

### CONSENT FORM

My name is \_\_\_\_\_ and I work as a consultant for the International Food Policy Research Institute (IFPRI) in Lilongwe. We are talking to you to hear your opinions on agricultural training programs as a follow-up to questions you answered before. We will be asking you about one specific program, the Agricultural Technical Vocational Education and Training (ATVET), as well as other agricultural services. We want to hear your views on men's and women's livelihoods in agriculture and participating in value chains. This interview will last about 1 – 1.5 hours.

Your participation to this survey is voluntary. If you choose to participate, you may refuse to answer certain questions, or you may stop participating at any time. There is no foreseen risk to your participation in this survey, except for the 1 – 1.5 hours you will spend with our survey team. We ask for your support by responding to the questions as honestly and fully as possible. Your responses will be kept COMPLETELY CONFIDENTIAL. This is not an assessment of your efforts and there are no right or wrong answers. We just would want to know your actual practices and the challenges you face in order to understand how we can improve the services we develop and promote. Your name will not be shared with regulators or any accreditation team. Your answers will be very useful for the researchers and policymakers in improving technologies and services.

If you have questions about this survey or study, you may contact any of the following:

Contact name: [Insert name here]

Email: [Insert name here]

Telephone: [Insert phone number here]

You can ask questions concerning the study, both before agreeing to be involved and during the course of the study.

Do you indicate your voluntary consent to participate in this interview: may we begin?

- Yes, I am willing to participate voluntarily
- No, I am not willing to participate in the survey

*Check box questions:*

1. Have you ever attended a meeting of the [STEPHANOS VCT / THANTHWE] program or with training institute or community college? (from quant survey)  
*Kodi munatengapo mbali pa maphunziro kuchokera ku [STEPHANOS VCT / THANTHWE] kapena ma kaleji a za luso?*
2. Did you participate in the ATVET4Women training?  
*Munatengapo mbali pa maphunziro a za ulimi amene akumachitika ku ma koleji a za luso?*
3. Where were the training(s)? When were the training(s)?  
*Maphunziro wa anachitikira kuti? Ndipo anachitika liti?*

**Theme: Benefits of Training Program, participation in the training**

1. Can you tell us why you were selected to participate in the ATVET4Women training opportunity?  
*Mungafotokoze chifukwa chimene munasankhidwa kuti mutenge nawo mbali pa maphunziro amenewa?*
2. Why did you want to participate in the training(s)?  
*Ndi chifukwa chani munafuna kutenga mbali pa maphunziro amanewa?*  
*Probe: decided independently, discussed with family members*  
*Funsani: munapanga nokha chiganizo, munakambirana ndi banja lanu*
3. What challenges did you encounter to participate in the training(s)?  
*Ndi mavuto anji amene munakumana nawo pamene mumatenga nawo mbali pa maphunziro amenewa?*  
*Probe: time, discouraged by others, transport*  
*Funsani: nthawi, kubwenzeresedwa mmbuyo ndi anzawo, mayendedwe*

**Theme: Benefits of Training Program, acquired skills, changes in attitude/behavior**

4. What are the most important skills and knowledge you acquired (things you learned) through the training?  
*Ndi ma luso ofunikira ati amene munaphunzira kudzera ku maphunziro amenewa?*  
*Ndi zinthu zachilendo ziti zofunikira zimene munaphunzira kudzera ku maphunziro amenewa?*  
*Probe: vegetable cultivation, processing, marketing, entrepreneurship, gender issues, group dynamics, management skills, communication skills*  
*Funsani: kalimidwe ka masamba, kukonza mbeu, kugulitsa, bizinesi ya ulimi, zokhuzana ndi kusiyana pakati pa amayi ndi abambo, maphunziro a kayendesedwe ka gulu*
5. Now that the training is over, what are you doing differently?  
*Mmene mwamalizira maphunziro wa, ndi zinthu ziti zimene mukupanga mosiyana ndi kale?*  
*Probe: Purchase of certain inputs, marketing, production techniques or new technologies*  
*Funsani: kugula zipangizo zina za ulimi, kugula ndi kugulitsa, njira zamakono*
6. What challenges did you experience applying what you learned?  
*Kodi ndi zovuta zANJI zimene munakumana nazo pogwiritisa ntchito zimene munaphunzira?*
7. What additional services or inputs would make it easier for you to apply your knowledge?

*Ndi thandizo kapena zipangizo ziti zoonjezera zimene mungafune kuti mugwiritse ntchito zimene munaphunzira?*

*Probe: labor, seeds, fertilizer, extension services, credit, equipment hire, crop insurance*

*Funsani: ogwira ntchito kumunda, mbeu, feteleza, ulangizi, ngongole, kubwereka zipangizo za ulimi, ishuransi ya mbeu*

**Theme: Benefits of Training Program, perceived benefits of the training**

8. What are the main benefits resulting from the training?

*Maphunziro amenewa anakupindilirani bwanji?*

*Probe: better product, new market connections, income, confidence, expanded social network, household improvements, education, better nutrition*

*Funsani: katundu wopangidwa mwaluso, misika yatsopano, phindu la za chuma, kuzidalira, kulumikizana ndi anthu, chitukuko cha pakhomu, maphunziro, madyedwe abwino*

9. Did you share this information?

*Kodi munaaphunzitsa anzanu zomwe munakaphunzira?*

*Probe: How have you shared this information?*

*Funsani: munagawa bwanji zimene munaphunzirazo?*

10. Would you recommend the training(s) to a relative? If yes, why? If no, why not?

*Kodi mungamulimbikitse wachibale wanu kuti akapange maphunziro amanewa? Ngati eya, chifukwa chani? Ngati ayi, chifukwa chani?*

11. Would you recommend the training(s) to a potential business partner? If yes, why? If no, why not?

*Kodi mungaalimbikitse anthu amene akufuna kuyamba business kuti apange maphunziro amanewa? Ngati eya, chifukwa chani? Ngati ayi, chifukwa chani?*

12. What additional topics could the training program include to help you?

*Mungafune maphunziro ati oonjezera mu ndondomeko ya maphunzirowa amane akhoza kukhala ndi phindu kwa inu?*

13. What could the program do to involve more women in the training(s)?

*Kodi purogalamu ya maphunziro amenewa angapange bwanji kuti alimbikitse chiwerengelo cha azimayi mu maphunziro amanewa?*

*Probe: transportation, time, childcare, access to credit*

*Funsani: mayendedwe, nthawi, zipangizo zosamalira ana, mwayi wa ngongole*

**Theme: Market Integration, acceptability of men's/women's participation in value chains**

14. We know you went to a training about vegetables. In your household, who cultivates which vegetables?

*Tikudziwa munapanga maphunziro okhuzana ndi kalimidwe kamasamba. Pakhomu pano, ndi ndani amene amalima masamba?*

15. In your household, who processes vegetables?

*Pakhommu panu, ndi ndani amakonza masamba?*

16. In your household, who markets vegetables?

*Pakhommu panu, ndindani amagulitsa masamba?*

17. How does your household make decisions about who does which tasks for vegetables?

*Kodi pakhomo panu pano mumapanga bwanji ziganizo za amene ayenera kugwira ntchitozi?*

*Probe: age, marital status*

*Funsani: zaka, moyo wa banja*

18. How does your household decide how much of the vegetables are sold?

*Kodi pakhomo panu mumapanga bwanji chiganizo cha mulingo wa mbeu umene muyenera mugulitse?*

**Theme: Market Integration, position in the value chain**

19. If a producer, to whom do you sell your product?

*Ngati mumalima mbeu, mumagulitsa kwa ndani?*

*Probe: Do you have regular partners to whom you sell? If yes, how did you develop that relationship?*

*Funsani: Muli ndi anthu/ magulu odalilika kumene mumakagulitsako? Ngati eya, ubale umenewu unayamba bwanji?*

*Probe: How do you negotiate prices?*

*Funsani: za mitengo mumakambirana bwanji?*

20. If a home processor, from whom do you buy and to whom do you sell?

*Ngati mumakonza mbeu panyumba, mumagula kuti ndipo mumakagulitsa kuti?*

*Probe: Do you have regular partners to whom you sell? If yes, how did you develop that relationship?*

*Funsani: Muli ndi Muli ndi anthu/ magulu odalilika kumene mumakagulitsako? Ngati eya, ubale umenewu unayamba bwanji?*

*Probe: How do you negotiate prices?*

*Funsani: za mitengo mumakambirana bwanji?*

**Theme: Market integration, upgrading**

21. Would you like to expand your work in the value chain? Why?

*Kodi mumafuna mutasintha ntchito zanu mu ulimi umenewu?*

*Kodi mumafuna mutakulitsa ntchito zanu mu ulimi umenewu?*

22. What resources would you need to be involved in that work?

*Kodi ndi zipangizo ziti zimene mungafune kuti zikuthandizileni ntchito imeneyi?*

23. Where would you go to get additional resources (e.g., credit, equipment, training) if you needed them?

*Mungathe kukatenga kuti zipangizo zina zoonjezera ulimi umenewu ngati mutazifune? (ngongole, zipangizo, maphunziro)*

24. Are there jobs that are more difficult for [men/women] to do in agriculture? Why?

*Pali ntchito zina zimene zili zovuta kwa (amay/ abambo) kuti agwire? Chifukwa chani?*

25. Are there jobs that are easier for [men/women] to do in agriculture? Why?

*Pali ntchito zina zimene zili zophweka kwa (amay/ abambo) kuti agwire? Chifukwa chani?*

**Theme: Local definitions of empowerment**

26. Do you know a man in your community who is able to make important decisions over his own life and make them happen?

*Probe: What is this man like? What is his life like? What word would you use to describe him?*

Qualitative study interview questions

27. What kind of important decisions do men make?  
*Ndi zipangizo za moyo ziti zofunikira zomwe azibambo amapanga?*  
*Probe: Agricultural decisions*  
*Funsani: ziganizo za ulimi*
28. What do you think a woman would think if her husband was like that?  
*Mukuganiza kuti mzimayi amaganiza chani mamuna wake akakhala chonchi?*
29. How is such a man viewed in the community?
30. Do you know a woman in your community who is able to make important decisions over her own life and make them happen?  
*Probe: What is this woman like? What is her life like? What word would you use to describe her?*
31. What kind of important decisions do women make?  
*Ndi zipangizo za moyo ziti zofunikira zomwe azibambo amapanga?*  
*Probe: Agricultural decisions*  
*Funsani: ziganizo za ulimi*
32. What do you think a man would think if his wife was like that?  
*Mukuganiza kuti mzimayi amaganiza chani mamuna wake akakhala chonchi?*
33. How is such a woman viewed in the community?
34. Describe scenarios that might encourage a woman to make more decisions in agriculture for herself.  
*Fotokozani zinthu zimene zingamuthandizire mzimayi kupanga ziganizo za ulimi mwayekha?*  
*Probe: What if her husband is traveling? What if her child is sick? What if she wants to try a new business opportunity?*  
*Funsani: mamuna wake akakhala wachokapo? Mwana wake akadwala? Akakhala akufuna kuyesa bizinesi ina?*
35. Is there other work that you would prefer to do if you had the opportunity and the qualifications? Why?  
*Pali ntchito ina imene mumalalakala mutagwira mukanakhla kuti muli ndi mwayi kapena maphunziro okuyenerezani?*
36. What type of work would you like to see your daughters/sons doing?  
*Ndi ntchito yanji imene mungakonde kuona ana anu aakazi/aamuna akugwira?*
37. Are you familiar with the [empowerment as translated into Chichewa]? How do you understand its meaning?  
*Kodi mumadziwa mawu oti [kupeleka mphamvu/kupatsidwa mphamvu]? Kodi amatanthauza chiyani?*

**Theme: Components of empowerment, group membership**

38. What groups specifically support women's engagement in the vegetable value chain (e.g. VSLs)?  
*Kodi ndi magulu ati amene amathandizira azimayi kutenga nawo mbali mu bizinesi ya za masamba? (e.g magulu a zaalimi, magulu okonza mbewe, magulu a za misika)?*  
*Probe: Names of groups*  
*Funsani: Mayina a magulu*
39. What are the benefits of being in a group?  
*Kodi pali ubwino wanji wokhalira mu gulu?*

40. Would you prefer to be in a group with only [women/men] or in a group with men and women?  
Why?

*Kodi mungakonde kukhala mu gulu la [azimayi/azibambo] okha kapena gulu losakaniza azimayi ndi azibambo?*

41. From which group do you think women can benefit from more: mixed or women only? Why?

*Mukuganiza kuti azimayi amatengapo mbali kwambiri ndipo amapindula kwambiri mumagulu osakaniza azimayi ndi azibambo? Chifukwa chani?*

**Theme: Components of empowerment, time**

42. Do you or someone else decide what you need to do each day?

*Kodi mumapanga ziganizo za mmene muyenela kugwirira ntchito tsiku ndi tsiku kapena wina amakupangira ziganizo zimenezi?*

43. If there is a disagreement about who will do what, how do you decide?

*Ngati mumafuna kunenelala ntchito zimene muyenela kuchita, mumapanga chiyani?*

44. Please give me an example of a time you decided yourself what to do.

*Mundipatseko chitsanzo cha nthawi imene munapangapo ziganizo za ntchito imene muyenela kupanga*

45. Please give me an example of a time you and someone else decided what to do.

*Mundipatseko chitsanzo cha nthawi mmene inu ndi wina wake munapangapo ziganizo za chimene muyenera kuchita*

46. Please give me an example of a time someone else told you what to do.

*Mundipatseko chitsanzo cha nthawi wina wake anakuuza china choti muchite.*

47. Over their lives, when do women have more control over their time?

*Probe: before marriage, after marriage, after having children, after children marry*

*Mu moyo wawo, Kodi ndi yanji imene azimayi amakhala ndi ulamuliro pa nthawi yawo?*

48. What would give you more control over your time?

*Ndichani chingakupangiseni kuti mukhale ndi ulamuliro waukulu pa nthawi yanu?*

*Probe: A different type of work/job? Changes seasonally? A different type of living arrangement? Being single/married? Other?*

*Funsani: Mutapeza ntchito ina?ku Kusintha kwa nyengo?Kusintha mmene mumakhalira?*

*Kukhala opanda banja/pabanja? Zina?*

**Theme: Safety and mobility**

49. How do you ensure you are not at risk as you travel in your community?

*Kodi mumaonetsetsa bwanji kuti mukhale otetezedwa mukamayenda m'mudzi/dera lanuli?*

50. Describe any challenges you have when traveling to purchase or sell goods.

*Kodi ndi mavuto anji amene mumakumana nawo mukamayenda nkumagulitsa/kugula zinthu?*

*Probe: traveling alone, traveling outside the community, transportation costs*

*Funsani: kuyenda nokha, kuyenda kunjira kwa mudzi, kudula kwa mayendedwe*

51. What kinds of actions or attitudes from other people would make it less likely for women to expand their agricultural entrepreneurship activities?

*Kodi ndi zochitika ziti kapena malingaliro ati amene amapangitsa azimai kuti asapite patsogolo ndi ntchito za ulimi ngati bizinesi?*

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*Probe: verbal harassment, threats to physical safety, unwanted sexual advances, sexual harassment, gossip, reputation (deceitful, crooked, immoral, greedy, showoff, dishonest, cheater)*

*Funsani: kunenedwa mwachipongwe, kuopsezedwa kupangidwa chipongwe, kunyengelera munthu ndi cholinga chofuna kumugona, kunyozendwa, kujededwa, kuononga mbiri (kunamiza, chinyengo, osalongosoka, dyera, kuzikweza,*

That is the last of all my questions. Do you have any questions for me?

Thank you!

### **Individual non-beneficiary producer guide**

The ATVET program

The ATVET program targets women who lack access to agripreneurship skills to provide non-formal vocational training. Based on an assessment of women's roles and contributions in agriculture, the project will adapt modules for specific value chains to respond to the socio-economic realities of African women. Training content includes information on good agricultural practices (GAPs), value addition, entrepreneurship, and gender-based constraints. It uses a gender-transformative approach to enhance joint decision-making and cooperation and ensure that no one is left behind in achieving socio-economic development.

Purogalamu ya ATVET imalunjika kwenikweni azimayi amene akusowekeka ma luso a ulimi ngati bizinesi, kupeleka mwayi kudzera mumaphunziro a za manja. Malingana ndi kauniuni wa udindo wa azimayi mu ntchito za malimidwe, purogalamuyi yakhnza maphunziro ofuna kututkula mzimayi kudzera mumaphunziro a ulimi ngati buzinesi. Maphunziro wa amakhuzanso ulimi wamakono, kukonza mbeu ndi cholinga choti zikhale ndi mtengo wabwino, ulimi ngati bizinesi, komanso ziphinjo zimene zimabwera chifukwa cha kusiyana pakati pa azimayi ndi abambo. Purogalamu imeneyi imalimbikitsa kupangila ziganizo limodzi, mgwirizano ndikuonetsetsa kuti palime amene akutsala mmbuyo pa chitukuko cha za chuma ndi chikhalidwe.

### **Theme: Participation in the ATVET program**

1. Do you know anyone who participated in the ATVET4Women training? If yes, what is your relationship with this person? (E.g., spouse, friend, sister, brother, etc.)

*Mukudziwa wina aliyense amene anatenga nawo mbali mumaphunziro a ATVET a azimayi? Ngati eya, pali ubale wanji pakati pa inu ndi munthu ameneyu? (mwachitsanzo: mkazi/mwamuna wanu, nzanu, mchemwali, mchimwene...)*

2. Do you know any other women who participated in the training?

*Mukudziwako mzimayi wina aliyense amene anatengapo nawo mbali pa maphunziro wa?*

3. Did she share this information with you or others in your household? Who?

*Kodi anagawana ndi inu kapena anthu ena zomwe anakaphunzira? Ndani?*

4. What did she mention were the benefits of her participation in the training?

*Anakuuzani kuti phindu lotenga nawo mbali mumaphunziro amenewa ndi chani?*

5. What, if any, were the drawbacks of her participation in the training?

*Pali zina zobwenzeresa mmbuyo zimene anakumana nazo mu maphunziro amene?*

6. What would encourage you to participate in a similar training?

*Chingakulimbikiseni ndi chani kuti mutenge nawo mbali ku maphunziro?*

7. What would encourage you to support your spouse to participate in such a training?

*Kodi chingakulimbikiseni kuti muthandize amuna/ akazi anu kutenga nawo mbali mu maphunziro oterewa ndichani?*



8. What are the barriers that would keep you from participating in a similar training?

*Ndizoletsa zANJI zimene zingakulepheretseni kutenga nawo mbali mu maphunziro oterewa?*

*Probe: time, discouraged by others, transport*

*Funsani: nthawi, kugwesedwa ulesi ndi anzanu, mayendedwe*

**Theme: Participation in the ATVET program, acquired skills, changes in attitude/behavior**

9. What topics would you want to cover in the training?

*Mungafune mutaphunzira chiyani mu maphunziro amenewa?*

*Probe: vegetables/fish cultivation, processing, marketing, entrepreneurship, gender issues*

*Funsani: ulimi wa masamba/ nsomba, kukonza mbeu, kugula ndi kugulitsa, luso la bizinesi, kusiyana kwa pakati pa amayi ndi abambo pamagwiridwe a ntchito*

10. What skills would you like to acquire (things you learn) through the training?

*Mungakonde mutapeza ma luso anji kudzera mumaphunziro amenewa?*

11. What do you think would be the main benefits resulting from this training?

*Mukuganiza kuti mutha kupindula bwanji kudzera ku maphunziro amenewa?*

*Probe: better product, new market connections, income, confidence, expanded social network*

*Funsani: katundu wopangidwa mwaluso, misika yatsopano, phindu la za chuma, kuzidalira, kulumikizana ndi anthu, chitukuko cha pakhomo, maphunziro, madyedwe abwino*

12. How could the program involve more women in the training(s)?

*Kodi purogalamu ya maphunziro amenewa angapange bwanji kuti alimbikitse chiwerengelo cha azimayi mu maphunziro amanewa?*

*Probe: transportation, time, childcare*

*Funsani: mayendedwe, nthawi, zipangizo zosamalira ana, mwayi wa ngongole*

**Theme: Market Integration, acceptability of men/women's participation in value chains**

13. In your household, who cultivates which vegetables?

*Pakhomo panu, ndi ndani amakonza masamba?*

14. In your household, who processes vegetables?

*Pakhomo panu, ndi ndani amakonza masamba?*

15. In your household, who markets vegetables?

*Pakhomo panu, ndindani amagulitsa masamba?*

16. How does your household make decisions about who does which these tasks for vegetables?

*Kodi pakhomo panu pano mumapanga bwanji ziganizo za amene ayenera kugwira ntchitozi?*

*Probe: age, marital status*

*Funsani: zaka, moyo wa banja*

17. How does your household decide how much of the vegetables are sold?

*Kodi pakhomo panu mumapanga bwanji chiganizo cha mulingo wa mbeu umene muyenera mugulitse?*

**Theme: Market Integration, position in the value chain**

18. If a producer, to whom do you sell your product?

*Ngati mumalima mbeu, mumagulitsa kwa ndani?*

*Probe: Do you have regular partners to whom you sell? If yes, how did you develop that relationship?*

*Funsani: Muli ndi anthu/ magulu odalilika kumene mumakagulitsako? Ngati eya, ubale umenewu unayamba bwanji?*

*Probe: How do you negotiate prices?*

*Funsani: za mitengo mumakambirana bwanji?*

19. If a home processor, from whom do you buy and to whom do you sell?

*Ngati mumakonza mbeu panyumba, mumagula kuti ndipo mumakagulitsa kuti?*

*Probe: Do you have regular partners to whom you sell? If yes, how did you develop that relationship?*

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*Probe: How do you negotiate prices?*

*Funsani: za mitengo mumakambirana bwanji?*

**Theme: Market Integration, upgrading**

20. Would you like to expand your work in the value chain? Why?

*Kodi mumafuna mutasintha ntchito zanu mu ulimi umenewu?*

*Kodi mumafuna mutakulitsa ntchito zanu mu ulimi umenewu?*

21. What resources would you need to be involved in that work?

*Kodi ndi zipangizo ziti zimene mungafune kuti zikuthandizileni ntchito imeneyi?*

22. Where would you go to get additional resources (e.g., credit, equipment, training) if you needed them?

*Mungathe kukatenga kuti zipangizo zina zoonjezera ulimi umenewu ngati mutazifune? (ngongole, zipangizo, maphunziro)*

23. Are there jobs that are more difficult for [men/women] to do in agriculture? Why?

*Pali ntchito zina zimene zili zovuta kwa (amayi/ abambo) kuti agwire? Chifukwa chani?*

24. Are there jobs that are easier for [men/women] to do in agriculture? Why?

*Pali ntchito zina zimene zili zophweka kwa (amayi/ abambo) kuti agwire? Chifukwa chani?*

**Theme: Local definitions of empowerment**

25. Do you know a man in your community who is able to make important decisions over his own life and make them happen?  
*Probe: What is this man like? What is his life like? What word would you use to describe him?*
26. What kind of important decisions do men make?  
*Ndi zipangizo za moyo ziti zofunikira zomwe azibambo amapanga?*  
*Probe: Agricultural decisions*  
*Funsani: ziganizo za ulimi*
27. What do you think a woman would think if her husband was like that?  
*Mukuganiza kuti mzimayi amaganiza chani mamuna wake akakhala chonchi?*
28. How is such a man viewed in the community?
29. Do you know a woman in your community who is able to make important decisions over her own life and make them happen?  
*Probe: What is this woman like? What is her life like? What word would you use to describe her?*
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*Probe: What if her husband is traveling? What if her child is sick? What if she wants to try a new business opportunity?*  
*Funsani: mamuna wake akakhala wachokapo? Mwana wake akadwala? Akakhala akufuna kuyesa bizinesi ina?*
34. Is there other work that you would prefer to do if you had the opportunity and the qualifications?  
Why?  
*Pali ntchito ina imene mumalalalaka mutagwira mukanakhla kuti muli ndi mwayi kapena maphunziro okuyenerezani?*
35. What type of work would you like to see your daughters/sons doing?  
*Ndi ntchito yanji imene mungakonde kuona ana anu aakazi/aamuna akugwira?*
36. Are you familiar with the [empowerment as translated into Chichewa]? How do you understand its meaning?  
*Kodi mumadziwa mawu oti [kupeleka mphamvu/kupatsidwa mphamvu]? Kodi amatanthauza chiyani?*

**Theme: Components of empowerment, group membership**

37. What groups specifically support women's engagement in the vegetable value chain (e.g. VSLs)?

*Kodi ndi magulu ati amene amathandizira azimayi kutenga nawo mbali mu bizinesi ya za masamba? (e.g magulu a zaalimi, magulu okonza mbewe, magulu a za misika)?*

*Probe: Names of groups*

*Funsani: Mayina a magulu*

38. What are the benefits of being in a group?

*Kodi pali ubwino wanji wokhalira mu gulu?*

39. Would you prefer to be in a group with only [women/men] or in a group with men and women? Why?

*Kodi mungakonde kukhala mu gulu la [azimayi/azibambo] okha kapena gulu losakaniza azimayi ndi azibambo?*

40. From which group do you think women can benefit more: mixed or women only? Why?

*Mukuganiza kuti azimayi amatengapo mbali kwambiri ndipo amapindula kwambiri mumagulu osakaniza azimayi ndi azibambo? Chifukwa chani?*

**Theme: Components of empowerment, time**

41. Do you or someone else decide what you need to do each day?

*Kodi mumapanga ziganizo za mmene muyenela kugwirira ntchito tsiku ndi tsiku kapena wina amakupangira ziganizo zimenezi?*

42. If there is a disagreement about who will do what, how do you decide?

*Ngati mumafuna kunenelala ntchito zimene muyenela kuchita, mumapanga chiyani?*

43. Please give me an example of a time you decided yourself what to do.

*Mundipatseko chitsanzo cha nthawi imene munapangapo ziganizo za ntchito imene muyenela kupanga*

44. Please give me an example of a time you and someone else decided what to do.

*Mundipatseko chitsanzo cha nthawi mmene inu ndi wina wake munapangapo ziganizo za chimene muyenera kuchita*

45. Please give me an example of a time someone else told you what to do.

*Mundipatseko chitsanzo cha nthawi wina wake anakuza china choti muchite.*

46. Over their lives, when do women have more control over their time?

*Probe: before marriage, after marriage, after having children, after children marry*

*Mu moyo wawo, Kodi ndi yanji imene azimayi amakhala ndi ulamuliro pa nthawi yawo?*

47. What would give you more control over your time?

*Ndichani chingakupangiseni kuti mukhale ndi ulamuliro waukulu pa nthawi yanu?*

*Probe: A different type of work/job? Changes seasonally? A different type of living arrangement? Being single/married? Other?*

*Funsani: Mutapeza ntchito ina?ku Kusintha kwa nyengo?Kusintha mmene mumakhalira? Kukhala opanda banja/pabanja? Zina?*

**Theme: Safety and mobility**

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48. How do you ensure you are not at risk as you travel in your community?

*Kodi mumaonetsetsa bwanji kuti mukhale otetezedwa mukamayenda m'mudzi/dera lanuli?*

49. Describe any challenges you have when traveling to purchase or sell goods.

*Kodi ndi mavuto anji amene mumakumana nawo mukamayenda nkumagulitsa/kugula zinthu?*

*Probe: traveling alone, traveling outside the community, transportation costs*

*Funsani: kuyenda nokha, kuyenda kunjira kwa mudzi, kudula kwa mayendedwe*

50. What kinds of actions or attitudes from other people would make it less likely for women to expand their agricultural activities?

*Kodi ndi zochitika ziti kapena malingaliro ati amene amapangitsa azimai kuti asapite patsogolo ndi ntchito za ulimi ngati bizinesi?*

*Probe: verbal harassment, threats to physical safety, unwanted sexual advances, sexual harassment, gossip, reputation (deceitful, crooked, immoral, greedy, showoff, dishonest, cheater)*

*Funsani: kunenedwa mwachipongwe, kuopsezidwa kupangidwa chipongwe, kunyengelera munthu ndi cholinga chofuna kumugona, kunyozendwa, kujededwa, kuononga mbiri (kunamiza, chinyengo, osalongosoka, dyera, kuzikweza,*

That is the last of all my questions. Do you have any questions for me?

Thank you!



18. In your opinion, do men and women business owners make different choices about investing in their business?
19. What do you need to do to expand your enterprise? Is there any challenge in growing your business? How can you overcome these challenges?
20. Would you like to expand your work in the value chain? Why?
21. Are there jobs that are more difficult for [men/women] to do? Why?
22. Are there jobs that are easier for [men/women] to do? Why?
23. What resources would you need to be involved in that work?
24. Where would you go to get additional resources (e.g., credit, equipment, training) if you needed them?

***Theme: Local definitions of empowerment***

25. What kind of decisions are important for a person to make and be able to carry out in [his/her] own life?
26. What kind of important decisions do men make?  
*Probe: Agricultural decisions*
27. How is this man viewed by his family?
28. How is this man viewed by his community?
29. What kind of important decisions do women make?  
*Probe: Agricultural decisions*
30. How is this woman viewed by her family?
31. How is this woman viewed by her community?
32. Describe circumstances that might encourage a woman being more able to make decisions for herself  
*Probe: What if her husband is traveling? What if her child is sick? What if she wants to try a new business opportunity?*
33. Is there other work that you would prefer to do if you had the opportunity and the qualifications?
34. What type of work would you like to see your daughters/sons doing?
35. Are you familiar with the [empowerment as translated into Chichewa]? How do you understand its meaning?

***Theme: Components of empowerment, group membership***

36. What groups specifically support women's networking in agricultural value chains (e.g. producer groups, processing groups, market groups)?

37. Are you part of any associations or networks?
38. What are the benefits of being in these associations and/or networks?
39. Would you prefer to be in an association or network with only women or in a group with men and women? Why?
40. Do you think women in mixed groups can actively participate? Why?

***Theme: Components of empowerment, time***

41. Are you able to decide what to do and in what order to do these things? Explain.
42. What would give you more control over your time?

*Probe: A different type of work/job? Changes seasonally? A different type of living arrangement? Being single/married? Other?*

***Theme: Safety and mobility***

43. How do you ensure you stay physically safe in your work?
44. Describe any challenges you have when traveling to purchase or sell goods.  
*Probe: traveling alone, traveling outside the community*
45. Describe any concerns you have about verbal harassment that would prevent you from expanding your agribusiness activities.  
*Probe: Is it different for production? Is it different for processing? Is it different for marketing?*  
*Probe: Concerns around general verbal harassment (e.g., "Get out of here!") vs. unwanted sexual remarks*
46. Describe any concerns you have about physical safety that would prevent you from expanding your agribusiness activities.  
*Probe: Is it different for production? Is it different for processing? Is it different for marketing?*  
*Probe: Concerns around general harassment (e.g., hitting) vs. unwanted sexual advances*



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Individual guide – instructors

**Theme: ATVET program**

1. Tell me about your work and responsibilities.
2. How does your program contribute to the ATVET program?
3. Which modules do you teach for ATVET?
4. What input did you have into module development?
5. How have you adapted these modules, if at all, for Malawi?
6. What support do you receive to help you teach the ATVET modules?
7. What challenges do you encounter in teaching the ATVET modules?
8. What additional resources would help you teach the ATVET modules?
9. What additional services would help you teach the ATVET modules?
10. What other module topics would you recommend future versions of ATVET include in their curricula?
11. Is there anything you think should be changed about the ATVET program to strengthen women's engagements in and benefits from agribusiness?
12. What strategies do you think would help the program reach more women farmers and entrepreneurs?
13. Have you ever received any gender training? Please describe it.
14. Based on your experience and expertise, what are the most important priorities for strengthening opportunities for women in Malawi?

That is the last of all my questions. Do you have any questions for me?

Thank you!

**Theme: Your projects**

1. Tell me about your work and responsibilities.
2. Does any of your work involve supporting women farmers and other agri-entrepreneurs?

*Probe: What value chains do they work in? What nodes of the value chain(s) do they work in?*

3. What value chain activities are easier for women/men?
4. What value chain activities are harder for women/men?
5. In what location(s) do your project(s) operate?
6. How does the organization decide what types of gender issues to address?
7. How do you monitor (trace) your program impacts on women?
8. How do you evaluate your program impacts on women?
9. What changes to current policies (organizational or government) could improve results for women agripreneurs?
10. What are your suggestions for strengthening **non-formal** agripreneurship skills programming?
11. Explain the specific role that [your organization] can play in strengthening **non-formal** agripreneurship skills programming.

*Probe: adapting Competency Based Education and Training (CBET) curriculum to women's needs, enrollment, assessment, qualification, monitoring*

12. Describe the plans for certifying participants' completion of **non-formal** training programs.
13. What are your suggestions for strengthening **formal** agripreneurship skills programming?
14. Explain the specific role that [your organization] can play in strengthening **formal** agripreneurship skills programming.

*Probe: adapting Competency Based Education and Training (CBET) curriculum to women's needs, enrollment, assessment, qualification, monitoring*

15. Describe the plans for certifying participants' completion of **formal** training programs.
16. Based on your experience and expertise, what are the most important priorities for strengthening opportunities for women in Malawi?

**Theme: The ATVET program**

17. Are you familiar with the ATVET program?
18. How does your organization/program/entity contribute to the ATVET program?
19. Is there anything you think should be changed about the ATVET program to strengthen women's engagements in and benefits from agribusiness?
20. What strategies do you think would help the program reach more women farmers and entrepreneurs?

### **Individual guide – Mentors**

#### ***Theme: ATVET Program***

1. Tell me about your work and responsibilities. What is your primary occupation? Do you also have other occupations?
2. Describe your responsibilities as a mentor with the ATVET program.
3. Are you a member of an agricultural association of any type? Which one? Why did you decide to become a member of this group?
4. How were you selected or recruited to become a mentor for the ATVET program?
5. Have you participated an ATVET training program? Which one?
6. Why did you want to become a mentor for the ATVET program?
7. What type of training or expertise did you receive before becoming a mentor?
8. What type of working relationship do you have with the ATVET trainers?
9. What types of challenges do you face in carrying out your mentoring responsibilities?

#### ***Theme: Working with the Mentees***

10. Please describe your mentees:
  - a. How many women (or men)?
  - b. What are their ages?
  - c. In which of the ATVET trainings had they participated?
  - d. Did you have any relationship with them before the training?
11. Who selected the mentees to work with you?
12. How often do you meet with your mentee? Do you meet on a regular basis?
13. What are the issues or questions you discuss?
14. What types of challenges have been faced by the mentees to participate in the ATVET training?  
*Probe: Having the time, being discouraged by others, childcare, transport*
15. What have you done to help them overcome these challenges?
16. In your opinion, what are the main advantages of the training for your mentees?
17. In your opinion, who in your community would also benefit from the ATVET training? Why?
18. What other module topics would you recommend future versions of ATVET include in their curricula?
19. Is there anything else you think should be changed about the ATVET program to strengthen women's engagements in and benefits from agribusiness?

20. What strategies do you think would help the program reach more women farmers and entrepreneurs?

**Theme: Empowerment**

21. What life choices are important for you to be able to take for yourself?

22. How would you describe a man in your community who is able to make life choices and put those into action?

*Probe: What is this man like? What is his life like? What word would you use to describe him?*

23. What do you think a woman would think if her husband was like that?

24. What kind of important decisions do men make?

*Probe: Agricultural decisions*

25. How would you describe a woman in your community who is able to make life choices and put those into action?

*Probe: What is this woman like? What is her life like? What word would you use to describe her?*

26. What do you think a man would think if his wife was like that?

27. What kind of important decisions do women make?

*Probe: Agricultural decisions*

28. Describe circumstances that might encourage a woman to make more decisions in agriculture for herself.

*Probe: What if her husband is traveling? What if her child is sick? What if she wants to try a new business opportunity?*

29. In general, is it easier or more difficult for men or for women to take important decisions and apply them at different moments in their lives? Why?

30. Are you familiar with the [empowerment as translated into Chichewa]? How do you understand its meaning?

31. In your opinion, how does the ATVET program contribute to [empowerment] for women? Please explain your answer.

32. Have you ever received any gender training? Please describe it.

33. Based on your experience and expertise, what are the most important priorities for strengthening opportunities for women in Malawi?

That is the last question. Do you have any questions for me?

Thank you!

**Individual interview for Agricultural Extension officers**

***Theme: Introduction and background***

1. Tell me about your work and your responsibilities
2. How do you decide which of the farmers' issues to address?

*Probe: Do you receive guidance from the Ministry or other govt offices? From NGOs or projects working in the area? Do you consult with farmers? Do you get recommendations from input suppliers or purchasers of the products?*

3. Do you work with both men and women farmers?

*Probe: What techniques do you use to reach them? [e.g., phone, face to face visits, demonstration plots] Which of these techniques are more effective in reaching women? In reaching men?*

4. Have you ever received any gender training? Please describe it.
5. Can you call on the municipal/provincial gender officer for advice if needed? Have you ever done so? Why? When was that?

***Theme: Operation of the value chain***

6. How is the [horticulture/fish] value chain operating now? Have there been changes over the past five years? Do you anticipate significant changes occurring in the future?
7. What are constraints to expanding production?
8. Are there specific constraints that women face in expanding production?
9. Are there specific constraints that women face in entering other nodes of the chain, i.e., processing, transport, export?
10. Are some jobs easier for men to do or to get? Are some harder?
11. Are some jobs easier for women to do or to get? Are some harder?
12. What services does your office offer to help women to participate in this chain?
13. Based on your experience and expertise, what are the most important priorities for strengthening opportunities for women in Malawi?
14. Are there any reports on these topics?

***Theme: The ATVET program***

15. Are you familiar with the ATVET program?
16. How does your organization/program/entity contribute to the ATVET program?

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17. Is there anything you think should be changed about the ATVET program to strengthen women's engagements in and benefits from agribusiness?
18. What strategies do you think would help the program reach more women farmers and entrepreneurs?

That is the last of all of my questions. Do you have any questions for me?

Thank you!