



U.S. Department of Agriculture Food for Progress Jamaica Spices Gender, Youth, and Social Inclusion (GYSI) Analysis Report

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ACRONYM LIST

4-H	Jamaica 4-H Clubs
BGA	Bureau of Gender Affairs
BDS	Business Development Services
DPO	Disabled Population Organization
FBO	Farmer Based Organization
FGD	Focus Group Discussion
GoJ	Government of Jamaica
GBV	Gender Based Violence
GYSI	Gender, Youth, and Social Inclusion
KII	Key Informant Interview
JACRA	Jamaica Agricultural Commodities Regulatory Authority
JAMPRO	Jamaica Promotions Corporation (Trade & Invest Jamaica)
NGO	Non-governmental organization
PHHS	Postharvest Handling and Storage
MOAFM	Ministry of Agriculture, Fisheries and Mining
MSME	Micro Small & Medium Enterprise
RADA	Rural Agricultural Development Authority
USDA	United States Department of Agriculture



I. INTRODUCTION

I.1 BACKGROUND AND PURPOSE

The United States Department of Agriculture (USDA) Food for Progress Jamaica Spices is a five-year activity to support Jamaica’s goal of revitalizing the spice sector to meet the existing export and domestic demand for turmeric, ginger, and pimento. As the prime implementer, ACDI/VOCA will support 7,500 farmers and agricultural market systems actors, including women, youth, and other marginalized groups, create a more diversified and vibrant spice sector and contribute to a 50% increase in ginger, turmeric, and pimento through improved planting material and management practices on 2,250 hectares, resulting in US\$20.75M of sales and US \$14.5M in annual export sales, as well as a more diversified, inclusive, sustainable, and climate-resilient spice sector. We will achieve these results through an integrated market systems and ecosystem-based landscape approach which encourages the production and processing of safe, high-quality spices and strengthens market connections, investment, and finance. Jamaica Spices will also work through established partnerships with key public sector stakeholders, such as Jamaica Agricultural Commodities Regulatory Authority (JACRA), Ministry of Agriculture, Fisheries and Mining (MOAFM), Rural Agricultural Development Authority (RADA), Jamaica Promotions Corporation (JAMPRO), and Jamaica 4-H Clubs (4-H) and strong partnerships with anchor firms, MSMEs, and FBOs built over the last 10 years.

To support Jamaica Spices crosscutting gender, youth, and social inclusion (GYSI) work and achieve inclusive results, ACDI/VOCA conducted a GYSI analysis starting in May 2023 through October 2023. The objective of this analysis is to better understand GYSI gaps and opportunities within Jamaica and more specifically within the spices sector (pimento, ginger, and turmeric). Results of this analysis and other GYSI-integrated studies will be used to inform the development of a GYSI strategy which will guide Jamaica Spices’ implementation to address gaps across rural communities, institutions, and markets. Results of the GYSI analysis will also be used to inform the development of a custom institutional capacity assessment to assess inclusion capacity gaps of Jamaica Spices’ five major institutional partners (JAMPRO, JACRA, RADA, 4H, and MOAF) that is expected to rollout in Year 2 of implementation.

I.2 RESEARCH QUESTIONS

The following high-level set of research questions were used to guide the Jamaica SPICES GYSI Analysis:

- What are the formal and informal rules governing different groups’ participation and benefit in the spices value chains and broader agricultural market system in Jamaica?
- What are the roles and responsibilities of males and females of all ages, and how do these participation in agricultural and market opportunities?
- To what extent do men, women, and male and female youth have access to the productive resources they need to participate in the spices value chains in Jamaica?
- What are the decision-making and power dynamics within households, communities, and markets and how does that hinder or facilitate inclusion of different groups?
- What opportunities or initiatives can Jamaica SPICES build off of to promote gender equity, positive youth development, and empowerment of marginalized groups?

- What are the distinct experiences (challenges and opportunities) of persons with disabilities, Maroon people, and LGBTQI+ groups in Jamaica in the agricultural sector and what needs to be addressed to enhance their inclusion?

2. RESEARCH METHODS

2.1 RESEARCH DESIGN

The research for the Jamaica SPICES GYSI analysis occurred during June – October 2023. It consisted of a rapid desk review of available literature followed by a primary data collection phase whereby the research team interviewed key stakeholders in the spices value chain to better understand constraints and opportunities for inclusion. The primary data collection phase filled in research gaps from the desk review, including both a deep dive into GYSI issues within the spice sector and further analysis of cross-sectoral GYSI issues that constrain agricultural market systems from performing more inclusively and delivering more equitable benefits.

2.2 SAMPLING

The research team engaged a diverse sampling of groups across Jamaica, including men, women, and male and female youth across eight (8) parishes. Furthermore, the team sought out diverse perspectives from persons with disabilities, sexual minorities (i.e., LGBTQI+ groups), and indigenous groups (i.e., the Maroon people) in order to get a more complete sense of challenges and opportunities for a broad range of individuals within Jamaica’s agricultural sector. Many of these groups live and work in agricultural communities which overlap with spice production and processing in Jamaica.

Focus group participants and key informants were recruited using purposive sampling, drawing mainly on actors Jamaica Spices already plans on working through as identified during program design stage (e.g., MOAF, RADA, JACRA, JAMPRO, and 4H), recommendations and networks from the Bureau of Gender Affairs, and disabled persons organization (DPOs) that surfaced as a part of the desk research, and additional actors that were referred to us during KIIs.

In total, we interviewed 27 key informants (70% female, 30% male) across 18 organizations, including 2 spices agro-processors, 9 government institutions spanning research, business development, extension advisory services, export readiness, and other key areas, and 7 GYSI-focused organizations including those representing or working directly on issues impacting women, LGBTQI+ groups, youth, and persons with disabilities. We also interviewed 274 focus group participants (59% female, 41% male, 47% youth ages 15-29) through 18 FGDs, with 42% of the sample coming from Clarendon and Hanover parishes and nearly half of the sample coming from the Middlesex (St. Catherine, St. Ann, Manchester, and Clarendon parishes) region. Approximately 6% of FGD respondents identified as Maroon. See Table 1 below for further disaggregation of FGD participants.

Table 1. Age, Sex, and Region of FGD Participants

Respondent Age, Sex, and Location (N=274)		
Cornwall (Hanover, St. Elizabeth)	Middlesex (St. Catherine, St. Ann, Manchester, Clarendon)	Surrey (St. Andrew, St. Thomas)

	#	%	#	%	#	%
Male	25	9%	53	19%	34	12%
Female	34	12%	77	28%	51	19%
Subtotal	59	21%	130	47%	85	31%
Adult (30+)	28	10%	57	21%	56	20.5%
Youth (18-29)	25	9%	73	27%	25	9%
Unknown	6	2%	0	0%	4	1.5%
Subtotal	59	21%	130	47%	85	31%

2.3 METHODOLOGY

The research team used a combination of desk research and qualitative methods, including Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs), to collect primary data.

Desk Research: The research team reviewed eight documents, including GYSI focused reports from NGOs, value chain and agricultural reports, and independent research to gain a rapid understanding of gender, youth, and disability inclusion dynamics in Jamaica as it relates to Jamaica SPICES core objectives. Information gleaned through the desk research informed the development of data collection tools to ensure primary data collection did not replicate already existing studies. Secondary data from the desk research supplements our findings below.

Focus Group Discussions: The research team conducted 18 FGDs of 8-15 people. Gender and age dynamics were considered when composing groups to ensure the creation of a safe space for participants to speak honestly and openly with the facilitator and to minimize any negative risks associated with participating in the research. Early on in the research, mixed sex groups were used for FGDs; however, when the research team began to see group dynamics play out (e.g., men dominating conversation) and sensitive issues arise, they pivoted to doing same sex FGDs (women-only and men-only). For youth FGDs, facilitators used their best judgment about whether to have adult instructors or leaders in those groups and to what extent it would hinder or help group participation and the establishment of a safe space.

Key Informant Interviews: The research team conducted 18 semi-structured KIIs with key stakeholders, including government actors, private sector, NGOs/civil society, and GYSI-focused organizations, with almost all of these organizations and institutions directly involved in agricultural programming.

Data Analysis: The research team captured and transcribed all primary data at the end of the field component of the research. The raw data was fed into a qualitative data analysis software (i.e., Dedoose) and coded according to a code book that was developed to analyze themes related to distinct social groups, the domains of analysis, and emergent themes that surfaced out of the data.

2.4 ETHICAL CONSIDERATIONS

The research team incorporated an informed consent section into its KII and FGD guides to explain the nature of the research, risks and/or benefits to participation, gained consent to record, and explained that participation is voluntary. Furthermore, the data collection team used GYSI sensitive research best practices, including handling sensitive information with care and confidentiality (e.g., reports of sexual

harassment and interactions with government agencies and other groups); ensuring recruitment criteria was inclusive and non-discriminatory; ensuring that data collection tools and facilitation didn't use harmful language, reinforce harmful stereotypes, and maintained cultural sensitivity; building in awareness of power dynamics between facilitators and respondents; and ensuring locations and times of FGDs and KIIs worked for target groups and were considered "safe".

2.5 LIMITATIONS

The annual staging of the Denbigh Agricultural Show in early August 2023, and the Back-to-School season (mid-August-early September 2023) impacted the initial schedule for the data collection. Several groups rescheduled focus group dates which pushed back the data collection and analysis schedule for this study. Furthermore, the original research plan to have more women and youth FGDs was not feasible given the significant gender disparity in the sector. This resulted in having more male participation than anticipated in the sessions. Additionally, the communication method used by the community groups who provided support to mobilize the participants lacked specificity in terms of group composition and focused more on generating enthusiasm among individuals for participation rather than recruiting women and youth only FGDs.

3. FINDINGS

Below is a summary of findings that detail what the research team found from the desk review and primary data collection.

3.1 LAWS, POLICIES, AND INSTITUTIONAL PRACTICES & CULTURAL NORMS AND BELIEFS

Finding 1: Laws and protections for women, persons with disabilities, and other marginalized groups are in place (exception for LGBTQI+ groups), but the enforcement is lacking which leads to a "culture of impunity".

In Jamaica, legal protections and anti-discrimination policies are in place for women, persons with disabilities, ethnic minorities, and youth; however, the knowledge of these protections and enforcement mechanisms necessary to deliver on them is lacking which leads to a culture of impunity – or a perception that effective measures to penalize violations of these rights or laws are not enforced. Moreover, even when formal rules and protections are in place in Jamaica, these can be at odds with cultural and gender norms which make efforts at real inclusion challenging when cultural traditions impede actual implementation and enforcement of law. As an example, while there have been substantial strides in the laws governing gender-based violence (GBV) in Jamaica, the reality is that a lot of the cultural and gender norms that uphold beliefs about GBV are still strong in most communities.

I think just because of how our country is set up I always say [we have] a culture of impunity where we have laws but in terms of the enforcement of those laws it does not get to a level where people have faith in our justice system. – Local NGO

One notable exception to legal protections is for sexual and gender minorities in Jamaica. The Offences Against the Person Act of 1864 which includes the buggery law – or criminalizing same sex sexual activities particularly between men - is still in effect in Jamaica. Moreover, the Jamaican Constitution

which was amended in 2011 does not recognize same sex marriages or relationships. Compounding the lack of legal protections for LGBTQI+ groups, are strongly held homophobic and transphobic beliefs in Jamaica, and discrimination and violence against LGBTQI+ individuals is common. This leads to many LGBTQI+ individuals veiling their identities to prevent discrimination, harassment, and sexual abuse. Many organizations working with sexual and gender minorities notes that while legislative reforms and protections for these groups would be important steps, it would need to be combined with intensive gender and social norms change to ensure real inclusion of these groups.

And so even when it comes on to our work at [omitted name] we do the policy side but we also work on trying to make the society more sensitized so that there can be a cultural shift when it comes on to the treatment of LGBTQ people because we recognized that even if the law is amended the cultural aspect is something that would very much be there and that is something that we have to have a strategy around. – Local NGO

Lastly, there were several instances where groups noted the public sector attitudes and laws influenced how the private sector thought about inclusion issues, especially related to persons with disabilities and Maroon people. In one focus group with a Maroon group, they noted that “sometimes because the private sector don’t want to associate with us if they see that the government is against us.”

Finding 2: While government institutions have requirements around gender (and increasingly youth and persons with disabilities), there are few examples of effective mainstreaming.

Government of Jamaica (GoJ) institutions have requirements around gender, and increasingly youth and persons with disabilities. Some of the requirements that are in place include requirements to set and monitor gender and youth targets and allocating gender focal points for each agency. While government institutions report that they comply with minimum standards set out by GoJ related to inclusion, there are vast capacity gaps across institutions to really deliver on effective mainstreaming or integration efforts. As an example, different agencies understood targets differently – with some expressing that government requires anywhere from 25-30% of female and youth beneficiaries in programs with others reporting that they were not sure what the actual percentages are. No GoJ institution indicated that they use their sex-, age-, and other disaggregated data to make decisions or inform program activities. For government agencies that do conduct routine annual surveys to inform program activities and funding decisions, they reported not collecting GYSI-disaggregated data which limited their ability to be responsive to gender, youth, and or other social issues and groups. Many also reported that there was no dedicated gender funding which limited their ability to deliver on gender programming within their respective agencies. Lastly, several key informants mentioned that there was still a leadership mentality from the top that dismissed the importance of gender, which had the effect of GoJ not dedicating real time and resources to effective mainstreaming and instead focused on complying with “check the box” requirements.

What I would have seen working in different agencies or right across government is that gender is just added in. So, there is no direct funding in terms of understanding how to mainstream and I think that might be an issue because before we were very blind in terms of what is that we’re trying to accomplish as different agencies. And I think if we don’t have targeted funding for you to be able to, for example, know that

if you're having a community training it, you have to be able to have money to be able to get food or bathroom facilities that can take care of the needs of women and or girls. Then if you can't see the big picture that way, we're going to always have challenges. I think, I mean, I was unfortunately in a meeting that I heard a particular Ministry making a comment where he said that he don't know why gender is still such a big thing. – KII respondent

Additionally, government actors had a propensity to conflate non-discrimination and gender equality based on respondent interviews and focus groups. Many government actors expressed unease at using affirmative action strategies benefiting a particular group as that could be perceived as being biased or discriminatory to other groups. Many reported that their services were open to anyone and were equally serving all groups, but lacked further specification around how marginalized groups were accessing services equitably or particular efforts at making services more accessible to these groups given marked gender and other social barriers. This demonstrates there is still quite a bit of capacity building of GoJ actors to understand differences between equity, equality, non/anti-discrimination, and other key GYSI terminology and strategies. Furthermore, despite notable evidence of inter-governmental and government- NGO collaboration, there were few instances related to GYSI other than bringing in an agency to train women/women's groups. The one exception to this was 4-H who was often reported to collaborate with many GoJ partners on joint activities to increase youth inclusion and benefit in agricultural services and activities. In contrast, the Bureau of Gender Affairs was rarely mentioned as a key collaborator with other government agencies.

All our services really is gender equality. We don't segregate, we don't look at a different target specific groups. But what we do is everybody's entitled to our service. We offer technical advice; we assist them wherever we can assist in terms of providing technical assistance. We are now doing surveys and mappings. Everything else, our services are for entire groups. It does not discriminate against gender, age or gender. – KII respondent

We still cannot be too biased. We have to ensure that the client field is level from our perspective... we don't want to come off as biased in any way, shape or form, even though we want them involved. – KII respondent

There is no bias regarding gender, if you are interested whether male or female, apply, and if you meet the criteria, then they can access the park. – KII respondent

Findings around government capacity gaps to really understand distinct groups like women, persons with disabilities, youth, and other groups were substantiated by local farmers, NGOs, and agricultural market actors as well. Not only do GoJ institutions have limited awareness of what these groups need, they also noted that they had little capacity to deliver on these as part of their projects, activities, and funding. Many females, youth, and persons with disabilities FGD respondents noted several hurdles to accessing government services and programs due to their gender, age, or disability, yet government agencies seemed to be blind to these challenges for the most part.

The SRC's and the RADA's and all of those agencies they need a deep dive into the disability sector so that when they write these projects and put them on there, they

know what they're talking about. And they know how to get these persons to get involved... to ensure that these projects really are successful. – FGD respondent

Finding 3: The intersection of most social groups with disability status results in disproportionate stigma which limits access to resources and opportunities in agriculture.

While all groups (women, youth, etc.) reported some degree of stigma and discrimination resulting in curtailed access to resources and more limited opportunities in agriculture, this was more pronounced when it came to the intersection of other identities and disability. For persons with disabilities, especially when they belonged to another marginalized social category, they often faced more disproportionate impacts of stigma and discrimination. This often manifested in reports of not seeing persons with disabilities being as “capable” as able-bodied individuals, which leads to disproportionate barriers impacting agricultural production and processing (more limited access to information and appropriate technologies) and more severe penalties for these groups (loss of income, paying more for the same or customized products/services, etc.). There was also significant mention of how this perception often has unintended consequences on caregivers (primarily female) of persons with disabilities, adding on extra work or custodial responsibilities.

I think a big part of it is a mindset issue still, but then also in terms of financial support, not many financial institutions readily provide assistance to persons who are blind because again, of the perception I guess that blind person can't function, can't be independent. I mean if you try to get support, they probably might be willing to provide it through, maybe to the spouse or other member of the family or rather than be willing to provide it to directly to them. – FGD respondent

While there were some examples of organizations attempting to make services and information more accessible to persons with disabilities, this is not commonplace or diffuse across organizations. Examples of more accessible interventions were mostly around converting information into more accessible formats for people that were blind or deaf. This included converting text into audio-recordings or Braille. One bright spot around disability inclusion is the strong network of disability inclusion organizations (e.g., the Jamaica Council for PWDs and the Jamaica Society for the Blind) that exist in Jamaica, including supporting advocating for their member bases and seeking to make services and products more accessible. There are also economic empowerment grants available to persons with disabilities specifically for assistive technologies and equipment. While this doesn't address the lack of government or private sector awareness or capacity to better serve these groups, it is an opportunity for persons with disabilities to gain a more even foothold when it comes to accessing services and products.

Most recently our division of technology training and technical information has gone ahead in terms of converting some of our text-related publications. Umm, so that persons who are not able to see you know that they can navigate the computer space, they can listen just the same you know. So, it does not impede them or prevent them from accessing our information. So, we are making efforts to improve to ensure that nobody is left behind, so to speak. – KII respondent

3.2 ROLES, RESPONSIBILITIES, AND TIME USE

Finding 4: Women overwhelmingly take on the household and childcare responsibilities which limits their time to engage in productive work and increases their labor burdens.

Women in Jamaica do the bulk of the household and childcare responsibilities, which in turn, limits their time to engage in productive work or increases their labor burdens (e.g., engaging in more total work hours per day than their male counterparts). While women taking on the majority of the unpaid care work has been a well-established phenomenon in Jamaican households, there is evidence of growing discontent with these unequal labor distributions especially as more women than ever are working outside of the home in Jamaica. This is not only adding to women’s total work and time burdens, there is evidence that it is also leading to the emasculation of men and increasing tensions in households between males and females as women are bringing in more income than their male counterparts. Women FGD respondents note frustration around men not taking on productive or reproductive roles within families which requires that they take on the majority of the responsibility for all facets of household and family management.

So, because they're not doing what they're supposed to do as men, we as women have to take up their responsibilities. And when we take it up, they judge us. Because if you have the man sitting in a house in a cool shade and you go out the door, go out the door and do his thing. You have to make sure you go to work. Then come back in, come cook his food and he lies down in bed. – FGD respondent

Sometimes me tell my husband that I'm tired of being a man. But he is my husband and we have been together for nearly 50 years now. But at the end of the day, some of the things I have to do. When my husband goes there and works full time, they go to work, the money comes home, and he is done. I am the banker, I am the mother, I am the nurse, I am the lawyer, I am the everything. – FGD respondent

So, women were always there to support the men. But now we find that men are kind of laid back. And then the women have to be taking on the role to go out there and support the family. And do almost everything. But I believe that we should be equal. – FGD respondent

Finding 5: Agricultural roles are still relatively gendered which puts women in greater need of having to hire agricultural farm labor and can increase their production costs and introduce risks for GBV.

Agricultural on-farm roles are still highly gendered in Jamaica. Men are typically still taking on the more physically strenuous activities like land clearing, land preparation, and marketing, whereas women are responsible for labor-intensive functions like planting and harvesting. This has a net effect of putting women who own or manage their own plots of land in positions to need to hire more agricultural labor and driving increases in production costs for them. While cost and availability of on-farm labor is prohibitive to a lot of farmers, it’s especially impacting women and persons with disabilities who rely on hiring out laborers at a greater rate than male farmers. FGD respondents noted that men will often employ group-based models where they will rotate on-farm labor as a way to get around having to hire laborers. In contrast, women, due to their additional time burdens and physicality of the work, hire day

laborers. This dynamic was also noted as a major contributor to sexual harassment and transactional sex in the agricultural sector. Many FGD respondents noted that because of the labor scarcity, females would often be influenced to wear “short skirts” to attract labor and may be pressured into offering sexual favors to their male workers as payment (even if instances where they could pay) given predominance of these tactics in the sector. More around GBV is discussed in section 3.4, but the research team would like to draw attention to the predominance of GBV and agricultural labor in the data that was collected for this analysis, suggesting that this is a critical risk inherent in work in the agricultural sector and a key issue to be addressed.

They've created communities of men. Because they've been doing it for so long, you'll see three or four. It's like a boys' club. Old farmers come and they go up together and they do give each other strength. They help each other do their farming. And they support each other. They share. Do for me and I'll do for you. Whereas we [women] don't have that. -FGD respondent

Yes. It's easier to get labor, free labor...Some ah di time yuh call de man dem say dem ah come yah fi wandah if ah eh highway dem a come from dem nuh reach yet. Some a eh time yuh ask dem, dem ask if yuh Nuh have anything else fi plow. Suh dem wah plow two land fi one money...A young man tell mi seh him can help mi pan mi farm if me can give him some an, it Nuh affi be all eh time mi can give him once ah week. – FGD respondent

[Translated version of above quote]: *Yes. It's easier to get labor, free labor. Some of the time you call the men and although they say are coming, you really have to wonder if they are coming from a highway, because it takes them so long to get to you. Sometimes you ask them (for help), and they say if we have anything else for them to plow (making references to sexual advances) so they want to plow two “land” for one price. A young man told me that he can help me on my farm if I will sleep with him... he claims it won't be all the time, but I can sleep with him just once a week.]*

Finding 6: Women are especially interested in agro-processing, but a lack of finance and business development services (BDS) are the two biggest contributors to not engaging.

While there are high levels of interest amongst all groups in agro-processing, women and youth reported especially being interested in engaging in value-added agro-processing activities. These were mostly at the small-scale operations level as most large-scale, export-oriented processors in the spices sector are male-dominated. Despite high levels of interest, many women and youth noted significant barriers to engaging due to lack of investment and finance, lack of accessible training and support services, and the time horizon for returns on profits not being in line with needs of target groups. Despite an abundance of government business development services, many FGD respondents reported that these are too costly and most inaccessible to women and youth groups, especially those in rural areas which lack proximity to government-sponsored BDS and agro-processing facilities. Many noted reductions in costs of things like product testing would be important to reduce barriers to entry for

them. While BDS was one area of noted improvement needed, the biggest barrier was loan capital necessary to get agro-processing business ventures off the ground or to grow. First-time loan products or patient capital are non-existent to meet the needs of women and youth interested in starting small-scale agro-processing enterprises.

Yuh see as ah agro-processor you are not eligible to get a loan until your business is up and running for at least three years. Right? You have to show income statement, whole finance, whatever it is, and all that. You know you have to be registered and so on and so forth. It is so hard. – FGD respondent

I think access would be a challenge [because] our current facility is in Kingston and majority of your farming community is in rural Jamaica, umm, when you talk about transitioning from farming to other processing, majority of those persons would be in the rural areas so transporting the raw materials and so on and coming into Kingston might be a challenge. – KII respondent

Finding 7: Youth engagement in agriculture is heavily based on whether agriculture offers opportunities that are in line with their aspirations.

While this analysis primarily sought out perspectives from youth that were engaged in 4H or agricultural training institutions in Jamaica versus a more general group of youth perspectives, the finding is still significant in terms of what types of agricultural opportunities and roles appeal to youth in Jamaica. Youth reported that agriculture has a negative perception and stigma amongst youth populations in Jamaica, but that is slowly changing, especially through introduction of new agricultural methods and technologies and through opportunities to reduce risk, increase financial returns, and integrate climate-smart considerations leading to long-term resilience. Furthermore, the more traditionally defined agricultural roles or opportunities of previous generations seem to be much more flexible for youth groups, with many young women reporting wanting to go into more traditionally male fields or occupations in agriculture (e.g., agricultural research, agribusinesses, etc.). Several key informants who work extensively with youth in agriculture noted the need for additional incentives to attract young people into agriculture work (especially on-farm labor), noting that paid advances and additional tips were necessary and aligned with youth needs for quick financial returns versus longer-term investment strategies. An additional area of need noted by key informants was the need to increase the number of positive examples of youth engaging in agriculture through large-scale communications efforts driven through social media or other channels.

Finding 8: Women and youth have greater opportunities for leadership than ever before, but there are still major challenges to their equitable participation and influence in these roles.

In the public sector, women have risen to more leadership positions, including on agriculture-affiliated boards, where they have influence over decision-making that affects change for women and other groups in the agricultural sector. Similarly, youth have been afforded leadership opportunities in the agricultural space, including youth advocacy and leadership in Jamaica-specific and regional platforms (e.g., CARICOM Youth in Agriculture Advisory Body). Despite these growing leadership opportunities for women and youth to affect change in agriculture in Jamaica, there are still impediments to being seen as credible decision-makers and leaders, instances of backlash amongst female and youth leaders given

predominant norms, and disinterest in advocacy around identify-specific issues driven by women and youth in these spaces. As an example, female leaders report being accepted when they are advocating for general agricultural related reforms in advisory boards, but when they start to advocate for needs of women farmers or gender-specific issues, they are dismissed as this doesn't align with the more predominant issues and interests of more influential (male) group members. Additionally, despite improvements in leadership opportunities for women and youth in the public sector, the private sector is still majority male and adult dominated, with few instances of meaningful opportunities for other groups to rise to leadership positions as business owners and key decision-makers in the sector.

I was the only female to sit on the [omitted for confidentiality reasons] board for quite some time. Most recently I was joined by two other females. Sitting in these board rooms with these men it would have seemed as if we did not belong there, when bringing up issues as it relates to women, [the men] laugh at it they just turn it into a joke. So, I do not think they see us as capable or competent or is it that they have become custom to sitting in these spaces without having us? – KII respondent

Being a part of the [omitted for confidentiality reasons] board where I am now in a position to make policies and implement change for women farmers is a wonderful thing. For future growth, this is why I put in place a youth committee so I have left it to them to come up with a strategy for how it is that we will attract more female farmers into the sector for the future. – KII respondent

In terms of leadership not to say they own the business but generally it is most of the supporting roles are women like for example you will see companies that most of the support roles are run by women, but the company is owned by a man. – FGD respondent

3.3 ACCESS TO PRODUCTIVE RESOURCES

Finding 9: Land, and the quality of the land, is a key determinant to whether marginalized groups can upgrade their positions and improve their economic positions.

Land is a topic that has been extensively covered in the literature, with strong evidence that land titles (or lack thereof) and legal and social customs around land ownership and use have strong gender, age, and other social implications for different groups. In Jamaica, many more people lease land than own land, and for those that lease land, bigger and often more commercial (male) farmers are prioritized over smallholder (female) farmers. While it's not uncommon for young people to inherit land from their parents or grandparents, often a lack of understanding of the formal land ownership process in Jamaica leaves many believing they hold land titles with no proof of this in reality, putting ownership claims in contest. When land is granted or leased to female or youth farmers, it is typically of lower quality (e.g., on hilly terrains where mechanization possibilities are limited or without access to water which puts it at greater risk for drought and climate-related risks) and increases production costs in the form of needing to hire more agricultural labor or invest in costly inputs necessary to produce on farm. This results in fewer women and youth owning or leasing land, which has compounding impacts in terms of being able to access finance (which is mostly reliant on collateral). For Maroon groups specifically, land treaty

agreements that were put in place before creation of the Jamaican state are not upheld or seen as legitimate by the GoJ which makes it especially hard for them to compete in their production of spices despite having some of the best land necessary to cultivate.

Finding 10: Extension advisory services are male dominated, with few women reporting being able to access services.

While there weren't discrete GYSI gaps around access to inputs that surfaced during this analysis (i.e., all groups reported needing access to high-quality, less-costly inputs), there were noted differences in responses around access to extension advisory services. Extension services in Jamaica are largely male dominated, with frontline extension officers employed through RADA comprised of a majority of male workers. Furthermore, the number of extension advisors is not sufficient to meet current demand from farmers, which means that frontline extension advisors prioritize support to farmers – often prioritizing working with male farmers with larger landholdings and with “people they know”, who are typically male. While women report having access to the “home economics unit” of RADA, this isn't sufficient to get access to on-demand agricultural information and advisory services necessary to improve their production practices.

RADA give preference to people who share backyard chambers with them. It's people that you know. -FGD respondent

Access to extension services believe it or not sometimes you hear in the community the extension officer tell him do have any gas to reach there. And they have farmers who they continuously visit... it goes back to where the country is at, a lot of the space with key position is occupied by males and it goes back to friend and friend. – FGD respondent

There is lady from RADA who is in the home economics department that we can access when we call. The RADA extension offeror we don't easily have access to him like the lady from the home economics. – FGD respondent

Finding 11: Government institutions and market actors have limited capacity to reach all farmers, especially underserved groups, including LGBTQI+ and PWDs, with pertinent agricultural production and market information, technology, and training.

Nearly all FGD respondents noted that current GoJ institutions had limited capacity to reach all farmers, and that most often this meant that women, PWDs, LGBTQI+, and other marginalized groups remained underserved in favor of prioritizing services for more profitable (male) producers and enterprises. LGBTQI+ and PWDs reported having the least access to training and information due to stigma and accessibility features not being part of content design. Where services were being offered, respondents claimed that information was outdated and not tailored to the relevant stakeholders/groups, with a particular focus on most content being inaccessible to specific groups of PWDs. There was strong interest and recommendations across several FGDs and KIIs for information and training to be disseminated via social media and other communication channels (e.g., TikTok, Instagram, YouTube, and WhatsApp). Women also demonstrated particular interest in training and technology that has the potential to make their work easier and more efficient (due to their increasing time and labor burdens).

Finding 12: Not only are there few lenders in the agricultural space, but products don't meet the needs of women, youth, and PWDs, and financial literacy of these groups is limited.

Financing to the agricultural sector is limited in Jamaica given the high-risk perception and lack of products suited to the agricultural sector. This is especially acute for women, youth, and persons with disabilities, given they are less likely to have collateral requirements necessary for formal financing. Certain segments are also especially excluded given perceptions of lenders around creditworthiness, most especially youth and persons with disabilities. Youth are particularly excluded from finance as first-time borrowers as they often have no loan or credit history and are seen to lack experience with financial products and services due to their inexperience and age. As mentioned in Section 3.1, PWDs are also a group heavily stigmatized by lenders, with perceptions around capabilities influencing credit decisions, and resulting in fewer PWDs being able to access formal finance. In some cases, financial institutions have even required representatives (i.e., caretakers or partners) to manage or co-sign loans or other products as a requirement for PWDs to access finance. As mentioned earlier, lack of accessible finance/credit is one of the key constraints to upgrades in the agro-processing sector, which is comprised primarily of women/youth.

The most discriminating thing has been that for you to access some of these fundings and some of these loans in particular, you have to show a certain amount of assets on your portfolio. Now, you are pressuring us tremendously. You have no bank account, you have no car, you have no house, you have no land. You have to put up all of these things as assets before they can afford you a loan. – FGD respondent

As a youth and yuh just a start out finance and land is the biggest barrier, yuh don't stand a chance, nobody nah give yuh ntn. So weh yuh fi do. - FGD respondent

Contributing to the inaccessibility of finance is also the terms of financial products and services within the market are not conducive to the needs and realities of consumer segments like women or youth. Beyond just collateral requirements, terms such as short pay back periods and high interest rates (upwards of 20% in some cases) were frequently mentioned as contributing to the inaccessibility of loan products for these groups. For first-time borrowers, more patient capital is needed as they gain important financial literacy skills and start to reap returns from their work. Given the inability of the formal finance sector in Jamaica to provide these types of products and services, it suggests there may be a need for more blended finance instruments and a discrete effort at improving financial literacy and investment readiness of Agri-SMEs as a mechanism to de-risk agricultural lending to certain consumer segments. Other opportunities mentioned in FGDs and KIIs to improving access to finance to underserved groups included things like a loan facility specifically for agro-processing opportunities for women and youth, greenhouse financing, and out-grower agreements serving as collateral-free guarantees for banks.

Once you gain access to the land you have a time period which you have to produce on the land, because you start to incur lease costs as soon as you sign the lease agreement. If the person is not financially capable, they will not thrive so it's not that they cannot gain access, they just don't have the money or financial capability to work the land. – FGD respondent

If you are going to plant onions, you can go to Glasgow Berry, Collab, and Sparrows Glen and they will give you a letter. You take it to the bank and the bank gives you the loan...and when they do it for you, you have to sell them. You get the loan, and you sell back the goods to them. – FGD respondent

Finding 13: Women face more limited access to markets than male counterparts, and in some cases, are taken advantage of in market transactions with buyers.

While many women reported participating in marketing functions of their agricultural products, few reported being satisfied with the terms of buyer-seller relationships. While some mentioned they thought women were superior negotiators (compared to men), many women reported feeling as if they were often offered lower prices for their goods because they were women. Some female buyers also mentioned feeling taken advantage of based on assumptions that they might not have the skills necessary to know when price agreements weren't being met. There were also more instances of women selling at farmgate (to higglers) rather than in further away markets (in Kingston) due to time savings given their increased time and labor burdens compared to male counterparts. This has a direct influence on the reduced incomes of women, often making cost tradeoffs because of time scarcity. Moreover, a lack of post-harvest storage infrastructure especially impacted more remote groups, like the Maroon people. This has a direct influence on decisions to sell at farmgate or in further away markets where they can fetch a higher price, and the impact is that these groups typically are forced to sell for lower prices and stay trapped in a low-income cycle due to their group status. Youth also report limited opportunities to engage in agricultural marketing given the perception that they don't have the negotiation skills compared to adult counterparts and their lower production volumes, with buyers agreeing that their preference is to interact with adult producers.

My experience has been interesting. Sometimes when I am purchasing pimentos from the farmers, they would want to shortchange me or not give me the amount that I am paying for. Maybe they think I do not know how much I should get and that I am not knowledgeable about the market. – FGD respondent

I am quick to buy from the older person because of their experience in farming, [they]farm a lot [so] you can buy a pound and them give you some pan it but the young people dem just neat if is a bag a orange.. Nahhhh get nuh brawta from eh young farmer. – FGD respondent

[Translated text from above quote: I will buy from the older person quicker [than a young person] because of their experience in farming, [for example] you can buy a pound from [older persons] and they will give you extra [goods], but the young people are precise ...even if it's a bag of orange u will not get any extra from the young farmer.]

Finding 14: Business development services are being offered, mostly by the public sector, but accessibility is still a challenge for women, and to a lesser extent, youth.

Government and NGOs provide an extensive range of BDS services in Jamaica with many government agencies having small business development units or microenterprise support services that are marketed to women and youth. However, there are accessibility issues due mostly to the cost and location of these facilities and services. The more pressing issue is that even when getting access to BDS,

women and youth typically don't have the financial resources necessary to make the improvements needed to grow their product lines or business ideas. This aligns with the many points made during this analysis about the need for access to finance specifically for these groups. One area of opportunity is 4H's work to provide extensive enterprise development support to youth in collaboration with other government and NGO actors while also providing small start-up capital (ranging from 75,000 to 100,000 JMD) alongside business coaching services for continued growth.

Sometimes they don't have the resources to convert the advice that is given and that can become very frustrating so even on our end you will find that if we get a lot of those clients we don't have a lot of successes because they cannot implement what you are advising them to do and it's not something that they can work around or not do. It's not like they are getting major advice, it's just simple things that work are required by the regulatory bodies that that would result in them pulling the product from the shelf or in result in them not being sold. So even if say meeting the label requirement but they cannot buy the bottle, they cannot buy the seal every time they make the jam. – KII respondent

We also provide them with enterprise development toolkits in which they receive agricultural inputs valuing between 75,000 up to 100,000...so through these coaching activity it's all young persons are provided with one on one hand holding support with a professional or someone within the field be it business from a business management perspective or from a technical perspective to develop the basic management tools business plans or correct keeping systems marketing plans helping them to establish bank accounts helping them to formalize their business. – KII respondent

Finding 15: Group membership can be an effective mechanism to mitigate against access to productive resources challenges for more marginalized groups.

While group membership wasn't extensive amongst focus group respondents in this analysis, they were mentioned as an effective mechanism for women and other marginalized groups to gain access to productive resources (especially finance and processing and production technologies) as well as providing opportunities for social capital, economies of scale, securing training and extension support, rotating agricultural labor, and in some cases, protection mechanisms for member interests or prevention of sexual harassment and abuse. Most responses were in relation to the possibility of agricultural producer groups providing these services and protection, with little mention of other group types (business associations, savings and lending groups, etc.).

Well, one of the key things that we usually push for small farmers is that they form groups, right? So that they can come together, process their own, because it doesn't make sense to set up a processing facility that is very expensive. The process as small quantity does not make sense, that is economically feasible. So, what we encourage for all the commodities is for them to go into groups and take it from there. – FGD respondent

Because normally what you find is if you are in a group, persons are more willing to assist and then those persons you would be a more familiar with and they can you know they will be a sense of protection in a sense because at least they are not there to cause you any harm. And if they see somebody who is trying to, you know, pass their place or sexually abuse you, then then at least you have you have some numbers and these groups will provide that for you. – FGD respondent

3.4 DECISION-MAKING AND POWER DYNAMICS

Finding 16: Gender norms around decision-making are less rigid, with women increasingly taking over household and agricultural decisions.

While decision-making wasn't extensively explored in this analysis, it was generally reported that gender norms around decision-making were less rigid than norms influencing household gender roles. There were many examples of women reporting making decisions solely or jointly around both household and agricultural expenditures and decisions to engage in both productive and reproductive work. There were even reported perceptions of women as better savers of money and more responsible stewards of household finances. There were also a few examples of some households conforming to more traditional decision-making roles where women decide about the *“children, groceries, etc. while he will make decisions about any updates to the house...I make my own decisions about my farm and my livestock and he makes decisions about his own farm, but he brings the money home and I use it for groceries, etc.”*. Reports of more flexible gender norms and the impact it has on household and agricultural decision-making may be attributed in part to the repeated mention of lack of male engagement in family dynamics that often leaves women to be the primary decision-makers over all facets within their sphere of influence.

Finding 17: GBV is diffuse across Jamaica with little recourse and varying degrees of normalization amongst the general populace.

GBV is a very real part of peoples' lived realities across Jamaica, including in the agricultural sector. These issues are compounded by gender and social norms that reinforce and “normalize” violence against women, a lack of government awareness and capacity to recognize GBV issues specifically in agriculture, few utilized reporting and justice mechanisms, and little survivor-centered programming or initiatives. While transactional sex and sexual harassment are particularly acute issues for women that surfaced in this analysis as it relates to hiring agricultural labor (discussed more thoroughly in section 3.2), there were many more instances of GBV both in the literature and in primary data that was collected. This includes reports of various forms of GBV experienced by women in leadership roles as backlash or as a precondition to advance in leadership as well as mention of how income increases experienced by women disrupts household power imbalances and introduces threat of economic violence and intimate partner violence. Women with disabilities were expressly named as a group especially susceptible to sexual violence and sexual harassment, particularly if they have intellectual disabilities or physical disabilities that limit their mobility, curtail their access to resources, and require heavier reliance on others.

We realize in the household, if the woman is making more money than the man, the man become even jealous of his partner. He is jealous and he's using your money too.

He says that you have the money so go and spend it because he wants you to finish your money. – FGD respondent

Persons ago feel like it's the man mek she have so much tings, all when har farm a prosper. The man will also feel away because the female farmer have her own money and he will feel like she can do whatever she want, so him ago beat her or the female farmer will want him to take up the female responsibility-FGD respondent

Women with disabilities don't have the freedom to get some of them don't have that freedom to get up and walk out...a woman in a wheelchair who depends on her husband to go everywhere you're not going get her or her partner to come out of the house because it's worse if she lives in a rural area. – FGD respondent

4. CONCLUSIONS AND RECOMMENDATIONS

Below are conclusions that are supported by the summary findings listed above. These conclusions are aligned with the high-level research questions that guided this GYSI analysis and are complemented with specific actions Jamaica SPICES should take based on the findings and conclusions. While these recommendations are not exhaustive, they are meant to inform and be integrated in Jamaica SPICE's annual workplan, MEL plan, and GYSI strategy, and updated over time based on new information and learning.

Conclusions

Government Institutions' Limited Capacity for Inclusion: Many government institutions in Jamaica demonstrate a superficial compliance with inclusion requirements, particularly regarding gender, youth, and persons with disabilities. There is a lack of deep understanding and commitment to genuinely integrate these considerations into their operations. This results in ineffective mainstreaming and a 'check-the-box' approach that fails to address the unique needs and challenges of these groups.

Intersectional Challenges in Agriculture: Persons with disabilities, especially those belonging to other marginalized groups, face disproportionate stigma and discrimination in agriculture. This impacts their access to resources, opportunities, and equitable treatment within the sector.

Gendered Roles and Responsibilities Impacting Economic Participation: Traditional gender roles heavily influence the distribution of household and childcare responsibilities, disproportionately burdening women. This dynamic restricts women's ability to engage fully in productive work, including agriculture, and often places them at a disadvantage in terms of labor and production costs, accessing resources and opportunities, as well as increasing their vulnerability to gender-based violence (GBV).

Financial and Market Access Barriers: Women, youth, and persons with disabilities face significant challenges in accessing finance and markets. These challenges are exacerbated by a lack of tailored financial products, limited financial literacy, and gender biases in market transactions.

Pervasive Gender-Based Violence with Limited Recourse: Gender-based violence is a widespread issue in Jamaica, deeply ingrained in societal norms and exacerbated by inadequate government response

and support systems. This issue is particularly acute in the agricultural sector and affects women across various social strata, including those in leadership positions.

Recommendations:

- 1. Capacity Building in Government Institutions:** Invest in capacity building for targeted government institutions under the project to understand and effectively integrate gender, youth, and disability considerations into their policies and programs. This should include dedicated funding and resources for gender programming and training in equity and inclusion principles among other things.

Partnership, Collaboration & Institutional Strengthening

- Forge strong partnerships with local inclusion organizations (Bureau of Gender Affairs, Jamaica Council for Persons with Disabilities etc.), government bodies (JAMPRO, Jamaica Business Development Corporation (JBDC) etc.), and international partners (World University Service of Canada) among others for inclusive project implementation.
 - Capacity building training with government institutions as key gatekeepers for inclusion. This will include raising awareness around blind spots and ensuring that key partners understand that anti-discrimination and gender equality are different. Additionally, there is a need to understand and design projects which consider potential GBV risks.
 - Advocate for policies that support GYSI integration in agriculture.
 - Conduct inclusion capacity assessments and provide targeted training to government and partner organizations. This includes the development of comprehensive guidelines and toolkits for integrating gender, youth and disability considerations into government operations.
- 2. Address Intersectional Stigma in Agriculture:** Develop targeted interventions to reduce stigma and discrimination against persons with disabilities in agriculture, particularly those belonging to other marginalized groups. This could include accessible information dissemination and technology adaptation.

Capacity Building and Training

- Collaborate with key partners to implement comprehensive training programs across all activities to enhance skills and knowledge.
- Develop and disseminate information in accessible formats i.e. training materials and programs for all.
- Use various media platforms, including social media, radio and community events, & collaborate with inclusive partners to reach a broader audience.
- Possibly partner with Jamaica Council for Persons with Disabilities, Combined Disabilities Association (CDA) to conduct a survey through Social Development Commission /STATIN

to ascertain the # of persons with disabilities- consider the development of a persons with disabilities registry in Agriculture.

- Work directly with the persons with disability community (schools, and villages) i.e. Caribbean Christian Center for the Deaf, Deaf Village Manchester, Lister Mair Gilby School for the Deaf, Deaf Ag community in St. Elizabeth to grow out clean planting material & engage in planting out of spices for the project.
 - Develop success stories and testimonials to challenge stereotypes and change perceptions.
 - Changing youth mindsets around Ag – lots of promising examples and partners to pull from, including youth-led approaches. Continue to work to scale these and catalyze innovation and investment in these areas.
 - Collaborate with the Jamaica 4-H Clubs youth to develop spice sector capacity building initiatives.
3. **Support Women in Agriculture and Entrepreneurship:** Design & implement project activities in collaboration with the Bureau of Gender Affairs and women’s groups to support their participation in agriculture and entrepreneurship. This could involve allowing children to attend trainings due to the lack of childcare, ensuring trainings are scheduled at convenient times for women, provide transportation and offering tailored training and resources for women in agro-processing and other agricultural roles. Additionally, the project could support:
- Collaboration with key partners to invest in physical and digital infrastructure to support agricultural activities and market access. Consider group membership/formation as a way to mitigate GBV/safety risks, create economies of scale, and increase access to productive resources for vulnerable groups.
 - Developing incubators and accelerators with JBDC and other partners for agro-processing ventures.
 - Extend access to spice agro-processing facilities and Business Development Services (especially marketing strategies) by establishing them in partnership with schools and other agricultural projects (JSIF/REDI 2) etc. This almost acts as a satellite center and persons from the community/CDC can small a pay fee to use it.
 - Support women led groups through grant funding with specialized training in agro-processing, agricultural best practices, and entrepreneurship.
4. **Improve Access to Finance and Markets:** Work with partners to create tailored financial products and services for women, youth, and persons with disabilities, including first-time loan products, patient capital, and financial literacy training. Additionally, develop initiatives to improve market access for these groups, such as facilitating connections with fair buyers and providing training in negotiation skills.

Financial Inclusion:

- Work with financial institutions to develop and offer products tailored to the needs of women and youth in agriculture.

- Organize financial literacy and business management training sessions for potential beneficiaries to enhance their understanding of financial products and effective business management.

Market Access and Value Chains:

- Improve market linkages for GYSI groups through buyer-seller fairs and targeted support for contract farming.
- Provide training in negotiation skills and market analysis to empower farmers and entrepreneurs in market transactions.
- Utilize "Brand Jamaica" to promote products from GYSI groups.

ANNEXES

ANNEX 1. GYSI RESEARCH QUESTIONS AND DOMAINS OF ANALYSIS

Laws, Policies, Regulations, and Institutional Practices

1. What promising policies, structures, programs, partnerships, and practices have resulted in more inclusion of women and youth of varying ages and abilities within agriculture in Jamaica?
2. What policies and practices have resulted in exclusion and discrimination?
3. To what extent do public or private agencies listen to and learn from women and youth of varying abilities, especially related to agriculture, land, or financial laws, policies, and regulations?
4. What are the institutional practices of the private sector in the turmeric, ginger, and pimento sectors related to inclusion of women and youth?
5. To what extent are GoJ or other market actors using performance statistics, exit surveys and Citizen Scorecard reports to understand any differences or patterns in how women, men or other groups use services?

Cultural Norms and Beliefs

1. To what extent do gender and social norms limit women's and youth's participation in and benefit from agricultural market systems?
2. Which norms are most amenable to change and to what benefit?
3. What are private sector perceptions towards women and male and female youth? How does this influence jobs or other economic prospects?
4. What are the social norms, laws, and practices that shape attitudes toward and occurrences of gender-based violence?

Gender Roles, Responsibilities, and Time Used

1. What roles and responsibilities do men, women, and male and female youth have in the turmeric, ginger, and pimento sectors and supporting markets?

2. What types of relationships do women and youth have (or do not have) with other market players?
3. What are opportunities for upgrading of women and youth into more profitable and secure forms of employment/self-employment?
4. What sectors are women and youth interested in and why?
5. How do male and females (adults + youth) spend their time between productive and reproductive activities?
6. To what extent does time spent by females (including female youth) on unpaid care and other reproductive work limit their ability to meaningfully participate in and gain from markets?
7. How does mobility affect marginalized groups (females, youth, etc.) from participating in markets?
8. To what extent are outreach activities of government, private sector, and CSOs considering women's and men's agriculture, economic, and/or caretaking roles in their communities?

Access to and Control over Assets and Resources

1. What access to productive resources or assets do men, women, and male and female youth have and what are constraints? To what extent do these facilitate or hinder access to market opportunities?
2. To what extent do men and women have access to knowledge about general GoJ agricultural offerings and services?
3. What are constraints to accessing finance specifically?
4. What types of training or business advice do men, women, and male and female youth entrepreneurs have access to/use?
5. What types of business groups or networks do men, women, and male and female youth participate in?
6. To what extent are institutions/organizations offering products/services that meet the needs of persons with disabilities (e.g., interpretation for deaf persons, assistive technologies for ag production, etc.)?

Patterns of Power and Decision-Making

1. What are the decision-making power dynamics of men, women, and youth around participation in agricultural market opportunities (e.g., employment/self-employment, access to resources, etc.)?
2. Who makes decisions about income generated from productive work?
3. Are there local organizations, leaders, or groups focused on promoting women's and/or youth's rights and/or working on GBV prevention, mitigation, and/or response?
 - a. How effective are they and do they partner with other market actors?