

CZECH UNIVERSITY OF LIFE SCIENCES PRAGUE

Faculty of Tropical AgriSciences



**Gender Analysis of Agri-Cooperatives,
Comparative Study of Angola and Zambia**

BACHELOR'S THESIS

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Declaration

I hereby declare that I have independently done this thesis entitled **Gender Analysis of Agri-Cooperatives, Comparative Study of Angola and Zambia**. All texts in this thesis are original, and all the sources have been quoted and acknowledged using complete references and according to Citation rules of the FTA.

In Prague, April 15, 2022

.....

Sarah Waltrová

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Abstract

The gender perspective in policymaking, support mechanisms, and organizational structures is largely neglected, especially in the agriculture sector of Sub-Saharan countries. The cooperatives have been used as a tool for the eradication of poverty and social development. This literature review fills knowledge gaps through a gender analysis of Angolan and Zambian agriculture cooperatives viewed through political, economic, and social perspectives. Case studies of Angola and Zambia were viewed from a macro perspective, how cooperatives promote gender equality, and from a micro perspective that identifies the impacts on individuals, men, and women who are part of agricultural cooperatives. The study uses the comparative indicators developed based on the Social Relations Approach and Gender Analysis Guidance Tool Indicators. Three clusters of indicators were evaluated; such as legal indicators: Rules and Power, economic indicators: Resources and Activities, and social indicators: Needs and Interests. The study has conducted a study on the effectiveness of the cooperative model for agriculture improvements which has shown benefits such as finances, training, knowledge sharing, and bargaining power, however, barriers of lack of knowledge, skills, and community. Both countries have implemented cooperatives into national development strategies but even though, though there are benefits affecting the women's and men's equality there are still gaps and barriers which have to be further improved.

Keywords: Gender Equality, Gender Equity, Gender Empowerment, Labor Division, Cooperatives, Agriculture

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List of the Abbreviations

AAACO	Alliance of African Agricultural Cooperatives
AfDB	African Development Bank Group
AU	African Union
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CZU	Czech University of Life Sciences in Prague
FAO	Food and Agriculture Organization of the United Nations
FAOSTAT	Food and Agriculture Organization of the United Nations Data
FISP	Farmer Input Support Program
ICA	International Co-operative Alliance
ILO	The International Labor Organization
IMF	International Monetary Fund
MACO	Ministry of Agriculture and Cooperatives of Zambia
MAL	Ministry of Agriculture and Livestock of Zambia
MASFAMU	Ministry of Social Affairs, Family, and Woman of Angola Ministério da Acção Social, Família e Promoção da Mulher
SDGs	Sustainable Development Goals
SRF	The Social Relations Framework
UN	United Nations
UN Women	United Nations body for Gender Equality and the Empowerment of Women
UNACA	National Union of Farmer's Association of Angola
UNESCO	The United Nations Educational, Scientific and Cultural Organization
WEE	Women's Economic Empowerment
WB	World Bank

1 Introduction

Although the world today can be considered inclusive compared to the past, gender inequalities persist in all sectors worldwide. Gender is expressed as the biological division between males and females. There are global efforts to achieve gender equality and equity. International and national bodies have been established to promote and develop appropriate strategies to close the gender gap. Furthermore, the shift toward gender integration is manifested through continental/regional agreements or strategies.

African countries are trying to combat several environmental, political, economic, and social problems at once. Therefore, very little attention has been paid to gender issues. Gender disaggregated data is often lacking in Sub-Saharan countries, as well as limited country-specific data (FAO 2018; ICA 2018). The gender approach is necessary to achieve full development and sustainability. Particularly in the agricultural sector, which is key for most African countries.

The study was carried out within the Czech University of Life Sciences Prague (CZU), which implemented development projects in Angola, from 2003 to 2011, and in Zambia, from 2007 to 2009, as well as from 2018 to 2022 (Faculty of Tropical Agrisciences 2021). Angola and Zambia have a common international partner, the Czech Republic. The position of each country within the Czech Development Cooperation has changed over time. From 2005 to 2010, both countries were classified as priority countries (Ministry of Foreign Affairs of the Czech Republic 2022). The Development Cooperation Strategy for 2010-2017 narrowed the number of countries in the cooperation program due to the level of poverty reduction, democracy, and security. Accordingly, Angola and Zambia became the former program countries (Ministry of Foreign Affairs 2013). The Czech Republic's Development Cooperation Program 2018-2023 included Zambia as a program country and Angola concluded projects from the previous period (Ministry of Foreign Affairs of the Czech Republic 2018). Angola and Zambia have taken different paths in developing their agricultural sectors, which have affected the role of women and men in the agricultural labor force. The widespread cooperative movement used as a tool for gender equality was evaluated based on secondary sources. Given the dependence on agriculture in both countries, a gender analysis was conducted to assess gender equality through agricultural cooperatives.

2 Aims of the Thesis

The main objective of this study was to review the literature on gender equality in agricultural cooperatives in Angola and Zambia. This study while analyzing and comparing secondary data sets the ground for future field research.

The main objective was divided into specific objectives outlined below:

- I. Evaluate the **effectiveness** of agriculture cooperatives as a tool for gender equality in Angola and Zambia;
- II. Select appropriate **indicators for comparison** of the status quo of gender aspects in agriculture cooperatives; and
- III. Conduct a **comparative gender analysis** through legal (Rules & Power), economic (Resources & Activities), and social indicators (Needs & Interests) on the Macro level (agriculture cooperative) and Micro level (Individual, Men/Women) of Angola and Zambia.

3 Methodology

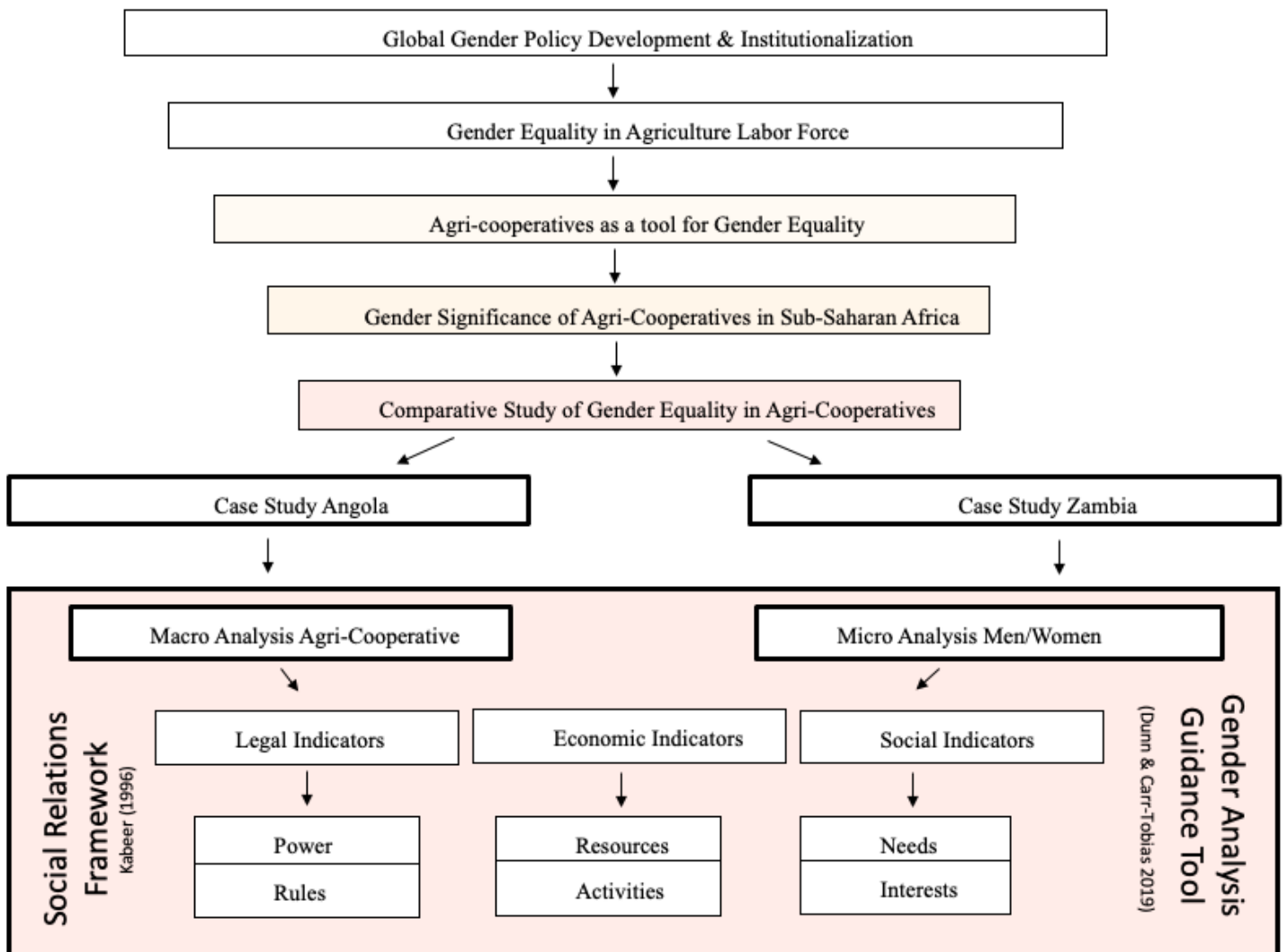
To carry out a gender analysis of agri-cooperatives in Angola and Zambia, secondary data was compiled from the databases of scientific publications, such as Web of Science, Scopus, JSTOR, ScienceDirect, Springer, ResearchGate. Grey literature sources were used such as the United Nations body (UN Women), World Bank Open Data, International Labor Organization (ILO) Publications, Food, and Agriculture Organization of United Nations Statistics (FAOSTAT), and Google Scholar. In Angola, Portuguese is the official language, therefore, it was necessary to translate articles and reports from Portuguese to English using online translators. Portuguese articles were retrieved through the Web of Science, JSTOR, and the portal (OCPLC) of the Organization Cooperativista dos Países de Língua Portuguesa. The study was carried out using content text analysis. The method of searching and narrowing the focus of the study was through keywords using Boolean operators (Bramer et al., 2018). Search combinations (Angola OR Zambia) AND (gender OR gender equality OR gender analysis) AND (“Agri-cooperatives” OR “agriculture cooperatives”). The CRAAP test method was used to evaluate Currency, Relevance, Authority, Accuracy, Purpose (Kalidas 2021). Microsoft Excel was used to create the tables and graphs used in the review and PowerPoint was used to create diagrams and schemes.

Gender in this study follows gender essentialism theory, men and women being inherently different, feminine, and masculine (Risman et al. 2018). Essentialism consists of biologism and dichotomy. Biologism is the biological ability of men and women, for example, women give birth to children and for this reason, take care of them (Grosz 1989). The dichotomy is defined as biases caused by overemphasizing the disparity between men and women (Hare-Mustin 1987).

The categories of gender analysis were selected based on the Social Relations Framework (SRF), which describes gender relations, institutional structure a broader perspective of social relations, and intersectionality (Kabeer 1994; Kabeer 1996). The SRF serves as an assessment of the emergence and replication of gender inequalities in institutions (March et al. 1999). The study was influenced by Gender Analysis Guidance Tool indicators for civil society organizations (Dunn & Carr-Tobias 2019). A combination of such frameworks created the study structure and indicators (Figure 1).

The literature review was written in English; therefore, the scientific sources were limited to the English language only. Sources about Zambia have been written in English, but the sources about Angola have been written predominantly in Portuguese, which brings limitations to the gender analysis.

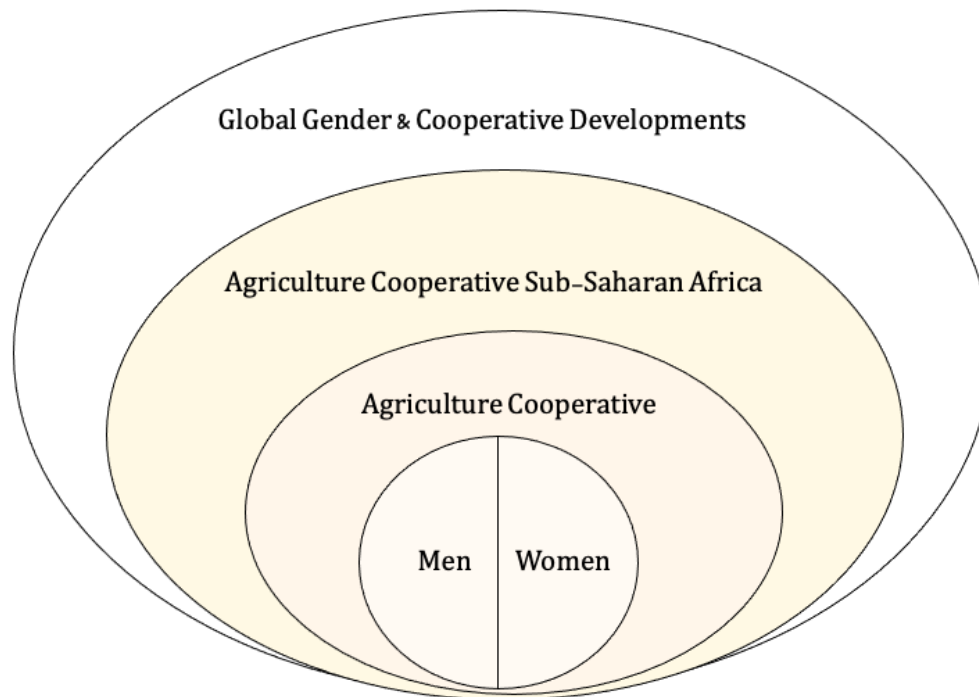
Figure 1: Logical Framework of Gender Analysis in Agri-Coops Angola & Zambia



3.1 Conceptual & Methodological Approach

In examining legal systems of selected countries, SRF has assessed a gender-blind approach, considering differences in the status of men and women to a gender-aware approach recognizing the needs and conflicts they face (March et al. 1999). SRF embraces a broad perspective of the state, the market, the community, and the family (Kabeer 1994). Structure of review, the state, the community (cooperative), and the family (men and women). The literature review can be divided into individual, cooperative, national, regional, and global perspectives (Figure 2).

Figure 2: Conceptual Diagram of Gender Analysis in Agri-Coops Angola & Zambia



Two frameworks were used in developing the methodology. First, Kabeer's method, or SRF, describes gender relations in agricultural cooperatives (Kabeer 1994). The indicators of SRF are rules, activities, resources, people, and power (Kabeer et al. 1996). Second, Gender Analysis Guidance Tool's indicators are needs, interests, norms, roles, and power (March et al. 1999). The study used categories: rules, power, resources, activities, needs, and interests. The indicators were specified using sub-indicators, based on which questions for comparative analysis were developed (Table 1 & Table 2). The indicators were also divided into three domains, legal, economic, and social.

Table 1: Indicators for Comparison of the Gender Status on the Cooperative Level

Indicator	Sub-Indicator	Source
Rules	Membership Fee Enter/ Exit Cooperative	(ICA 2018; ICA 2020, Kamutali et al. 2020)
Power	Joint Business Membership Participation	(Development Workshop 2018); Kamutali 2019)
Resources	Benefits Joint Business State and Community Market Access	(Villalba et al. 2019) (Republic of Zambia 2019)
Activities	Training Support Systems	(Simamba 2018; Manda 2020)
Needs	Income	
Interests	Career opportunities	(ADRA 2021)

Table 2: Indicators for Comparison of the Gender Status on the Individual Level

Indicator	Sub-Indicator	Source
Rules	Membership Fee Shared Profit	(ICA 2018; ICA 2020)
Power	Leadership roles Managerial roles	(Futa 2016; FAO 2018)
Resources	Inputs Equipment/ Technology	(Simuchimba et al. 2020)
Activities	Labor Positions Representation of Household	(Simamba 2018)
Needs	Financial Security Community Influence	(Cain 2019)
Interests	Self-Fulfillment/ Motivation Communication	(Dunn & Carr-Tobias 2019)

4 Literature Review

4.1 Definition of Key Terms

The terms sex and gender are often misused and misinterpreted. The term sex refers to biological and physical characteristics, and natural attributes (Gondal 1995; Dunn & Carr-Tobias 2019). **Gender** is defined by many studies; definitions vary. Gender is a socio-cultural concept based on roles, behaviors, responsibilities, and feminine and masculine traits that change under different influences (March et al. 1999; Pilcher & Whelehan 2013). The following study referred to gender as biologically given, as this is how the data is divided in the literature. The terms gender and sex are used differently in various scientific fields (Tannenbaum et al. 2019) It is becoming standard in scientific research to use the word gender as a biologically determined trait (SAGE 2020). However, there remain scientists who do not distinguish between sex and gender (Heidari et al. 2016). Household data are commonly collected in research, but this leaves gaps in the assessment perspectives of women and men separately (Kilic et al. 2021) Thus, sex/gender-disaggregated data are essential for a full understanding of gender relations.

Gender equality ensures equal rights, responsibilities, and opportunities for girls and boys, women, and men (UNDP 2015; Dunn & Carr-Tobias 2019). Gender equality explains the roles and expectations of men and women in society, their behavior, rules, and traditions that surround them. (UNESCO 2017). Gender equality is inter-linked to gender equity. **Gender equity** recognizes the unequal constraints between men and women and ways to address and prevent these constraints (Kabeer 1996; Dunn & Carr-Tobias 2019). Global efforts toward the achievement of gender equality and equity are covered in the 5th Sustainable Development Goal (SDG) (UN 2020). Equality aims to achieve equal outcomes, more manageable than equity which requires equal opportunities to achieve the same outcomes (Permanyer 2015). Studies, therefore, use a measure of equality rather than equity.

Another concept is **gender analysis**, which depicts the differences between girls and boys, women, and men, in terms of the distribution of activities, needs, barriers, opportunities, access to resources, and power that hinder the achievement of full potential

(SIDA 2015; UNDP 2015). Neglecting gender and gender analysis can lead to inefficiencies and challenges in generalizing results; integrating them leads to innovations (Tannenbaum et al. 2019). Gender analysis must be a key element for implementation.

Gender awareness in policy is crucial, failure to incorporate a gender perspective provides an incompetent or even inconclusive depiction of the successes and limitations of political interference (Kabeer 1996). The term gender mainstreaming is important in this regard.

Gender mainstreaming the promotion of gender at all levels of society and seeks to identify gender gaps during developing strategy, policy/project implementation, and evaluation (AfDB 2008; UNDP 2015; FAO 2018). Gender mainstreaming is key to achieving development goals and gender-responsive policies at national and international levels (Howland et al. 2021). Another important construct is **intersectionality**, introduced by Kimberle Crenshaw in 1989, which identifies gender inequality in terms of factors such as gender, age, ethnicity, class, etc., which operate independently and in combination (Dunn & Carr-Tobias 2019). Intersectionality is important for policymakers and must also be considered in the following gender analysis.

Gender is a key attribute of cooperatives due to their core values (Meliá-Martí et al. 2020). The internationally accepted values of cooperatives are “*personal empowerment, trustworthiness, self-governance, unity, equality, and fairness*” which makes them stand out among other civil society organizations (CSOs) (ICA 2018; ICA 2020; Candemir et al. 2021). **Cooperative** has been defined in numerous ways, but the underlying concept remains the same. Individuals, work together voluntarily, own and manage an association through which they satisfy their mutual economic, social, and cultural needs and wants (Masabo 2015; Duguid & Weber 2016; ILO 2016; Bretos & Marcuello 2017). Cooperatives operate in various economic sectors, including agriculture (Ferreira et al. 2020). Therefore, cooperatives are a model for the gender-conscious implementation of political, social, and economic unions. Seven International Co-operative Alliance (ICA) principles of cooperatives are (Duguid & Weber 2016; ICA 2018; ICA 2020) as follows:

- *“Voluntary and Open Membership*
- *Democratic Member Control*
- *Member Economic Participation*
- *Autonomy and Independence*
- *Education, Training, and Information*
- *Cooperation among Cooperatives*
- *Concern for Community”*

The terms Agricultural Cooperative, Agri-Cooperative, and Agri-coop are used interchangeably in this study. Cooperatives have triangular cooperation between the market, state, and community (Figure 3) (Gijssels & Develtere 2008). Cooperatives are influenced by numerous factors and must establish cooperation and relationships.

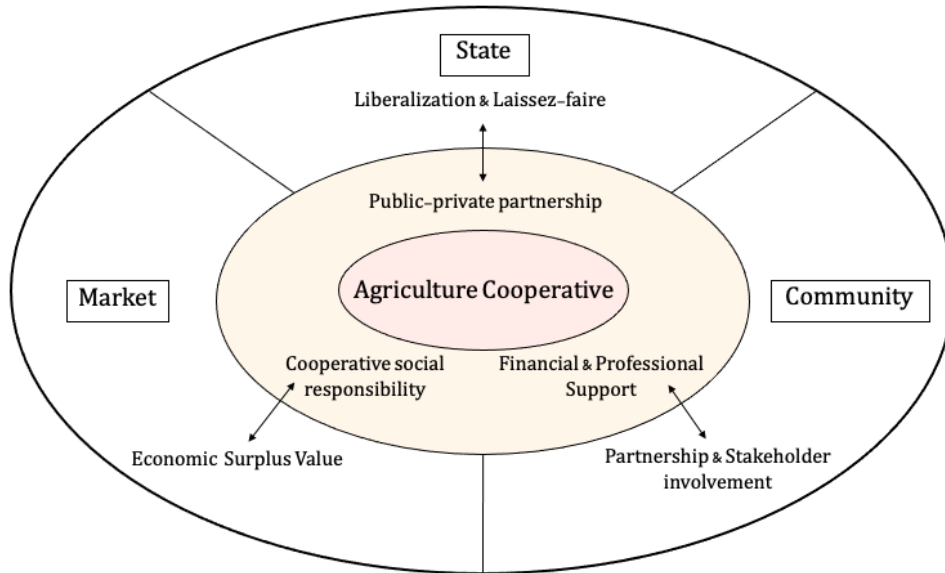


Figure 3: Cooperative relations (Inspired by Gijssels & Develtere 2008)

To analyze gender relations knowledge of cooperative structure is required (Figure 4). The internal structure consists of members electing representatives making decisions on their behalf, the board of directors, led by managers (MAL 2012). The external structure contains a Primary cooperative, an association, and the Secondary or District Cooperative Unions (DCUs) which are cooperations of cooperatives, build on the 6th principle of ICA (Simamba 2018). The Tertiary or so-called, Federation is made up of DCUs which act as the national body for cooperatives (Republic of Zambia 2014). Finally, the confederation is regional or international cooperation (ICA 2018).

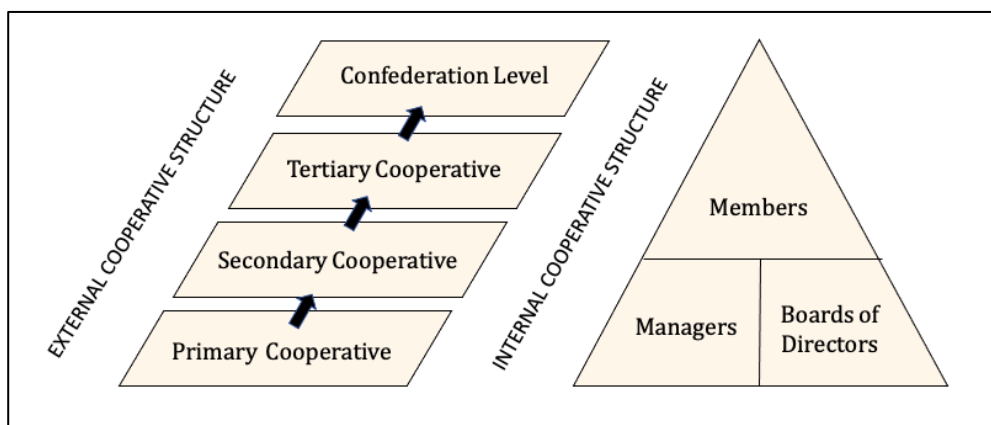


Figure 4: Internal & External Coop Structures (Inspired by MAL 2012)

4.2 Global Institutionalization of Gender Policy

The role of women and men has advanced in many important aspects in recent decades, but inequality remains an obstacle to the well-being of all. This phenomenon is not only seen in low-income countries but it is spread all around the world (Duguid & Weber 2016). Thus, the 1995 Fourth World Conference on Women introduced The Beijing Declaration and the Platform for Action as the milestone of global gender equality (United Nations 1995). Agenda 2030 includes an international goal to be reached by 2030, Sustainable Development Goal number 5, “*To achieve gender equality and empower all women and girls*” (UN 2020). Gender inequality brings disadvantages in education, resulting in skills deficiencies that could lead to limited opportunities in the labor market. Although gradual changes are taking place and a gender perspective is being integrated into development, there is still a gap. The Priority Gender Action Plan 2014-2021 has implemented gender-sensitive projects, rights, and global gender empowerment, particularly in Africa (UNESCO 2017). The Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa brings values within Africa and recognizes equality, democracy, and justice by heads of member states (African Union 2016). The international frameworks act as an umbrella of commitments and goals to which all states subscribe, demonstrating the importance and emergence of global gender awareness.

The gender dynamic of African farmers has changed throughout history. Under the European colonial rule in the 19th century, the oil crisis in the 70s, and the labor movements within the agriculture sector in the 80s, all changed the position of men and women in society (Bryceson 2018). Reports of Sub-Saharan Africa have shown an increase in disaggregation due to high export costs, unequal market opportunities for rural farmers, and the mining boom putting pressure on smallholder farmers (UN Women 2018). Another gender obstacle prevails. In Sub-Saharan Africa, the legal system of the vast majority of countries has two or three integral parts, the first being statutory, the second traditional, and the third customary law and religion (OECD 2010). All these regulatory systems lead to non-uniform regulations which hinder gender equality. Many established gender policies and even gender-responsive branches of government have not achieved their goal of gender equality due to barriers to the domestication of international laws, corruption, and lack of awareness (Howland et al. 2021).

4.3 Gender Equality in Agriculture Labor Force

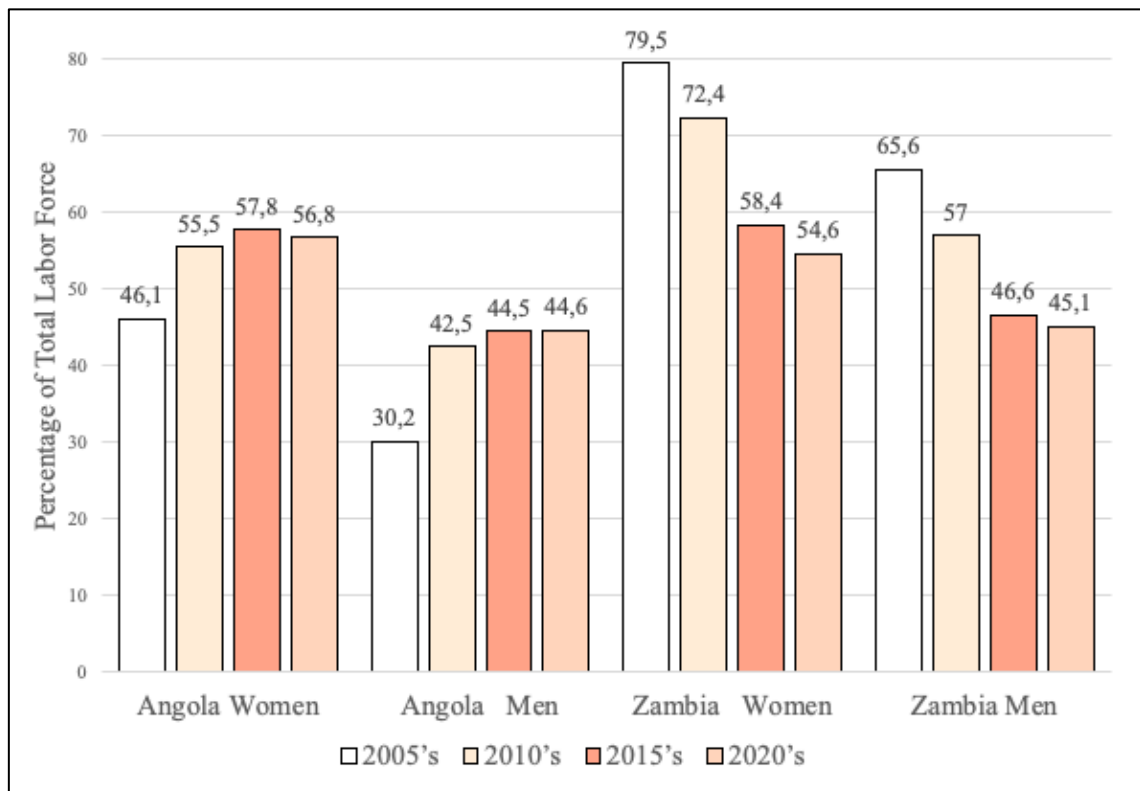
Every woman/man is allowed to choose a job and should be treated equally. Universal Declaration of Human Rights and Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), states the rights to work, earn equal pay, and have freedom of choice (General Assembly of UN 1985). Workforce inclusion measures across the African continent are framed by the Agenda for Action on Empowering African Women, which promotes social development and African unity to close the gender gap in the agricultural workforce (African Development Bank Group 2015).

We live in a world where everyone is eligible to choose their path of interest, i.e., future employment and career development. But the reality is complex, and obstacles are present regarding gender equality. International Monetary Fund (IMF) evaluated the relationship between women's labor force participation among all economic sectors and the wage gap between men and women. Results show the higher the female participation the lower the wage (Gonzales et al. 2015). It is reported that women earn on average 20% less than men (ILO 2020). Men earn more than women performing the same job, with men reaching the higher managerial and leadership positions (African Development Bank 2015). In Africa, about 5% of CEOs are women and the remaining 95% are men (Sifa 2020). The persistence of gender inequalities reflects the obstacles that prevent the full potential of gender equality from being realized.

In developing countries, women farmers tend to have fewer resources such as inputs, equipment, lower levels of education, transport, and market access (FAO 2011). Their crops are smaller and less valuable, making it harder for women to participate in the workforce heavily dominated by men (UN Women et al. 2015). The policy brief proves the occurrence of a gender gap in agriculture productivity, not concluding that women are less efficient farmers but due to the unequal access to high-yielding crops, pesticides, and fertilizers, their production is lower. Equal access to resources increases profits, simultaneously closing the gender gap (UN Women 2018). Including gender equality in the labor market ensures equal treatment and opportunities, a safe and healthy workplace, career development, provision of maternity/paternity leave, and work-life balance for both men and women (ILO 2013). There have been opposing attitudes present toward the relations between men and women in labor.

Women face undervalued views of acting as productive members of the agricultural workforce (Quisumbing et al. 1995). Women involved in the production and trade of goods and services are frequently invisible and consequently less valuable than men. (March et al. 1999). Nonetheless, some studies present opposing views of women and men in agriculture labor. Men are in charge of heavy work such as working with machinery and cutting the trees, on the other hand, women work with seedlings, harvesting, transporting produce, processing, and other activities (Chekene & Kashim 2018). Gender inequality is not only assessed globally but as well regionally (Bose 2015). In Africa, 60-80% of women are employed in agriculture, the highest share of any continent (Palacios-Lopez et al. 2017). Women are undertaking most agricultural activities. They are not only crucial to the agriculture sector, but they also are key to the household economy or the well-being of the family (African Development Bank Group 2015). This dual involvement of women in the agriculture labor force puts a high burden on them. Engaging women in agriculture in Sub-Saharan Africa is crucial, however, disincentives to development need to be removed to ensure sustainable agricultural production (Candemir et al. 2021).

Figure 5: Gender-Segregated Employment in Agriculture Angola & Zambia (Inspired by World Bank 2021)



Angola and Zambia have a high reliance on the agricultural sector for the livelihoods of both countries' populations (Oluwatayo & Ojo 2016). However, development trends and the employment share of women and men in agriculture diverge (Figure 5).

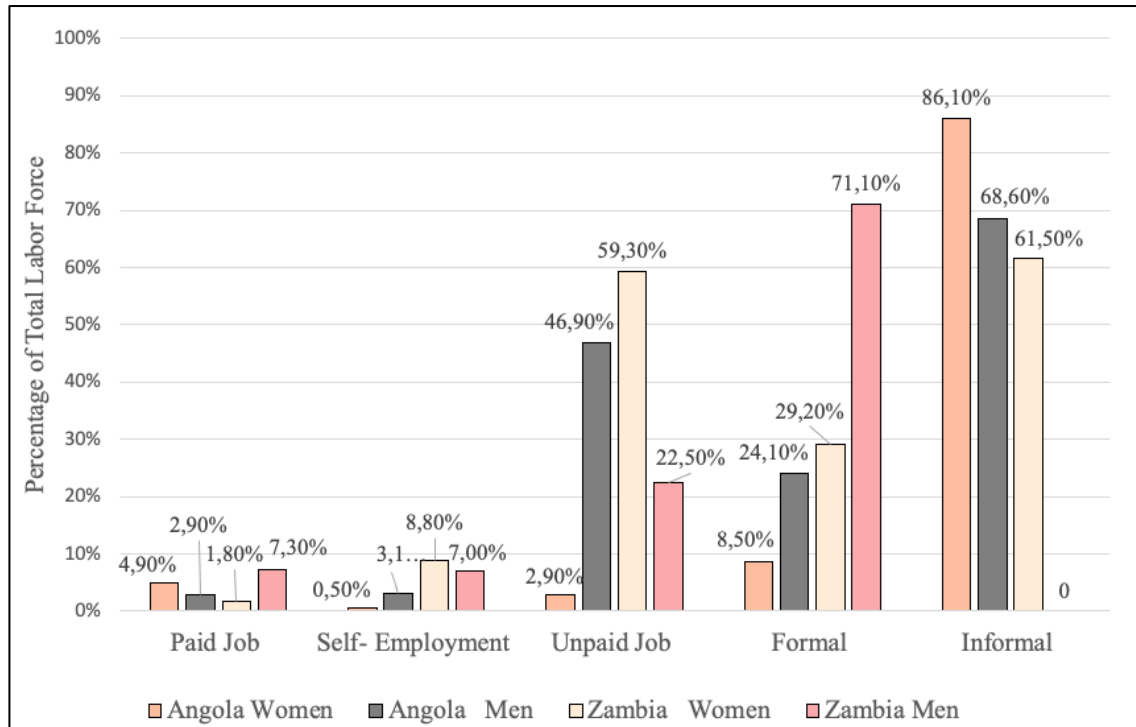
In **Zambia**, the population living in urban to rural areas is almost 50:50, 52.9% in urban and 47.1% in rural areas (FAO 2018). The total agrarian employment in Zambia was 49% (2019), compared to 72% (2005) But, the share of Agriculture, forestry, and fishing in GDP has been 2.9% (2019) compared to 14.6% (2005) (World Bank 2021). From analyzing the data, the share of economy income by agriculture is lowering and even though the employment in this sector has been decreasing still half of the country makes their living from agriculture. Almost half of the population relies on income from commercial and subsistence farming (Mulenga 2020). Women's employment in agriculture was 54.6% (2019), higher than men's 45.1% (2019). There has been a decrease in the involvement of both genders in agriculture, due to countries' economic development, and the shift from agriculture toward agri-business (African Development bank 2020).

In **Angola**, the opposite situation is observable. The majority of the population lives in urban areas, 66.8%. The total agrarian employment was 50.7% (2019) compared to 38.1% (2005). The share of agriculture, forestry, and fishing in GDP has been 9.5% (2019) and 5.1% (2005) (World Bank 2022). Meaning the economy has increased its share of agricultural income, opposite to the situation in Zambia. And women's employment was 56.8% (2019) compared to 46.3% (2005). Angola has higher employment of women than men (World Bank 2021). The agriculture sector has been enlarging, and although the GDP share has been increasing it is still at a very low percentage considering the majority of the country depends on such sector. This could be explained by Angola relying on oil mining which majorly contributes to the economy but also the low levels of agriculture production (Klaveren et al. 2009). Agriculture employment has been increasing in the percentage of the population involved due to the end of the civil war in 2002 (African Development Bank 2008).

For the labor force population, the working age is considered for both countries, 15 to 64 years (Ministry of Labor and Social Security 2020). The definition of informal employment is a combination of jobs that are not registered, which includes not following taxations, and administrative duties (ILO 2021).

Figure 6: Gender-Segregated Types of Agriculture Employment Angola & Zambia

(Inspired by Simuchimba et al. 2020; ILO 2021)



When comparing the types of employment in agriculture, the majority of the population in both countries, Angola and Zambia are employed informally or without pay (Figure 6).

In **Zambia**, women have a greater share of unpaid work at 59.3% compared to 22.5% for men, In addition to unpaid work, 7.3% of men in Zambia are employed in paid work compared to 1.8% of women. Women are 8.3% self-employed compared to 7% of men. Men work informal 71.1% and women in informal jobs at 61.5%. (FAO 2018; Simuchimba 2020; World Bank 2021). Based on the data, women are working in unpaid and informal jobs and men in formal and paid jobs, which explains the gender differences and the distribution of income between the genders. Although, self-employment for women has been rising.

In **Angola**, a higher proportion of unpaid work is held by men 46.9% compared to 2.9% for women. In the case of Angola, men are self-employed 3.1% in comparison to women 0.5%. Women are in paid employment at 4.9% in comparison to men at 2.9% (ILO 2021; World Bank 2021). Based on the data women are involved in paid jobs at a higher proportion than men and men are involved in more informal jobs.

4.4 Agri-Cooperatives as Gender Equality Tool

Given the gender inequalities in work, a cooperative model has been introduced to ensure development including gender equality within rural communities (ILO 2015). They are divided according to their function into single-purpose or multi-purpose cooperatives. Alternatively, they are subdivided by sector. Agricultural cooperatives are divided into three main dimensions, namely marketing cooperatives, input supply cooperatives, and service cooperatives. (Charinda 2015; Simamba 2018).

In a world of instability and inequality, finite opportunities to participate in power structures and community conflict must be interrupted by a cooperative model (UN 1995). Cooperatives create and sustain employment in urban and rural areas through profit sharing and stable incomes (Nippierd 2012). They have the potential in providing support to farmers at the level of production, marketing, and technical efficiency (Bernard & Taffesse 2012). Support for the formation of processing centers and training is provided by cooperatives, adding value to products that increase in price (Chambo 2009). Cooperatives prevent shocks and stabilize social and economic conditions (Masabo 2015). Farmers and cooperatives are closely connected, which makes cooperation the essential basis for change in sustainable agricultural activities (Candemir et al. 2021). Active members are gaining more benefits than passive (Donkor & Hejkrlik 2021). Such benefits serve as a motivation for members to join the cooperative (Birchall & Simmons 2004).

Agriculture Cooperatives have been proven to have the potential of decreasing the poverty levels in rural areas through the provision of labor opportunities, higher standards of living, improved food security, and nutrition (Wanyama et al. 2009). Cooperatives contribute not only to gender empowerment but also to community capacity building, activities and information sharing, education, health, and promotion of savings (Ferguson & Kepe 2011). Through cooperatives, women and men gain equal participation opportunities and economic security, enabling them to be more assertive, and decisive, face challenges and manage risks (Dash 2011). There have been cases of men unrightfully overtaking women's crops, and women being part of cooperative had a chance to appeal to group decision-making and justice (SIDA 2010). Evidence suggests that there is rising

awareness of gender issues, women moving into leadership positions, and the establishment of women-owned cooperatives (Duguid & Weber 2016).

Cooperatives are accompanied by a degree of controversy. Studies conclude that ineffective or lacking business planning and vision is often associated with cooperatives (Kaleshu 2017). Even though, the vision and business plan are uniting the cooperative and acting as a legal framework when implemented proves to be very beneficial (Maghibi 2010). Scholars claim that gender equality is mentioned by some cooperatives only because of overarching internationally agreed cooperative principles (ICA 2018). The study suggests a problem for cooperatives with free riders, where a member is entitled to gain access to cooperative benefits but does not add value or profit to the organization in return. The suggested solution was to start a technical assistance program that motivated members to actively participate and preserved members' relationships with the cooperatives (Ferreira et al. 2020). There are perspectives of cooperatives that suppress traditional gender roles and the sexual division of labor based on hierarchical structures (Nippierd 2012).

The argument against the notion of cooperatives is the possible discrimination against men and women as a result of self-formulated laws. Limitations of some cooperatives stem from the entry and exit to the agricultural cooperatives, requirement of land ownership, or tenure as a condition of membership, which women often lack. Also, the limit of only one household member joining prevents women from utilizing the benefits that cooperatives offer, such as training, input, and marketing skills (Majurin 2012). Another restriction on women in mixed cooperatives was entry only for women heads of household (Kaur 2010). Some women need their husband's consent before joining cooperatives. Case of Ecuador, where women faced discriminatory laws, Cooperative Act of Ecuador, wives needed their husband's approval to join cooperative, or high demands of literacy, ownership of shares and more preventing barriers (ILO 2012). A possible solution for the social and cultural influences present in mixed cooperatives is the introduction of single-sex groups (Pandolfelli et al. 2008). Women's cooperatives are a form of positive discrimination that allows both genders to reach their full potential without social pressure, but the study suggests that mixed cooperatives are more effective in terms of gender equality because issues are properly addressed (Msonganzila 1994). There are arguments for cooperative benefits as well as barriers (Table 3).

Table 3: Benefits and Barriers to Cooperative Involvement

Indicator	Sub-Indicators	Benefits	Barriers	Sources
Legal	Leadership Positions	Due to rising awareness of gender issues, women moving into leadership positions	Connected to lack of skills, education, weak leadership, resulting in low competitiveness	(Liu 2010; Duguid & Weber 2016)
	Jurisdiction	Chance to appeal to a group decision making at conflict	Discrimination of genders, due to self-formulated laws, entry criterion land tenure/ ownership	(SIDA 2010; Majurin 2012)
	Legal Structure	Members pool together resources share profits lower additional costs (transport)	Limiting entry to one member of a household or allowing women members-only female-headed	(Kaur 2010; MAL 2012; Simamba 2018)
	Framework	Through cooperative members may receive government benefits and subsidies	No business plan, no vision, which leads to failure of cooperative to enterprise	(Kaleshu 2017; Donkor & Hejkrlik 2021)
Economic	Employment	Cooperative formation creates rural/ urban employment	Government dependency on support, not self-sufficient	(Wanyama et al. 2009; Nippierd 2012)
		Division of labor and specialization improves the productivity	Cooperatives suppress traditional gender roles and promotes sexual labor division	(Duguid & Weber 2016; Simamba 2018)
	Income	Stable incomes resulting in higher standards of living	No or lacking reporting of profits, loans and loss assessment	(Nippierd 2012; Maliti 2014)

(Continued)

Table 3: Benefits and Barriers to Cooperative Involvement (Continued)

Indicator	Sub-Indicators	Benefits	Barriers	Sources
Economic	Income	Processing support, adding value to produce which increases price	In some cooperatives few activities or no performance/ activity at all	(Amodeo 2007; Chambo 2009; Lolojih 2009)
	Production, Marketing & Technology	Financial, technological, advisory support to increase production	Failure to allocate and internally mobilize resources, to generate capital	(Bernard & Taffesse 2012; MAL 2015)
	Education & Training	By training, information sharing, activities effectiveness increases	Lack of skills/High Illiteracy which leads into lack of legal framework in cooperative	(Ferguson & Kepe 2011; Charinda 2015)
	Risks Mitigation	Prevention of market shocks, stabilize social/ economic conditions (External)	Conductive market environment factors (consumer and supply/demand)	(Masabo 2015; Simamba 2018)
Social	Gender Equality	Cooperative development model ensures gender equality	Gender equality only mentioned in by-laws due to ICA principles	(ILO 2015; ICA 2018)
	Capacity Building	Farmer and cooperatives closely connected	Infighting among members which leads to lack of cohesion	(Simamba 2018; Candemir et al. 2021)
	Community Conflict	Eradication of conflict in establishment of cooperative	Problem of free riders, entitled to benefits but no added value to cooperative	(UN 1995; Ferreira et al. 2020)

(Continued)

Table 3: Benefits and Barriers to Cooperative Involvement (Continued)

Indicator	Sub-Indicators	Benefits	Barriers	Sources
Social	Poverty	Decreasing the poverty levels in rural areas	The burden on women, paid work on top of non-paid job, time restriction and pressure	(Wanyama et al. 2009; Bareille et al. 2017)
	Food Security and Nutrition	Improved food security and nutrition through coop. training	Women undervalued as productive agriculture members	(Devaltere et al. 2009; Pandolfelli et al. 2008; Nkomoki 2018)
	Social views/ Traditions	Establishment of women cooperatives improves labor roles	Some women are restricted based on need of their husband's consent	(Quisumbing et. al 1995; ILO 2012)
Environmental	Sustainable agricultural practices	Due to training and awareness farming practices improved	Failure to implement training with experienced experts prevents improved practices	(Karakas 2019; Candemir et al. 2021)

Results Table 3: strong beneficial arguments as well as arguments disbelieving the efficiency of such an organization. Some beliefs state the barriers which should be overcome by the agriculture cooperative in the future to reach its full potential.

The **legal** dimension has presented the idea of gender awareness and the benefits of inclusion of both genders ending in better leadership of cooperative, improving the association and members (Duguid & Weber 2016). On the other side, the barrier or negative perspective of leadership believed the weak governance within cooperatives due to lack of skills which is resulting in low competitiveness in the market compared to other cooperatives (Liu 2010). Another argument supporting the cooperative movement was the idea of a group deciding body, a chance to appeal to justice while in conflict. An example of a woman fighting with a man who took over her crops used the power of unity to get her rights forward (SIDA 2010). However, there is a contrasting opinion of the legal affairs of cooperatives, by the formation of self-formulated by-laws or internal cooperative rules which are discriminatory (Majurin 2012).

The **economic** dimension has pointed out the benefit of specialization which leads to the higher productivity of the cooperative through the employment of rural and urban personnel (Wanyama et al. 2009). Opposing attitude, the cooperative is not a mechanism for independent growth but is dependent on government and its support (Nippierd 2012). Nevertheless, another benefit found was the financial and technical support through cooperation with the members improving the production, yields, and livelihoods (Bernard & Taffesse 2012). But another anti argument has been that the resources are being gathered in the cooperative but there is a lack of allocation and equal distribution among the members, and benefits do not stay in the top positions (Simamba 2018).

The **social** dimension has shown the key feature of cooperatives and the topic of further chapters of this study, gender equality, which the author believed to be helping the efficiency of the cooperative as an association (ILO 2015). One article found that the cooperatives are acting as a force which is eliminating conflict situations while keeping to the core values of community and helping one another (UN 1995), however, as an extreme opposite, there is another article that found that the cooperative experience sees the community as competitive, with fighting between members, often over the decisions and who has the right opinions (Simamba 2018). Contradicting arguments are presented in the studies and reports.

4.5 Gender Significance of Agri-Cooperatives in Sub-Saharan Africa

In Sub-Saharan Africa women comprise around 50% of the agriculture labor force, predominantly smallholder farmers on family-owned land with finite land ownership and control, with limited financing, inputs supply, and practices (African Development Bank Group 2015). Yields and production in Sub-Saharan Africa are one of the lowest in the world (FAO 2018). Increasing the gender gap leading to reduced output per worker by 1% in productive labor leads to 0.43-0.49% in Africa as a whole and 0.29-0.50% in Sub-Saharan Africa. Gender productive labor gap economic losses in the African region could total up to USD 255 billion (Bandara 2015). Therefore, the cooperative model has been used to equalize gender relations in agriculture labor. Cooperatives have addressed issues of gender equality such as unpaid work, sexual division of labor, and gender-based violence (Majurin 2012). Many African countries have used the agriculture cooperative as a strategy for the development and eradication of poverty (Masabo 2015)

The African continent has united together or partnered with international agents and formulated guidelines for the cooperative movement. Alliance Africa, a regional office established the Alliance of African Agricultural Cooperatives (AAACO) in 2017, which includes all agricultural cooperatives under ICA, guided by seven core principles. AAACO's Five Year Action Plan 2018-2022 is the framework used by the organization which included the goals and activities toward gender equality (ICA 2018). The ICA international principles have led to the reform of cooperative laws in most counties, leading to the endorsement of "new generation cooperatives" (Grashuis & Cook 2018). African Union founded the African Union Development Agency (AUDA-NEPAD) which performs socio-economic projects in Africa such as the Gender Program which works in 30 countries of Sub-Saharan Africa, with the main agenda: business training, access to finances, support of women farmers, local gender mainstreaming, agriculture cooperatives, food security, and gender rights (AUDA-NEPAD 2019). Each country has undergone a different path toward cooperatives implementation, two countries, Angola and Zambia will be looked at in-depth in history, development, legislation, and gender relations among members.

4.6 Comparative Gender Study in Agriculture Cooperatives

The following chapters 4.6.1 & 4.6.2 will explore the case studies of Angola and Zambia. Initially, the development of gender policy and its institutionalization in the country will be examined. A gender analysis will then be conducted. at 4.6.1.1 a macro-level chapter on gender equality at the cooperative level will be presented on Angol followed by a micro-level chapter on the impact of cooperative membership on individuals, women, and men of Angola 4.6.1.2. And the macro-level analysis of Zambia 4.6.2.1 and Micro Analysis of Zambia 4.6.2.2. Angola and Zambia both faced transition and approached them in contrasting ways.

4.6.1 Case Study of Angola

For four decades, Angola has been in armed conflict, leading to mass displacement and land grabbing. During colonization, the Portuguese took 40% off already registered land; later, during the civil war beginning after independence in 1975, people were forced to leave their land as an act of war (Cain 2012). The war ending in 2002 had a devastating impact on the country, most of the land could not be used because of landmines, services such as health and education were very vulnerable, and infrastructure had to be replaced. The burden of the war has fallen heavily on the entire population, especially the poor, the most vulnerable of whom are women. Men fought the war and women provided for the family (African Development Bank 2008). Currently, 62% of Angola's population lives in informal settlements with insecure land tenure at risk of involuntary displacement (Cain 2019). The problem of land tenure leaves people at risk of losing their land, which means a loss of income. Since the war, the Angolan state laws progressed, not discriminating against genders, promoting gender equality through marriage and inheritance rights. However, customary law favors men with no respect for women's land ownership or inheritance. Many women are unaware of their statutory laws (Cain 2019). The Ministry of Family Affairs and Women's Promotion was at the center post-war in terms of gender mainstreaming since 2002 (African Development Bank 2008). Ministry of Social Affairs, Family, and Woman (Ministério da Acção Social, Família e Promoção da Mulher - MASFAMU) (Republic of Angola 2019). The country is slowly repairing the losses it has accumulated over the years due to instability and unrest.

4.6.1.1 Macro Dimension – Cooperative Level Analysis

MASFAMU has included in its report on the implementation Plan Action of the Platform of Beijing 2014-2019 promotion of cooperatives as a development strategy to help with inclusion, women's empowerment through improvements of technology, and the processing of agricultural produce (Republic of Angola 2019). The legal force has taken the developmental steps toward non-discrimination and gender approaches for the Angolan policy. National Development Plan has been implemented from 2018-to 2022, which contains the SDGs, Agenda 2063 by AU, including the community building and gender (Republic of Angola 2018). Angola has Laws 23/15 – Cooperative Laws to support the registry and organizations but there are disparities if the cooperatives as associations or companies before laws (Pires 2020).

In, Angola the agriculture cooperatives were not initiated by the farmers but by the external efforts, and due to that the theory of first starting a cooperative or association and then figuring out the purpose and the path to follow (Marcelino 2014). The history of the cooperative movement could be divided into two stages. First is the cooperative development during the colonization period, having heavy influence from the Portuguese and the second could be classified as the transition period starting since independence (Oluveira 2015). During colonization, cooperatives were used as tools to prevent the people of African origin from rebelling, therefore, the cooperatives fixed the prices for agricultural products to satisfy their basic needs and prevent any disagreements, using cooperatives as manipulating tools (Develtere 2007). Cooperatives are essential for the innovation and transformation of the country (Lins et al. 2010). Especially because of the continuous struggle to combat food hunger and poverty has enhanced the importance of agriculture cooperatives (Tchimuko 2014).

Angola has many four forms of farmers' institutions. The most informal institution is Quixiquila, the next type are the solidarity groups which are slightly more formal, they are not legal institutions but they are associated with banks, Third type is associations, and the last type is agriculture cooperatives, which are legally approved and commercially oriented and that is why they are chosen to be part of national development strategy (Preez 2009). (Figure 5) displays a diagram showing such a relation of Angolan cooperatives.

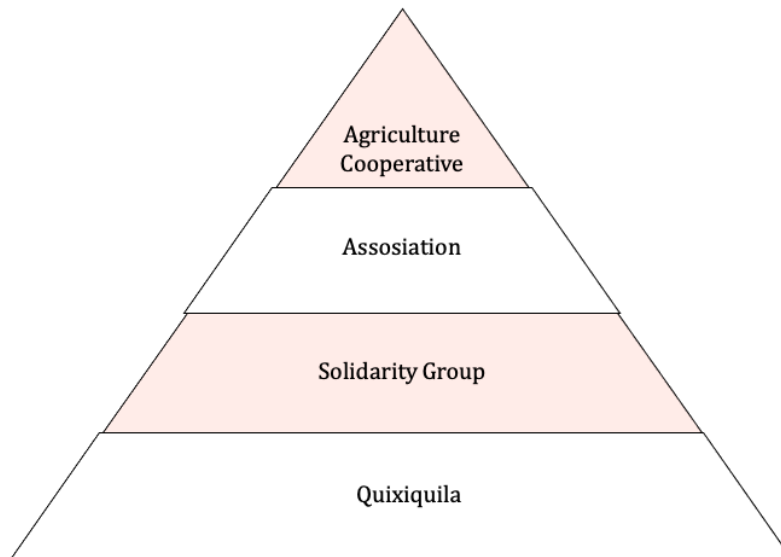


Figure 7: Angola Formality of Self-Help (Institutions Inspired by Preez 2009)

Since Angola’s Independence, the cooperatives have started to form, in 1975 the Cooperative Support Dynamization Commission has formed to serve as the entity to manage cooperatives, register, and advise. In 1986 the National Union of Farmer’s Association of Angola (UNACA) became the national body of cooperatives, united cooperatives at the regional level or secondary cooperatives and primary cooperatives, individual associations (Ferreira 1999; Kamutali 2020).

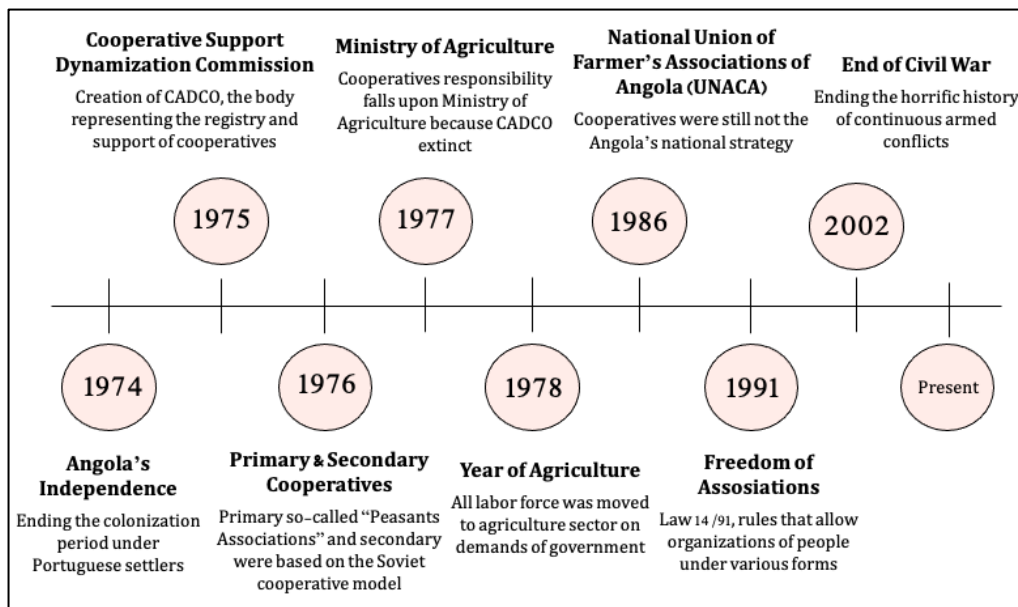


Figure 8: Angola Cooperative Movement (Inspired by Ferreira 1999, Kamutali 2020)

The cooperative movement has been going through many changes, as described in (Figure 8), gender is being introduced controversially in cooperatives, therefore the situation in Angola will be presented in (Table 4).

Table 4: Angola - Indicators of Cooperative Level Gender Analysis

Indicator	Questions	Gender Impact	Source
Rules	What is the money from membership fees used for?	The cooperative has a requirement of acceptance members under fulfilling the payment of a fee which is a burden for some women, especially	(Kamutali et al. 2020)
Power	What is the different membership between men and women?	Gender distribution of Angolan cooperatives: Kupemba 34 men and 21 women, Tusanjaca 17 men and 50 women, Welcome 26 men and 11 women	(Kamutali 2019)
	What are the benefits of joint business and marketing for men and women?	The bargaining power increased due to unity of farmers which would never achieve as individuals	(Futa 2017)
	How does the agriculture cooperative influence the relationship between the State and the community?	Angolan government has adapted the model of cooperatives as the development strategy and way to address problems of Angolan society	(Preez 2009; Tchimuko 2014)
		Angolan cooperative laws and agriculture laws are acting as proof that there is vertical integration through the cooperative movement	(Futa 2016)
		Knowledge about land and land rights of men is higher than of women, among aged 15-20, 20% of men and 15% of women knew about their land right	(Development Workshop 2018)

(Continued)

Table 4: Angola - Indicators of Cooperative Level Gender Analysis (Continued)

Indicator	Questions	Gender Impact	Source
Resources	Have the members of the agricultural cooperative been trained?	Training has been included in cooperatives, there is need of advancements of skills, with technology, strategy planning, and management of business	(Villalba et al. 2019)
	Are there any financial credit lending opportunities under coops?	Angolan cooperatives are unable to support financial members, rely on external partners such as NGOs, Foundation, and Institute of Agrarian Development, credit for inputs	(Kamutali et al. 2020)
Activities	What is the structure of the division labor in agriculture cooperatives?	Cooperatives in Angola are based on members, members democratically voting for boards of directors and the staff, all have a vote	(Preez 2009)
Needs	How did the cooperative membership influence income for men/women?	In Angolan cooperatives, the members do not get the income as a wage, the money after being sold goes to fund of cooperative to which any member can apply for credit	(Kamutali 2019)
Interests	Did the cooperative encourage career growth?	Levels of empowerment through cooperatives of men and women, through training allowing members to get ready to their own business	(ADRA 2021)

4.6.1.1 Micro Dimension – Individual Level Analysis

There are 1900 agriculture cooperatives in Angola comprising 251 401 members, of which 50.7% are women and 49.3% are men. Members of the cooperatives are aware of the benefits that arise from making business as a union rather than individual, the bargaining power which the cooperative makes in the market is one of the greatest motivations to join such organisation (Futa 2017). Women are involved in cooperatives at a higher percentage and are the higher percentage employed in the agriculture sector in total (World Bank 2021). The representation of men and women varies in different kinds of cooperatives. In Angola women gain income from informal trade, farming for household food security, taking care of children/elders and men are generating income for the family, heavy and hard tasked formal employment among all sectors of the economy (Cain 2019). The gender representation as listed in the table, shows data on few cooperatives from Angola, proving the diversity of such organisations. In Kupemba cooperative there are 34 men and 21 women, more men than women. In the Tusanjaca cooperative 17 men and 50 women, where the overwhelming majority of members are women. Lastly Welcome cooperative where were 26 men and 11 women which shows the male dominance cooperative (Kamutali et al. 2019). These statistics show the ununiform structure among Angolan cooperatives.

After the analysis on the cooperative level, uncovering the needed regulations which the members have to fulfil, in the form of membership fee could be unbearable burden preventing some people from joining, especially the women (Kamutali 2020). One of the barriers the country and the people are experiencing is the lack of knowledge and the distance of rules and regulations made by the government and the communities, as the people are for example unaware of their statutory right of land, which is also connected to lack of knowledge preventing the efficiency of cooperative and its inner governance (ADRA 2021). (Table 5) further describes the affects on the individual level through the cooperative mechanism.

Table 5: Angola - Indicators of Individual-Level Gender Analysis

Indicator	Questions	Impact on Women & Men In Cooperative		Source
Rules	What is the distribution of profit within the agriculture cooperative?	Based on principles of ICA, each member gets equal share	Joining the profit made together and supporting each other	(ICA 2018)
Power	What was the motivation of joining the cooperative?	The men and women farmers have come together as united front in cooperatives	However, not because they believe in the bottom-up approach but for subsidies meaning survival	(Futa 2016)
Resources	Did the cooperative provide any inputs?	Study suggests 68.8% women consider credit and the supply of inputs and equipment as main benefit of cooperative	Study suggest 28.89 men farmers believe the support of activities, credit and trainings are main benefits	(Kamutali 2019)
Activities	What is the ratio of men to women members?	There are 1900 agriculture cooperative in Angola, 251 401 members,	Of those members women 127 580 or 50.7% and 49.3%, more women than men	(Futa 2017)
Needs	How do the community attitudes/laws/traditions affect women/ men in coops?	Women gain income from informal trade, farming for household food security, taking care children/elders	Men are generating income for family, heavy and hard tasked formal employment among all sectors of economy	(Oluveiraa 2015; Cain 2019)
Interests	What are the levels of communication in Agri-coops, men/women?	Both men and women are using their unity for their advantage	Obeying rules of society, equal right, responsibilities, and mutual help	(Miguel 2018)

(Continued)

4.6.2 Case Study of Zambia

Zambia has undergone policy development, starting with gender-blind towards adapting gender-aware policies. In the 90s transition from the socialist regime of the previous president Kenneth Kaunda, altered to a free-market economy and democracy. But the legal system in Zambia remained weak, especially in rural areas (Donner 2022). For years, mining has been Zambia's main source of economic growth and income. Nevertheless, research shows, there is a need to diversify the economy. More than two-thirds of the population depends on agriculture (Phiri 2020). Zambian government developed policies protecting the members of the agriculture labor force. National Constitution of 1996, article 11 prohibits the discrimination of men and women (Ndulo 1997). The National Gender Policy targets gender equality points out the inequalities and implements gender mainstreaming (Republic of Zambia 2019). Sixth National Development Program 2013-2016 has been involved in the intersectionality issues controlled by the main authority of the Ministry of Gender and Child Development (MGCD) (Republic of Zambia 2014). The National Gender Status 2017-2019 has continued the awareness, gender mainstreaming, and implementation of gender-aware policies (Republic of Zambia 2021). Zambia's policies follow a gender mainstreaming approach to agriculture, but there is a disconnection between state law and the situation on the ground (FAO 2018).

With the rapid cooperative movement beginning after the independence, the government body for cooperatives evolved, the Register of Cooperatives in the Ministry of Commerce, Trade, and Industry. Cooperatives must follow the national framework, Cooperative Societies Act No. 20 of 1998 as well as the international framework of ICA Principles (Republic of Zambia 2007). Zambia follows the National Cooperative Development Strategy (NCDS) to convey and support cooperatives, policies, and measures to exterminate issues and empower women and youth. ILO The Cooperative Facility for Africa partners with Zambia, a branch of the UN that emphasizes cooperative standards (ILO 2011). The International Co-operative Alliance (ICA), in partnership with the European Commission, launched the ICA-EU framework, to enhance the co-operative movement as agents of development, supporting their partners, including Zambia.

4.6.2.1 Macro Dimension – Cooperative Level Analysis

In Zambia, 2019, there were around 9 500 cooperatives, 1 500 000 cooperative members, and about 7 000 employees (ICA 2019). Research in the Western province of Zambia has proven when the education of a member has been prolonged by one year above average the level of commitment to cooperative increased by 7% (Donkor & Hejkrlik 2021). Studies found when levels of acceptance in cooperative rise the more emotionally attached members get, making them prefer long-term gains of cooperative rather than their short-term individual gains (Verhees et al. 2015). The results of the study on the Seshe District, Western Province describe the internal and external constraints of Zambian cooperatives. The internal constraints are a lack of skills leading to poor leadership, low levels of trust with members fear of buying shares to increase cooperative capital to avoid financial abuse. An external obstacle is the poor national policy framework (Mundia 2018). Other studies support the argument of cooperatives as heavily influenced by governments and national legal frameworks (Khumalo 2014). Moreover, 70% of Zambian cooperatives experience business stagnation due to the lack of education, weak governance and lack of motivation (Lolajih 2009). Cooperatives movement over the years evolved as represented in the timeline, (Figure 9).

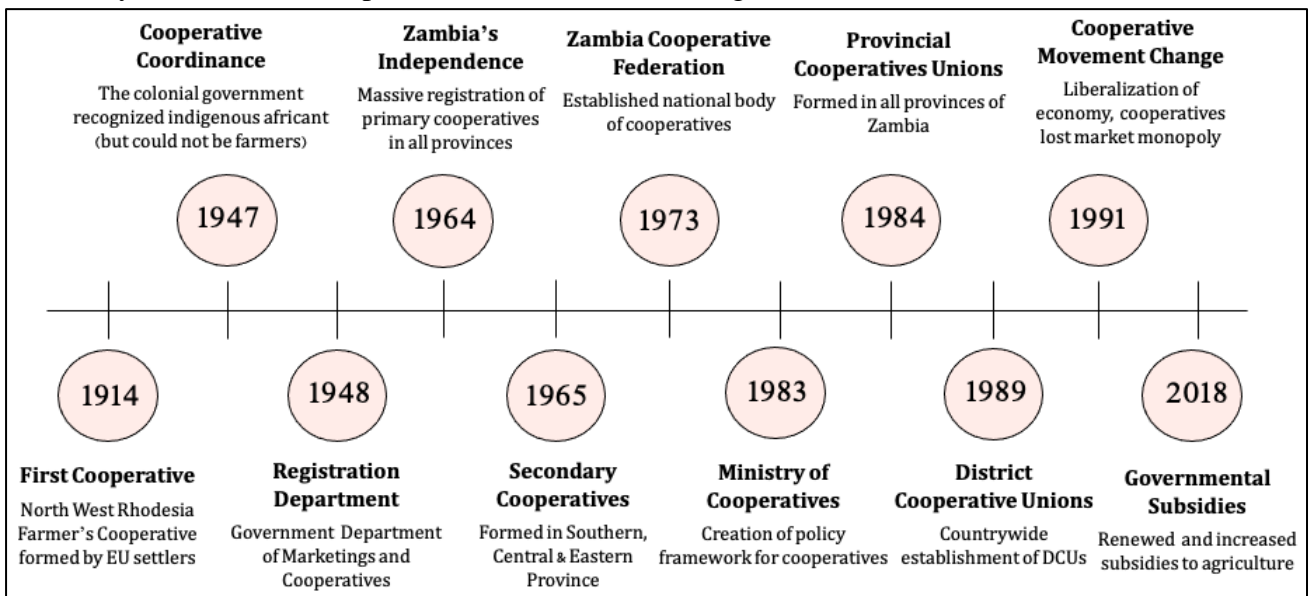


Figure 9: Zambia Cooperative Movement (Inspired by Lombard 1972; Simamba 2018)

Building on top of the understanding of Zambian cooperatives and their formation throughout history, the question of gender awareness and gender equality activities within cooperatives is reviewed further in (Table 6).

Table 6: Zambia - Indicators of Cooperative Level Gender Analysis

Indicator	Questions	Gender Impact	Source
Rules	What is the money from membership fees used for?	Following the Cooperative Societies Act 1998, the collection of finances serves as the capital of the cooperative, surplus or profits are shared equally among members	(Zambian Legal Information Institute 1998; ICA 2020)
		Based on research there has not been proven financial barrier of gender as not being able to pay membership fee, some farmers may believe it is a barrier when combined with other influences	(Charwita et al. 2016; Beránková 2020)
	What are the conditions to enter/ exit the agriculture cooperative?	Women frequently have restricted membership in cooperative, male head of household rather accepted in agriculture cooperative	(Chubu 2020)
Power	What is the difference in membership between men and women?	Members of cooperative under development intervention showed higher women participation compared to those without access to the intervention, with 25% and more actively participating representatives	(Donkor 2021)
	What are the benefits of joint business and marketing for men and women?	The cooperative provides benefits to men and women, but this fact causes a conflict at the household level, the inputs and profit gained by the cooperative are subordinated to family power head	(Sen 1990; Farnworth & Munachonga 2010)

(Continued)

Table 6: Zambia - Indicators of Cooperative Level Gender Analysis (Continued)

Indicator	Questions	Gender Impact	Source
Resources	Has the agriculture cooperative provided market access?	Barrier for genders, good market access is located only along the line of the train, there is good infrastructure, members far from these areas are disadvantaged as cooperative same as individual	(Sitko & Chamberlin 2016)
	Have the members of the agriculture cooperative been trained?	After women and men are successfully completing the training under cooperative, they begin their own business which results in economic improvement of both genders	(Revathy 2015)
	Are there any financial lending opportunities within cooperatives?	Part of the Lake Tanganyika Development Project, had sessions on value chain and markets, 44 women out of 308 women connected to income-generating cooperative	(Republic of Zambia 2019)
Activities	What is the structure of the division of labor in an agriculture cooperative?	There are on average around 15 members per cooperative, the gender ratio is 2:1 in favour for women	(MAL 2012; Simamba 2018)
Needs	How has membership in a cooperative affected the income of men/women?	Cooperative membership portray strategy for household income improvement, supporting both genders to be able to provide financially family	(Fisher & Qaim 2012; Manda 2020)
Interests	Did the cooperative encourage career growth?	Cooperative serves as a mechanism of career growth for all members while not omitting the gender policy	(Ministry of Commerce, Trade and Industry 2019)

4.6.2.1 Micro Dimension – Individual Level Analysis

As a support mechanism for the cooperatives, the government implemented the Farmer Input Support Program (FISP), which provides inputs such as seedlings and fertilizers only to cooperative members. Under FISP, subsidies, seedlings, and fertilizers are given to the cooperatives, but often deliver too late and lack targets beneficiaries, men, and women separately (Mason 2013). Although, the reality of such a system shows the late delivery of inputs and failure to address beneficiaries such as women and men's separate needs (Saenz & Thompson). The Mechanized Farming Equipment Program (MFEP) (2017-19) focused on women and the equal distribution of resources which acted as agenda for the improvement of agriculture practices and effective products through the supply of equipment to the cooperatives (Ministry of Gender 2019).

Men make up the majority of employed members of producer cooperatives, around 80%. Due to Zambia's economic growth and shift towards other sectors of the economy, men are performing highly paid and demanding jobs, and the notion that women performing labor-intensive and low-skilled jobs (Simuchimba et al. 2020). The gender distribution of women to men in a cooperative represent 17.6% women and men 82.4% based on statistical analysis of Zambian cooperatives. (Zambia Statistics Agency 2020).

Agriculture cooperatives being used as a gender equalizer, due to the nature of cooperatives being inclusive and improving the personal situation of women as well as men (Masabo 2015). However, disagreements have been observed by the study, concluding that in Zambia, members of the cooperatives are not active, not implementing the agreed-upon by-laws and standards, as well as the ethical contributors (Simamba 2018).

Table 7: Zambia - Indicators of Individual Level Gender Analysis

Indicator	Questions	Impact on Women & Men In Cooperative		Source
Rules	What is the distribution of profit within the agriculture cooperative?	Surplus or the profits are shared equally among members	In theory, profits are shared equally, but in reality, they are not shared equally	(FAO 2018; Lungu 2020)
Power	What is the ratio of men and women in leadership and managerial positions?	Agribusiness for LIFE project, 250 women trained, opportunities for leadership positions increased	Same project, 250 men trained, after 3 years project improved access to leadership positions	(Caritas Czech Republic 2020; Donkor 2021)
Resources	Did the cooperative provided any inputs?	Women and youth insufficiently represented in management roles	Illiteracy within both genders has been barrier causing weak cooperative governance	(Lolajih 2009; Liu 2010; Shilimi 2021)
		The ratio of men to women, obliged by the Mechanized Farming Equipment program, equipment provision to only 70% women, 30% men coops	Eastern province received 20 tractors toward 200 cooperatives, Copperbelt 2 tractors towards 20 coops	(Ministry of Gender 2019; Republic of Zambia 2019)
		Government provided tractors for cooperatives to eradicate poverty and encourage productivity	Although, many cooperatives could not use them because of farm size, correct crop farming, fuel availability and lack of monitoring	(Lombard 1972)
		FISP women, 20% (2016), 35% (2017), 50.3% (2018)	FISP men, 80% (2016), 65% (2017), 49% (2018)	(Mason et al. 2013; Zambia Statistics Agency 2019)

(Continued)

Table 8: Zambia - Indicators of Individual Level Gender Analysis (Continued)

Indicator	Questions	Women	Men	Source
Resources	Are there any conditions to fulfil to obtain inputs?	To be alleageable to obtain the FISP, farmers need to be members of cooperative	The obligation does not specify or discriminate against a member's gender	(Saenz & Thompson 2017)
	Did the Agri-cooperative provided equipment, technology to members?	The possibility of adoption of new technology increased by 11-24%, but no monitoring	New technology is distributed among the cooperative members	(Manda et al. 2020)
	What is the ratio of men to women members in producer cooperatives?	The ratio of women in cooperatives total is 17.6%, rural 56.6%, urban 35.6%.	The ratio of men in cooperatives total is 82.4 %, rural 43.4%, urban 64.4%	(Zambia Statistics Agency 2020; Simuchimba et al. 2020;)
Needs	How do the community attitudes/laws/traditions affect women/ men in cooperative?	The Zambian society associates women's job as working in the household, especially when married	Therefore, more men are participating in agriculture cooperatives, no social barriers towards joining	(Mutambo 2017)
Interests	How did the personal growth develop in men/women in cooperative?	The improvement for men/ women relies on inclusion, active members, employed	Zambian members not active, no cooperative ethics and principles in Zambia	(Masabo 2015; Simamba 2018)
	What are the levels of communication in Agri-cooperative, men/women?	For both genders, active members of cooperative have experiences of the coop dynamic, trust people less	When the communication and the social acceptance within cooperative members improves activities of all	(Verhees et al. 2015; Donkor & Hejkrлік 2021)

4.6.3 Gender Analysis of Agri-Cooperatives in Angola & Zambia

The final chapter of this literature review serves as an executive summary of the comparative study based on the Case Study of Angola and Case Study of Zambia. The assessment of gender equality tool of agriculture cooperatives in Angola and Zambia. Determinants affecting the agriculture cooperatives and individual actors, men, and women, are analyzed through legal, economic, and social perspectives.

Table: Executive Summary of Comparative Gender Analysis in Angola/Zambia

Indicator	Gender Equality using Cooperatives Angola		Gender Equality using Cooperatives Zambia	
	Benefits	Barriers	Benefits	Barriers
Legal	Bargaining power Angolan Cooperative laws (statutory laws to support)	Vertical Integration Low knowledge of their land and ownership rights	2:1 women/men ratio Government cooperative branch Leadership positions improvement	Not following ICA principles Male-headed members preferred Some formed just for gov support
Economic	Training, equipment and technology provision Credit and savings support by external agents	Social pressure due to prescribed roles given based on sex, women with children and men with job	Equal surplus and profit-sharing Membership fees are burden for both genders to carr Improved household income	Income subordinated to household Equal profits reality, not equal No recording/monitoring activities
Social	Sense of community, values, principles are being obeyed and heard	Due to subsidies not a mechanism for bottom-up approach and farmers motivation to make business but to get benefits	Personal growth when included as a member of cooperative Meetings and discussions resolving problems	Not active, no principles/values Active members have no trust Gender labor stereotypes Illiteracy weak coop. governance Inadequate gov. support decisions

5 Conclusions

The literature review has covered the awareness, promotion, and legal guidelines on the global scale, including the Agenda 2063, SDG, and further. Covering the topics of employment in the agriculture labor force, which showed that women are employed in higher percentages than a man in both countries, however, the trend is opposing. For Zambia, the amount of people in agriculture is lowering due to the shift to other sectors and the transformation of agriculture into agri-business. For Angola, there is a rise in employment in agriculture due to the struggles of the war, people have been using agriculture as a means to improve their livelihoods. The cooperatives are viewed by the legal, economical and social indicators as a way to efficiency, to gain better education and training, to act as autonomous unit, however, problems such lack of skills, community conflicts, social pressures from communities. Cooperatives have been implemented in both countries as a national strategy for development and thrive towards a respectable, equitable, and secure working environment. There are controversial opinions within both countries about the effectiveness of cooperatives. The cooperative movement has proven to be beneficial in some aspects but in some problems are barriers are present which should be looked into the reasoning to further eradicate these problems. Both countries have had governments taken steps to support the cooperative movement, but these regulations are still not getting to the rural areas where these cooperatives are implemented. The reasoning of members joining the cooperative also differs, for some it is a way to start a business and become productive, for some it is a mechanism under which there will be subsidies obtained. The effectiveness of cooperatives is therefore inconclusive, although there has been improvements of the societies in both countries improved there are still imperfections and improvements to be done.

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