

Report on

"Regional Strategic Dialogue: Climate Change, Challenges and Opportunities for Women in Agriculture in Sub-Saharan Africa Region"

20-21 November 2023, Kampala, Uganda



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Executive Summary

This report, an outcome of the Regional Strategic Dialogue on Climate Change and Women in Agriculture held in Kampala, Uganda on November 20-21, 2023, addresses the critical role of women in Sub-Saharan Africa's agricultural sector and the challenges they face due to climate change and systemic gender inequalities. Women constitute a significant portion of the agricultural labor force but often lack agency, ownership of land, and access to resources, which hampers their productivity and resilience. The dialogue held in Kampala brought together 31 experts, policy makers and specialists from various academic institutions and organisations across the region where they worked together to identify key challenges and discuss possible solutions. Challenges highlighted at the dialogue included a lack of women in leadership roles, prevalent gender stereotypes within the society, limited decision-making power among women, and women's inadequate access to technology and financial services in the agriculture sector. To address these issues, this policy brief makes clear, actionable recommendations to policymakers and stakeholders in a digestible format, including but not limited to, comprehensive sensitization programmes to change societal attitudes, policies and programmes to support women's access to and control of resources, amendments to policies and legal frameworks, and capacity-building initiatives to enhance women's skills and knowledge. By implementing these recommendations, we can create a more inclusive and resilient agricultural sector in the Sub-Saharan Africa region, empowering women to contribute significantly to food security and economic development in the region.

Introduction

Women play a critical role in agriculture in developing countries, accounting for an average of 43% of the agricultural labor force, yet their contribution often goes unrecognized (FAO, 2011). Moreover, women are involved in producing much food in developing countries but own only 15% of the agricultural land (FAO, 2018). Persistent and growing insecurity in women's land ownership, access, and control continue to impede the strengthening of communities' resilience to the negative impacts of climate change. Climate change is not gender-neutral. Women, particularly those in farming communities, are among the vulnerable groups disproportionately impacted by the effects of climate change around the world (United Nations, n.d.). In addition, women lack equal access to skills, resources, and opportunities to make the most of their farming activities. They also do not have much say in decision-making on climate change adaptation and mitigation in agriculture.

Sub-Saharan Africa is a region heavily reliant on agriculture, which employs about 60% of the labor force and contributes approximately 23% to the GDP of the region, making it the main source of livelihood for poor people (Goedde et al., 2019). However, the region faces profound challenges due to climate change, including increased frequency and intensity of droughts, floods, and erratic weather patterns. These climate disruptions are projected to reduce crop yields by up to 17% by 2050, especially in key staples, severely impacting agricultural productivity and food security (Baptista et al., 2022). Women, who constitute 48.7% of the agricultural labor force in Sub-Saharan Africa, are particularly vulnerable due to their limited access to resources, land, and decision-making power (USAID, 2016). Only 15% of agricultural land in the region is owned by women, which significantly hinders their ability to implement adaptive measures against climate change (USAID, 2016). Addressing these issues is critical not only for enhancing food security and economic stability but also for promoting gender equality and empowering women to contribute more effectively to the region's sustainable development. The intersection of climate change and gender inequity in agriculture thus represents a pivotal area for policy intervention and innovative solutions.

The Women Alliance for Climate Action in Agriculture (WACAA) is one of the initiatives ICBA has launched during COP28 hosted by the United Arab Emirates in 2023. It aims to bring together women leaders, scientists, policymakers, farmers, and organizations working to address gender issues in agriculture. It works to mobilize all stakeholders and efforts to support women-led climate action in agriculture through policies, measures, programmes, or incentives that empower women and help make agriculture more sustainable, environmentally friendly, and resilient under climate change. WACAA serves as a forum and voice for advocating gender equality in agriculture, providing support and resources for women in agriculture, promoting sustainable farming practices, and addressing specific issues that affect women's engagement in and contribution to policy, science, and innovation. The Women Alliance offers a platform to exchange best practices, perspectives, insights, policies, and recommendations on women's engagement in science, innovation, and agriculture under climate change. It also aims to provide resources, tools, and opportunities for women to contribute to decision-making in agriculture.

Overview of the Regional Strategic Dialogue in Kampala

As part of the WACAA initiative, in November 20-21 2023, ICBA with support from the Islamic Development Bank (IsDB), partnered with regional and local partners in Kampala, Uganda to organize a two-day regional strategic dialogue. This dialogue aimed to bring together experts from research and academic institutions in fields related to agriculture and/or climate change from countries across the Sub-Saharan Africa region. The event included a multitude of panel discussions, trainings and group activities to engage the participants in discussion and dialogue to help stimulate participants' thinking on gender mainstreaming within the agriculture sector. Participants at the dialogue included 5 ICBA team members and 31 (20 women and 11 men) experts, policy makers and specialists. A detailed agenda and list of participants can be seen in the appendices section of this document.

Key Issues Discussed

Over two days of dialogue, round tables and presentations, all participants discussed the following topics and challenges:

- The role of women in Sub-Saharan African agriculture and their potential as agents of change in climate adaptation and mitigation efforts was universally acknowledged.
- Climate change poses specific challenges to women in agriculture, including increased labor burdens and vulnerability due to gender-specific roles and responsibilities.
- There is a critical need to improve women's access to resources such as land, credit, and climate-resilient agricultural technologies to empower them effectively. The dialogue stressed on the lack of legislations supporting women's ownership of land in particular.
- Women in the field of agriculture, including women farmers, require more capacity development in climate-smart agriculture practices to increase productivity and sustainability.
- Policies and initiatives must be gender-inclusive, recognizing and integrating women's voices in climate change and agricultural planning.
- Enhancing women's economic empowerment through market access and agribusiness opportunities is essential for building resilience against climate change.
- Women's leadership at both the community level and in decision-making positions is crucial, and supporting their capacity to lead can drive grassroots climate action.
- There is a need for more gender-disaggregated data and research to inform policies and programmes that adequately address the specific impacts of climate change on women in agriculture.
- Strengthening networks for women in agriculture can lead to better sharing of knowledge, innovations, and best practices for climate resilience.
- Climate change has direct implications on nutrition and health, particularly for women and children, and strategies to safeguard food security and nutrition in the face of climate challenges are needed.

Policy Recommendations

Within the scope of the above-mentioned challenges discussed at the Sub-Saharan Africa Regional Strategic Dialogue, this policy brief highlights key policy recommendations proposed during group discussions and activities among the event participants, who come from backgrounds in academia, policy-making, international organizations and local and national level government entities across the region. The challenges discussed can be categorized into two sections: Actionable Initiatives (which will include two sub themes - Women Leaders in Agriculture and Food Security) and Cross-cutting recommendations (which are not standalone initiatives, but rather thematic areas of focus that should be mainstreamed across all proposed initiatives). By disseminating all the proposed policy insights and recommendations to ICBA's partners and stakeholders, the brief seeks to inform and guide policy formulation and implementation, ensuring that the collaborative spirit of the Kampala dialogue translates into tangible actions.

Actionable Initiatives: Women Leaders in Agriculture

Community Leaders Collaboration Programme: Community leaders play a pivotal role in influencing societal norms and perceptions, particularly women leaders. We recommend a programme that aims to address the challenges faced by women in agriculture and leadership by engaging community leaders in dialogue and partnership. This programme will facilitate the implementation of gender-sensitive policies and initiatives, ensuring that women's voices are heard and their contributions recognized. Initiatives within this programme may include community leaders working to mediate conflicts and provide platforms for women to actively participate in decision-making processes, thus fostering a more inclusive and equitable environment.

Gender Sensitization Programme and Campaign: Sensitization efforts are crucial for changing societal attitudes and stereotypes that hinder women's progress in agriculture and leadership. This programme will educate both men and women about the importance of gender equality and the benefits of women's active participation (particularly among the agrarian community) through media, workshops, and community meetings. The sensitization campaign will raise awareness about the challenges women face and the positive impacts of their empowerment. This combination of an educational campaign and community programme will challenge traditional views and highlight success stories, demonstrating the benefits of gender equality in decision-making positions. Additionally, the programme will promote the creation of a support force at home, ensuring women receive the necessary support from their families to pursue leadership and agricultural activities. This includes equitable sharing of domestic responsibilities and providing moral and emotional support. By fostering understanding and acceptance, the programme will create a supportive environment where women can thrive in their professional and personal lives.

Microfinance Programme for Women in Agriculture: This programme is designed to provide targeted financial support to women farmers, enabling them to invest in and expand their agricultural activities. This programme aims to address the unique financial challenges faced by women in agriculture within the Sub-Saharan Africa region and to promote their economic empowerment through a comprehensive and structured approach. To implement this programme,

we recommend conducting a comprehensive needs assessment to identify the specific financial needs and barriers faced by women in the agriculture. We then suggest partnering with reputable microfinance institutions (MFIs) that have experience working with rural and agricultural clients to develop tailored financial products that address these unique needs. Collaborating with government entities at the local and national level will also be important to help facilitate access to credit and financial services tailored to the needs of women in the agriculture sector. The programme will design micro-loan products with low-interest rates and flexible repayment terms to ensure accessibility and affordability for women. Additionally, we recommend the formation of women-led savings groups to promote financial literacy and collective investment.

Programme to Strengthen the Role of Unions, Associations and Cooperatives: We recommend a programme to uplift women engaged in the agriculture sector by strengthening the role of unions, associations, and cooperatives. The implementation will begin with outreach and education efforts to inform women farmers about the benefits of forming and joining cooperatives. Workshops and training sessions will be organized to provide women with the skills needed to manage cooperatives effectively, including resource pooling, financial management, and collective marketing strategies. The programme will also facilitate the establishment of women-led agricultural cooperatives, offering initial financial and technical support to ensure their sustainability. Simultaneously, efforts will be made to form unions and associations that can advocate for women's socio-economic rights. These unions will provide a platform for women to collectively address issues such as fair wages, better working conditions, and equitable access to resources. By fostering solidarity and collective action, the programme aims to enhance the bargaining power of women in agriculture, ensuring their voices are heard in policy discussions and decision-making processes.

Women in Agriculture Mentorship Programme: We propose launching a mentorship programme that will pair women in the agriculture sector with experienced women leaders and mentors within the sector who provide ongoing guidance and support on financial, agricultural and management matters. The programme will include training sessions on multi-tasking and time management to help women balance their productive (work) and reproductive (care) roles effectively. Workshops will focus on developing soft skills, such as communication and conflict resolution, to address spouse-related challenges and build supportive relationships. Regular networking events will facilitate knowledge sharing and peer support among women farmers and generally within the agriculture sector. The programme will also offer personalized career advice, goal-setting strategies, and resources for professional development in agriculture. By participating in this comprehensive mentorship programme, women will gain the skills, confidence, and support needed to overcome barriers and succeed in the agricultural sector.

Amendments to Women's Rights Policies and Legal Frameworks: This policy recommendation aims to empower women through strengthened rights to land ownership and resource access, crucial for their economic independence. It involves developing and submitting comprehensive policy proposals that address women's land ownership and equitable access to resources. Collaborating with legal experts, the initiative will draft and propose robust legislation to protect women's property rights, ensuring secure and fair access to land and resources. These efforts will enable women to fully participate in and benefit from agricultural activities, promoting their active

involvement in decision-making processes related to land and resource management. This holistic approach will create a supportive legal framework, facilitating the economic and social empowerment of women in agriculture and beyond.

Actionable Initiatives: Food Security

Enhancing Food Availability Programme: We recommend that policymakers and practitioners prioritize the adoption of climate-smart agricultural practices and the efficient management of natural resources. This includes providing soft loans and government support to make inputs affordable, alongside sensitization campaigns to educate communities about sustainable farming practices. Investments in infrastructure, such as improving storage facilities and post-harvest handling systems, are crucial to reducing wastage and enhancing value addition. Moreover, policies developed as part of this holistic programme should support the mechanization of agriculture and the use of advanced technology to increase productivity, alongside efforts to make farming attractive through targeted land ownership policies and government interventions.

Improving Food Access Programme: To mitigate the cultural and economic barriers that limit access to resources and markets, we recommend diversifying income sources for women and introducing school gardens to support food security at the community level. Increasing access to credit through the promotion of cooperatives and microfinance institutions is vital. Furthermore, enhancing infrastructure, particularly in rural areas, through the construction and maintenance of roads, will facilitate better market access. Policymakers should also implement targeted training programmes to improve the skills of both men and women, enabling them to secure better employment opportunities and actively participate in the agricultural sector.

Food Utilization and Nutritional Education Programme: Addressing nutritional disinformation and lack of knowledge, and improving food handling practices are essential steps towards better food utilization. We recommend implementing a community-based nutritional education programme and sensitization efforts to promote healthy eating habits and proper food preparation techniques. These initiatives should be complemented by training on value addition to increase the nutritional value of locally produced food. Additionally, controlling media dissemination of dietary information can help counteract dietary misconceptions and cultural biases that disadvantage women and children.

Extension Services Strengthening Programme: We recommend a programme specifically aimed at enhancing the agricultural productivity and resilience of farmers – particularly women farmers - in Sub-Saharan Africa by expanding and improving agricultural extension services. This programme will focus on providing farmers with up-to-date knowledge and best practices through a network of well-trained extension officers. To achieve this, we recommend increasing funding for extension services, ensuring that extension officers receive continuous professional development and access to the latest agricultural research and technologies. The programme will also prioritize inclusivity by making extension services accessible to women and marginalized groups. This will involve recruiting and training female extension officers, conducting outreach in underserved communities, and developing tailored training materials that address the specific needs of diverse

farming populations. By leveraging modern communication tools and platforms, the programme will facilitate real-time information sharing and support for farmers. Additionally, partnerships with local organizations and stakeholders will be established to strengthen the delivery and impact of extension services.

Amendments to Market Access and Trade Policies and Legislations: This policy recommendation aims to empower smallholder farmers in Sub-Saharan Africa by overhauling existing trade policies and legislations to reduce barriers and enhance market access. This programme will focus on eliminating trade barriers, such as high tariffs and restrictive non-tariff measures, that hinder smallholder farmers from competing effectively in domestic and international markets. Additionally, it will advocate for the establishment and enforcement of fair trade practices to ensure farmers – particularly women and marginalized groups - receive equitable prices for their produce, thus protecting them from exploitative market conditions. Policymakers and legal experts will work closely with implementing government entities to streamline export procedures, improve logistics, and provide training to farmers on meeting international market standards and quality control requirements. By implementing these comprehensive amendments, the policy recommendation seeks to create a more inclusive and fair trading environment, significantly improving the economic viability of smallholder farming, enhancing food security, and fostering sustainable economic growth across the region.

Cross-cutting Recommendations

Community Engagement: It is essential to increase community involvement and ensure that women's voices are included in policymaking, particularly in the context of women leaders in agriculture and food security in Sub-Saharan Africa. We propose doing this by implementing participatory governance frameworks that actively engage women at all levels. Establishing local women's councils and committees can provide a platform for women to voice their concerns and contribute to decision-making processes. Leveraging technology, such as mobile platforms and social media, can facilitate wider community participation and ensure that women's insights and experiences are incorporated into policy discussions. Collaborating with NGOs and civil society organizations to conduct regular community consultations and feedback sessions will also help in capturing the diverse perspectives of women farmers. By creating an inclusive environment where women's contributions are valued and their leadership is nurtured, we can develop more effective and equitable agricultural policies that address the unique challenges faced by women in the sector across Sub-Saharan Africa.

Multi-stakeholder Engagement: To support women in agriculture facing climate change effects, governments and international bodies should take specific actions such as integrating gender-sensitive approaches into national climate policies and agricultural strategies. This can be achieved by allocating dedicated funding to programmes that target women farmers, providing them with access to climate-resilient seeds, technologies, and training. Establishing public-private partnerships can facilitate the development of innovative solutions tailored to the unique challenges faced by women in agriculture. Governments should also create enabling environments by enacting laws and policies that ensure women's land rights and access to financial services.

Non-governmental organizations (NGOs), civil society, and the private sector can play a crucial role by implementing grassroots initiatives that empower women farmers. NGOs can offer capacity-building programmes to enhance women's skills in sustainable farming practices and climate adaptation. Civil society organizations can act as advocates, pushing for policy changes and raising awareness about the importance of gender equity in agriculture. The private sector can support women farmers through corporate social responsibility (CSR) initiatives, investing in infrastructure, and providing market access for women-led agricultural products. By working together, these stakeholders can create a comprehensive support system that enhances the resilience of women in agriculture and ensures their active participation in combating climate change.

Advocacy and Awareness: We also recommend strengthening advocacy efforts to raise awareness about the importance of gender equity in agriculture and climate policy. This should involve engaging media, community leaders, and policymakers through culturally sensitive communication strategies that respect and incorporate local traditions and values. Mobilizing communities to support and enhance women's participation in decision-making processes at all levels, fostering a culture of inclusivity and collaboration is vital. By ensuring that advocacy and communication are culturally appropriate, we can effectively highlight the critical role of women in agriculture across the Sub-Saharan Africa region, address the unique challenges they face, and promote more equitable and effective policies for climate resilience.

Capacity Building and Training: Investing in comprehensive capacity building and training programmes aimed at enhancing the skills and knowledge of women in agriculture – particularly across the value chain - is another cross-cutting recommendation. We recommend that these programmes include training on climate-resilient agricultural practices, business management, leadership skills, and knowledge of rights, particularly targeting women in the agriculture sector. These will help to equip women with the skills and knowledge necessary to succeed. Special emphasis should be placed on providing vocational training tailored to the needs of women farmers, including the use of modern technologies and sustainable farming techniques. Additionally, we recommend promoting digital literacy to ensure women have access to online resources and real-time information on weather patterns, market prices, and agricultural best practices. Furthermore, we recommend, prioritizing value addition, particularly for maize and millet production, by providing training and knowledge transfer. The above recommendations can be implemented primarily through engaging higher education institutions and civil society organisations (CSOs). By empowering women with the necessary skills and knowledge, we can enhance their productivity, resilience to climate change, and active participation in agricultural value chains.

Research, Innovation, Technology and Infrastructure: Investing in research and innovation is crucial for addressing climate change impacts in Sub-Saharan Africa, particularly through climate-smart agriculture. Allocating resources to support research endeavors and promoting precision agriculture practices, along with developing advanced data collection tools, will enhance agricultural resilience. Prioritizing baseline studies will provide a solid foundation for evidence-based decision-making in climate and agriculture-related policies. Additionally, allocating resources for agricultural infrastructure projects is essential. This includes investing in

transportation, storage, and distribution networks to facilitate efficient movement of agricultural products. Acquiring and deploying value addition equipment and technology will enhance processing and preservation, increasing market value and reducing post-harvest losses. Ensuring these investments align with climate-resilient and environmentally sustainable practices will address the evolving challenges posed by climate change in agriculture that inequitably affect women.

Monitoring and Evaluation: We recommend developing and implementing a robust monitoring and evaluation framework to track the impact of the proposed programmes and policies noted above aimed at supporting and empowering women in the Sub-Saharan Africa agriculture sector. This framework should include clear indicators and benchmarks to measure progress towards set goals. Regular gender-disaggregated data collection and analysis should be conducted to assess the effectiveness of initiatives such as financial inclusion, capacity building, and legal reforms. Feedback mechanisms can be established to gather input from women beneficiaries and other stakeholders, ensuring that programmes are responsive to their needs and challenges. Periodic reviews and reporting will help enable continuous improvement and accountability, ensuring that the objectives of empowering women in agriculture are effectively met. This comprehensive approach to monitoring and evaluation will provide valuable insights and guide strategic adjustments to maximize the impact and sustainability of the initiatives.

Conclusion and Call to Action

In conclusion, this policy brief has synthesized the discussions held and the consensus reached among participants present at the Regional Strategic Dialogue held in Kampala, Uganda in November 2023. It has highlighted key challenges and recommended solutions related to the agricultural sector and climate change crisis across the Sub-Saharan Africa region, specifically focusing on the empowerment and inclusion of women. The policy brief has discussed the importance of gender equity in leadership, food security and climate-smart agricultural practices, and has emphasized the need for advocacy and awareness, capacity building, research and investment, as well as multi-stakeholder engagement, to support women facing unequal power relations and challenges within the wider agriculture sector. Ongoing dialogue and concerted action are essential to address these issues effectively. We urge policymakers and stakeholders to act on the recommendations provided in this policy brief, integrating gender-sensitive approaches into agricultural and climate policies and practices. By disseminating these insights and implementing these policy recommendations, we can create a more resilient and inclusive agricultural sector across the Sub-Saharan Africa region that empowers women, improves food security, and addresses the challenges posed by climate change in the region. These strategic actions will not only enhance the livelihoods of women working within the agriculture sector, but also contribute to the overall economic and social development of the region. By fostering collaboration among government bodies, international organizations, NGOs, civil society, and the private sector, we can ensure the successful implementation of these strategies. Let us collectively commit to creating a more resilient and inclusive agricultural sector, where women's voices are heard, their contributions recognized, and their potential fully realized. By working together, we can build a sustainable future that benefits all members of our communities.

Appendices

Agenda of the Regional Strategic Dialogue

ORGANIZED BY: International Center for Biosaline Agriculture (ICBA), Dubai, United Arab Emirates

SUPPORTED BY: Islamic Development Bank, Jeddah, Saudi Arabia

SPEAKERS:

Dr. Tarifa Alzaabi, Director General, ICBA

Dr. Charbel Tarraf, Chief Operations and Development, ICBA

Dr. Issahaq Umar Iddrisu, Regional Head, Regional Hub Kampala, Islamic Development Bank

Dr. Wardah M Rajab-Gyagenda, Deputy Vice Chancellor Academics, Kampala University

Ms. Nour El Jundi, Proposal Development Specialist, ICBA

Ms. Maha Gaad, Gender Consultant, ICBA

MONDAY 20 NOVEMBER 2023

08:00-09:00 Registration and Networking

09:00-10:30 Opening Session

Welcome Remarks: **Dr. Charbel Tarraf**, Chief Operations and Development, ICBA
The Women Alliance for Climate Action in Agriculture (WACAA), **Dr. Tarifa Alzaabi**,
Director General, ICBA

Panel discussion on Climate Change and Women in Agriculture: Challenges and
Opportunities in the Sub-Saharan Africa Region

- **Dr. Tarifa Alzaabi**, Director General, ICBA
- **Dr. Issahaq Umar Iddrisu**, Regional Head, Regional Hub Kampala, Islamic
Development Bank
- **Dr. Charbel Tarraf**, Chief Operations and Development, ICBA
- **Dr. Wardah M Rajab-Gyagenda**, Deputy Vice Chancellor Academics, Kampala
University
- Moderator: **Ms. Nour El Jundi**, Proposal Development Specialist, ICBA

Introduction of participants

Group photo

10:30-11:00 Coffee break

11:00-12:00 *Session 1*: Gender equality and women's empowerment in the agricultural sector,
Ms. Maha Gaad, Gender Consultant, ICBA

12:00-13:00 Discussions (How to achieve gender equality in the agricultural sector?)

13:00-14:00 Lunch break

14:00-15:00 *Session 2*: Innovative technologies in agriculture and their potential for climate
mitigation, **Dr. Charbel Tarraf**, Chief Operations and Development, ICBA

15:00-16:00 Discussions (What are the roles of women in contributing to the mitigation of
climate change?)

TUESDAY 21 NOVEMBER 2023

- 09:00-09:30 *Session 3:* Impact of climate change on food systems and household nutrition security, **Ms. Nour El Jundi**, Proposal Development Specialist, ICBA
- 09:30-10:30 Discussion (How do women contribute to achieving healthy and nutritious food systems?)
- 10:30-11:00 Coffee break
- 11:00-12:00 *Session 4:* The role of women in leadership and decision-making in agricultural and environmental initiatives, **Ms. Maha Gaad**, Gender Consultant, ICBA
- 12:00-13:00 Discussions (How can women leaders support environmental initiatives?)
- 13:00-14:00 Lunch break
- 14:00-15:00 *Session 5:* Strategic Dialogue Recommendations
- 15:00-16:00 Closing remarks

Detailed List of Participants at the Regional Strategic Dialogue

#	Name	Position	Organization	Gender	Country
1	Ms. Kibibi Abdallah Khamis	County Minister for Agriculture, Blue Economy and Livestock	Blue Economy, Agriculture and Livestock	Female	Kenya
2	Hajjat Salma Noor	Program Coordinator in Mombasa	COMSTECH	Female	Kenya
3	Ms. Emmily Achieng Okello	County Minister for Water, Natural Resources and Climate Change Resilience	Department of Water Natural Resources and Climate Change Resilience	Female	Kenya
4	Dr. Rehema Kilagwa		Morogoro Muslim University	Female	Tanzania
5	Dr. Aisha Akrabi		Morogoro Muslim University	Female	Tanzania
6	Ms. Mona Muguma Ssebuliba	Chief Executive Officer	Agribusiness Initiative - aBi Finance Ltd	Female	Uganda
7	Ms. Rashida Juma	Executive Assistant	Islamic Development Bank, Kampala	Female	Uganda

#	Name	Position	Organization	Gender	Country
8	Ms. Yangisiriza Sylvia	Operations Support Analyst	Islamic Development Bank, Kampala	Female	Uganda
9	Ms. Joweria Nakizito	Lecturer	Islamic University in Uganda	Female	Uganda
10	Dr. Kazibwe Sophia	Deputy Vice Chancellor Academics	Kampala International University	Female	Uganda
11	Dr. Wardah M Rajab-Gyagenda	Deputy Vice Chancellor Academics	Kampala University	Female	Uganda
12	Ms. Sarah Nansubuga	Lecturer Environment	Kampala University	Female	Uganda
13	Dr. Aisha Nayiga	Lecturer Department of Mass Communication	Kampala University	Female	Uganda
14	Dr. Joelia Nasaka	Lecturer, College of Veterinary Medicine, Animal Resources and Biosecurity (COVAB)	Makerere University	Female	Uganda
15	Ms. Zainah Nampijja	Ass. Lecturer, Department of Agricultural Production	Makerere University	Female	Uganda
16	Dr. Kamatara Kanifa	Lecturer, Department of Agricultural Production, School of Agricultural Sciences, College of Agricultural and Environmental Sciences	Makerere University	Female	Uganda

#	Name	Position	Organization	Gender	Country
17	Dr. Nantongo Ziwena Masiko	Research Officer, National Livestock Resources Research Institute	National Agricultural Research Organization (NARO)	Female	Uganda
18	Rt. Hon. Lukia Isanga Nakadama	3rd Deputy Prime Minister and Minister without Portfolio	Prime Minister Office	Female	Uganda
19	Ms. Hadija Rajab	Executive Director	RAVASA Foundation	Female	Uganda
20	Shkt Radhiyyah Namakula Khamis	Secretary for Women and Children Affairs	Uganda Muslim Supreme Council	Female	Uganda
21	Dr. Halid Lyeme	Dean Faculty of Science	Muslim University of Morogoro	Male	Tanzania
22	Mr. Jemal Mahmud	Operations Team Leader, Agricultural Infrastructure	IsDB Group Regional Hub of Kampala	Male	Uganda
23	Mr. Denis Okumu	Project Management Specialist, Agriculture Infrastructure	IsDB Group Regional Hub of Kampala	Male	Uganda
24	Dr. Issahaq Umar Iddrisu	Regional Head, Regional Hub Kampala	Islamic Development Bank	Male	Uganda
25	Prof. Ismail Simbwa Gyagenda	Rector	Islamic University in Uganda	Male	Uganda
26	Prof. Muhammed Taha El Nour	Dean Faculty of Agri-Business and Natural Resource Science	Islamic University in Uganda	Male	Uganda
27	Dr Hatim Mohamed Ahmed Elamin	Director of Endowment	Islamic University in Uganda	Male	Uganda

#	Name	Position	Organization	Gender	Country
28	Counsel Hadad Salim	Advocate of the High Court and Coordinator Law School – IUIU Arua Campus	Islamic University in Uganda	Male	Uganda
29	Mr. Julis Sekatawa	Public Relations Officer	Kampala University	Male	Uganda
30	Mr. Abdulrahman Buwembo	Managing Director - Microfinance	Nakasero Muslim Community Foundation SACCO (NMCFS)	Male	Uganda
31	Dr. Halid Kirunda	Director of Research and Mbarara Zonal Agricultural Research and Development Institute (Mbarara ZARDI)	National Agricultural Research Organization (NARO)	Male	Uganda

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