved to be a useful approach in targeting women because over 90% of the members of these groups are women.</p> <p>Working with community leaders and male champions as change agents has proved to be a useful strategy in effecting change in gender norms and behaviors. The community</p>

Question	Reflection - describe giving as much detail as possible
	<p>leaders especially wield a lot of power and respect in their communities therefore having them encourage community members to adopt practices has been successful at influencing change. Their active engage also builds trust in the project by the communities.</p> <p>Establishing relationships with the private sector and linking project participants to such private institutions has enabled farmers develop a more market oriented approach to their farming activities. This approach is also working well because the project participants themselves participate in building and maintaining the relationships. For example the marketing committees are engaged in managing the relationship with the produce buying companies.</p>
<p>Where there are indications of change processes/ pathways working as anticipated, what are the key drivers or success factors?</p>	<p>The approach of building capacity of project participants to effect the change has been a key success driver. Such local change agents include the CBEAs, the market committees and the male champions.</p> <p>The fact that the project has not adopted a very rigid approach to implementation has been a key success factor. There has always been the opportunity to adopt innovative approaches to challenges that come up. For example the introduction of zero tillage to address the challenge of limited access to traction services.</p>
<p>Which of the planned outcomes and impacts are likely to be observed/ achieved within the lifetime of the current program, and which may require longer to materialize?</p>	<p><b>Early observable outcomes include;</b></p> <ul style="list-style-type: none"> <li>• Increase in crop yields</li> <li>• Increased incomes</li> <li>• Increase in women’s access to productive land</li> <li>• Improved gender relations at the household level. For example in decision making and domestic support from spouses.</li> </ul> <p><b>Outcomes that will take longer time to be observed include;</b></p> <ul style="list-style-type: none"> <li>• Stronger input market at the community level.</li> <li>• All producers bulking their produce to sell at the same time.</li> <li>• Women value chain committees having a stronger voice and influencing decisions at the district level and beyond.</li> </ul>
<p>Have there been any unintended outcomes of the program so far</p>	<p>In the project communities there are examples of women who did not originally belong to VSLA groups but through the</p>



Question	Reflection - describe giving as much detail as possible
(negative or positive) not captured in current model or thinking?	project's interventions they were able to access land to cultivate and through that they earned income to join VSLA groups.
Is the CBT model adopted by Pathways sustainable in your context? How and why?	<p><b>Yes</b></p> <ul style="list-style-type: none"> <li>• They are self selected by their groups so they have the trust and confidence of the group members.</li> <li>• CBEAs have been linked to Government institutions such as Ministry of Food and Agriculture so they are also to source technical support from them.</li> <li>• Training programmes for CBEAs usually have a practical component, this ensures that they are able to observe practical application of the technologies and transfer to their fields.</li> </ul>
What has the program achieved to date that can be built upon?	<ul style="list-style-type: none"> <li>• Specific sustainable farming practices have been tried and proven to be effective at increasing crop yield.</li> <li>• Improvement in knowledge of farmers and their willingness to engage in the soybean and groundnuts value chains.</li> <li>• Trust and confidence of traditional leaders and men in the communities and their acknowledgement of that fact that economic and social empowerment of women contributes to the welfare of the entire household.</li> <li>• Relationships have been established with key stakeholders from the private and public sector.</li> </ul>
What mechanisms for scaling up exist or are envisaged and which are likely to be cost effective and/or 'self-sustaining'?	<p>-The approach of working with existing VSLA groups limits the time and resources for mobilizing project participants.</p> <p>-The project has over the past three years been engaged in testing different technologies to determine the best for soybean and groundnut production. At this stage there is adequate evidence about which technologies work best. Therefore during a scale up the project will focus its efforts on disseminating such technologies instead of testing again.</p> <p>-There are existing relationships with major stakeholders from the public and private sector a scale up will therefore not require time and effort in establishing such relationships.</p> <p>-The availability of the current project team will also fasten the scale up process because they understand the model and have good working relationship with the project stakeholders.</p>
Are the right stakeholders engaged in the implementation of the model - government, local groups and organizations that are	<p><b>Yes</b></p> <p>The project is working with a broad range of stakeholders at the community, district and regional level. Major stakeholders include;</p>

Question	Reflection - describe giving as much detail as possible
going to be critical to scale and sustain it?	<ul style="list-style-type: none"> <li>-Traditional leaders and land owners.</li> <li>-MoFA at the district level</li> <li>-The Savannah Agricultural Research Institute</li> <li>-Input dealers</li> <li>-Produce buying companies.</li> <li>-Other NGOs</li> </ul>
What adjustments are required in the next phase of the model to ensure that it builds on the lessons and maximizes the potential for successes and sustainability?	<ul style="list-style-type: none"> <li>-The next phase of the model should have a focus on strengthening the agricultural input sector at the community level.</li> <li>-Effort should also be placed on mobilizing the women and building their capacity to influence decisions at policies that affect them at the district level and beyond.</li> </ul>
How are you assessing your project's (and mitigating) risks to the success of the program (e.g. climate change, market volatility etc.)?	-Erratic rainfall has been one major challenge, the project is currently addressing this by facilitating a process for farmers to plan their farming activities based on scientific rainfall forecasts for their geographical locations. Other planned interventions to mitigate this risk is the promotion of climate smart agricultural practices.
What aspects outside the control of this project are important and pivotal in the model working?	Factors such as governmental policies such as the implementation of government trade policies limiting the importation of commodities such as soybean and groundnuts into the country are pivotal.

### 3.2. CARE's learning questions related to collectives

*Pathways has identified collectives as central to achieving both short- and long-term changes necessary to facilitate women's influence and empowerment in agriculture. Hence, CARE has prioritized learning around collectives as focus of Pathways learning agenda. The intent behind the focus on collectives is to generate a more robust understanding on what strategies create more effective results. A table for responses is included below. Take time to discuss each question and reflect as a team (include the implementing partner NGOs and other stakeholders in this discussion) before answering these questions.*

Question	Reflection - describe giving as much detail as possible. Draw data from ARS, PPT, MTR for supporting your claim
<p><b>Inclusiveness:</b> Which types of collectives and which types of interventions are best suited to enable impact group (IG) members to actively participate and achieve the program objectives?</p>	<p>In the context of Ghana we are working with existing VSLA groups and they have functioned as an effective collective because of the internal trust that exists between the members. Interventions that mobilize and engage all members of the collectives to learn and share among themselves such as FFBS field demonstrations, gender dialogues, cooking demonstrations have ensured that the synergy among the groups is maintained.</p> <p>The approach of allowing the VSLAs to self-select their CBEA and marketing committee members promotes ownership and acceptance of the services that they provide.</p>

Question	Reflection - describe giving as much detail as possible. Draw data from ARS, PPT, MTR for supporting your claim
<p><b>Inter Group Synergies and Dynamics:</b> How do relations between and within different types of groups work to create greater coordination and effectiveness? What are the factors that lead to success and how can we avoid traditional failures?</p>	
<p><b>Improved Productivity:</b> Are women that are engaged in collectives more productive in the agricultural sector than women who are not? Are those women better able to access extension services, improve farming practices and gain more benefit from agriculture? Why or why not?</p>	<p>Based on the current evidence, women who are in collectives have better access to extension information and other relevant training programs designed to improve their yields and members of the groups are able to provide peer support to each other. From the ARS for 2013, it was revealed that 91 % of the IG have adopted practices promoted by the project. Other stakeholders such as input dealers, tractor operators and produce buying companies are more willing to work with women when they know they are organized in groups and can easily be reached. For example in Lambussie Karni women in the collectives have been provided with agric inputs on credit.</p>
<p><b>Market and Other Linkages with the Ecosystem:</b> How do groups serve as a platform for establishing links with key stakeholders, service providers, private sector market actors and other institutions? What role can collectives play in facilitating member access to inputs and markets more reliably and gainfully? What works, what doesn't and why?</p>	<p><b>The groups are easily mobilized for trainings and information sharing at the community level. The marketing committees'</b> The existence of a well functioning group serves as a form of collateral to most private sector markets. As a result they more will to provide credit facilities and subsidized services. For instance this year, women in Lambussie were able to negotiate for a subsidized cost of GHC 70 for ploughing an acre of land for each member of their groups instead of the prevailing GHC 80. By working as a collective they are also able to negotiate for better prices for their produce because the buyer will be able to get large volumes and also minimize the cost and time of having to mobilize/bulk the produce by him/her self.</p>
<p><b>Improved Gender Roles and Relations:</b> How does women's participation in different groups lead to change in gender relations and increased voice and power within households, communities and markets? Are they able to better influence and/or control decisions related to agriculture within their households? Why or why not?</p>	<p>Groups serve as an important platform for building confidence and nurturing leadership skills for women. Because most of the VSLA groups are composed of women, the leadership roles are taken up by the women themselves. By practicing these roles at the group level they are able develop good skills in communication, negotiation and improved confidence. These women are then able to transfer these skills to the household level. Additionally most of these groups contribute to improving the economic status of women. During the Pathways MTR, the improvement in the economic status of a women was reported as one of the most important drivers for increasing the influence of women in decision making in their households.</p>
<p><b>Intervention Sequencing and Timing:</b> What is the best sequence of interventions and how does this</p>	<p>As a project that targets women the best sequence of activities is to start by engaging both men and women to address the gender barriers to their effective engagement in the</p>

<b>Question</b>	<b>Reflection - describe giving as much detail as possible. Draw data from ARS, PPT, MTR for supporting your claim</b>
vary by sub-IG? How we develop and strengthen the capacities of the collectives as sustainable community institutions, before we exit?	agricultural sector. Capacity building for the collectives should not only focus on project related activities but also strengthen the internal mechanisms of the groups and facilitate strong relationships with key private and public sector stakeholders.

**4. Appendices to be included in the report:**

- (i) Key activities planned till end of the project period;
- (ii) Milestone tracker with key milestone status;
- (iii) Case Studies or other reports to share.