



Baseline Report

Promoting Opportunities for Women Empowerment and Rights (POWER)

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Okokotey Link,
East Legon.
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Contents

Executive Summary	1
Methodology Summary.....	3
Findings Summary.....	3
Priorities and Recommendations Summary.....	6
Reducing Women’s Workload.....	7
Increasing Women’s Income.....	8
1. Introduction	10
2. Methodology	12
2.1. Ethical Principles in Conducting the Baseline Study.....	12
2.2. Analytical Framework.....	13
2.3. Data Collection Tools.....	16
2.4. Data Collector Selection.....	17
2.5. Data Collection Coordination.....	18
2.6. Household Survey Sample Selection.....	19
2.7. Women’s Empowerment in Agriculture Index Household Survey.....	20
2.8. Description of Survey Respondents.....	23
2.9. Key Informant Interviews and Focus Group Discussion Sample Selection.....	26
2.10. Data Synthesis, Coding, and Analysis.....	26
3. Findings	28
3.1. Overall Women’s Empowerment in Agriculture Index Score.....	28
3.1.1. Individual Empowerment in POWER Communities.....	28
3.1.2. Disempowerment Index.....	29
3.1.3. Gender Parity.....	30
3.1.4. Overall WEAI Score.....	31
3.2. Outcome 1: Women’s Household and Community Empowerment.....	32
3.2.1. Group Membership and Participation.....	33
3.2.2. Reporting Violence.....	37
3.2.3. Control over resources.....	39
3.3. Outcome 2: Value of Unpaid Care Work.....	52
3.3.1. Women’s Unpaid Care Work Burden.....	52
3.3.2. Time Accounting.....	54
3.3.3. Household Work Distribution.....	56
3.3.4. Attitudes toward UCW.....	59
3.4. Outcome 3: Market Access and Productive Resources.....	60
3.4.1. Agricultural Assets and Production.....	61
3.4.2. Women’s Access to Markets and Income.....	67
3.5. Outcome 4: Changes in Policy and Practice.....	70
3.5.1. Promoting Support and Investment to Reduce Unpaid Care Work.....	70

3.5.2. New or revised strategy or policy documents	71
4. Priorities for the POWER Programme	83
4.1. Reduce women's workload	83
4.2. Increasing women's income	85
Conclusion.....	87
Annex 1: Types of Crops Produced and Crop Categories by Sex	88
Annex 2: Average Yield for Major Crops	90
Annex 3: Use of Fertilizer and Inputs	90
Annex 4: WEAI Calculations	93

Tables and Figures

Table 1 Distribution of Respondent Households	19
Table 2 Domains, indicators, inadequacy cut offs, and weights in the Women Empowerment in Agriculture Index.....	21
Table 3 Household characteristics and individual characteristics of respondents by sex	23
Table 4 POWER Ghana Baseline WEAI Overall and Component Score.....	32
Table 5 Percentage of Respondents that said each type of association existed in their community	34
Table 6 Percentage of Respondents that actively participate in various groups	34
Table 7 Comfort Level Speaking Publicly	36
Table 8 In the last 3 months, have you spoken in public about anything important to you, your family, or your community?	36
Table 9 In the last 12 months, how often have you been physically threatened or felt physically threatened.....	37
Table 10 Participation in Economic Activity in last 12 months	40
Table 11 When Decisions Are Made Regarding Food Crop Farming, Who Is It That Normally Takes decisions?.....	42
Table 12 To what extent do you feel you can make decisions about activity X?	43
Table 13 How much input did you have in making decisions about activity X?	44
Table 14 How much input did you have in decisions on the use of income generated from activity X?	44
Table 15 Access to Credit: Would you or anyone in your household be able to take a loan or borrow from source if they wanted to?.....	46
Table 16 Has anyone in your household taken any loans or borrowed cash or in-kind from source in the past 12 months?	46
Table 17 Who made the decision to borrow?	47
Table 18 Who made the decision about what to do with the money?	47
Table 19 Household Ownership of Assets	48
Table 20 Respondents' Ownership of Assets by Sex (conditional on household ownership)	50

Table 21 Who would you say can decide whether to sell, give away, mortgage or rent most of the time? (Conditional on household ownership)	51
Table 22 Time Allocation Using ActionAid Time Diary Definitions	55
Table 23 In the last 24 hours did you work at home or outside the home more than usual?	56
Table 24 Intra-household Division of Labor	57
Table 25 Did you own, rent, or cultivate any plots of land and other natural resources in the last 12 months?	61
Table 26 Plot Size and Description by Gender	62
Table 27 Who owns the plot?	62
Table 28 Soil Quality	64
Table 29 Agricultural Issues	65
Table 30 Respondent Solutions to Agricultural Problems (multiple answers possible)	66
Table 31 What kind of extension information did you or household member receive from source, by sex of household member	67
Table 32 Frequency of Market Attendance	68
Table 33 Income over last 12 months and distance to markets.....	69
Table 34 What other sources of income did you have in the last 12 months? (Percentage who said yes. Multiple answers possible)	69
Table 35 Who in the household received extension services in the last 12 months (all household members older than 16)	74
Table 36 Average number of extension service visits.....	75
Table 37 Satisfaction with Extension Services	75
Table 38 Average distance and minutes to travel to a facility (where facilities exist).....	78
Table 39 Means of transportation to key facilities	78
Table 40 Percentage of Female Respondents Who Say Family Members Use Facilities Regularly	79
Figure 1 POWER analytical Framework	14
Figure 2 Contribution of Each Indicator to Disempowerment	30
Figure 3 Proportion of Women and Men Who Have Inadequate Achievement by Indicator	31
Figure 4 Time Allocation in minutes/day	54
Figure 5 Gender Attitudes Toward Unpaid Care Work (% of Respondents by Gender)	60
Figure 6 Availability of Specific Facilities.....	77
Figure 7 Main Source of Drinking Water (% of Respondents).....	80
Figure 8 Main Source of Cooking Fuel (% of Respondents)	81
Figure 9 Main Type of Sanitary Facilities (% of Respondents)	82

Executive Summary

Women in Ghana do approximately ten times the amount of care work men do and have significantly longer workdays overall. Ghanaian women in the communities that the Promoting Opportunities for Women Empowerment and Rights (POWER) project is being implemented report considerably less decision making power than men over social and economic assets, access to labour-saving equipment, or access to basic facilities and utilities.

Women perform the vast majority of Unpaid Care Work (UCW), that is, everything from laundry to cooking, shopping, cleaning, and caring for children and the elderly, while also participating in agriculture and non-farm economic activities. Ghanaian men enjoy much more leisure time than women, who consequently have little opportunity to participate in public life, pursue education, participate in political activities or engage in their own betterment.

In an effort to address the denial of women's civil rights caused by the unequal distribution of work, ActionAid is implementing the POWER project.

A key premise of the project is that women will only have the time to bring Climate Resilient Sustainable Agriculture (CRSA) into practice if the burden of Unpaid Care Work is recognised, reduced and/or redistributed and if they have the means to insist on and enforce their own civil rights.

CRSA is a practice that ActionAid developed to increase people living in poverty's incomes and food security, while equipping them to deal with the consequences of the changing climate. Reducing Unpaid Care Work frees up time that women may use to learn and practice CRSA, which has the potential to boost yields and create surpluses to sell, a rarity in the project implementing communities. CRSA would thereby facilitate women's economic empowerment,

which can in turn build political empowerment and ultimately lead to greater gender equality.

The project has four intermediate objectives:

1. By the end of 2020, 6,400 rural women are organised and are able to demand their rights as farmers and caregivers and have greater influence in their household and communities.
2. By the end of 2020, women's UCW is more highly valued within households, communities and government, more evenly distributed within households, and hours spent by women on UCW is reduced, resulting in more free time for women to engage in social, economic and political activities.
3. By the end of 2020, 6,400 rural women have more secure and sustainable access to markets and productive

- resources leading to increased income.
4. Greater visibility of intersections of CRSA, women's UCW and women's economic participation leads to changes in policy and practice by sub-national, national, regional and international stakeholders by 2020.

The purpose of this Baseline Study was to collect, analyse,

and report information related to Unpaid Care Work and the introduction of CRSA techniques into the work practices of rural women in Ghana.

The data collection effort focused on women and men's attitudes, knowledge and behaviours related to women's empowerment; women and men's access to assets; women's Unpaid Care Work burden; and agricultural practices in general.

Project staff, policy makers, and ActionAid Global will use the information included in the study to:

1. Design project interventions
2. Measure impact during the project's implementation and at its conclusion
3. Advocate for improvements in women's rights
4. Inform ActionAid's future strategy

Methodology Summary

The POWER Baseline Study was built on two analytical frameworks; the Women's Empowerment in Agriculture Index (WEAI), and the POWER programme project indicator matrix. International Solutions Group (ISG) and ActionAid worked together to modify the WEAI framework to include POWER's indicators. The framework matches POWER outcomes and verifiable indicators with WEAI's domains.

The Baseline Study used a combination of qualitative and quantitative data collection

methods to provide context and details to ensure progress towards quantitative goals.

The study relied on a modified version of the WEAI household survey for its quantitative data. The WEAI measures the extent of women's empowerment, agency, and inclusion in agriculture. Its concept of empowerment is defined as the characteristics of Five Domains of Empowerment in Agriculture (5DE). These domains comprise: Production, Resources, Income, Leadership, and Time Use. The evaluation team completed 975

surveys. The method for selecting households at the village level is discussed in the full report.

The study collected qualitative data through key informant interviews and focus groups. Focus group participants were potential project beneficiaries. Duty bearers were interviewed to discover their attitudes and inform policy and strategy initiatives.

Findings Summary

Women in POWER project target communities, according to the WEAI score (detailed in the full report), are significantly less empowered than their male counterparts. 63% of women surveyed have not achieved empowerment across all 5DE.

Among this population, lack of access to decision-making power on credit, workload, and minimal control of assets are the chief factors preventing women's empowerment.

Women's Household and Community Empowerment

Participation in community groups is low among both men and women in Ghana. Men generally reported more group awareness than women, with the exception of religious, women's rights and mutual aid/insurance groups, where women were found to be more informed. Women's awareness of agricultural producers and microfinance/credit groups particularly lagged behind that of men. Interestingly, among women who were aware of credit groups, participation was higher than that of men.

The study did not show that public speaking was a significant factor in disempowerment. In fact, women and men reported speaking publicly in roughly equal proportions. Survey data revealed that women's confidence in speaking trailed that of men by almost ten percentage points and focus group and interview information further indicated that women were reluctant to speak publicly if their husbands or male relatives were present and/or if the subject matter did not directly involve women.

The study also showed the challenges of obtaining accurate information about violence against women and the potential impact that violence can have on women's daily lives. Although survey data showed that 93% of female respondents reported never being threatened on their way to or from the market, responses changed dramatically in focus group discussions where participants were asked to consider violence in a different context. Focus groups revealed that it was common for husbands to beat their wives if they failed to prepare meals on time or fulfil some other gender-specific domestic activities. The instinct to avoid abuse also drives women to work non-stop, according to participants.

While data indicated that most households have some assets, including widespread ownership of agricultural land, women have less ownership and fewer rights with regard to every asset category surveyed. Women are also less likely to live in households that own farm equipment, which, not surprisingly, led to lower agricultural productivity for

women. On a more positive note, one third of households produce some cash crops and a quarter of women are engaged in non-farm economic activities, as compared to 13% of men. Women, however, have limited diversity in their income-generating activities and are particularly vulnerable to crop failure. Men are more likely to make decisions on all economic activities with the exception of non-farm economic activities, in which women hold more decision-making power. Access to credit is difficult for both men and women, as all respondents reported low confidence about their ability to borrow from any kind of financial institution. Women also evidenced a resistance to incurring debt.

Unpaid Care Work

The study showed that women's total workday, on average, is 9.6 hours, compared with a workday lasting only 5.3 hours for men. From this total workday, women spend 6 hours engaged in UCW, which is almost tenfold more than what men spend on UCW. One-third of all respondents believe that men and women should share UCW

men are responsible for childcare in their household and 30.4% of men said that women and men are jointly responsible for childcare, although men typically contribute only 7 minutes daily (per the survey's time diary allocations) to childcare, underscoring the difference between words and behaviour. The most time-consuming UCW activities for

Approximately half of both male and female respondents believe that men should be breadwinners and women caregivers, further suggesting strongly entrenched gender norms. However, these gender norms do not preclude women from earning income as roughly one-quarter of women engaged in non-farm economic activity, as compared to 13% of men,



equally, although the allocations of time use in the time diary show that this belief is not borne out in practice. To illustrate, 7% of men said that

women are housework, childcare and collecting fuel wood and water.

over the past year. Likewise, only 14% of men believe that women should not engage in economic work.

Market Access and Productive Resources

72% of women reported ownership or use of agricultural land in the past year, signifying that this population could benefit substantially from the enhanced agricultural techniques, tools and approaches of CRSA. Floods, drought and lack of soil fertility were named as the chief agricultural problems by men and women, although more than 92% of all respondents stated that they did not attempt

to remedy the problems they encountered with cultivation. Further data suggested that this inaction was due primarily to lack of knowledge and resources rather than disinterest or unwillingness to employ new methods.

Market attendance was low among all respondents, with 28% of women and only 8% of men attending the market on a regular basis (twice a month or more). Roughly half the

respondents did not sell their products in the last year, with more than 84% of women and men reporting that they either produced only enough for home consumption or did not have a surplus to sell. Notably, there is evidence of significant gender inequality in earnings, with women earning only about 22% of men's earnings from market sales.

Changes in Policy and Practice

Although the target of 75% of local and national duty bearers surveyed agree that greater support and investment is needed to reduce UCW by the end of the project, it is important that ActionAid recognises the near-total lack of recognition that UCW is a women's rights issue, even among NGOs with well-

established women's empowerment programmes. There is also little recognition of this concept among government-affiliated duty bearers. That said, given the creation of a National Gender Policy in 2015 and other indications of government interest in viewing state policy through a women's

empowerment and gender equality lens, ActionAid may be able to leverage government support in order to integrate UCW into policy, provided that ActionAid can bridge the knowledge barrier about the role women's UCW plays in obstructing gender equality.

Priorities and Recommendations Summary

The Baseline Study identified clear priority areas for action under the POWER programme and supported the project's approach to boost women's earning through increased agricultural production, as

roughly half the respondents did not sell their products in the last year due to their inability to produce a surplus for sales.

We describe the areas for action under two umbrella categories: reducing women's workload and increasing women's income.

Reducing Women's Workload

Women spend close to 10 hours a day working, compared to 5.5 hours for men. Women spend more than 2.5 hours a day on housework. Women also spend 90 minutes collecting fuelwood and water. Women spend more time than men on paid work (excluding agriculture). The Baseline Study identified several ways that women's workload could be reduced:

- **Change traditional perceptions of work:** Survey results suggest the strong persistence of traditional gender roles regarding work in the ActionAid targeted communities in Ghana. Changing how people perceive the roles of men and women is a first step towards redistributing workload.
- **Bring men's perception of UCW more in line with reality:** Male respondents of the survey revealed that men are unaware of the quantity of Unpaid Care Work that women do and overestimate the amount of care work that men do. Informing

them of the nature and quantity of women's work burden will make them more likely to understand the actual tasks that must be performed and recognise the need for change.

- **Ensure broad and robust protections for women who advocate for, or attempt to enact, redistribution or reduction of UCW in their own homes and/or at a community and societal level:** The threat of violence towards women who contradict the gender-based expectations of husbands and male relatives is very real and appears sanctioned by prevailing local practices, according to focus group discussions. ActionAid must proceed cautiously and enlist the support of local and national duty-bearers to safeguard women as it pursues recognition and redistribution of Unpaid

Care Work and other societal transformations.

- **Improve access to childcare and other services that would reduce women's Unpaid Care Work burden:** Women live too far from services, such as child and health care facilities. Women also do not trust or value the services and thus family members do not take advantage of them. Making these services more available and sensitizing women about the advantage of these services will take some of the associated work off women's shoulders.
- **Improve access to utilities:** Severe lack of access to water, fuel, and sanitary facilities greatly increases women's work hours. Supporting investments to improve access to water and sanitation facilities would drastically increase the amount of time women and girls have for social and economic improvement.

- **Raise women's awareness and participation in community organisations:** Leaders address issues that are important to them and they command respect

within their communities. Women's lack of awareness and participation in social and economic groups means that their issues don't get addressed. Bringing them into community

leadership roles will assist women in addressing UCW and other issues pertaining to gender equality and women's empowerment more broadly.

Increasing Women's Income

Women have less access and control than men within their households and communities over economic assets. POWER should focus on the following activities to increase women's income:

- **Improve women's ownership of assets, particularly farm equipment:** Women are less likely to be owners of every single asset category, while men are more likely to be sole owners. The lack of women's involvement in decisions about sale, rental or disposal of assets highlights women's disempowerment in this indicator as shown in the WEAI analysis.
- **Help women get more involved in decision making about economic activities, particularly**

cash crop production: Whether it's the use of assets, decisions about credit, or decisions about what to grow, men are more likely to be involved in decision making than women for all economic activities. Given the concerns women expressed in focus group discussions regarding lack of confidence in approaching financial institutions, fear of indebtedness and anxieties over not having the livelihood skills to properly use loans, some basic financial literacy and livelihood skills training may empower women to become more economically active and encouraged to make decisions.

- **Encourage open conversations about the fair distribution of work**

generally, including UCW, paid work and unpaid GDP work (agriculture): That time diaries revealed men spend 5.6 hours daily doing nothing/other activities not only underscores the gender imbalance of the workday but also shows ample time available for men to assume more UCW. If conversations are framed in economic terms, perhaps men will see the benefit to themselves and their families of relieving women's UCW burden and thus free women to pursue CRSA and other income-generating activities.

- **Help households to access credit:** Survey results show that obtaining credit is very difficult for households and exceptionally difficult for women. ActionAid

should connect women with financial literacy training and work with lenders to improve financial inclusion in POWER communities.

- **Increase women's access to extension services:**

Men are more likely than women to get advice from extension services, and they receive more frequent visits from extension service workers. Lack of services is another explanation for women's lower agricultural yields.

- **Address unequal earnings at market:**

Women are also more likely to attend the market than men. However, women earn only about 22% of men's earnings from market sales. POWER should identify the causes of this difference in earnings and address them.

1. Introduction

Many societies around the world persist in the traditional view that housework and care giving activities are women's work, while men should focus on income-generating activities and the self-improvement that facilitates those activities. Thus, women in these societies are frequently denied control of resources and face obstacles to realizing their potential as income earners, citizens, and human beings.

ActionAid seeks to participate in transitioning these societies away from this view. ActionAid works to create this transition through the economic and political empowerment of women. The first step in creating this transition is to address the unequal and burdensome workload that women bear. Women's unequal workload "imping (es) upon education, restrict(s) opportunities for paid work, put(s) women at greater risk of

gender-based violence and limit(s) women's participation in decision-making spaces that affect them."

ActionAid seeks to empower women in four countries through the five-year POWER project. The POWER project's purpose is to "increase the income of 21,000 women in Ghana, Rwanda, Bangladesh and Pakistan and their ability to control their income, through practicing Climate Resilient Sustainable Agriculture, better access to markets and reducing, recognizing and redistributing their Unpaid Care Work." Specifically, POWER focused on four integrated areas:

1. The empowerment of women at household and community level, raising awareness of and claiming their rights;

¹ POWER baseline study terms of reference

2. The recognition, redistribution and reduction of Unpaid Care Work which keeps women in the private sphere;
3. The increase of women's access to productive resources, markets and knowledge of sustainable practices, which will ensure women continue to have a livelihood in the longer term, and;
4. Effecting policy and institutional change to provide an enabling environment that supports women's economic empowerment.

As a first step in implementing the POWER programme, ActionAid hired the International Solutions Group (ISG) to conduct a baseline study. The outputs of the Baseline Study

include individual country reports and a summary global report incorporating data for the four countries. This document is the Baseline Study for Ghana.

The purpose of the Baseline Study was to “collect qualitative and quantitative data on attitudes, knowledge and behaviours related to women's empowerment, Unpaid Care Work and access to sustainable resources and

markets in Ghana, Rwanda, Bangladesh and Pakistan.” ActionAid will use the results of the Baseline Study to design POWER activities under its four objective areas and to build a monitoring and evaluation system.

The Baseline Study results will also serve as a point of comparison so that ActionAid can measure POWER's achievements when the project is complete.

The following sections of this Baseline Study detail the methodology that ActionAid and ISG designed to collect data, the findings produced through the analysis of that data, and ISG's recommended areas of focus for POWER's initiatives.

2. Methodology

Ethical Principles in Conducting the Baseline Study

ISG works to improve the lives and environment of the people we serve. Accordingly, the Baseline Study was guided by the three core principles described below, which are in-line with ActionAid's Ethical Standards in Evaluation Activities.

1. *Participatory evaluation design and implementation:* The maximum number of people who have a stake in the outcome of a study or evaluation should have a chance to identify risks in conducting the study and opportunities to suggest ways to reduce those risks. Following this principal, we solicit comments and input from our clients and their stakeholders on inception and design documents, as well as data collection and research tools. When clients have created Terms of Reference (TOR), we review

the terms for input from stakeholders and ask for a representative stakeholder review when possible.

2. *Respect the rights, privacy and dignity of evaluation stakeholders:* ISG aims to minimize risk in evaluation management and outcomes. The primary aim of our work is to benefit the people who are most affected by its outcomes. We put the safety, dignity, and privacy of those that participate in our projects above the rewards that we hope to achieve for ourselves or our firm. As such, we ensure that survey, interview, and focus group participants are fully informed of the nature and purpose of the research that we are conducting, obtain their consent before asking any questions or engaging them in any other

research, and allow them the opportunity to deny or remove consent at any point in the process.

We do not use names or identifying information in reports, except in specific circumstances and then only if the participant is fully informed and in agreement. ISG utilizes secure data protocols to ensure that respondents' information is not used in any way beyond that which they have provided permission. We minimize risk to participants including carefully designing questions that may recreate traumatic or harmful feelings. Finally, ISG believes that participants in our work have the right to benefit from it. We work with our clients to produce multiple versions of documents and

materials to facilitate the distribution of results.

3. *Informed and reasonable judgements*: The work that ISG conducts often influences the distribution of resources and activities in vulnerable communities. We consult with our clients to ensure that conclusions are drawn from rigorously vetted evidence, and that following actions are based

on reliable findings. ISG's evaluators detail the strengths and weaknesses of our methodology and the limitations of the study given available resources and contextual barriers.

Accordingly, at the inception meeting and subsequent training, ISG will discuss particularly sensitive aspects of the POWER data collection tools, such as questions about

domestic violence, access to economic resources, and other issues that require sensitivity in interviews and discussion groups. We will also worked with national level consultants to determine the best procedures in each country should reports of domestic violence or criminal activity be revealed during the data collection process.

Analytical Framework

The POWER Baseline Study was built on two analytical frameworks; the Women's Empowerment in Agriculture Index, and the POWER project indicator matrix. ISG and ActionAid worked together to modify the WEAI framework to include POWER indicators.

The framework matches POWER outcomes and verifiable indicators with WEAI's domains. POWER outcomes in the analytical framework are translated into questions that the baseline is designed to answer to ensure that the study provides meaningful information to compare against future assessments.

Where some POWER outcomes described an activity output that required no baseline, such as "8 new or revised strategy or policy documents from national, regional or international bodies or bi-lateral donor," the Baseline Study sought to provide information that would provide focus for the content of the output. Figure 1 summarizes the study's analytical framework.

FIGURE 1 POWER ANALYTICAL FRAMEWORK

POWER Outcome	Baseline Study Indicator(s)	POWER Indicator	WEAL Dimension	WEAL Indicator
To what degree do women caregivers and farmers?	Degree to which women participate/contribute to group activities	21,000 women are organised in groups and actively participating in group activities by the end of the project	Leadership	Group Member
	Degree to which women have control of their resources in their households. Measure of household assets. Measure of household assets that women own. Measure of household access to credit. Degree to which women contribute to the decision to take a loan.	21,000 women in have increased income and ability to control their income, through practicing CRSA, accessing markets and reducing, recognising and redistributing unpaid care work.	Resources	Ownership of Assets
	Measure of how much input women have into the use of income generated through agricultural activities. The extent to which women feel they have control over non-farm economic activities, their wages and salary, household expenditures		Income	Control over and Use of Income
	Percent of women that have the skills and confidence to demand their rights and report cases of violence by the end of the project	70% of targeted women report increased skills and confidence demanding their rights and reporting cases of violence by the end of the project	Leadership	Group Member
	Degree to which women have a presence in community structures	60% of target communities in each country in which a majority of sampled women report greater presence of women on community structures by the end of the project	Leadership	Group Member
	Percent of women that regularly participate in community structures	25% of women regularly participating in community structures by the end of the project	Leadership	Group Member
	Scored attitudes of men and women about the value of unpaid care work	70% of duty-bearers, men and women sampled from target communities reporting positive attitudes towards addressing unpaid care work by the end of the project	Time	Workload
	Percentage of duty-bearers, men and women sampled from target communities reporting positive attitudes towards addressing unpaid care work by the end of the project	70% of duty-bearers, men and women sampled from target communities reporting positive attitudes towards addressing unpaid care work by the end of the project	Leadership	Group Member
	Women's description of the current distribution of time spent on unpaid care work	30% of sampled target households where women report a positive redistribution of time spent on UCW by the end of the project	Time	Workload
	Amount of time women spend on care giving and income earning activities	Reduction of at least 15% in the amount of time women spend on unpaid care work between 2016 and 2019.	Production	Input in Productive Decisions
Women's description of the amount of time they spend on social, economic or political activities by the end of the project	30% of sampled women who report having more time to spend on social, economic or political activities by the end of the project	Leadership	Group member	

How secure and sustainable is women's access to markets and income producing resources?	Degree to which women report regular access to markets	60% of women report increased, more regular access to markets by the end of the project	Resources	Ownership of Assets
	Amount of yields women produce from agricultural activities	60% of women report increased, more regular access to markets by the end of the project	Production	Autonomy in Production
	Amount of women's income	30% of sampled women who report an increase in their income by the end of the project	Resources	Ownership of Assets
What are the policies and practices that affect women's ability to earn a living in agriculture?	Description of national policies related to women's unpaid care work	8 new or revised strategy or policy documents from national, regional or international bodies or bi-lateral donors that address gender inequality facing rural women including disproportionate burden of unpaid care work and its impact on sustainable farming techniques and women's economic empowerment	Leadership	Group Member
	Duty bearer opinions about the need for investment to reduce UCW	75% of local and national duty bearers surveyed who agree that greater support and investment is needed to reduce UCW by the end of the project	Leadership	Group Member
	Degree to which women report having the confidence to advocate for their own interests	Increase in national policy support for interventions that reduces women's unpaid care work as assessed by key external experts in each country, by the end of the project	Leadership	Group Member

Data Collection Tools

The Baseline Study used a combination of qualitative and quantitative data collection instruments. These instruments collect information that will serve as a point of comparison as ActionAid seeks to measure the project's progress. Qualitative data collection methods add context and details to make sure progress toward quantitative goals is also meaningful. The data collection tools that informed the Baseline Study are:

- A desk review of project documents and other secondary research
- A modified version of the Women's Empowerment in Agriculture Index household survey.
- Key Information Interviews
- Focus Group Discussions

Desk Review

ISG conducted a desk review that included previous project

reports, and documents, reviews of academic papers, documents related to women's empowerment and livelihood issues, and interviews with ActionAid staff in preparation for the in country data collection. The evaluation team also reviewed secondary research to gather background and context information for the country and global reports.

Household Survey

ISG modified the WEAI survey to include POWER specific indicators. We also tailored the survey for each country to ensure that questions ask for responses appropriate for each local context. Examples of issues that were tailored include response options that list household assets, mention specific agricultural activities, and community group categories.

Two main factors guided the creation of the survey. The first was the POWER indicators. The survey captures information that sets

baseline values for those indicators. The second important characteristic was the reality governing the implementation of the survey's broad and sensitive subject matter. ISG sought to make the survey as concise as possible to ensure that the data collection team could comply with the required sample size, avoid respondent and interviewer fatigue that comes with conducting a long survey, and complete data collection within a reasonable timeframe and budget. One way we kept the survey concise was by limiting survey subject matter to questions that were directly connected to indicators. Thus, for example, issues such as domestic violence, the topic of food security, and hunger were not included. We also limited questions about agricultural practices to those directly related to the POWER indicator framework.

We conducted the survey electronically using Open Data Kit (ODK) software installed on handheld tablet computers. ODK was combined with software called ValiData, which cleaned data in real time and ensured that enumerators were asking questions correctly and entering data correctly. Using ODK in combination with ValiData greatly reduced the amount of time required to complete each survey.

Key Informant Interviews and Focus Groups Discussions

The National Baseline Consultant oversaw Key

Informant Interviews and Focus Group Discussions during and after the delivery of the household survey. The results of the interviews and focus groups provide context and explanation around quantitative data. The combination of survey, interview, and focus group results will inform ActionAid's assumptions designing interventions to address the findings of the household survey.

Key Informant Interviews focused on POWER indicators that were more difficult to measure through surveys, such as the attitude of duty-

bearers towards Unpaid Care Work. Interviews allowed data collectors to explore why people hold certain attitudes and what might be done to change them. They also aimed to uncover reasons behind obstacles to resource control and what might be done to overcome them. While the interviews did not provide statistically representative information, they provided a basis for assumptions that project managers may monitor and check during project implementation.

Data Collector Selection

ISG submitted a TOR for data collectors to assist ActionAid staff in recruiting a Ghanaian national consultant to manage data collection and provide analysis for the study. The national consultant determined the number of enumerators that were needed to conduct the study, and managed the logistics required for data collection.

ISG provided training to the national consultant, who then trained enumerators. The training focused on proper interview skills and fluency in coding responses. ISG also provided training to data collectors that covered the asking of sensitive questions.

The WEAI portion of the survey required male and

female enumerators to work in pairs. At each household, the female enumerator interviewed the female household respondent, and the male enumerator was matched with the male respondent. This matching helped to increase the accuracy of respondents, especially around sensitive topics.

Data Collection Coordination

ISG provided the national consultant with a household survey implementation guide, key informant interview guide, focus group discussion guide, training materials for data collectors, and other information as requested.

ISG and national consultants held weekly calls over Skype to track Baseline Study progress and address any issues as they arose. The national consultant coordinated and collated data as it was collected. He also provided secondary research required for the country report.

Household Survey Sample Selection

TABLE 1 DISTRIBUTION OF RESPONDENT HOUSEHOLDS

Region	District	Village	Male respondents	Female respondents
Northern	Nanumba South	Sogon	9	12
		Afayili	13	17
		Jou	11	17
	Nanumba South	Baaduli	13	16
		Nakpayili	17	24
Upper East	Talensi	Wakii	37	37
		Tengzuk	11	11
		Kpatia	32	31
	Nabdam	Nyogbare	46	44
		Damol-Tindongo	41	45
Upper West	Jirapa	Ping	20	20
		Naawie	27	26
		Tampaala	22	21
Brong-Ahafo	Asutifi South	Manhyia	9	9
		Yawrakrom	11	14
	Tain	Hiamankyini	15	16
		Tainso	13	13

		Akore	8	11
Volta	Adaklu	Goefi	18	18
		Azeidukope	19	19
TOTAL			392	421

Women's Empowerment in Agriculture Index Household Survey

The Baseline Study used a modified version of the Women's Empowerment in Agriculture Index (WEAI) household survey. The WEAI was developed jointly with the United States Agency for International Development (USAID), International Food Policy Research Institute (IFPRI) and the Oxford Poverty and Human Development Initiative (Alkire, *et.al.*, 2013). The WEAI measures the extent of women's empowerment, agency, and inclusion in agriculture. Its concept of empowerment is defined as the characteristics of five domains known as the Five Domains of Empowerment in Agriculture (5DE).

The 5DE are:

- 1) **Production:** Exclusive or joint decision making about

farming, livestock, and fisheries.

- 2) **Resources:** Ownership, access to, and decision making about land, livestock, agricultural equipment, consumer durables, and credit.
- 3) **Income:** Exclusive or joint control over income.
- 4) **Leadership:** Membership in groups and ability to speak in public.
- 5) **Time use:** Time spent in productive and domestic tasks.

In this survey, we use eight indicators to measure women's empowerment in the five domains. Table 2 provides an overview of the eight indicators and the inadequacy cut-offs for each indicator. The five domains are assigned an equal weight of 1/5. Each domain is the sum of its indicators, which

are assigned equal weights. For example, three indicators measure the domain for resources, so each of the three indicators are assigned a weight of 1/15.

We used the Abbreviated WEAI questionnaire as outlined in the Abbreviated WEAI Instructional Guide (Malapit et al 2015), and included two additional questions from the original WEAI survey (Alkire, et al, 2013). Additional questions include the indicators on the purchase, sale, or transfer of assets, and speaking in public.

Individual Empowerment Score or Five Domains of Empowerment:

For each of the eight indicators, an individual is empowered if her achievement is adequate. Adequacy is defined as

exceeding the adequacy cut off for the particular indicator shown in Table 2 (Malapit, et al., 2015). The individual empowerment score or the Five Domains of Empowerment (5DE) is the weighted average of the eight indicators using the weights given to each indicator.

Gender Parity Index:

The Gender Parity Index (GPI) represents the percentage of women who are equally empowered as men in the household, and the extent of equality in the 5DE. The GPI can be increased by either

increasing the percentage of women who are as empowered as men in the household, or by decreasing the extent of inequality in the 5DE (Alkire, et al, 2013). The total WEAL is then calculated as the weighted sum of the country level 5DE and the GPI.

TABLE 2 DOMAINS, INDICATORS, INADEQUACY CUT OFFS, AND WEIGHTS IN THE WOMEN’S EMPOWERMENT IN AGRICULTURE INDEX

Domain	Indicators	Inadequacy cut off	Weights assigned
Production	Input in agricultural productive decisions	Inadequate if individual participates in agricultural production BUT does not have at least some input in decisions; or she does not make the decisions nor feels she could.	1/5
Resources	Ownership of assets	Inadequate if household does not own any asset or if household owns the type of asset BUT she/he does not own most of it alone	1/15
	Purchase, sale, or transfer of assets	Inadequate if household does not own any asset or household owns the type of asset BUT she does not participate in the decisions about it	1/15
	Access to and decisions on credit	Inadequate if household has no credit OR used a source of credit BUT she/he did not participate in ANY decisions about it	1/15

Income	Control over use of income	Inadequate if participates in activity BUT has no input or little input in decisions about income generated, or does not feels she/he can make decisions regarding wage employment and major household expenditures	1/5
Leadership	Group membership	Inadequate if is not part of AT LEAST ONE group; inadequate if no groups reported in community	1/10
	Speaking in public	Inadequate if not comfortable speaking in public or have not spoken up in public in last 3 months	1/10
Time	Workload	Inadequate if works more than 10.5 hours a day	1/5

Source: WEAI Instructional Guide (2013), A-WEAI Instructional Guide (2015)

Description of Survey Respondents

52% of the respondents were women and 48% were men. The majority of respondents are illiterate. The illiteracy rate is higher for women (87%) than for men (74%). Most respondents are household

heads or the spouses of the heads. Approximately 16% of female respondents are heads of households. Over 90% of respondents are married, and 7% of women are widowed.

The majority of respondents (89% of men and 80% of women) are farmers. 18% of the women are self-employed compared to only 1% of men.

TABLE 3 HOUSEHOLD CHARACTERISTICS AND INDIVIDUAL CHARACTERISTICS OF RESPONDENTS BY SEX

Main religion of household	Percent	
No Religion	5.1	
Catholic	29.4	
Protestant	12.6	
Charismatic and Spiritual churches	8.0	
Islam/Muslim	13.7	
Traditionalist/animist	30.9	
Other	0.2	
Total	100	
Number of households	547	
Respondent characteristics	Men	Women
Age	45.7	41.2
Disabled	0.6%	1.2%
Number of respondents	486	516
	Percent	

Relationship to the household head	Men	Women
Household head	92.2	15.7
Spouse (Wife/Husband)	2.5	73.1
Child (Son/Daughter)	3.5	3.3
Parent/Parent In-Law	1.0	6.6
Son/Daughter In-Law	0.0	0.6
Brother/Sister/In-Law	0.4	0.4
Step Child	0.0	0.2
Other Relative	0.4	0.2
Number of respondents	486	516
Marital status		
Never Married/Single	4.3	1.6
Informal/Consensual Union/Living Together	0.4	0.6
Married	93.2	89.5
Separated	0.6	0.6
Divorced	0.6	0.6
Widowed	0.8	7.2
Number of respondents	486	516
Literacy of respondent		
Cannot Read Or Write	74.3	87.0
Can Sign Only	4.5	6.0
Can Read Only	0.2	0.6
Can Read and Write	21.0	6.4

Number of respondents	486	516
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Highest Education Qualification of respondent

Pre-School Or No School	74.5	88.0
Primary Level 1-3	2.1	0.8
Middle/JSS/JHS	10.5	7.9
O-Level/A-Level/SSS/SHS	9.7	2.3
College (E.G. Teacher/Nursing)	1.6	0.2
University Or Above	1.2	0.6
Technical Or Vocational	0.4	0.2
Number of respondents	486	516

What Is Your Employment/ Labor Force Status In The Last 7 Days?

	Men	Women
Work For Pay	39.9	20.3
Work Without Pay	5.6	7.8
Did Not Work In Last 7 Days, But Has Job	0.4	1.2
Did Not Work In Last 7 Days But Is Looking For Job	48.1	56.8
Did Not Work For Other Reason	6.0	14.0
Number of respondents	486	516

Current Main Occupation

Agricultural Day Laborer	3.1	0.2
Other Wage Labor	1.6	1.0

Salaried Worker	4.9	1.6
Self-Employment	1.2	17.6
Farming	88.9	76.9
Livestock/Poultry	0.2	0.0
Production	0.0	0.4
Processing	0.0	2.3
Number of respondents	486	516

Key Informant Interviews and Focus Group Discussion Sample Selection

Data Synthesis, Coding, and Analysis

Following data collection, ISG cleaned the data to make sure that it was mistake-free and consistent. Particularly, we made sure that there were no duplicate entries, that all reported values were within expected ranges, the response codes match the correct questions, and that

the distribution of missing responses is within acceptable limits. We also checked time use information to make sure it matched parameters.

Clean-coded data and analysis: First, ISG tailored the WEAI Stata files to

accommodate the POWER information not included in the original WEAI survey. Next, the survey data was converted into Stata compatible files and uploaded for analysis.



In addition to using the surveys to calculate WEAI scores for each country and region, ISG used the data to set baseline scores for each Women's Rights and

Sustainable Livelihood (WRS�) indicator. ISG built an excel workbook to do this analysis. ActionAid will have the option of adapting the workbook to its monitoring

and evaluation system for mid-project and final evaluation impact measurement.

3 Findings

The findings section starts with an analysis of women's empowerment in POWER's targeted communities.

Following that analysis, the section describes each of POWER's four outcomes, the POWER program's target

indicators under each outcome, and the baseline findings for each indicator.

Overall Women's Empowerment in Agriculture Index Score

As described in the methodology section of this report, the WEAI measures individual empowerment for men and women who work in the agriculture sector. It also measures the difference in

levels of empowerment between men and women. These measures are based on the cumulative responses to questions asked about the WEAI's five domains and eight indicators (Table 2). In

this section, we will discuss the individual empowerment score, gender parity score, and overall WEAI score for ActionAid Ghana's POWER communities.

Individual Empowerment in POWER Communities

The WEAI defines an individual as empowered if he or she has achieved adequacy in at least 80% of the WEAI's indicators. The indicators and definition of adequacy is described in Table 2. The overall score for POWER targeted communities in Ghana is a calculation based on the weighted average of empowered individuals, disempowered individuals, and the percentage of WEAI dimensions in which individuals are

disempowered. For a further description of the score, please see Annex 4.

5 Domains of Empowerment

The 5DE score indicates the severity of women and men's disempowerment. The closer a score is to 1, the greater the likely level of an individual's empowerment in a population. A score close to 1 could indicate a population in which a small proportion of the population has inadequate scores across the

five domains and eight indicators. For example, if only 10% of the population had inadequate scores, even if the scores indicated that the 10% was severely disempowered, the 5DE score would be approximately 0.90 5DE. A score close to 1 could also indicate that a large proportion of the population has inadequate scores, but the degree of inadequacy is small. For instance a population that has 50% inadequacy, but, the individual scores just miss the

adequacy mark, would receive about a 0.95 5DE score.

In Ghana, the average value for women's Five Domains of

Empowerment score is 0.74, and men's average 5DE is 0.90. The results show that women are less empowered than men. About 63% of women and 28% of men are

not yet empowered in all five domains. Among women who are not empowered, they have inadequate achievements in 42% of domains.

Disempowerment Index

The Disempowerment Index (calculated by subtracting the Empowerment Index from 1) can be decomposed by the contribution of each indicator as presented in Figure 2. The larger the contribution of the indicator is, the larger the extent of disempowerment in that particular domain.

For women and men, workload is the largest contributor to disempowerment. In other words, people's ability to improve their standard of living is most constrained by their productive and reproductive workload².

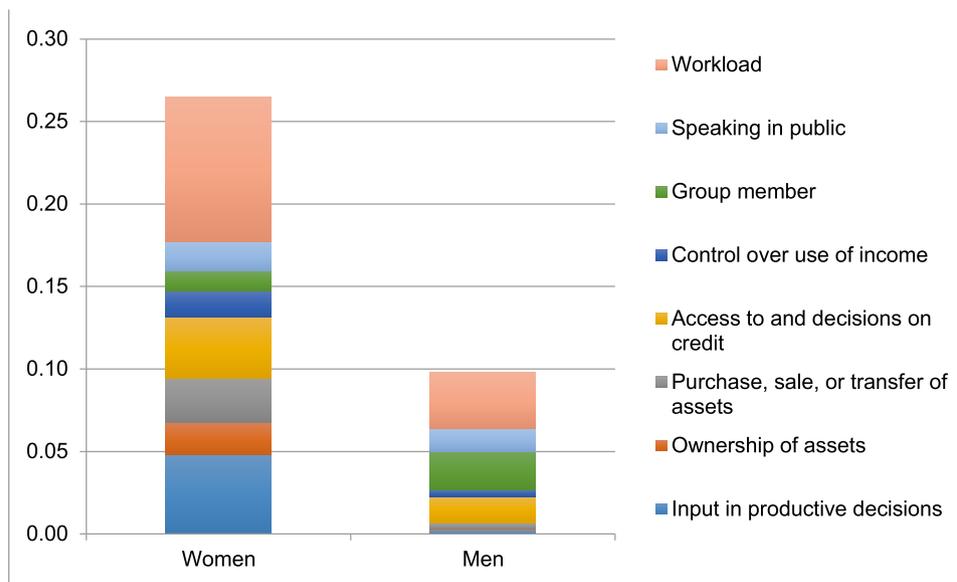
Women have almost 10 times the workload of men.

The second contributor to disempowerment for women is input in productive decisions, which we discuss in greater detail in the sections on control over resources (3.2.3) and agricultural assets (3.4.1).

² Productive work includes income generating activities, such as employment, self-employment, farming, livestock, fishing, post-harvest, weaving, sewing, textile care, and traveling and commuting. Reproductive work includes cooking, fetching wood, fetching water, domestic

work, care of children, care of adults, and eldercare

FIGURE 2 CONTRIBUTION OF EACH INDICATOR TO DISEMPOWERMENT



Gender Parity

The WEAI also measures gender equality. Whereas the 5DE score measures the overall adequacy of empowerment that individuals need to prosper in their agricultural communities, the Gender Parity score demonstrates the difference in empowerment between men and women. It is calculated using the percentage of women that score the same or higher than men on the 5DE, the

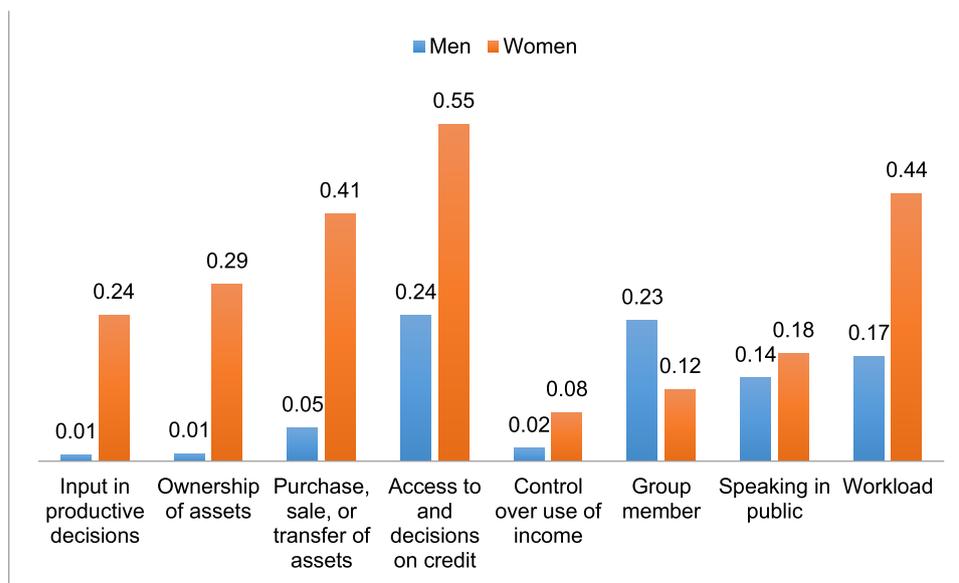
percentage of women that score lower, and the average difference between men and the women who score lower.

The Gender Parity Index for POWER Ghana is 0.86. While men and women experience high levels of disempowerment in POWER communities, women are less empowered than men. 55.5% of women do not have the same level of empowerment as the men in their

households. The average empowerment gap between women without gender parity and males in their households is 0.26, indicating that these women score significantly lower on the aspects of empowerment crucial to POWER's success.

Figure 3 represents the percentage of respondents that have an inadequate achievement in each indicator.

FIGURE 3 PROPORTION OF WOMEN AND MEN WHO HAVE INADEQUATE ACHIEVEMENT BY INDICATOR



The three main constraints for women are access to and decisions on credit, workload, and control of assets. More than half the women in POWER communities have inadequate achievement in access to and decisions on credit, and more than 40% of women have inadequate

achievement in workload and purchase, sale, or transfer of assets. These results suggest that the key areas to empower women are increasing women's access to credit, improving women's rights to purchase and own assets, and reducing their workload.

The three key constraints for men are access to and decisions on credit, group membership, and workload. Men are more empowered than women in most indicators except for group membership.

Overall WEAI Score

The overall WEAI score is a measurement of the extent of women's empowerment, agency, and inclusion in agriculture. It is used to

measure the progress of a particular population in promoting women's empowerment, and is useful as a point of comparison

across communities, regions, and countries.

The WEAI score for the provinces in Ghana where

ActionAid will implement the POWER program is 0.75 (table 5). The WEAI score is a weighted average of the 5DE score and GPI score. The 5DE score is favoured, receiving 90% of the weight,

with the GPI score receiving 10% of the weight. In other words, the score measures overall empowerment taking into consideration the difference between men and women.

One goal of POWER is to move its targeted communities toward a WEAI score of 1. In the remainder of this report, we discuss what ActionAid can do to promote that progress.

TABLE 4 POWER GHANA BASELINE WEAI OVERALL AND COMPONENT SCORE

Indicator	Women	Men
Five Domains of Empowerment score (1-M0)	0.74	0.90
Disempowerment Index ($M0 = 1 - 5DE = H * A$)	0.26	0.10
Number of observations	475	476
Percentage of respondents not achieving empowerment	0.63	0.28
Mean disempowerment score for not yet empowered	0.42	0.35
Gender Parity Index	0.86	
Number of dual adult households	409	
Percentage of women not achieving gender parity	55.5%	
Average Empowerment Gap	0.26	
WEAI score	0.75	

Authors' calculations.

Outcome 1: Women's Household and Community Empowerment

Outcome 1: By the end of 2020, 6,000 rural women are organized and are able to demand their rights as

farmers and care-providers, and have greater influence in their households and communities.

Outcome 1 is disaggregated into four indicators:

- 6000 women are organized in groups

- and actively participating in group activities by the end of the project.
- 70% of targeted women report increased skills and confidence demanding their rights and reporting cases of violence by the end of the project.

- 50% of women report having greater control over resources in their households by the end of the project.
- 60% of targeted communities in each country in which a majority of women are sampled, report greater presence of women on community structures

by the end of the project.

To measure the baseline for these indicators, the Baseline Study survey researched women's membership and active participation in community groups, women's confidence speaking in public, and women's control over household resources.

Group Membership and Participation

Target: 6000 women are organized in groups and actively participating in group activities by the end of the project.

Baseline: Women are less aware than men of groups that exist in their community except for religious groups and women's rights groups. Women lack awareness particularly of agricultural producers' groups, water users' groups, or credit groups. But women are more likely to be aware of women's rights groups, trade groups, and mutual help groups than men.

Men are more active in agricultural producers' groups. Women are more active in microfinance, mutual help/insurance groups, religious groups and women's rights' groups.

Group Membership and Participation Description

The most basic determinant of group participation is the existence of the group in or near the community. Secondly, women must know of the existence of the group and the requirements for joining. In the POWER project communities, women lack knowledge of many important

economic and community groups that exist and thus do not participate. General agricultural producer groups and religious groups are the most common groups present in all communities. About 66% and 48% men and women respectively reported the existence of general agricultural groups, the most common in the communities. In general only 31% of women have knowledge of or live in communities in which women's rights groups exist.

TABLE 5 PERCENTAGE OF RESPONDENTS THAT SAID EACH TYPE OF ASSOCIATION EXISTED IN THEIR COMMUNITY

	Men	Women	All
Agricultural producers' group	66.3%	48.0%	56.8%
Water users' group	30.7%	18.6%	24.4%
Forest users' group	22.2%	20.3%	21.2%
Credit or microfinance group	59.5%	47.4%	53.2%
Mutual help or insurance group	3.9%	25.1%	14.9%
Trade and business association group	1.4%	20.5%	11.3%
Civic group	27.8%	22.6%	25.1%
Religious group	63.4%	71.2%	67.4%
Women's rights/advocacy group	30.5%	43.9%	37.4%
Other group	2.7%	20.5%	11.9%
Number of respondents	486	517	1,003

Few men and women participate actively in groups. Men (24.5%) are more active than women (10.3%) in agricultural

producer's groups. Women are more active in microfinance (21.3%), mutual help/insurance groups (18.4%), religious

groups (34.8%) and women's rights' groups (31.3%).

TABLE 6 PERCENTAGE OF RESPONDENTS THAT ACTIVELY PARTICIPATE IN VARIOUS GROUPS

	Men	Women
Agricultural producers' group	24.5%	10.3%
Water users' group	3.1%	1.0%

Forest users' group	4.7%	0.0%
Credit or microfinance group	11.3%	21.3%
Mutual help or insurance group	1.2%	18.4%
Trade and business association group	0.0%	4.8%
Civic group	5.6%	6.2%
Religious group	14.6%	34.8%
Women's rights/advocacy group	1.6%	31.3%
Other group	1.0%	19.5%
Number of respondents	486	517

Skills and Confidence Demanding Rights and Reporting Cases of Violence

Target: 70% of targeted women report increased skills and confidence demanding their rights and reporting cases of violence by the end of the project.

Baseline Finding: The WEAI survey showed that speaking in public was not a significant contributor to disempowerment. Women in targeted communities say that they feel comfortable speaking publicly on issues that they find important. Men

and women speak publicly in about equal proportion (Table 9).

Skills and Confidence Description

Confidence in speaking publicly about important issues is a crucial component of one's ability to demand civil rights. Our survey asked respondents how comfortable they felt speaking in public about issues that were important to them, their family or their community as shown in Table 8.

Over 50% of women reported that they are comfortable

speaking publicly. However, only 37% of women actually spoke publicly in the last three months. This information suggests that, the POWER project must increase the number of women that feel that they have increased skills and confidence in speaking publicly by approximately 90% in order to achieve its target. The WEAI survey showed that speaking in public was not a significant contributor to disempowerment.

TABLE 7 COMFORT LEVEL SPEAKING PUBLICLY

	Men	Women
Not at all comfortable	21.8	23.0
Yes but with difficulty	17.9	25.9
Yes comfortably	60.3	51.1
Number of respondents	486	517

TABLE 8 IN THE LAST 3 MONTHS, HAVE YOU SPOKEN IN PUBLIC ABOUT ANYTHING IMPORTANT TO YOU, YOUR FAMILY, OR YOUR COMMUNITY?

	Men	Women
Yes	39.3%	36.6%
Number of respondents	486	517

It is important for the project to go beyond public speaking to the nuanced issues that complicate building the capacity of women to engage on topics they would normally avoid. The survey showed that more than half (50%) of the women in POWER communities report that they are confident and have the ability to stand up to demand their rights.

However, the confidence women report may not reflect reality. Our focus group discussions and key informant interviews supported this observation. Many women have confidence to speak in public depending on the people participating in the meeting and the issues discussed. Women mostly would not speak in public meetings where their husbands are in

attendance and where the subject matter does not involve women. Even where they have been invited to speak they would rarely counter the husbands or male clan members. Examples of issues that women were hesitant to speak publicly about include land matters, community governance and leadership and on sanctions imposed on other women.

Reporting Violence

Worldwide, researchers approach the study of violence against women with apprehension. The POWER Baseline Study illustrates why that apprehension exists and why it may not be a good idea to embark on a study of violence against a specific group of women without adequate preparation, resources, and training. The difficulties with studying the issue are several.

First is the issue of definition. Does the indicator seek to measure all acts that threaten, endanger, or subordinate a woman, or only acts that prevent the woman from participating in public and economic life? In terms of reporting acts of violence, report to whom? Would the authorities receive reports

with the seriousness they deserve? What is the intended result of such reporting? Also, how does this component relate to the activities of the program?

Secondly, studying violence against women carries with it many methodological difficulties. Acts of violence often happen in intimate contexts or have a sexual motivation that may imbue the victim with feelings of guilt and/or shame. Consequently, successful research in this area requires developing specialized data collection tools and specialized training for enumerators. The data collection tools developed for POWER use broad inquiries into access to public resources and economic life.

They were not appropriate for delving into the intimate details of respondents' lives.

The baseline survey included a question about violence against women. The results illustrate how difficult it is to obtain accurate information on this topic. In an effort to determine if violence against women was an obstacle to market access for female farmers, we asked, "In the last 12 months, how often have you been physically threatened or felt physically threatened on your way to or from the markets?" Respondents could answer that they were or felt threatened every time, most of the time, about half of the time, rarely, or never. 93% of female respondents said they never felt or were threatened.

TABLE 9 IN THE LAST 12 MONTHS, HOW OFTEN HAVE YOU BEEN PHYSICALLY THREATENED OR FELT PHYSICALLY THREATENED

	Men	Women
Every time	0.2	0.6
Most of the time	0.6	0.2
About half of the time	0.4	0.2

Rarely	19.8	5.6
Never	79.0	93.4
Number of respondents	486	517

Even though almost all women report that they had not been or felt threatened over the 12 month period under review, our focus group discussions paint an entirely different picture. In more than half of the focus group discussions organized on a gender and generation basis, over 20% of participants actually reported being beaten by their husbands. Over 80% of women in all our focus group discussions indicated that the threat of being physically or verbally abused by their spouses exist on a daily basis.

The focus group discussion outcome differed from the survey because we rephrased the question to describe the threat as the likelihood of being beaten if women fail to perform specific functions. Focus group participants said that it is commonplace for women to be beaten by their husbands if they fail to prepare food for them at the

right time or perform some gender-specific social activities. Women avoid these threats by ensuring they perform all roles expected of them in a timely manner.

The desire to avoid physical abuse is what drives women to work round the clock. There appears to be a strong relationship between Unpaid Care Work and violence against women. Unfortunately, this relationship is inverse, meaning women who perform low Unpaid Care Work face a higher likelihood of physical abuse. Achieving the dual objective of reducing unpaid work and addressing domestic violence against women is complicated.

The study data suggest that ActionAid must exercise great care in pursuing its goal of recognising and redistributing UCW, particularly as prevailing local practices may sanction violence if a man perceives that his wife or

other woman in the household has not fulfilled traditional domestic responsibilities. While one approach is to enhance the efficiency with which women perform Unpaid Care Work via technology, improved infrastructure like child care, schools, community woodlots, etc. and avoid raising the issue of shared responsibility with men, this approach is not likely to assist women's long-term political, economic and social empowerment.

Nonetheless, for the success of the project and the ultimate well-being of women in POWER communities, it will be critically important for ActionAid to ensure women have prompt, reliable and easy access to women protection centres, enforceable legal protections, and other resources to protect women before launching full-scale advocacy or societal transformation.

Control over resources

Target: 50% of women report having greater control over resources in their households by the end of the project.

Baseline Finding: Many households in POWER Ghana communities have access to some economic resources. Most households own land and use it to produce food crops. Over a third also produce some cash crops. Men are more likely to make decisions about all economic activities than women. For example, women have less power in making decisions about all aspects of cash crops production and sales than men.

There are significant differences between men and women when it comes to ownership of assets. Women are less likely to own or have rights to assets in every asset category the survey asked about. A majority of households own equipment necessary for agricultural production, mobility, and communication. However, women are less likely to live in

households that own farm equipment, which increases their work burden. As is shown under Outcome 3, women's agricultural productivity is in fact lower than men's. Women are also less likely to own land or a house than men.

Both men and women have difficulty accessing credit, an important economic resource. Neither men nor women are confident about their ability to take a loan from any type of financial institution. Few women stated that anyone in their household had taken a loan in the past twelve months.

Control Over Resources Description

Activities under Outcome 1 aim to assist women in gaining more equal control over household resources. To understand how women might gain more control over these resources, the baseline survey inventoried important categories of household and business assets. We asked men and women to what

degree they owned those assets and how decisions were made in households about the use, sale, rent, or disposal of those assets. Access to productive assets also means access to banks and financial services. The baseline survey asked respondents which types of lending institutions they had in their communities, which they borrowed money from, who made the decision to borrow, and how their households made decisions about use of credit.

The baseline survey asked all respondents whether they had participated in specific economic activities in the last 12 months as presented in table 11. Most respondents (93% of men and 74% of women) participated in food crop farming, and about a third of respondents participated in cash crop farming (41% of men and 31% of women). More men (70%) engaged in livestock

rearing than women (43%). A quarter of women engaged in non-farm economic activities compared to only 13% of men. Men (14%) are more likely to have worked in wage or salary employment than women (2%).

An important observation based on Table 11 is the limited diversity in the income

activities of women. Women engaged in less than two (1.7) economic activities, an indication that women were vulnerable to crop failure, which threatens the livelihood of almost all women in the project area. To counter this threat, the project should promote diversification through skills training in alternative income activities.

In addition, improving the productivity of women by promoting access to inputs and supporting women in learning and applying CRSA will be key for improving their earnings and gaining more influence in household resource use decision-making.

TABLE 10 PARTICIPATION IN ECONOMIC ACTIVITY IN LAST 12 MONTHS

	Men	Women
Food crop farming	93%	74%
Cash crop farming	41%	31%
Livestock or poultry raising	70%	43%
Non-farm economic activities	13%	24%
Wage and salary employment	14%	2%
Fishing or fishpond culture	10%	0%
Number Of Activities In Which Individual Participates	2.41	1.74
Number Of Agricultural Activities In Which Individual Participates	2.15	1.48
Number of respondents	486	517

Throughout the survey results, it is clear that men are more likely to be involved in decision making than women for all economic activities. The survey data is summarized in the following tables.

Table 12 shows who is involved in making decisions about specific economic activities. The data clearly shows inequality in decision-making power. Men have far more power in making decisions about agricultural activities including food crop farming, cash crop farming, and raising livestock.

Women have more power in non-farm economic activities and wage/employment activities. For example, 99% of women feel they are involved in decisions about non-farm economic activity to a high or medium extent.

Table 13, shows the extent to which respondents feel they are capable of making decisions about each economic activity.

Even though they have less decision making power than men, women feel at least as competent as men in making

decisions in the areas of livestock raising, non-farm economic activities, and wage employment activities.

Although 78% of women state they feel they can make decisions about food crop farming to a high or medium extent, only 47% of women feel the same about making decisions about cash crop farming. In both cases, women were significantly less confident in their decision-making than men, given that more than 95% of men reported a medium or high confidence level about decisions relating to food crops and cash crops.

Table 14 gives respondents' perception of the degree of their input in the decision-making for the activities they participated in. Women are likely to have some input into decisions about all activities, although they feel their input matters more in non-farm and wage/employment activities.

The vast majority of women felt that they had at least some input in the use of income that household economic activities generate, but they still have less input than men.

The decision-making structure in the project area is consistent with Ghanaian traditional norms— men control decisions on income, large livestock, land and capital equipment while women manage food provisioning.

TABLE 11 WHEN DECISIONS ARE MADE REGARDING FOOD CROP FARMING, WHO IS IT THAT NORMALLY TAKES DECISIONS?

	Food crop farming		Cash crop farming		Livestock raising		Non-farm economic activities		Wage and salary employment	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Self	70.5	21.1	78.1	18.1	79.2	12.2	88.7	72.1	80.3	50.0
Spouse/partner	0.7	24.0	0.5	57.5	0.6	27.5				
Self with spouse jointly	20.8	47.3	13.9	21.9	13.5	52.7	9.7	25.4	13.6	50.0
Self with others	6.0	3.7	4.5	1.3	4.1	4.1	1.6	0.8	6.1	0.0
Spouse with others	0.0	2.1	0.5	0.6	0.0	1.8				
Other people	2.0	1.8	2.5	0.6	2.6	1.8	0.0	1.6		
Total	100	100	100	100	100	100	100	100	100	100
Self jointly or solely	97.3	72.1	96.5	41.3	96.8	68.9	100.0	98.4	100.0	100.0
Number of respondents	451	383	201	160	341	222	62	122	66	10

12 TO WHAT EXTENT DO YOU FEEL YOU CAN MAKE DECISIONS ABOUT ACTIVITY X?

	Food crop farming		Cash crop farming		Livestock raising		Non-farm economic activities		Wage and salary employment	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Not at all	0.9	6.3	1.0	13.8	1.6	0.0	1.6	0.0	3.1	0.0
Small extent	2.9	15.7	3.5	39.4	1.6	0.8	1.6	0.8	1.6	0.0
Medium extent	12.9	15.1	10.4	21.3	6.5	13.9	6.5	13.9	9.4	20.0
To a high extent	83.4	62.9	85.1	25.6	90.3	85.2	90.3	85.2	85.9	80.0
Medium or high extent (sum of row 3 and 4)	96.2	78.1	95.5	46.9	96.8	99.2	96.8	99.2	95.3	100.0
Number of respondents	451	383	201	160	341	222	62	122	64	10



TABLE 13 HOW MUCH INPUT DID YOU HAVE IN MAKING DECISIONS ABOUT ACTIVITY X?

	Food crop farming		Cash crop farming		Livestock raising		Non-farm economic activities		Wage and salary employment	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
No input	0.2	12.1	0.5	13.6	1.2	11.2				
Input into some decisions	20.9	25.8	9.5	50.0	15.7	26.0	11.3	7.5	6.5	10.0
Input into most or all decisions	78.9	62.1	89.9	36.4	83.1	62.8	88.7	92.5	93.5	90.0
Number of respondents	446	356	199	154	337	196	62	120	62	10

TABLE 14 HOW MUCH INPUT DID YOU HAVE IN DECISIONS ON THE USE OF INCOME GENERATED FROM ACTIVITY X?

	Food crop farming		Cash crop farming		Livestock raising		Non-farm economic activities		Wage and salary employment	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
No input	1.8	9.6	1.5	11.3	0.9	9.4	0.0	0.0	0.0	0.0
Input into some decisions	24.4	19.2	15.8	33.3	18.3	16.0	13.3	8.3	14.3	0.0
Input into most or all decisions	73.7	71.2	82.7	55.3	80.8	74.6	86.7	91.7	85.7	100.0
Number of respondents	434	365	196	150	334	213	60	121	63	10

Accessing Credit

One key factor that constrains efforts to economically empower women is poor access to credit. In most parts of Ghana, access of the unbanked population to credit is restricted to semi-formal and informal lenders. These lenders have difficulty meeting demand for credit in rural areas because of limited financial, technical and human resources. Where credit is available, men largely make decisions about its use, such as whether to borrow, how much to borrow and how to invest or use the credit.

The survey asked all respondents whether anyone in their household could access loans, who makes the decision to borrow and who in the household makes the decision on how to use the credit. Table 16 presents household member's access credit. About 12% of women rely on friends and family as their only source of credit. Less than 2% of women could borrow money from formal credit institutions. Over 80% of women could not obtain credit from any sources, with the exception of

loans from friends and family. While lack of access is a reason many do not borrow, others simply do not attempt to borrow from other sources because they lack the confidence required to approach these institutions.

During focus group discussions, we observed the aversion to the risk of indebtedness, especially on the part of women. This aversion particularly prevented many from borrowing. Many women felt they did not possess enough livelihood skills to productively apply loans, or that they did not have control over borrowing decisions and feared their husbands could misapply loans. Livelihood skills training and basic financial literacy for women could result in significant empowerment.

Tables 18 and 19 present household borrowing decision-making power. About 55% of women reported making the decision to borrow if the source was friends/relatives. The result appears to decline (to 48% and 15%) if the source of

lending is group-based credit and informal credit respectively. On the average, about 50% of borrowing decisions are taken jointly by spouses.

Almost half of women indicated they solely took the decision on the use of credit except in cases where the loan was from informal credit or savings and loans group. Like the decision to borrow, about 60% of women on the average indicated they made credit use decisions jointly with spouses. While joint financial decision-making between spouses in households is an indication of women's empowerment to some degree, it nonetheless underscores women's lack of autonomy when it comes to their ability to control resources including credit that they sourced themselves.

TABLE 15 ACCESS TO CREDIT: WOULD YOU OR ANYONE IN YOUR HOUSEHOLD BE ABLE TO TAKE A LOAN OR BORROW FROM SOURCE IF THEY WANTED TO?

	Non-Governmental Organization (Ngo)		Formal Lender (Bank/Financial Institution)		Informal Lender		Friends Or Relatives		Group Based Micro-Finance Or Lending		Informal Credit/Savings Groups	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Yes	17.1	17.1	15.0	15.5	8.0	11.8	61.3	81.6	34.8	25.0	7.9	15.7
No	70.6	82.6	76.3	83.9	82.1	87.4	29.8	18.0	57.1	74.8	83.7	84.3
Maybe	12.3	0.4	8.7	0.6	9.9	0.8	8.9	0.4	8.1	0.2	8.5	0.0
Number of respondents	486	516	481	516	485	516	483	516	480	516	484	515

TABLE 16 HAS ANYONE IN YOUR HOUSEHOLD TAKEN ANY LOANS OR BORROWED CASH OR IN-KIND FROM SOURCE IN THE PAST 12 MONTHS?

	Men	Women
NGOs	10.7%	0.0%
Formal lender	5.6%	1.6%
Informal lender	4.1%	0.0%
Friends or relatives	26.3%	11.6%
Group based microfinance or lending	15.0%	7.4%
Informal credit/savings groups	9.7%	2.5%
Number of respondents	486	516

TABLE 17 WHO MADE THE DECISION TO BORROW?

	Friends Or Relatives		Group Based Micro-Finance Or Lending		Informal Credit/ Savings Groups	
	Men	Women	Men	Women	Men	Women
Self	45.7	55.0	19.4	47.4	10.6	15.4
Spouse	0.8	8.3	13.9	0.0	8.5	0.0
Self with spouse	43.3	36.7	56.9	50.0	72.3	84.6
Self with others	10.2	0.0	6.9	0.0	8.5	0.0
Spouse with others	0.0	0.0	0.0	0.0	0.0	0.0
Other people	0.0	0.0	2.8	2.6	0.0	0.0
Self or self with others	99.2	91.7	83.3	97.4	91.5	100.0
Number of respondents	127	60	72	38	47	13

TABLE 18 WHO MADE THE DECISION ABOUT WHAT TO DO WITH THE MONEY?

	Friends Or Relatives		Group Based Micro-Finance Or Lending		Informal Credit/Savings Groups	
	Men	Women	Men	Women	Men	Women
Self	43.3	53.3	15.3	47.4	12.8	7.7
Spouse	1.6	8.3	12.5	0.0	4.3	0.0
Self with spouse	44.1	38.3	58.3	50.0	70.2	92.3
Self with others	10.2	0.0	11.1	0.0	12.8	0.0
Spouse with others	0.8	0.0				
Other people			2.8	2.6		
Self or self with others	97.6	91.7	84.7	97.4	95.7	100.0
Number of respondents	127	60	72	38	47	13

Control of Household Resources

The baseline survey asked about specific assets with the question “Does anyone in your household currently have any of the following items?” The results (table 20) reveal that households do own assets. Over 90% of households own agricultural land. There are gender differences in the households’ ownership of assets. For example, 72 % of men state their households own their house compared to only 28% of women. 24% of men state their households own non-agricultural land compared to 11% of women.

Women are less likely to live in households that own farm equipment, which is an important asset for reducing agricultural workload. For example, 10% of men live in households with mechanized farm equipment compared to only 2% of women. 75% of men live in households with non-mechanized farm equipment versus 55% of women. Lack of access to agricultural equipment increases workload and reduces agricultural productivity. As we will see in the next sections, women’s agricultural yields are lower

and women’s workload is higher than men, which could be directly related to the lack of access to agricultural technology.

Many households in the survey own other assets, such as means of transportation (70% of households that men live in and 64% of households that women live in) and cell phones (about 80% of households). These items are vital for communication and mobility.

TABLE 19 HOUSEHOLD OWNERSHIP OF ASSETS

	Men	Women
Household Owns Agricultural Land	97.7%	93.8%
Household Owns Large Livestock	29.9%	20.3%
Household Owns Small Livestock	72.6%	61.0%
Household Owns Chickens, Ducks, Turkeys, Pigeons	78.8%	66.3%
Household Owns Agricultural Fish Pond Or Fishing Equipment	2.1%	0.0%
Household Owns Farm Equipment (Non-Mechanized)	74.5%	54.7%

Household Owns Farm Equipment (Mechanized)	9.7%	1.9%
Household Owns Non-Farm Business Equipment	16.4%	7.2%
Household Owns House (Or Other Structures)	71.8%	28.2%
Household Owns Large Consumer Durables (Fridge, TV)	35.3%	32.5%
Household Owns Small Consumer Durables (Radio, Cookware)	63.6%	52.6%
Household Owns Cell Phone	80.9%	78.3%
Household Owns Non-Agricultural Land	23.8%	10.7%
Household Owns Means Of Transportation	70.6%	64.1%
No. Of Types Of Assets Household Owns	7.22	5.69
No. Of Types Of Agricultural Assets Household Owns	3.65	2.98

Women are less likely to be owners or have rights to the assets as shown in Tables 21 and 22. Men are more likely to be sole owners. Women are also less likely than men to have rights to sell, give away, mortgage, or rent the assets.

The majority of men indicated they were solely responsible for decisions about the use of sale, rental, or disposal of household assets, Women more often indicated that their husbands would make those decisions. The lack of women's involvement in decisions about sale, rental or disposal of assets

highlights women's disempowerment in this indicator as shown in the WEAI analysis

TABLE 20 RESPONDENTS' OWNERSHIP OF ASSETS BY SEX (CONDITIONAL ON HOUSEHOLD OWNERSHIP)

	Agricultural Land		Chickens, Ducks, Turkeys, Pigeons		House Or Other Structures		Cell Phone		Non-agricultural land		Means Of Transportation	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Solely	59.7	3.3	57.0	4.7	68.9	3.5	66.1	35.9	57.3	3.6	77.2	2.1
Jointly	32.7	38.6	38.3	46.8	25.4	11.1	14.2	7.7	35.0	34.5	16.0	16.2
No	7.6	58.1	4.7	48.5	5.7	85.4	19.6	56.4	7.8	61.8	6.8	81.7
Number of respondents	474	485	381	342	334	144	372	401	103	55	325	327

TABLE 21 WHO WOULD YOU SAY CAN DECIDE WHETHER TO SELL, GIVE AWAY, MORTGAGE OR RENT MOST OF THE TIME? (CONDITIONAL ON HOUSEHOLD OWNERSHIP)

	Agricultural Land		Large Livestock (Oxen, Cattle)		Small Livestock (Goats, Pigs, Sheep)		Chickens, Ducks, Turkeys, Pigeons		Farm Equipment (Non- Mechanized)	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Self	61.9	6.2	81.9	1.0	70.2	11.5	67.4	7.3	72.7	6.0
Partner/spouse	1.1	46.1	1.4	63.8	2.3	40.8	2.1	46.4	2.2	60.4
Self/spouse jointly	15.4	32.4	6.9	28.6	19.0	41.7	24.8	39.9	17.8	27.6
Other hh member	9.3	7.0	8.3	4.8	7.7	5.4	5.5	6.1	7.2	5.7
Other non-hh member	12.3	8.3	1.4	1.9	0.9	0.6	0.3	0.3	0.0	0.4
Total	100	100	100	100	100	100	100	100	100	100
Self or self with spouse	77.4	38.6	88.9	29.5	89.2	53.2	92.2	47.2	90.5	33.6
Number of respondents	473	484	144	105	352	314	383	343	359	283

Outcome 2: Value of Unpaid Care Work

Outcome 2: By the end of 2020, women's Unpaid Care Work (UCW) is more highly valued within households, communities and government, more evenly distributed within households and hours spent by women on UCW is reduced, resulting in more free time for women to engage in social, economic and political activities.

Outcome 2 is disaggregated into four indicators:

- 30% of sampled target households where women report

a positive redistribution of time spent on UCW by the end of the project.

- Reductions of at least 15% in the amount of time women spend on Unpaid Care Work between 2016 and 2019.
- 30% of sampled women report having more time to spend on social, economic or political activities by the end of the project.
- 70% of duty-bearers, men and women

sampled from target communities reporting positive attitudes towards addressing Unpaid Care Work by the end of the project

To measure the baseline for these indicators, the Baseline Study survey researched women's Unpaid Care Work burden, the way work is distributed in POWER community households, and men and women's attitudes towards UCW.

Women's Unpaid Care Work Burden

Targets:

- 30% of sampled target households where women report a positive redistribution of time spent on UCW by the end of the project.
- At least 15% reduction in the amount of time women spend on

Unpaid Care Work between 2016 and 2019.

- 30% of sampled women report having more time to spend on social, economic or political activities by the end of the project

Baseline Findings:

In ActionAid targeted communities, women are time-poor both absolutely and relative to men.

During a typical day, women do approximately 10 times the amount of household/care work that men do. Women spend more time than men in paid work (excluding agriculture). Men do about

an hour more unpaid GDP work (agriculture) than women. There are gender differences in the perceptions of household work. Men tend to underestimate women's contribution to domestic chores.

Women do 6 hours per day of reproductive work, which generally corresponds to UCW. The most time consuming UCW activities are housework, collection of fuel wood and water, and childcare. Women spend about 60 minutes a day on social, cultural, and religious activities compared to about 37 minutes for men. Women also spend a significant amount of time in productive work (4 hours). Men spend about 5 hours in productive work. Men spend 46 minutes a day on mass media use and women spend 42 minutes on mass media.

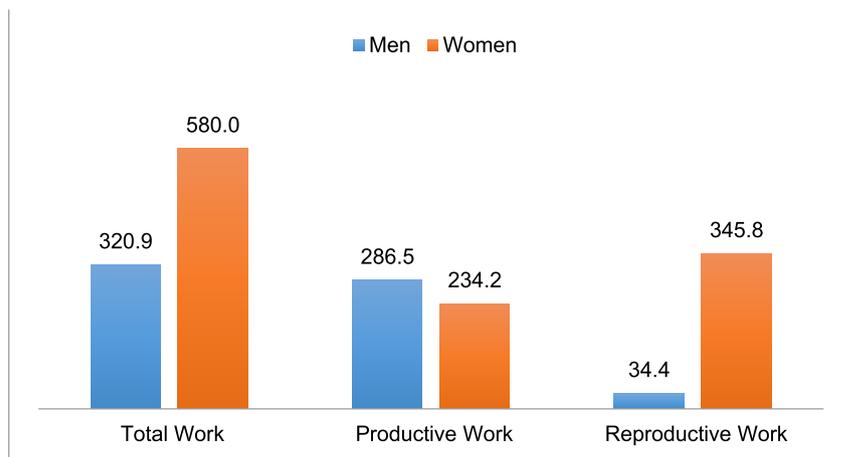
Description of Unpaid Care Work

The baseline survey recorded how men and women allocate their time among productive work, reproductive work, leisure time, and personal activities in the last 24 hours. Productive work in WEAI terminology encompasses both income-generating activities (which ActionAid categorizes as "paid work"), such as employment and self-employment as well as farming, livestock, fishing, post-harvest, weaving, sewing, and textile care (which ActionAid collectively categorizes as "productive work"), plus traveling and commuting. Reproductive work, which generally corresponds to Unpaid Care Work, consists of those unremunerated activities necessary to the

maintenance of a home and community, including cooking, fetching wood, fetching water, domestic work such as cleaning and laundry, care of children, care of adults, and eldercare. It also includes shopping and obtaining services such as healthcare.

Respondents were then asked if the description was a typical of how they spent the day. The purpose of collecting this data was to inform POWER activities on redistributing, reducing, and changing attitudes about unpaid care work. Figure 4 demonstrates how men and women spent their time in the 24 hours prior to taking the survey. Total work is the sum of productive work and reproductive work.

FIGURE 4 TIME ALLOCATION IN MINUTES/DAY



Women face a heavy workload in ActionAid Ghana’s targeted communities. Women allocate close to 10 hours a day in productive and

reproductive work compared to 5.5 hours for men. The burden of Unpaid Care Work (as captured in the reproductive work category) falls heavily on women, who

spend almost 6 hours, or roughly 10 times more than men, engaging in unpaid care work.

Time Accounting

Analysis of the time allocation portion of the baseline survey also illustrates the way men and women in targeted communities typically divide their day according to various types of UCW, paid work, unpaid GDP work, leisure time, and personal activities. Table 23 presents the data categorized according to ActionAid’s activity definitions. Using ActionAid

definitions, paid work includes income-generating activities, such as employment, self-employment, weaving, sewing, textile care, and traveling and commuting. Unpaid GDP work (which elsewhere ActionAid refers to as “productive work,” not to be confused with the broader terminology of “productive work” employed by WEAI)

chiefly includes agricultural endeavours such as farming, livestock, fishing, and post-harvest activities. Housework, which is a subset of reproductive work or UCW, entails domestic work, cooking, shopping, and obtaining services.

TABLE 22 TIME ALLOCATION USING ACTIONAID TIME DIARY DEFINITIONS³

	Minutes		Tests of equality of means	Hours	
	Men	Women		Men	Women
Paid work, excluding agriculture	78.9	92.5		1.3	1.5
Unpaid GDP work (agriculture)	207.6	141.7	***	3.5	2.4
House work	20.7	162.0	***	0.3	2.7
Collection of fuelwood and water	5.5	91.5	***	0.1	1.5
Childcare	6.9	91.3	***	0.1	1.5
Care of adults	0.4	1.0		0.0	0.0
Learning	3.9	1.7		0.1	0.0
Social, cultural and religious activities	37.4	58.5	***	0.6	1.0
Mass media use	46.0	41.8		0.8	0.7
Sleeping	613.8	588.7	**	10.2	9.8
Other personal care	77.3	55.7	***	1.3	0.9
Exercise	0.2	0.2		0.0	0.0

³ It was assumed that doing nothing/other activities were the residual activity. If the total time spent exceeded 24 hours, the amount of time spent doing nothing/other activities was reduced by the corresponding amount in excess. Even with this adjustment, there were 43 observations with a total time exceeding 1480 minutes or falling below 1300 minutes, and so these were dropped.

Other or doing nothing	338.9	111.3	***	5.6	1.9
Total	1,437	1,438		24	24
Number of respondents	468	489		468	489

The bulk of women's time in reproductive work, or UCW, is spent on housework and totals more than 2.5 hours. Women also spend 90 minutes collecting fuelwood and water, two other labour-intensive types of UCW. In the section on access to utilities, we will see that 90% of households rely on firewood as

the main source of cooking fuel, and public taps provide the main source of drinking water.

Women spend slightly more time (90 minutes) than men (80 minutes) on paid work (excluding agriculture) which may be due to the higher percentage of women engaged

in non-farm economic activities and self-employment. Men allocated more time (3.5 hours) to agriculture than women (2.5 hours). Men spend over 5 hours doing nothing or on other activities, almost three times the amount of time allocated by women for doing nothing/other activities.

TABLE 23 IN THE LAST 24 HOURS, DID YOU WORK AT HOME OR OUTSIDE THE HOME MORE THAN USUAL?

	Men	Women
More than usual	17.7	17.6
About the same as usual	33.3	51.6
Less than usual	49.0	30.8
Number of respondents	486	517

Household Work Distribution

Table 25 shows household member responsibility for childcare, meal preparation, housekeeping, cleaning, and laundry; fetching firewood, fetching water, care of elderly, and care of the handicapped.

The results below reveal that the burden of unpaid domestic care work falls heavily on women and girls. Interestingly, for childcare, 7% of men state that men are responsible for childcare compared to only 2% of women,

and 30% of men state women and men jointly are responsible for childcare versus 18% of women.

This suggests that there is a difference in perception about who contributes to childcare in the household.

Given that the average time men spent in childcare is low from the time use diaries, men might be overstating their contribution, and underestimating women's

contribution to childcare. It is also possible that men and women may have very different concepts of what constitutes childcare.

TABLE 24 INTRA-HOUSEHOLD DIVISION OF LABOUR

Who takes care of [TASK] in your household?															
	Childcare		Meal preparation		Housekeeping, cleaning, laundry		Fetching firewood		Fetching water (if outside house)		Care of elderly		Care of handicapped		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Women	56.8	70.6	77.9	70.7	64.2	60.6	69.2	62.4	56.7	56.6	42.9	51.2	87.5	80.0	
Girls	0.0	0.7	1.0	2.0	3.0	4.5	1.8	0.6	2.3	3.3					
Men	7.0	1.7	0.3	0.2	0.3	0.2	0.8	2.8	0.0	0.2	0.0	7.3	12.5	0.0	
Boys					0.8	0.8	0.5	1.7	1.5	2.2	0.0	2.4			
Women And Girls Jointly	5.8	8.6	18.5	23.2	24.7	26.8	12.4	16.5	31.0	23.9	35.7	12.2			
Men And Boys Jointly	0.0	0.2	2.3	2.2	1.3	0.0	0.5	0.6	1.3	0.0	0.0	2.4			
Women And Men Jointly	30.4	17.9	0.0	0.2	3.8	2.9	11.6	9.6	3.3	5.1	21.4	17.1	0.0	20.0	
Girls And Boys Jointly					1.0	1.9	1.1	1.9	2.6	5.3	0.0	7.3			
Paid Worker							0.3	1.1	0.0	0.2					
Other	0.0	0.2	0.0	1.4	1.0	2.3	1.8	2.8	1.3	3.3					
Number of observations	359	408	399	491	397	485	380	468	390	511	14	41	8	5	
Is this usual practice in your village/community? (Percentage who said yes)															
	0.83		0.95	0.86	0.94	0.81	0.9	0.80	0.92	0.83	0.92	0.86	0.95	1.00	1.00

					2									
Number of observations	359	408	399	491	397	485	380	468	390	511	14	41	8	5
If not, what is the Usual Practice in Your Village/Community?														
	Childcare		Meal preparation		Housekeeping, cleaning, laundry		Fetching firewood		Fetching water (if outside house)		Care of elderly		Care of handicapped	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Women	73.3	72.7	70.4	62.1	47.3	59.0	66.7	46.2	39.7	40.5	50.0	0.0	na	na
Girls			1.9	0.0	1.4	2.6	1.3	0.0	2.9	2.4				
Boys									1.5	0.0				
Women And Girls Jointly	3.3	4.5	24.1	17.2	47.3	30.8	28.0	30.8	51.5	38.1				
Men And Boys Jointly					1.4	0.0								
Women And Men Jointly	23.3	22.7	3.7	20.7	2.7	7.7	2.7	20.5	1.5	11.9	50.0	50.0		
Girls And Boys Jointly							0.0	2.6	2.9	7.1	0.0	50.0		
Other							1.3	0.0						
Number of observations	60	22	54	29	74	39	75	39	68	42	2	2		

Attitudes toward UCW

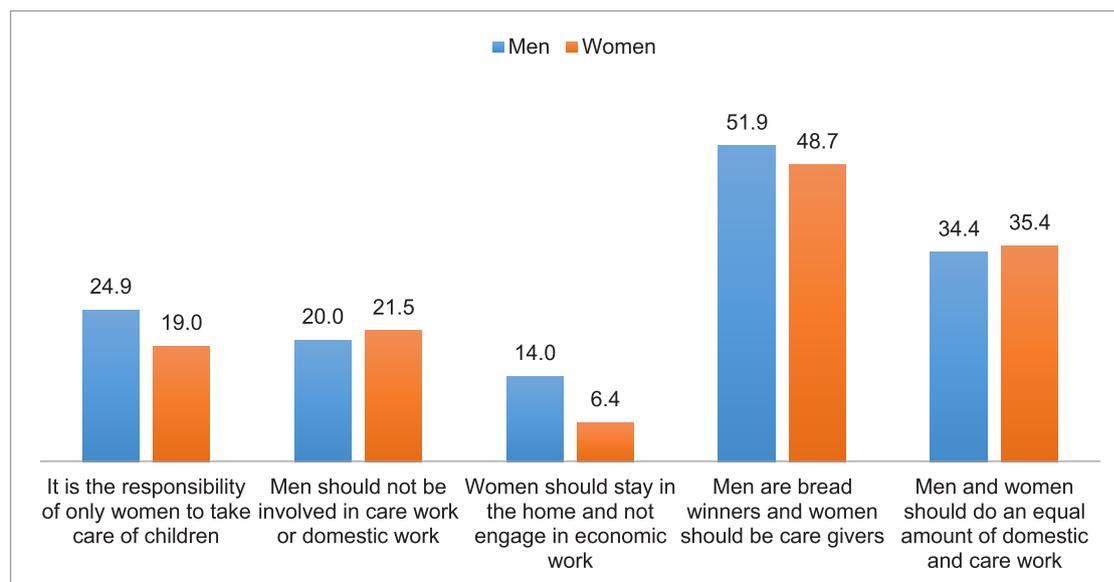
Target: 70% of duty-bearers, men and women sampled from target communities reporting positive attitudes towards addressing Unpaid Care Work by the end of the project

Baseline: Approximately a third of all respondents agree that men and women should share domestic duties and care work. About half of male and female respondents believe that men

should be breadwinners while women should be caregivers. These results suggest the strong persistence of gender roles and responsibilities in the ActionAid targeted communities in Ghana. However, these gender norms did not extend to work for pay. Most respondents did not agree with the statement that women should not get involved in economic activities.



FIGURE 5 GENDER ATTITUDES TOWARD UNPAID CARE WORK (% OF RESPONDENTS BY GENDER)



Outcome 3: Market Access and Productive Resources

Outcome 3: By the end of 2020, 6000 rural women have more secure and sustainable access to markets and productive resources leading to increased income.

Outcome 3 is disaggregated into four indicators:

- 50% of women surveyed report improved yields as a result of using CRSA techniques and

agricultural inputs by the end of the project

- 30% of sampled women report an increase in their income by the end of the project
- 60% of women report increased, more regular access to markets by the end of the project

including land and equipment, documented men and women’s agricultural yields, and asked men and women about the issues they face accessing markets.

To measure the baseline for these indicators, the Baseline Study took an inventory of household agricultural assets

Agricultural Assets and Production

Target: 50% of women surveyed report improved yields as a result of using CRSA techniques and agricultural inputs by the end of the project.

Baseline: 72% of women and 96% of men reported that they owned, rented, or cultivated plots of land or other natural resources during the previous 12 months, showing wide potential for the population to benefit from CRSA activities. 70% of men claim they exclusively own the plot, while 65% of women claim their spouse owns it or they co-own with their spouse.

The most common problem facing women were floods (32%), lack of soil fertility (14%), and drought (13%). Men also raised the problems with lack of soil fertility (20%) and drought (17%). Respondents cited too little or too much rain as the cause of most problems, and none had taken any action to remedy agricultural challenges.

Data on yields is included in annex 2.

Description of Agricultural Assets and Production

The baseline survey took an inventory of respondents'

agricultural assets, production details, and access to extension services. The purpose of this information is to assist ActionAid in the design of Outcome 3 activities and to set a baseline against which ActionAid may measure Outcome 3 achievements.

Our survey found that 72% of women and 96% of men reported that they owned, rented, or cultivated plots of land or other natural resources during the previous 12 months.

TABLE 25 DID YOU OWN, RENT, OR CULTIVATE ANY PLOTS OF LAND AND OTHER NATURAL RESOURCES IN THE LAST 12 MONTHS?

	Men	Women
% Who Said Yes	96.0%	72.0%
Number of respondents	486	517

The survey asked the respondents to list plots or other natural resources they own, rent, or cultivate. Table 27 provides the description of the plots and natural resources. Close to 50% of plots are cultivable land, and a quarter of plots are in bush or forest. 20% of plots are homestead land (i.e. plot of land

at the dwelling used for subsistence agriculture). Plots cultivated by men are generally larger in size than women's plots.

As shown in Table 28, 72% of men claim they exclusively own the plot, while only 10% of women claim sole ownership.

Another 29.4% of women say they co-own the plot with their spouse. About 10% of women state they have temporary rights to the plot through renting, sharecropping or have user rights, compared to only 5% of men.

TABLE 26 PLOT SIZE AND DESCRIPTION BY GENDER

Plot Description (% of total)	Men	Women
Homestead	19.8	21.7
Cultivable Land	49.6	46.4
Pasture	0.2	0.0
Bush/Forest	26.8	27.3
Waste/Non Arable Land	0.8	0.0
Land In Riverbed	2.8	4.6
Plot Size	4.14	2.57
Number of Plots	974	653

TABLE 27 WHO OWNS THE PLOT?

	Men	Women
Self	71.9	10.0
Spouse	0.6	35.8
Co-Owned/Spouse	9.0	29.4

Other Family Member	8.9	11.3
Group Owned	1.0	0.6
Share Cropper	0.8	1.7
Rented	2.0	4.4
Temp User Right	1.8	4.7
Other	3.9	2.0
Number of plots	974	653

Annex 1 presents the distribution of crops produced by respondent type. The most common crops produced are maize (24% of total crops), millet (14%), sorghum (12%), and groundnuts and peanuts (12%). When disaggregated by sex of the respondent, we find that men are more likely to produce sorghum than women, while women are more likely to produce groundnuts and peanuts than men. Annex 2 presents the average yield produced for five major crops by

sex. Men's yields are higher than women's across all crops. Women achieved significantly lower yields than men in the five major crop types, with the exception of ground nuts and peanuts, where women's yields were only 11% higher than men's.

Agricultural Management Issues

The baseline survey sought to understand the agricultural management issues respondents faced and if there was a difference in the

agricultural management challenges women and men faced. Specifically, the baseline survey asked respondents about soil quality, cultivation issues, use of fertilizers, and use of other farm inputs.

Men and women described their soil quality as adequate as demonstrated in Table 29 below. When asked how they knew the quality of their soil, the great majority of farmers relied on their personal assessment rather than on scientific tests or extension services.

TABLE 28 SOIL QUALITY

	Men	Women
Soil quality of the plot		
Good	50.2	35.2
Average	31.3	48.7
Bad	18.5	16.1
Number of plots	971	653
How Do You Know The Soil Quality of Plot?		
Scientific Test	0.3	0.0
Own Experience	97.6	100.0
Agricultural Extension Services	1.8	0.0
Other	0.3	0.0
Number of plots	970	651

The baseline survey also asked respondents about other problems they faced in cultivating their agricultural plot in Table 30. 53% of men and 38% of women answered that they faced no major problems. The most common problem women faced were floods (32%), lack of soil fertility (14%), and drought (13%). Men also raised the problems with lack of soil fertility (20%) and drought (17%).

When the survey asked what caused the farming problems

listed in Table 30, the most common answers were “too little rain” or “too much rain”. Men were twice as likely to attribute problems to poor farming techniques (31%) than women (15%). Respondents also raised the issue of excessive cropping causing agricultural problems (10% of men and 6% of women).

TABLE 29 AGRICULTURAL ISSUES

Multiple responses possible	Men	Women
Soil Erosion	0.9	1.1
Drought	16.7	12.9
Floods	8.0	31.7
Marshy	0.8	0.3
Salinity	0.1	0.2
Land too Steep	0.8	1.2
No major problem	52.5	37.6
Lack of soil fertility	19.6	13.9
Other	0.7	1.2
Number of responses	1,016	657

When asked what steps they had taken to control agricultural problems in the past 12 months, over 90% of both men and women did not take any action. About 7% of women and 2% of men constructed terraces to control erosion. The lack of action in response to on-farm problems appears to be more from scarcity of knowledge and resources rather than an unwillingness to implement solutions. During focus group discussions, many women

indicated they did not try to address problems because they had no money to buy fertilizer or did not know how to maintain or improve soil moisture.

TABLE 30 RESPONDENT SOLUTIONS TO AGRICULTURAL PROBLEMS (MULTIPLE ANSWERS POSSIBLE)

	Men	Women
Terraces	1.6	6.7
Other Corrosion Control Methods	0.2	0.0
Tree Belts/Wind Breaks	0.3	0.2
Drainage Ditches	0.7	0.5
No Steps Taken	93.8	92.6
Try To Get Fertilizers	1.3	0.0
Other	2.0	0.0
Number of responses	987	653

The baseline survey also captured information on inputs and practices that farmers employed to improve agricultural outcomes in ActionAid POWER communities.

The list of inputs covered pesticides, improved seeds, veterinary services, and other inputs. Only 28% of respondents' plots had received fertilizer. Information about type of fertilizer, how farmers learn

about fertilizer, and sources of fertilizer are found in Annex 3. Men (22%) were more likely to have obtained information about fertilizers from agricultural extension services than women (10%).

Informal networks are an important source of information for women (70%) as they are more likely to have obtained information from other farmers than men (47%) and among

those women who said they had accessed extension information, (Table 32), 100% said that neighbours were a source of information about improved farming techniques (90% or more of women also cited radio, co-ops, and government extension services). Women were more likely to have applied herbicide/weed-killer than men (18% of women versus 8% of men).

TABLE 31 WHAT KIND OF EXTENSION INFORMATION DID YOU OR HOUSEHOLD MEMBER RECEIVE FROM SOURCE, BY SEX OF HOUSEHOLD MEMBER

	Government extension services		Action Aid		NGOs		Coop		Radio, TV		Neighbours	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Improved Farming Techniques	70.0	94.7	56.3	52.2	71.0	83.9	77.8	89.7	70.9	92.9	64.5	100.0
Livestock	17.3	2.1	29.4	45.7	21.0	12.9	16.7	0.0	9.2	2.0	17.7	0.0
Agriculture Prices	12.2	3.2	14.3	2.2	8.0	3.2	5.6	10.3	19.8	5.1	17.7	0.0
Fishing Activities	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Number of respondents	237	94	119	46	100	62	18	58	368	98	62	48

Women's Access to Markets and Income

Targets:

- 60% of women report increased, more regular access to markets by the end of the project.
- 30% of sampled women report an increase in their income by the end of the project.

Baseline: Women are also more likely to attend the market than men, with 28% of women

attending the market on a regular basis (twice a month or more) compared to only 8% of men. Almost 90% of men rarely went to the market or did not sell anything at the market. However, there is a large gender inequality in earnings with women earning only about 22% of men's earning from market sales.

About half the respondents did not sell their products in the last

year. The reasons for not selling anything in the market are because they only produce enough for home production (79%) and there is no surplus produce (5.7%). The results suggest that their lack of access to markets was not due to the distance to the markets, but rather because of their inability to produce a surplus for sales.

Description of Access to Markets and Income

TABLE 32 FREQUENCY OF MARKET ATTENDANCE

	Men	Women
Every (Market) Day	2.1	18.8
Once A Week	3.7	6.0
Once Or Twice A Month	2.5	2.7
Rarely	41.6	25.1
Did Not Sell	47.7	47.2
When I Have Something To Sell	2.5	0.2
Number of respondents	486	517
If Did Not Sell, Explain		
Produced For Household Consumption	81.7	76.6
Prices Not Good	7.0	6.6
Too Busy With Housework	0.4	0.8
Other	1.3	2.0
Not Enough Harvest	2.6	8.6
Did Not Farm (because of sickness, didn't have land etc.)	7.0	5.3
Number of respondents	229	244

The survey asked about the value of income from market sales and income from other sources in the last 12 months.

The total income from all sources is the sum of the income from market sales and income from other sources, and

is calculated for all respondents. Respondents who did not receive any income are assigned a value of zero

TABLE 33 INCOME OVER LAST 12 MONTHS AND DISTANCE TO MARKETS

	Men	Women	Tests of equality of means
Number of respondents (who attend the market)	202	109	
Distance From Sales Point To Production Point, Km	15.4	7.4	*
Number of respondents (who attend the market)	201	110	
Income from market sales from crops/products (Ghanaian cedi)	2,535.5	569.9	***
Number of all respondents	486	517	
Income from other sources (Ghanaian cedi)	975.0	255.1	***
Total income all sources (Ghanaian cedi)	2,023.6	376.4	***

TABLE 34 WHAT OTHER SOURCES OF INCOME DID YOU HAVE IN THE LAST 12 MONTHS? (PERCENTAGE WHO SAID YES. MULTIPLE ANSWERS POSSIBLE)

	Men	Women
Work For Pay: Regularly Salaried	18%	21%
Work For Pay: Daily Seasonal Wage	17%	7%
Self-Employed	21%	43%
Animal Rearing	8%	0%
Number of respondents	486	517

There are more women engaged in fixed wage employment than men (Table 35). About 21% of women work regularly at salaried jobs, compared to only 18% of men. 43% of women are self-employed while none of the women sampled engage in livestock rearing. This is

indicative that potential of livestock production in the project communities have not been exploited for empowerment of women.

On average, women earn 22% of men's earnings from market sales. Women are more likely to receive income from self-employment than men with over

40% of women engaging in self-employment versus 20% of men. However, women's average income received from these activities (other sources) is also lower than men's, where women earn only 26% of men's earnings.

Outcome 4: Changes in Policy and Practice

Outcome 4: Greater visibility of intersections of CRSA, women's UCW and women's economic participation leads to changes in policy and practice by sub-national, national, regional and international stakeholders by 2020.

Outcome 4 is disaggregated into three indicators:

- 75% of local and national duty bearers surveyed agree that greater support and

investment is needed to reduce UCW by the end of the project.

- 8 new or revised strategy or policy documents from national, regional or international bodies or bi-lateral donors that address gender inequality facing rural women including disproportionate burden of Unpaid Care Work and its impact on

sustainable farming techniques and women's economic empowerment.

- Increase in national policy support for interventions that reduces women's Unpaid Care Work as assessed by key external experts in each country, by the end of the project.

Promoting Support and Investment to Reduce Unpaid Care Work

Targets: 75% of local and national duty bearers surveyed agree that greater support and investment is needed to reduce UCW by the end of the project.

Increase in national policy support for interventions that reduces women's Unpaid Care Work as assessed by key

external experts in each country, by the end of the project.

Even though duty bearers that the baseline team interviewed agreed largely with POWER goals and objectives, the concept of UCW appeared to be new. In all the five regions, we interviewed duty bearers from the District Assemblies, Domestic Violence and Victim Support Unit (DoVVSU) of the Ghana Police, The Business Advisory Centres (BACs) of the National Board for Small Scale Industries, District and Regional Gender Officers, Ministry of Food and Agriculture, Assemblymen, Chiefs and Magnesia (women opinion leaders) did not fully understand the impact of UCW on women's economic opportunities and empowerment.

While there was consensus on the need for women's empowerment, there was a general lack of acceptance that UCW is a women's right issue. Interviews revealed that many of the Civil Society Organizations (CSOs) and government

agencies like the Ministry of Food and Agriculture, Business Advisory Centers, Domestic Violence & Victim Support Units, as well as opinion leaders, did not recognize UCW as having an impact on women's wellbeing. In almost all the District Assemblies we visited, there was evidence of investments to provide education, health and water facilities. These investments were, however, done within the framework of their constitutional mandates and not based on the recognition of UCW and the need to reduce it.

Even among NGOs with elaborate women's empowerment and gender advocacy programmes, UCW was not recognized. Almost all the KII and FGD participants had views that reinforced the status quo, with many arguing it was the responsibility of women to perform reproductive functions. The notion of recognizing, reducing and

redistributing UCW was not within the vicinity of programs or agendas of stakeholders consulted.

In view of findings from the KIIs and FGDs, it will be necessary for ActionAid to invest in a large-scale education and advocacy campaign in order to gain duty bearer recognition and support of reducing and redistributing women's UCW. Although the target of 75% of local and national duty bearers surveyed agree that greater support and investment is needed to reduce UCW by the end of the project may be achievable, it is important AAI recognize that the baseline for this indicator is in the proximity of zero. Changing the culture of organizations and agencies within the space of 4 years will not be easy, but perhaps it will be possible for ActionAid to build on the recent government focus on women's gender equality and rights issues more generally.

New or revised strategy or policy documents

Target: 8 new or revised strategy or policy documents from national, regional or international bodies or bi-lateral

donors that address gender inequality facing rural women including disproportionate burden of Unpaid Care Work

and its impact on sustainable farming techniques and women's economic empowerment.

Findings: Ghana's 1992 constitution⁴ guarantees gender equality and protects key women's rights, while also obliging the government to improve the social status of women in several different ways, including providing childcare facilities for children younger than school-age, ensuring the "full integration of women into the mainstream of the economic development," guaranteeing "the ownership of property and the right of inheritance," and working toward a reasonable gender balance in public offices. It does, however, also reserve the right to restrict rights pertaining to "adoption, marriage, divorce, burial, devolution of property on death or other matters of personal law." In 2007, Ghana passed a Domestic Violence Act and the government established a Domestic Violence Victims Services Unit as well as a national Ministry for Gender, Children and Social Protection.

Despite these official protections, the government

⁴ <http://www.ghanareview.com/Gconst.html>

admits that it has long devoted inadequate resources to policy and enforcement practices necessary to achieve gender equality and women's empowerment. This led to the launch of a National Gender Policy⁵ in 2015. The policy's objectives are to accelerate the empowerment of women to have safe and secure livelihoods and economic opportunities; to speed up enforcement of existing policies and agreements/treaties that address violence and discrimination against women; to achieve 40% female representation at all levels of decision-making. It is also to address women's needs in economic and trade policy and to transform "inequitable gender relations and improve gender parity for women, and ensure that state policies are monitored with a gender equality and women's empowerment lens

In January 2016, Ghana's Ministry of Food and Agriculture released the Gender in Agriculture Development

⁵ http://www.ghana.gov.gh/images/pressreleases/National_Gender_Policy_Summary.pdf

Strategy II Document, an update of the first strategy document, which was released 12 years prior. Interestingly, at its launch, the Deputy Minister decried the precipitous decline in the total number of women involved in agriculture from 2012 to 2014 and vowed to investigate the causes. Many of the policy's objectives dovetail with desired ActionAid outcomes, including enhancing equitable delivery of agricultural services and access to inputs; enhancing access to land, information on land rights and tenure security; developing and disseminating gender sensitive appropriate technology, including smart practices, and promoting gender responsive agribusiness, leading to market access for livelihood and growth in incomes.⁶

⁶ <http://www.ghana.gov.gh/index.php/media-center/112-food-agriculture/2424-report-on-the-launch-of-gender-in-agriculture-development-strategy-ii-document-by-the-ministry-of-food-and-agriculture-on-wednesday-january-27-2016>

While the National Gender Policy sets out a framework for regular monitoring and evaluation, including annual policy review, no further updates were found at the time of this writing. Taken as a whole, the existence of the aforementioned documents indicates some measure of political will to create strategy and policy that align with ActionAid's Outcome 4. The chief issues will likely be to ensure that new policies recognize UCW, which appears to be an unfamiliar concept in Ghana, and ensuring enforcement of policy and roll-out of practices in POWER communities that address gender inequality and the impact of women's disproportionate UCW on sustainable farming techniques and women's overall economic empowerment.

Access to Agricultural Services

Agriculture extension services from the national and regional government, as well as international institutions and NGOs, are crucial for improving women's empowerment in the agriculture sector. Women receive inadequate services in absolute terms and relative to the services that men receive.

As the Food and Agriculture Organization (FAO) points out, one result of insufficient agricultural services is *“(w)omen are much less likely to use purchased inputs such as fertilizers and improved seeds or to make use of mechanical tools and equipment.”* Men are more likely, than women, to receive advice about agricultural production from government extension services, and they receive that advice more

frequently. Men are also more likely to receive assistance from ActionAid, and large-scale farmers. Men are also more likely to obtain information from informal sources, such as from radio/TV or neighbours.

the services in the last 12 months. This question applied to household members 16 years old and older.

The Baseline Study asked respondents if they had received extension services, and who in their household specifically received those services. Men in the households are more likely than women to receive advice about agricultural production from government extension services, ActionAid, and other NGOs as presented in Table 36. Men are also more likely to obtain information from informal sources, such as from radio/TV or neighbours. Table 37 displays the services and the gender of the person receiving

TABLE 35 WHO IN THE HOUSEHOLD RECEIVED EXTENSION SERVICES IN THE LAST 12 MONTHS (ALL HOUSEHOLD MEMBERS OLDER THAN 16)

Age 16+	Men	Women	
Government Extension	18.7%	8.0%	***
ActionAid	8.1%	5.5%	**
Other NGOs	10.9%	5.0%	***
Coop/Farmer Association	3.1%	3.1%	
Radio/TV	27.8%	21.3%	***
Neighbours	5.9%	3.5%	***
Number of household members	1,070	1,131	

Men are more likely than women to get advice from extension services, and they receive more frequent visits from extension service workers. Table 37 shows the average number of times a worker from the government extension service, ActionAid,

other NGOs, a coop or farmers' association, or a neighbour had visited to provide service in the last 12 months. Among respondents who received advice from extension services from government, ActionAid, or advice from neighbours, men get more frequent visits than women in a 12-month period.

TABLE 36 AVERAGE NUMBER OF EXTENSION SERVICE VISITS

	Men	Women	Test of means
Number of respondents	167	91	
Government Extension	2.8	1.4	***
Number of respondents	69	43	
ActionAid	2.6	1.5	***
Number of respondents	75	52	
Other NGOs	2.9	2.1	
Number of respondents	17	55	
Coop/Farmer Association	4.2	4.4	
Number of respondents	39	47	
Neighbour	3.5	1.0	***

The majority of respondents who received extension services are satisfied with the service. Table 38 demonstrates the

percentage of respondents who were satisfied or very satisfied with the service of extension workers from various agencies. Women

are less likely to be satisfied with services from government extension and coop/farmer associations than men.

TABLE 37 SATISFACTION WITH EXTENSION SERVICES

	Men	Women
Number of respondents	167	91
Government Extension	94.0%	78.0%
Number of respondents	69	43
ActionAid	100.0%	90.7%

Number of respondents	75	52
Other NGOs	93.3%	96.2%
Number of respondents	17	55
Coop/Farmer Association	100.0%	70.9%
Number of respondents	39	47
Neighbour	97.4%	95.7%

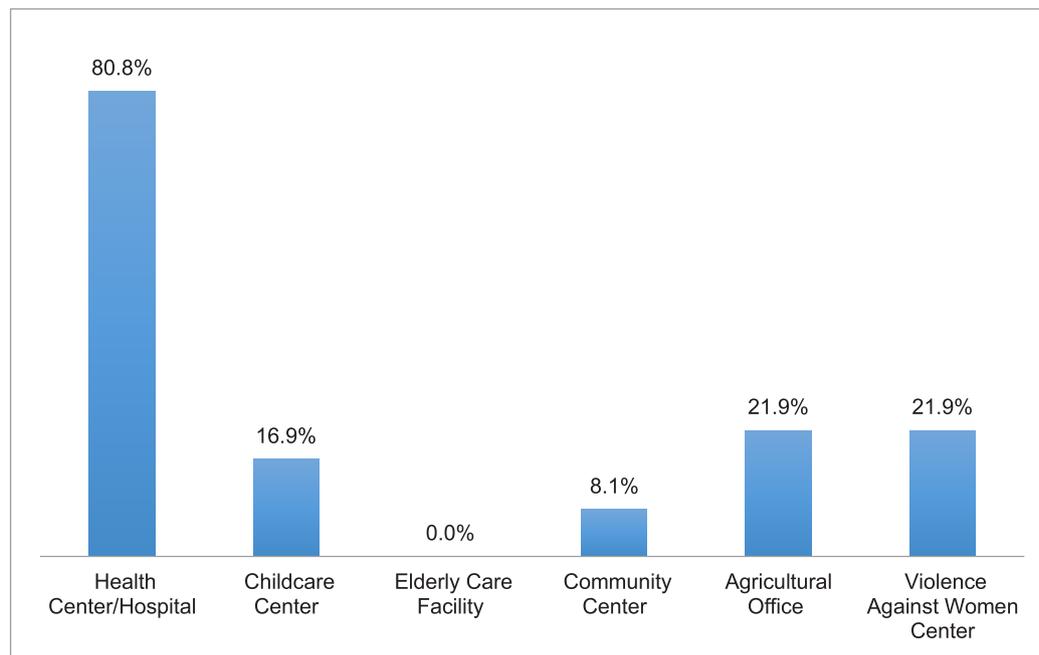
Women are more likely than men to receive information about improving farming techniques across different sources. Men are more likely than women to obtain information about livestock from government extension workers. A higher percentage of men than women obtain agricultural price information across most sources (except for coops).

childcare centers, agricultural offices and violence against women's centers were available in only 20% of the communities we surveyed. Elder care facilities were non-existent.

Facilities Description

Adequate access to public facilities and their services lessens women's Unpaid Care Work burden. The communities that POWER will work with have limited public facilities, except for health centers or a hospital, which were available in 81% of the communities. Of the types of facilities that the baseline survey asked about,

FIGURE 6 AVAILABILITY OF SPECIFIC FACILITIES



Reducing Unpaid Care Work could be achieved by reducing the distance and time to reach facilities, specifically; childcare, elder care, health care, and domestic violence support services. Table 29 presents baseline distance and time to reach important facilities in the project communities. The nearest childcare and community centers are over 4km away, which is a little over 15 minutes to reach by motorbike.

While it may appear as though these facilities are close, it is important to note that many women do not own motorbikes and most would have to walk to these facilities with children. Table 39 presents the means by which respondents reach important health and childcare facilities in their communities. Almost 40% of respondents reach childcare centers by walking. Note that what is referred to as “taxi” is actually a motorcycle used as a taxi, so it

is more technically correct to describe “taxi” in this context as motorbike. Use of taxis comes at a cost that in most cases, is unaffordable to women. A POWER target should be to reduce the distance to these centers making it possible for women and children to walk to these places without jeopardizing their health and school performance.

TABLE 38 AVERAGE DISTANCE AND MINUTES TO TRAVEL TO A FACILITY (WHERE FACILITIES EXIST)

	Distance (km)	Minutes	Number of observations
Health Center/Hospital	5.55	31.0	417
Childcare Center	4.29	16.2	87
Community Center	4.17	19.9	42
Agricultural Office	12.34	42.4	113
Violence Against Women Center	11.42	32.5	113

TABLE 39 MEANS OF TRANSPORTATION TO KEY FACILITIES

	Foot	Bicycle	Taxi	Other	Number of observations
Health Center/Hospital	75%	4%	25%	1%	102
Childcare Center	39%		57%	2%	46
Community Center	100%				2
Agricultural Office			86%	3%	29
Violence Against Women Center	19%		81%	3%	31

Table 40 shows that even though some childcare, health and other facilities exist, a significant percentage of the population do not make use of these facilities. Only 24% of women indicate their family

members visit the health centers, while 53% report that family members visited the childcare facility. The fact that more than two-thirds of respondents do not visit important facilities indicates a

need to further review the quality and accessibility of these centers. Distance and lack of easy, affordable transportation, as discussed above and on Table 38, are likely factors in low usage rates.

TABLE 40 PERCENTAGE OF FEMALE RESPONDENTS WHO SAY FAMILY MEMBERS USE FACILITIES REGULARLY

	Women	Number of observations
Health Center/Hospital	24%	417
Childcare Center	53%	87
Community Center	5%	42
Agricultural Office	26%	113
Violence Against Women Center	27%	113

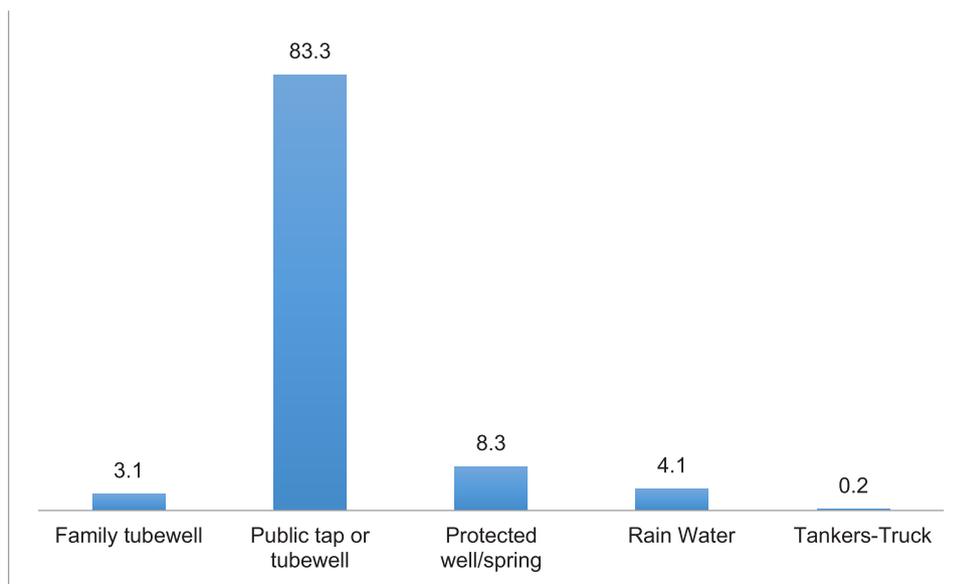
Utilities Description

Another dimension of UCW is women's responsibility for acquiring household water and energy. Women spend, on average, 90 minutes each day collecting water and fuel wood. In many cases, household water is not safe, leading to disease outbreak in households and further consuming the time of women.

Figure 7 presents sources of water for domestic use in the POWER communities. Over 80% of respondents depend on public water posts for household consumption. These are mostly hand-dug wells. In some of the more advantaged communities, the wells are fitted with pumps.

The key challenge with these utilities is usually the large crowds that gather, which often require women to queue for long periods to fetch water. Only 8% use water from protected wells.

FIGURE 7 MAIN SOURCE OF DRINKING WATER (% OF RESPONDENTS)



Firewood is the dominant source of cooking fuel (93%). Other cooking fuel sources are rarely used. About 6% use charcoal. Only 0.2% of households use liquid propane

gas (LPG). The reliance on firewood and charcoal means that about 98% of household cooking energy requirements depend on the forest and involves the cutting of trees.

Apart from the UCW benefits, reducing dependence on firewood would also come with significant environmental benefits.

FIGURE 8 MAIN SOURCE OF COOKING FUEL (% OF RESPONDENTS)

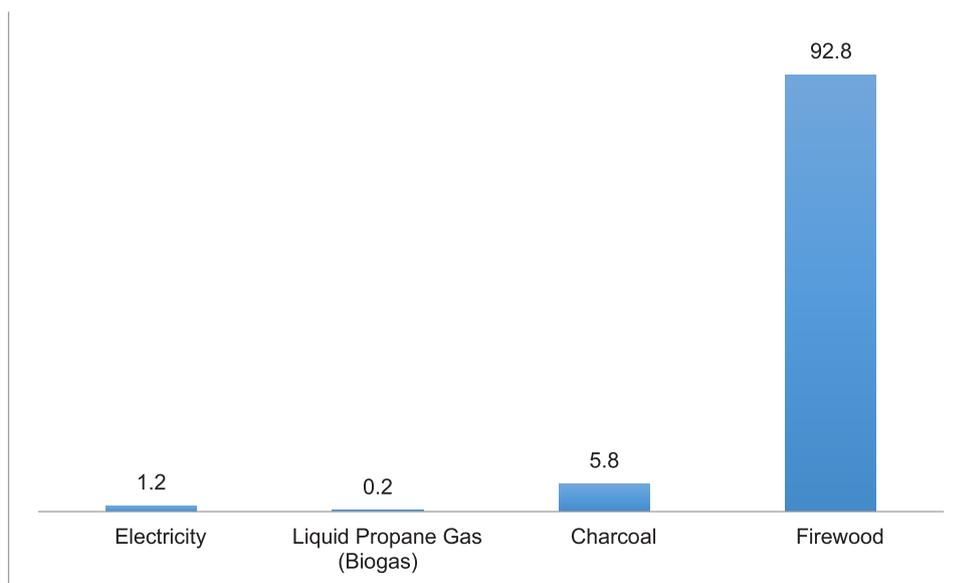
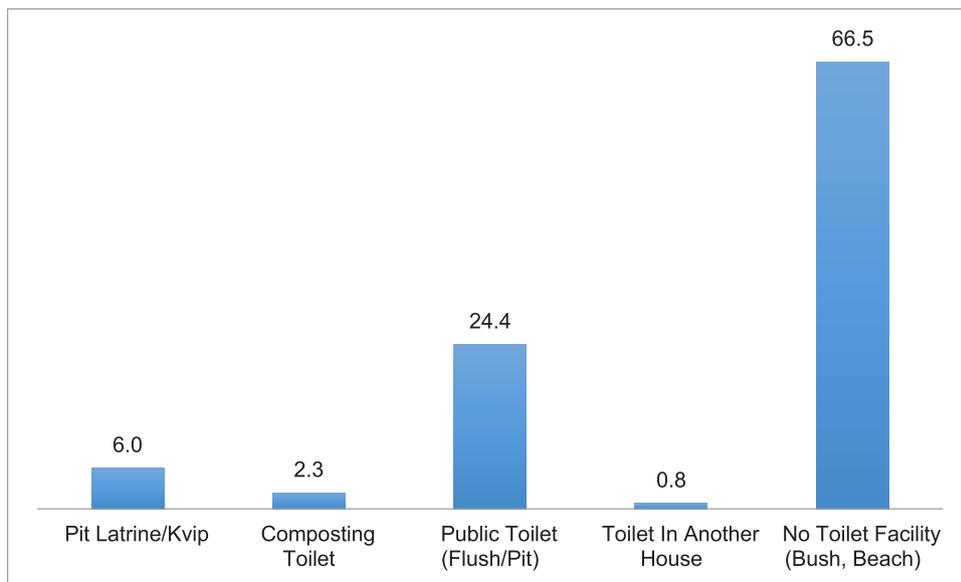


Figure 9 presents households access to toilet facilities in the project communities. Over two-thirds of the population in the project communities do not have any access whatsoever to toilet facilities. About 24% use public pit latrines while 6% use household pit latrines.

The results show access to sanitation, as indicated by the small percentage of population with access to toilets, is extremely poor and could have severe implications for health as well as women’s time use. Many illnesses, such as cholera and other sanitation-related disease

epidemics have the highest likelihood of occurring in communities with poor sanitation. When such outbreaks occur, women bear the burden of caring for sick household members.

FIGURE 9 MAIN TYPE OF SANITARY FACILITIES (% OF RESPONDENTS)



4. Priorities for the **POWER Programme**

Reduce women's workload

Women face a heavy workload in ActionAid Ghana's targeted communities. Women allocate close to 10 hours a day to all forms of work, as compared to a

total of 5.5 hours for men. The burden of Unpaid Care Work falls particularly heavily on women, who spend the majority of their workday, almost 6 hours,

engaged in UCW; this is roughly 10 times the amount of time men spend on UCW.

90% of households rely on wood



as their main fuel source and public taps as the main source of drinking water. This fact, combined with the large time investment that women must make daily in collecting fuel wood and water, make it clear that increasing access to more efficient energy sources and safe water would reduce women's work burdens as well. These results suggest the strong persistence of gender roles and responsibilities in the ActionAid targeted communities in Ghana. However, these gender norms did not extend to work for pay. Most respondents did not agree with the statement that women should not get involved in economic activities. In changing men's attitudes towards distribution of UCW and encouraging men to take on more UCW themselves, therefore, it may be beneficial to approach the topic from the vantage point of enhancing income generation; such an approach could emphasize the potential to improve the economic status of families as a whole.

Bring men's perceptions of UCW more in line with reality

Interestingly, for childcare, 7% of men state that men are responsible for childcare

as reduce environmental impact.

The Baseline Study identified several ways that women's workload could be reduced.

Change traditional perceptions of work

Approximately a third of all respondents agree that men and women should share compared to only 2% of women, and 30% of men state women and men jointly are responsible for childcare versus 18% of women. This suggests that there is a difference in perception about who contributes to childcare in the household, or perhaps how childcare is defined by men and women. Given that the average time men spent on childcare is low according to the time use diaries, men might be overstating their contribution as well as underestimating women's contribution to childcare. Bringing men's perception in line with reality could start the conversation about just distribution of UCW. Likewise, in light of the extreme disparity in time that men and women spend doing nothing/other activities (per the time diaries), it could also be beneficial to discuss a fair

domestic duties and care work. About half of male and female respondents believe that men should be breadwinners while women should be caregivers. As focus groups demonstrated, women are often kept in traditional work roles through coercion and the threat of violence.

distribution of leisure time, or time spent doing nothing/other activities relative to total workload, including UCW, although this will require a cautious approach.

Improve access to childcare and other services that would reduce women's Unpaid Care Work burden

Providing access to facilities that provide public services would reduce women's UCW burden. Women live too far from services such as childcare and health care and lack adequate transportation. Other potential factors, including low quality and/or lack of trust and value of the facilities, should also be reviewed in case they are also affecting usage.

Improve access to utilities

Lack of access to water, fuel, and sanitary facilities greatly increases women's UCW.

Supporting investments to improve access to water, sanitation facilities and alternative fuel sources would drastically increase the amount of time women and girls have for social and economic improvement. Access to utilities could be improved through providing new resources, such as latrines or water pumps. ActionAid could also provide

means of using current resources more efficiently, such as through the use of fuel-efficient stoves.

Raise women's awareness and participation in community organizations

Leaders address issues that affect them and people like them within their communities. Women's lack of awareness and

participation in social and economic groups means that their issues don't get attention or solutions. Even when women have awareness of local groups, they rarely actively participate in them. POWER should promote women's awareness of community organizations, provide opportunities to join them, and promote the skills needed to participate in them.

Increasing women's income

Women have less access and control than men within their households and communities over economic assets. POWER should focus on the following activities:

Increase women's ownership and decision-making authority over productive economic assets

Many households own assets but women are less likely than men to own the assets or have rights to the assets across all asset classes. Women tend to live in households that do not own mechanized or non-mechanized farm equipment. The lack of access to these agricultural assets could contribute to women's lower agricultural yields and higher overall workload. Increasing

their decision-making authority could also address the survey's finding that women engage in less diversity of economic activities than men.

Help women get more involved in decision-making about economic activities, particularly cash crop production

Whether it's the use of assets, decisions about credit, or decisions about what to grow, men are more likely to be involved in decision making than women for all economic activities. Women are engaged in some decisions, such as those regarding food crop farming, but they are less likely to be involved in decisions about cash crop farming.

POWER should build women's confidence in making decisions and help them engage in decision-making. Focus groups showed, however, that POWER needs to be aware of the potential for changes in traditional gender roles to spark domestic violence.

Women need assets, particularly farm equipment

Women are less likely to be owners or have rights to almost all assets. Women are less likely to be owners of every single asset category, while men are more likely to be sole owners. Women are also less likely than men to have rights to sell, give away, mortgage or rent the assets. The lack of women's involvement in decisions about sale, rental or disposal of assets

highlights women's disempowerment in this indicator as shown in the WEAI analysis.

Women are less likely to live in households that own farm equipment, which is an important asset for reducing agricultural workload and increasing women's incomes. For example, 10% of men live in households with mechanized farm equipment compared to only 2% of women. 75% of men live in households with non-mechanized farm equipment versus 55% of women.

Increase agricultural production

About half the respondents did not sell their products in the last year. The most common reasons for not selling anything in the market is that households only produce enough for home consumption (79%). The results suggest that their lack of access to markets was not due to the distance to the markets, but rather because of their inability to produce a surplus for sales. Increasing agricultural production would increase earnings in many households.

Help households to access credit

Households do not have sufficient access to credit to grow their incomes. Women particularly face obstacles to accessing credit. Partnering with formal lenders to bring credit to POWER's agricultural communities is an important component of improving incomes.

Increase women's access to extension services

Men are more likely than women to get advice from extension services, and they receive more frequent visits from extension service workers. Lack of services is another explanation for women's lower agricultural yields. POWER should work with the government and agricultural organizations in POWER communities to design extension services for female farmers.

Address unequal earnings at market

Women are also more likely to attend the market than men, with 28% of women attending the market on a regular basis (twice a month or more) compared to only 8% of men. Almost 90% of men rarely went to the market or did not sell anything at the market. However, there is a large gender inequality in earnings with women earning only about 22% of men's earning from market sales. POWER should identify the causes of this difference in earnings and address it.

Conclusion

In conclusion, although the challenges to gender equality and women's empowerment in Ghana are many, the study has uncovered several areas of opportunity. Chief among these are reducing women's UCW by increasing access to utilities, services and fuel-efficient cooking technologies and beginning the difficult conversations necessary to shift gender-based expectations about care-work on household, community, and national levels. The other key opportunity is to increase women's income by capitalizing on both widespread ownership of agricultural land and cultural acceptance of women's economic activity. Providing financial literacy and livelihood skills training,

increasing the availability of agricultural equipment and inputs for women in sync with CRSA education and training, and expanding women's access to credit, are key areas in which ActionAid can make a difference.

The evaluation team's recommendations do come with several caveats, particularly in terms of protecting women from potential abuse that could result from upending pervasive and deeply-held gender norms and this should not be taken lightly. Expanding women's rights will go hand-in-hand with expanding access to Violence against Women centers, legal recourse and other safeguards.

Baseline data included herein will serve to inform ActionAid's strategy in pursuing POWER project goals and in evaluating progress as the program evolves. We look forward to seeing women in Ghana fulfil more of their potential as citizens, earners, and humans as they achieve greater equality and empowerment through the efforts of this project. ISG and the evaluation team were honored to work with ActionAid and especially with the communities and duty bearers that graciously hosted us, shared their candid input on issues relating to women's empowerment, and provided the data that will carry this project forward.

Annex 1: Types of Crops Produced and Crop Categories by Sex

	Men	Women
Crops produced (percentage of total)		
Wheat	0.1	0.1
Maize	24.7	22.9
Barley	0.0	0.3
Millet	14.5	12.9
Sorghum	13.3	9.0
Rice	4.4	6.8
Other Cereal	0.1	0.5
White & Yellow Yams	8.2	0.8
Sweet Yams	0.1	0.0
Cocoyams	0.6	0.3
Cassava	7.3	4.9
Sweet Potato	0.1	0.0
Other Roots	0.0	0.1
Cowpea	5.2	5.2
Bambara Beans	3.3	4.3
Soybean	2.3	3.9
Other Pulses	0.6	2.3
Sesame	1.0	0.3
Ground Nut/Peanut	9.2	15.2
Soybean	0.3	0.0

Other Oilseeds	0.1	0.0
Chili	0.6	3.3
Onion	0.1	0.1
Other Spices	0.0	1.1
Pumpkin	0.1	0.0
Okra	0.6	3.2
Bitter Gourd	0.0	0.1
Water Gourd	0.9	1.4
Other Vegetables	0.3	0.5
Other Fruits	0.1	0.0
Palm	0.4	0.0
Pyrethrum	0.1	0.0
Other Tobacco-like Crop	1.4	0.5
Cut Flower	0.1	0.0
Number of crops produced	1,354	870

MAJOR CROP CATEGORIES (PERCENTAGE OF TOTAL)

	Men	Women
Major Cereals	57.1	52.4
Roots And Tubers	16.2	6.2
Pulses	11.4	15.6
Oil Seeds	10.6	15.5
Spices	0.7	4.6

Vegetables	1.6	4.7
Leafy Vegetables	0.3	0.5
Fruits	0.1	0.0
Other Crops	2.0	0.5
Number of crops produced	1,354	870

Annex 2: Average Yield for Major Crops

	Maize		Millet		Ground Nut/Peanut		Sorghum		Cassava	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Harvest	575.3	290.1	258.5	198.4	450.8	250.9	263.0	212.6	876.7	528.4
Area	2.5	1.9	1.4	1.4	2.2	1.5	1.7	1.6	2.7	2.2
Yield	247.1	164.9	226.5	158.2	227.2	202.1	198.2	157.2	384.1	292.5
Number of observations	332	199	196	112	125	132	180	78	99	43

Annex 3: Use of Fertilizer and Inputs

	Men	Women
Percentage of plots that had fertilizers applied	28%	28%
Number of plots	969	653
Type of fertilizer used on plot		

Inorganic Fertilizer	57.4	45.4
Organic Fertilizer	39.3	43.7
Both	3.3	10.9
Number of plots	270	183
How Did You Learn About The Fertilizers Used?	Men	Women
Agricultural Extension Services	22.4	10.4
Farmers' Union	1.1	1.6
Other Farmers	47.1	70.5
Agro-Suppliers	2.9	1.6
Other	26.5	15.8
Number of plots	272	183
How did you choose the fertilizer? (Multiple responses possible)	Men	Women
Cost	42.4	35.9
Availability	50.1	58.7
Better For Conservation	7.4	5.4
Number of responses	349	223
How Did You Obtain Your Fertilizer?	Men	Women
I Bought The Fertilizer	39.7	39.7
I Made The Organic Fertilizer	34.6	44.6
I Used A Voucher	10.7	11.4
I Bought Some And Made Some	4.0	0.5
Other	11.0	3.8

Number of plots	272	184
What Other Farm Inputs Did You Use? (Multiple responses possible)	Men	Women
Pesticides	9.6	4.9
Improved Seeds	0.7	1.8
Did Not Use Any Other Inputs	81.8	72.5
Herbicide/Weed killer	7.7	17.9
Other	0.2	3.0
Number of responses	972	672
How Did You Learn About These Other Inputs	Men	Women
Agricultural Extension Services	17.2	15.3
Other Farmers	55.2	57.6
Agro-Suppliers	10.3	8.2
Traditional Wisdom	8.6	0.0
Other	8.6	18.8
Number of plots	116	85
Total cost of inorganic fertilizer used	237.8	127.6
Number of plots	173	110
Total cost of organic fertilizer used	17.6	2.5
Number of plots	31	32

Annex 4: WEAI Calculations

5 Dimensions of Empowerment Score

The 5 dimensions of empowerment in the WEAI are calculated using a weighted average of individual empowerment scores, disempowerment scores, and dimensions in which individuals are disempowered. The equation is

$$5DE = H_e + H_n(A_a)$$

H_e = The % of women who are empowered

H_n = The % of women who are disempowered

A_a = The % of dimensions in which disempowered women have adequate achievement.

Gender Parity Index Score

The Gender Parity Index is calculated according to the following equation

$$GPI = 1 - H_w(R_p)$$

H_w = % of women without gender parity

R_p = Average empowerment gap between men and women in the same household.