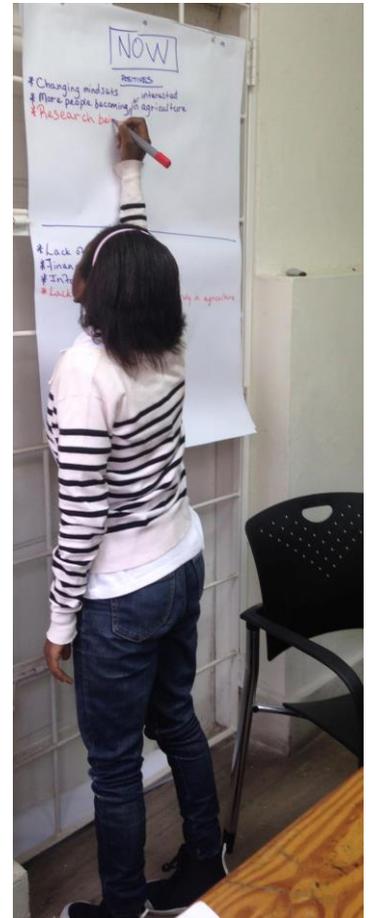


Promotion of Regional Opportunities for Produce Through Enterprises and Linkages (PROPEL)

CONSULTATION ON SUSTAINING YOUTH & WOMEN'S PARTICIPATION IN BARBADIAN AGRICULTURE

Barbados Agricultural Society
October 13, 2017



WUSC CARIBBEAN REPORT
Prepared by Tasha Nathanson
November 2017

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Opening Session

Words of Welcome

Mr. James Paul, *CEO Barbados Agricultural Society*

Mr. Paul opened the meeting and welcomed all to the Barbados Agricultural Society, which provided the venue for today's meeting.

Opening Remarks and Framing of the Proceedings

Mr. Doug Graham, *Project Director, PROPEL*

Mr. Graham welcomed and thanked all participants, as well as the Barbados Agricultural Society for their collaboration and for providing the venue. Noting that the first-hand experiences shared in the day's consultation would be valuable input to help set project delivery goals, he first briefly outlined what WUSC Caribbean and PROPEL are about:

WUSC (World University Service of Canada) is a Canadian non-governmental not-for-profit organization with a mandate to develop education, employment and empowerment. WUSC Caribbean is the locally registered branch of WUSC. PROPEL stands for the Promotion of Regional Opportunities through Enterprises and Linkages. The project aims to establish linkages between producers and high value fresh produce markets with reliable quantity and quality of produce that meets the demands of markets. It includes cross cutting themes of governance, environment, gender and youth.

Part of the reason for this consultation is that PROPEL has more work to do on gender and youth issues. PROPEL aims to work on crop markets and bring key stakeholders together to find common ground to make the market more profitable for all. In Barbados, PROPEL has been working in onions, has also supported imports from Dominica (as regional trade is an aim), supported schooner Ruth, as well as providing support to ARMAG to promote Bajan sweet potato and sweet potato fries.

The Government of Canada is the key donor for this project, which ends in December, 2018. In the remaining time, PROPEL aims to achieve more support of women and youth in agriculture. Toward that end, PROPEL is holding consultations with youth age 35 and under and women of all ages who work in agriculture across the project area: Guyana, Jamaica, Barbados and the Eastern Caribbean.

Canada has a new aid strategy. Canada's feminist international assistance will help protect and promote the human rights of all vulnerable and marginalized groups and increase their participation in equal decision making. It will help women and girls achieve more equitable access to and control over the resources they need to secure ongoing economic and social equality.

Mr. Graham stated that those working on the project are aware that there are still barriers at the community level affecting participation in agriculture and affecting the benefits producers receive from their efforts. These issues can be compounded for women and youth. He noted that being aware of the issues is different from experiencing them and thus he called upon participants to express how issues and different contexts hinder or help in participation in agricultural markets, in their experience.

Mr. Graham asked to hear about the hopes, dreams, and aspirations of participants as far as agribusinesses or farms are concerned, to hear about the skills participants have or don't have, the services that are missing and those that are accessible. He inquired about which norms and traditions in local communities make producers feel less or equally privileged, depending on the situation. Importantly, he sought to hear about how those present could become more empowered to influence programmes designed for their benefit.

Mr. Graham encouraged open and frank feedback and active participation in the discussions, working with one another in small groups to tell the story. PROPEL is keen to hear the views of grassroots, boots-on-ground producers, agripreneurs, agro-processors and others involved in the agricultural market system because those stories will help to improve PROPEL programming and plan an effective approach for women and youth across the region as part of the annual planning for 2018.

Mr. Graham thanked everyone again for giving up valuable time to share knowledge and experience and expressed his anticipation to hear the outcome of the day's deliberations.

Welcome, Introduction & Stand-up Questions

Tasha Nathanson, *Gender Equality & Youth Empowerment Advisor, PROPEL*

Tasha Nathanson welcomed all and introduced the PROPEL team members there to help facilitate the day, including Doug Graham, Micah Gittens, Marina Taitt, and Keithan Laurie.

She then launched into a series of "stand up if" questions so that the room could see some attributes of their fellow participants. Questions ranged from who owned their land versus rented it, to the size of the business, to whether participants had gotten access to financing for their agricultural business, and so on. This exercise was a combination of icebreaker, energizer, and visual information sharing method.

Small Group Discussions: Wow Now & How

Group Formation

Participants were asked to place themselves into one of three groups for the day's discussions. The group categories provided were:

- Females under 35 years
- Males under 35 years
- Wisdom and Experience

Group Process

Three discussion periods were held as the consultation progressed. In each case, participants were first given a question to consider and asked to spend 5 minutes in quiet contemplation of that question while filling out a personal reflection form to record their ideas. Participants were then instructed to share their ideas within their small group. Each small group was tasked with recording ALL the ideas from ALL their group participants on their poster. One poster was required for each question. Words and pictures could be used and coloured markers and sticky notes were made available to create the poster; the format and result was left open to each group. The one vital instruction was that the poster should encompass all the ideas of all the people in that group. Each group had a facilitator.

WOW – NOW – HOW Format

Questions were composed in a WOW – NOW – HOW format. Participants were asked to discuss in turn:

- i. **WOW: What is your vision for women and youth in agriculture in the next 3-5 years in Barbados?** Further prompts: *What is your craziest idea? Your most achievable idea? Where do you see yourself in this vision? What do you want to see happening across the country? What other vision do you have for agriculture in Barbados in 3-5 years?* (Participants could list as many visions as they wished.)
- ii. **NOW: Where is Barbados NOW in relation to each WOW vision you have recorded?** Further prompts: *What are the positive pieces already in place and what are the obstacles blocking the achievement of this vision?* (Posters were to include indication of both the positive and the negative.)
- iii. **HOW: HOW do we get from our current NOW to the future WOW?** Further prompts: *What activities must be done? What is your role? Who else has a role? What should they do?*

In between sessions ii and iii, participants were given ten minutes to take a gallery walk to see all the initial posters before settling down for session iii.

Reporting Back

Each small group was asked to agree on three compelling full ideas from their discussion and poster to share with the rest of the room. They could decide to use the facilitator as presenter or a group member as presenter, or different presenters for each of the three ideas they shared.

Results:

Group 1: Males under 35

Personal Reflections: *Note: some men left early and their forms were not collected. The group poster has more information.*

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					My role	Others
A. More value for quality producers		Quality products not bring price as such				
A. Farmers working together						
B.		Financing. Has become very expensive in recent years. Information for youth to become engaged in agriculture in terms of financing (grants, loans) not easily				

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					My role	Others
		accessible.				
B.	Access to education in agriculture has become easier (regional)	Still a need for educational facilities at the BSc and MSc levels. Certification that allows for persons to be certified.				

Men Under 35 Group Posters:

WOW

- More \$ value for quality products (grading of produce)
- Better cooperation with farmers, e.g.: planting schedules/crop forecasting
- Increase production of local vegetable crops, e.g.: onions, pumpkin, watermelon
- Reduce import of commodities that can be grown locally, e.g.: lobbying the government, only import when needed (restricted)
- Increase education in alternative farming, e.g.: organic farming, permaculture, micro-farming, commercial farming
- Farming opportunities for disadvantaged youth, e.g.: criminals, programmes to place youth with established farms
- More youth focussed farming programmes. More practical training
- More HVM (High Value Market) buyers providing credit/inputs to producers who are obligated to sell to these buyers
- Micro-finance (loan scheme). Scheme rewards loaners [borrowers] who repay loans well with subsequent loans on better terms.
- Increased equipment access for farmers

NOW

- Pricing. Farmers not getting sufficient value for the quality produce. Facility needed (organization to grade produce).
- Farmers are not working cooperatively
- Gluts to shortages because farmers sticking to traditional planting schedules
- Uncompetitive local production. More local companies need to purchase local produce from local producers. E.g.: “Crane Hotel” does spread out the procurement of local producers. Lack of government policies to back and support local production. Farmers are not producing consistently; hotels respond by producing the produce themselves.
- Obstacles include: finding qualified teachers, funding for programmes, finding the appropriate facilities for the programs.
- Reservations of companies taking on youth or criminals is an obstacle. Transport for the persons is difficult. Need to have consistent communication for recruitment.
- Not many practical programmes at the moment

HOW

- Improve packaging, grade the produce. Encourage consumers to buy local.
- Need more farmer co-ops to help support the farmers. Co-ops build the agronomic capacity of farmers.
- Lobby the government to restrict the importation of commodities when available locally. Disseminate the info to policy makers so that they can act on issues. Need more action in agriculture.
- Education in agriculture needs to be started to introduce to the primary school and nursery. Explore modern agriculture techniques, e.g.: agro processing, aquaponics, hydroponics.
- Set up an organization to manage and execute programs for these individuals. Make the programmes goal-oriented to show agriculture is a multi-faceted activity.
- The syllabus of agriculture programmes needs to change: more focus on practical projects to farming as agribusiness, especially focus on record keeping.
- HVMs have contracts with buyers where they provide inputs in exchange for supplying only them at a fixed cost.
- Access to finance: more info on what financing opportunities are available and support on how to go through the process of accessing these funds is needed.
- Form a farmer’s co-op to buy equipment to use for the farmers. Government services should raise their price to be better able to sustainably provide the service.

Three Featured Ideas:

1. **WOW:** Reduce import of commodities that can be grown locally, e.g.: lobbying the government, only import when needed (restricted imports)
NOW: Uncompetitive local production. More local companies need to purchase local produce from local producers. E.g.: “Crane Hotel” does spread out the procurement of local producers. Lack of government policies to back and support local production. Farmers are not producing consistently; hotels respond by producing the produce themselves.
HOW: Lobby the government to restrict the importation of commodities when available locally. Disseminate the info to policy makers so that they can act on issues. Need more action in agriculture.

2. **WOW:** Increase education in alternative farming, e.g.: organic farming, permaculture, micro-farming, commercial farming
NOW: Obstacles include: finding qualified teachers, funding for programmes, finding the appropriate facilities for the programs.
HOW: Education in agriculture needs to be started to introduce to the primary school and nursery. Explore modern agriculture techniques, e.g.: agro processing, aquaponics, hydroponics.

3. **WOW:** More youth-focussed farming programmes. More practical training
NOW: Not many practical programmes at the moment
HOW: The syllabus of agriculture programmes needs to change: more focus on practical projects and farming as agribusiness, especially focus on record keeping.

Group 2: Females under 35

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
A. For women and youth not to be put down when they have ideas.	Networking to push one another's ideas	Not given the chance to express oneself	More seminars and training sessions	Social media and advertising	Participants	
A. Continuous training and seminar to help improve business ideas	Help youth and women to gain more knowledge and training	Not enough training. No place to facilitate these.	Website or app to send out schedule	Create website or apps, letters, email	Ministry of Agriculture	
A. Access to more help/inputs.		Difficult.				
B. More people farming						
C. Expertise in local, regional fruits/veg/herbs	Research being done	Information not readily available, training information not shared	For-profit co-operatives	Have a database of farmers, produce & acreages for commerce presence. Provide markets for farmers: local & regional	Private + Public sector, government, funding agencies	Government in terms of policies, etc.
C. More community based agricultural			Training programs in cultural preservation of food culture	<ul style="list-style-type: none"> • Education • Certification 	<ul style="list-style-type: none"> • Schools • Government 	Private & public sector

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
programs				<ul style="list-style-type: none"> Practical training 	<ul style="list-style-type: none"> Private institutes 	
C. More integrated agricultural economy			Marketing of agriculture as a whole to show connectivity between different sectors and agriculture	Social media promotion Visual programs	Ministry of Agriculture Other ministries Private sector Co-operatives	Local farmers Media houses
D. For women and youth in agriculture to have more access to land for agricultural purposes	More production of food.	Mindset of individuals.	Make land available that has been fallow for the use of women and youth.	Ensure employment for youth and women		
D. For the political arena to make and take agriculture seriously. Stop play lip service.			Become a politician	Network with the political arena	Youth in Parliament	
D. Regular seminar training in new technology			Make the information more available via all forms of media.			
D. Establishment of production						

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
plants						
E. Adequate access to more training	Youth for Agriculture program in Pine. 4 year QRC with job attachments.	Program is not promoted.	More training	Website, Instagram, email, What's App, Letters, Facebook, Twitter to promote	Government School	Parents. My role is promoting this program to my friends.
E. More people farming	Good examples of success	Too much work; people are lazy	More people in farming.			

* (Over 35 but participated in young women's discussion)

Women Under 35 Group Posters:

WOW

- Women and youth in key positions in agriculture
- Encourage new ideas from youth and women
- For the government to take youth and women seriously and implement processes to take agriculture to the next level
- More people farming
- More training
- Technology and resources
- Marketing
- Access to land
- Financing
- Establishment of production plant for shared agro-processing
- No more junk food – link agriculture as food and health

NOW

(positives)

- Changing mindsets
- More people becoming interested in agriculture
- Research being done
- Regular seminars being done
- Good examples in agriculture
- Networking among people
- Early implementation of program in agriculture

(negatives)

- Lack of training
- Financing
- Information
- Lack of data to prove who is truly in agriculture
- Lack of available information
- Specified seminars
- [Agriculture is] too much work
- Lack of networking
- Lack of respect for agriculture

HOW

(who?)

- Youth and women
- UWI
- Private sector
- Ministry of Agriculture
- Youth at all levels
- Farmers
- Older farmers as mentors

(what?)

- Become a politician
- Encourage marketing
- Rebrand agriculture as “AGRI-COOL-TURE”
- National campaign
- More education in new technologies and techniques that are appropriate for Barbados
- IPM – Integrated Pest Management: crop rotation, biological, cultural, mechanical, chemical, SOIL MANAGEMENT
- Youth farm co-operatives: build trust, communication, co-ordinated planting among farmers, proper governance
- Break down barriers with a national campaign and mentorship program with older farmers

Three Featured Ideas:

1. **WOW:** *Establishment of shared processing production plant*

NOW:

(positives)

- surplus produce
- established agro processors

(negatives)

- standards not implemented
- high input costs for machinery, labour, plant, etc.

HOW: *Youth Co-op*

- Build trust
- Communication
- Coordinating of planting
- Proper governance

2. **WOW:** *Women and youth in key positions in agriculture*

NOW:

(positives)

- More women and youth are becoming involved in agriculture

HOW: *Mindset change*

- Become a politician

3. **WOW:** *AgriCOOLture*

NOW:

(positives)

- Networking
- Early implementation of programme in agriculture from preschool to university

HOW: *Mindset change*

- National campaign
- Rebranding
- Marketing

Group 3: Wisdom & Experience

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
A. Have women and youth in key positions to influence agricultural policies to support farmers and young people in agricultural advancement.	Changing mindsets	Lack of knowledge, education and information	Become examples	Social media	Schools	
A. Training centres are required	More persons becoming interested in agriculture	Financing	Encourage farming and marketing	Programs	Community Centres	
A. New methods need to be explored		Lack of training	More education		Government	
A. Technology and resources are needed to assist yields and marketing.						
B. Sustainability through increased national productivity, reduced food import bill, maximize use of lands, improved local incentives, increased quality of product through greenhouse protection.	Greater collaboration: more local feed being used by hotels and restaurants. Youth involvement at a deeper level.	Information not being shared. No local database. More land resources [needed] Record delinquency.	Market produce as a group by creating associations, co-ops. Set up teaching facilities/research facilities. Affordable training.	Crop calendar. Farmer database. MOA Website. Soil testing.		

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
	Development of seed bank.					
B. Greater local self-sufficiency. Development of local by products, chips, flakes, etc. other by products.						
C. Women and youth to be mass producers of vegetable in the next 5 years to the point of exporting to the Caribbean countries and beyond. (I would like to support myself from that venture.)			More education and training.			
C. I would like to grow aqua culture successfully in the next 5 years.			Access to funds.			
C. Barbados to become self sufficient in providing food and vegetable for the masses.			Equipment, good farm help, farm co-operatives.			
D. Food import bill reduced.	Heirloom seed bank, permaculture, self-sufficiency in food production	No funds Need more manpower Need land resources	More farming Promote non-traditional crops			

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
D. Ways to share info, teach, mentor self-sufficiency, sustainability, centralized distribution.	Developed aquaculture sector	Farmers do not keep records or apply Where is the database?	Need more marketing More training Create seed banks			
D. Set up experimental farm for organic training for youth & women: model farm.	Info on incentives & opportunities	Need more equipment Information is not being shared	Accessible soil testing facilities			
E. Start projects that support families: Coconut trees Orchids Veg growing Fruit growing	Incentives available	Do people actually receive incentives? Do people know about incentives?	Data collection. Lots of farmers don't know where to sell. Put adds in paper.			
E. Incentives for putting wells on Agri-lands. Subsidized agricultural land						
E. Advertise incentives that are available on TV/newspapers/radio/Facebook			Get knowledge out about incentives & rebates out at Agrofest, on TV, radio, Facebook			
F. Collaboration among farmers and all agricultural agencies.	More info avail. Greater collaboration now More young	Funding Technological support Lack of manpower	More effective, affordable, accessible education. Training re:	Workshops, YouTube, video, activities in schools		

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
	people showing interest & involvement.	Lack of access to land	incentives/rebates			
F. Organic agriculture with permaculture ethos on a sustainable level so that Barbados can feed itself completely – supported by policies that encourage increased local industry & strong agribusiness sector.	More research re: organics & permaculture. More available natural fertilizers & methods	Need more equipment/resources Farmers do not keep records or apply business principles We are losing knowledge of our elders Info not being shared	Government policy/programmes - Clean water - Reduction in chemical use - land, seeds, machinery for start-up use	Consultations like this one - white papers - legislation passed - incubator programs		
F. Personally, I would like to run an eco-retreat fully supported by the land – farm to table concept and build on community participation, including women and youth contributing to the retreat.						
F. Collaboration among the farmers, with database of produce & products. Live updates on availability. Live crop calendar.	More trained people available Efforts already underway to set up model farm Greater access to crop apps, e.g.:	Still lack cooperation among farmers Insufficient water catchment No existing database	Database/Crop calendar Establish data collection Update MoA website & include library content	Surveys Associations		

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
	Addis Alem					
F. Co-operate for export capacity: several farms with standardized produce/products so export can be done on larger scale	More local foods being used by hotels/restaurants	Access to micro finance How to eliminate/reduce corruption?	Access to resources for funding & technical assistance. Farmer's co-operatives/central distribution centres	Quality/reliability		
F. Take advantage of each region's soil quality for particular output.			Research into ancestral techniques, soil testing (affordable & accessible) Create heirloom seed banks.			
F. Gov't policy: guttering on roofs, water catchment						
F. Heirloom seed banks						
G. Country able to feed population Get best quality, all by products Labs to produce medicines from local herbs, etc. Producing all that we grow (?) Able to export throughout Caribbean			Form co-ops Farmers should register at the Ministry. Ministry should be hub for information of all kinds, should co-ordinate farming.			

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
<p>Reduction in pesticides, herbicides, insecticides</p> <p>Trying foods which will be new</p> <p>Making agriculture more interesting</p> <p>Making agriculture easier, less labour-intensive</p> <p>Easier access to shade, green houses</p>						
<p>H. More permaculture applications in agriculture</p> <p>More green house start-up companies</p> <p>Better seed quality, less GMO seeds, better access to heirloom seeds</p> <p>More land being utilized for animal production</p> <p>Urban farming</p> <p>More availability for higher education in Barbados</p> <p>Agriculture</p> <p>Better diversity in produce, let grow more usual crops (?)</p> <p>Become leader in the</p>	<p>Reduction in pesticide & herbicide use levels</p> <p>More diversity in plants creating strong healthy plants resistant to disease and pest.</p> <p>Increased food production.</p> <p>Utilization of abandoned lots of land to be used for agricultural purpose.</p>	<p>Financing for agricultural business</p> <p>Government release waste land for agriculture (?)</p> <p>Possibility for exports of unusual crops for export of goods creating foreign exchange</p> <p>Further training in Agriculture needs to go overseas for degrees</p> <p>Farmers do not know how to export</p>	<p>Access to permaculture techniques (affordable and accessible)</p> <p>Create community gardens</p> <p>Seed sharing</p> <p>Seed diversity/heirlooms</p> <p>Exporting goods to utilize money for community projects</p>	<p>More permaculture trials</p>	<p>Government</p>	<p>Country</p>

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
Caribbean for export agriculture	More land becoming available to groups & individuals for production of agriculture. More financing and grants available. More awareness in agriculture.	We need better _____ from our government. A database for farmers.				
I. An organic, sustainable farm which would serve as a classroom to cater to youth and women's development	The Sojourner Foundation (TSF) has started building this vision.... Allows for greater collaboration and cooperation	Funding Manpower	Development of this classroom	Create curriculum Develop infrastructure	The Sojourner Foundation (TSF)	UNDP Educators
I. Greater access to healthy foods	_____ produce are grown without the use of synthetic pesticides	Lack of information Private sector	More organic crops	Research, re-education, develop alternating pest management systems		

WOW	NOW (Positive)	NOW (Obstacle)	HOW Solutions	HOW Activities	Roles	
					Leading Role	Support Role
I. Research & production facilities	Stakeholders	Funding	Research & production facilities	Building infrastructure	TSF	
I. Avenues to tell the story / Mentorship	Share the experiences to the up and coming generation	Resources Funding	Avenues to tell the story	Video & photo footage taken	TSF	Rightohere Productions
I. Greater economic development	Greater management of resources	Business development workshops				

D Rachel Barker

E Sharon Maingot

F Leah Clarke

H. D. Allyne

I. (Male in Wisdom & Experience group)

Wisdom & Experience Group Posters:

WOW

- Food import bill reduced
- Use more local products, e.g.: cassava/yam flakes/chips
- Use more technology!
- Set up experimental farm for organic training for youth and women: model farm
- Greater access to healthy foods
- Research, marketing, sales, development centre
- Ways to share info, teach, mentor
- Self-sufficiency and sustainability
- More collaboration between farmers and retailers
- Centralized distribution point/data
- More small urban producers
- Info on incentives and opportunities
- Lower use of pesticides, herbicides, insecticides
- Government policy that supports these WOWs
- Self sufficiency in food production
- Developed aqua-culture sector
- Permaculture
- Regional co-operation for greater export capacity
- Maximise use of produce: less waste [more] value-added
- Heirloom seed bank

NOW

(positives)

- Efforts already underway to set up model farm
- More info now available (knowledge bank)
- More trained people available
- Greater collaboration
- More youth now involved
- More research on natural fertilizers and methods
- Access to crop apps
- More local food being used by hotels

(negatives)

- No funds
- Need more manpower
- Need land resource
- Need more equipment
- We are losing “older” knowledge
- Farmers do not keep records or apply business principles

- Private sector dictates market
- Lack of communication between stakeholders
- Information is not being shared
- Where is the database?
- Greater farmer co-operation needed re: crops and planting calendars

HOW

- Affordable and accessible training, e.g.: permaculture techniques
- Revive ancestral farming techniques
- Produce clean planting materials and better quality seeds
- Create seed banks
- Promote traditional crops
- More effective extension services
- Affordable and accessible soil testing facilities
- Publicize info about rebates, incentives, etc.
- Farming as subject in all schools
- Establish data collection and database
- Set up teaching/research facilities
- Update the MoA’s website; current info needed; put library on website
- Farmers should create a crop calendar
- Create association of farmers, retailers, chefs, etc. to share info, work against praedial larceny
- Market farm produce as a group
- Create farmer’s co-ops
- Government program to allocate land, seeds, and machinery for start-up farmers
- Press the RESET button
- Get players with resources to fund work of others in chain, e.g.: cruise ships or hotel chains to fund farmer development

Three Featured Ideas:

1. Set up an experimental farm that would cater to the development of youth and women, that would look at the production of organic produce and by-products, which would ensure access to healthy foods, and to look at the creation of alternatives to pesticides, to help treat many symptoms of pests.
2. Living healthy through urban farming, sustainable small-scale production of healthy foods.
3. Establish a database and a central place where farmers can call in and say what they are growing and when it will be ready so that buyers can get the goods they want and farmers can get their produce sold.

Observations

Although the three groups had different ideas, certain themes run through their individual and group contributions. The need for education came up in all groups, often with a plea for training in new techniques, organics and permaculture, ways to reduce pesticides, and generally increase the environmental sustainability of agriculture in Barbados and the health value of the food produced here. The vital need for a national database of farming and farmers as well as increased information on markets was another recurring theme, as was the need for co-operation, whether through the formation of agricultural co-operatives or other methods to coordinate planting and work together for shared goals or equipment. Need for communication, information and up-to-date web sites on agriculture and training in Barbados was a repeated theme. Finally, concern over the high quantity of food imports in Barbados showed up in several areas, though there was not consensus on whether the best way to address this was through government restriction (as advocated by the young men) or through increasing production.

Closure of Workshop

As a closing exercise, each participant was asked to finish the sentence, “I see the future of Barbadian agriculture as...” Around the room, everyone gave their answer.

Tasha Nathanson thanked participants for their attendance and announced lunch. She informed everyone that the workshop report would be shared with them as well as a broader group of stakeholders. Several participants stayed to talk and network until well after the event and lunch was over.

Appendix I - Agenda



CONSULTATION ON YOUTH & WOMEN'S PARTICIPATION IN AGRICULTURE

WUSC Caribbean (PROPEL) In Collaboration with Barbados Agricultural Society (BAS)
BAS Office, The Grotto, Beckles Road, St. Michael, Barbados
Friday October 13, 2017

AGENDA

Time	Details	Personnel
9:00	Arrival and Registration of Participants	Participants
9:10	Words of Welcome from BAS CEO	James Paul
9:15	Opening remarks and framing of the proceedings	Doug Graham <i>PROPEL</i>
9:25	Welcome and Introduction – Standup Questions	Tasha Nathanson <i>PROPEL</i>
9:30	<p><u>Session 1:</u> 2-step process:</p> <p>A) Individual reflection & writing B) Group discussion & poster</p> <p>WOW</p> <ul style="list-style-type: none"> ▪ Your vision for women and youth in agriculture for the next 3-5 years <p>NOW</p> <ul style="list-style-type: none"> ▪ What obstacles stand in the way? ▪ What positive assets are already in place? 	<i>Facilitated by PROPEL TEAM</i>
10:30	Gallery Walk for Now-How-Wow progress	<i>PARTICIPANTS</i>
10:45	<p><u>Session 2</u></p> <p>HOW</p> <ul style="list-style-type: none"> ▪ Solutions & activities to reach the vision ▪ Your role in realizing this vision ▪ Other partners on the journey 	<i>Facilitated by PROPEL TEAM</i>
12:00	Group Presentations	<i>PARTICIPANTS</i>
12:35	1-liners: <i>I see the future of Barbados Agriculture as...</i>	<i>PARTICIPANTS</i>
12:45	Thank You and Closing Remarks	Micah Gittens <i>PROPEL</i>
12:50	Lunch	

The Promotion of Regional Opportunities for Produce through Enterprises and Linkages (PROPEL) project is implemented by the World University Service of Canada (WUSC) with funding support from the Government of Canada through the Global Affairs Canada (GAC).

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Appendix II - Consultation Slide Show

THE PROMOTION OF REGIONAL OPPORTUNITIES FOR PRODUCE THROUGH ENTERPRISES AND LINKAGES (PROPEL)

CONSULTATION ON YOUTH AND WOMEN'S PARTICIPATION IN AGRICULTURE BARBADOS

 Presenter:
Tasha Nathanson
Gender Equality and Youth Empowerment Advisor



Stand up if you belong to this group

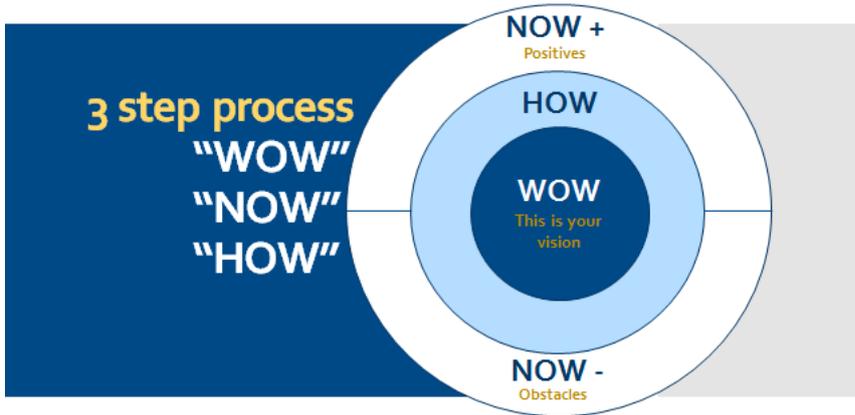
So who do we have in the room today?



Join a group

- (1) Men (under 35)
- (2) Women (under 35)
- (3) Wise & experienced





OUR process Barbadian women and youth in agriculture for the next 3-5 years
"WOW"
"NOW"
"HOW"

WOW
This is your vision

Craziest idea for Agriculture
Most achievable idea for Agriculture
Where do you want to see yourself in 5 years
and more...!

Fill out your form – your vision for w agriculture for th

Take 5!

vision with the group

Discuss – present
the flip chart



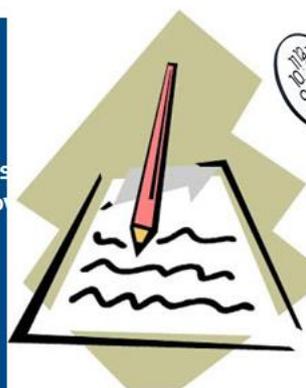
OUR **process**
"WOW"
"NOW"
"HOW"

NOW +
Positives

WOW
This is your
vision

NOW -
Obstacles

Fill out
your form –
situation analysis
where are we now
Positives &
Obstacles



Take 5!

- Discuss and record ideas on flip chart



Gallery walk

- Have a look at other people's ideas from the other side



3 step process
last step!

"HOW"



Fill out your form – How do we overcome the challenges to reach the goal?



Take 5!

- What activities need to be done?
- What is my role?
- Who else has a role?
- What do they need to do?

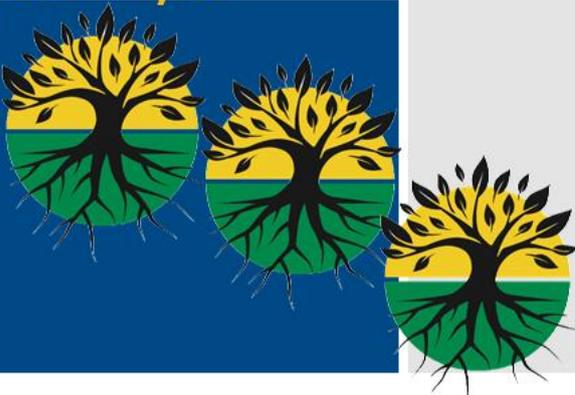
how to achieve the vision

Discuss – prepare the flip chart




to share the story....

"WOW"
"NOW"
"HOW"

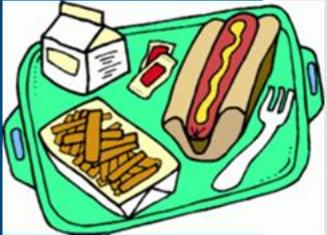


SHARE YOUR GROUP STORY
Select a presenter



OUR VISION
for women and
youth in
agriculture for
the next 3-5 years

Bon Appetite!



THANK YOU!!!