



GENDER, AGRICULTURE AND RURAL DEVELOPMENT

This Thematic Brief provides quick guidance on the most important issues relating to gender, agriculture and rural development.

This Brief is addressed to staff from development cooperation agencies who are involved in agricultural and rural development programmes and projects.

Here they will find information on the most important gender issues at stake and how to address them, indicators that can be used to monitor whether a programme is integrating gender dimensions, examples of gender-sensitive development actions and references to further information and tools related to gender, agriculture and rural development.

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Gender issues in agriculture and rural development

Gender inequalities in agriculture and rural development

- **Women's work in agriculture is substantial to the economy but their role remains largely unrecognised.** Women contribute to agricultural production, processing, marketing, and distribution; they collect natural resources; they transmit agricultural knowledge. In many developing countries, women and girls' unpaid work in agriculture brings food to the table of families and the poorest in the communities. By taking charge of most of unpaid care work, they safeguard the social and inter-generational reproduction of families and communities.



- **Agriculture is the most important source of work for women living in rural areas in most developing countries.** On average, women comprise 43 percent of the agricultural labour force in developing countries; this figure ranges from around 20 percent in Latin America to 50 percent in parts of Africa and Asia, and exceeds 60 percent in a few countries. In most developing regions, women who are employed are just as likely, or even more likely, than men to be in agriculture. Almost 70 percent of employed women in Southern Asia and more than 60 percent of employed women in sub-Saharan Africa work in agriculture. It is estimated that 80 percent of the food used for household subsistence and market in sub-Saharan Africa is produced by women (FAO, 2011).
- **Women work in agriculture as farmers on their own account, as unpaid workers on family farms and as paid or unpaid labourers on other farms and agricultural enterprises.** They are involved in both crop and livestock production at subsistence and commercial levels. They produce food and cash crops and manage mixed agricultural operations often involving crops, livestock and fish farming.
- **Segmentation of the labour market by gender also exists in the agricultural industry.** Women employed in agriculture are more likely to hold low-wage, part-time, seasonal jobs, whereas men occupy more rewarding and higher skilled positions (FAO, 2011).
- **Agriculture is still a significant form of child labour for both boys and girls.** Gender roles and birth order often dictate occupations and tasks undertaken by boys and girls, the conditions and hours of work, occupational hazards and educational opportunities. They may be engaged in “lighter” tasks, but frequently girls work more total hours than boys, as, just like women, they combine household chores (cleaning, cooking, childcare, collecting water and firewood), with agricultural work, such as sowing, harvesting and caring for livestock. A higher percentage of girl child labourers are unpaid, and often paid less than boys for doing the same job (ILO, 2010).
- **Commercial crops ('cash crops') are predominantly managed by men.** Women may be working in cash crops (for instance they represent 90 percent of the labour used in rice cultivation in Southeast Asia), but it is men who mostly control commercial returns, own land and manage agricultural technology.
- **Women are over-represented among the 400 million livestock keepers whose animals are the sole source of income** but animal ownership differs between women and men. Women are often in charge of the household livestock but they are less likely to own large animals, and earn less than men from their livestock holdings (FAO, 2011 and GIZ, 2013). Ownership of livestock is particularly important in societies where women are prevented by law or traditions from owning land in their own right.
- **Women represent only 10 to 20 percent of all land holders.** Land tenure and access to other natural resources is integral to women’s economic empowerment, impacting upon food production, income generation, savings and credit.
- **Women are often underrepresented in rural organizations and institutions,** and are generally poorly informed regarding their rights. They tend to be excluded from decision-making, particularly in collective activities, e.g. in rural cooperatives, local level rural development councils or water user associations.
- **Women’s agricultural work tend to be less productive because have less access than men to productive resources,** services and opportunities, such as land, livestock, financial services and education. For the most part, women act as small-



holder farmers. Due to societal prejudices and bank practices (adversity to risk), they have limited access to certain financial services (such as credits or loans). As a result, when owning their own farms, women are less likely to use productive inputs (such as fertilisers) or mechanical tools. Women have also limited access to knowledge, including agricultural extension services.

- **Gender inequalities limit agricultural productivity as a whole** (World Bank, 2012). According to the FAO, women could increase yields on their farms by 20 to 30 percent if they had the same access to productive resources and training as men. Agricultural production could be increased by 2.5 to 4 percent if women had a more equal access and use of productive resources and services, which would reduce the number of undernourished people by 12 to 17 percent (GIZ, 2013). Ensuring women's access to financial mechanisms would improve the productivity of their agricultural activities (World Bank, 2012).
- **Globalisation is bringing changes to traditional agricultural production** and rigid gender division of labour. Small producers, mainly women, are often unable to compete in terms of costs and price in an increasingly globalised agricultural production (FAO, WB, IFAD, 2009). The emergence of high-value markets and export-oriented agro-industries favour producers who can compete using economies of scale, while women are found often in the weaker links of the agricultural value chain.
- The need to “feed the planet” must be met by adopting sustainable and more **environmentally friendly agricultural practices**, particularly in regions that are more at risk of environmental degradation. Women, who are over-represented among small-scale farmers, have a fundamental role to play. (FAO, 2013).

Several structural and cultural factors can explain gender inequalities in agriculture

Access to infrastructure, technology, information, education, natural and productive resources, lack of organisational capacity and weak representation are problems affecting all poor rural communities. People's ability to access resources and power are greatly dependent on where they live, their ethnicity, class, age, health, marital status. Gender inequalities cut across other forms of inequalities. Some of the root causes are described below.

- **Legal and institutional discrimination:** Gender inequalities in agriculture may be perpetuated by discriminatory legal and administrative frameworks, such as laws that prevent women from owning land or earning personal income or water user association that ask for land ownership as a criterion for membership.
- **Poor law enforcement:** Where laws and policies supporting the promotion of rural women's socioeconomic status, institutions at national and local level lack the capacity to enforce legislation or implement programmes in ways that truly meet the specific needs of rural women. For instance, labour inspection systems may not be able to promote and monitor compliance with maternity protection legislation, or pay discrimination, sexual violence at work.
- **Rural infrastructure that does not meet women's needs:** poor water and sanitation infrastructure, lack of time-saving technologies and early child-care and health service provision, unsafe transport infrastructure and lack of affordable public transport have a direct impact on women's ability to dedicate time to paid work.



- **Sociocultural barriers:** Cultural, social and economic factors affect women's capacity to benefit from development programmes. For example, because of mobility problems, lack of time or self-confidence, cultural barriers and low literacy levels women's access to training, extension programmes and technology is still limited. In many countries there are rigid norms on what women and men can and should do in agriculture, fisheries, forestry and livestock breeding and this has also a direct influence in how they participate in agricultural value chains.
- **Women's unpaid household duties:** Women and girls perform most of care and domestic activities. These responsibilities, often perceived as unproductive, are essential to the well-being of rural households. At the same time, the migration of men and conflict may force women to take on additional roles traditionally carried out by men, thus adding to their burden.
- **Adverse impact of development programmes:** Development programmes that do not take into account the different circumstances of men and women may reinforce gender inequalities. For example, programmes to increase cash crop production may result in extra burdens for women responsible for weeding and harvesting, whilst providing them with few benefits.

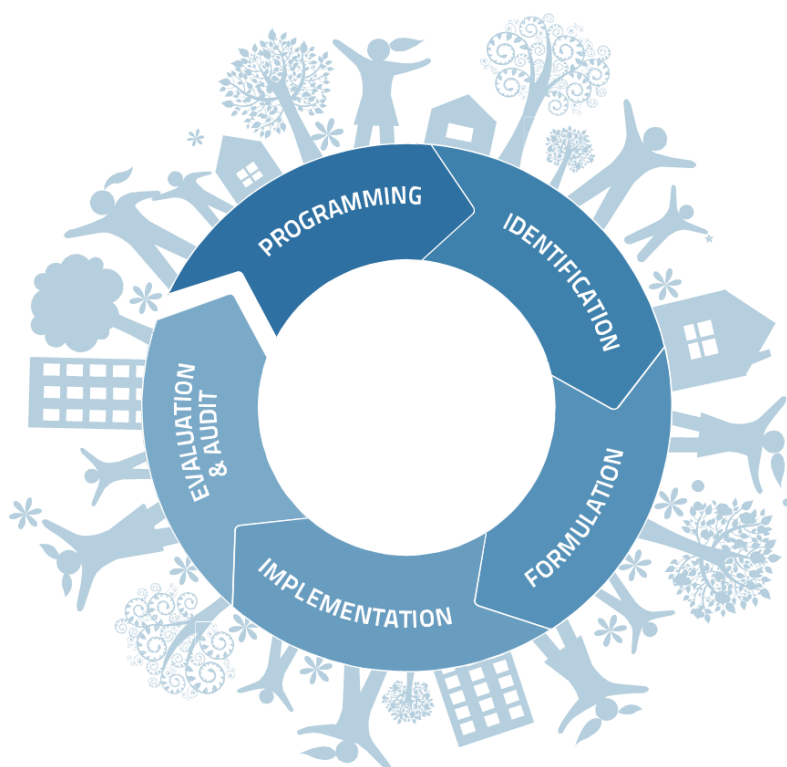
How to address gender inequalities in agriculture and rural development

For agricultural growth to reach its potential, gender disparities must be addressed and effectively reduced. Agricultural and rural development programmes need to be **gender-sensitive**, as described below, by:

- Making use and creating demand for **sex-disaggregated data**.
- **Ensuring that women's needs and priorities are voiced, understood and addressed** (for instance on choice of crops and seed varieties, time-saving technologies, placement of water points or local service service delivery). This can comprise measures to overcome literacy, mobility and language barriers or organise childcare services for trainees.
- **Avoiding to reinforce gender inequalities**, by ignoring the existing gender relations and power disparities between women and men. For instance, encouraging women to enter paid labour in commercial agriculture needs to be accompanied by measures to guarantee decent and fair working conditions, including prevention and protection from gender-based violence.
- **Planning gender-specific actions**, to address problems relating more particularly to one or the other gender, either as separate initiatives or as part of larger programmes. For instance they can specifically promote access to water, resources, cooperative to rural women from poorest and marginalised communities; or they can provide for actions targeting male religious leaders.
- **Adopting longer term "transformative" perspectives**, supporting women's participation in decision-making and changing prevalent negative attitudes on women's leadership capacities and social roles.
- **Engaging men** and rural leaders, creating awareness on gender disparities and proving the benefits of gender equality for communities and agricultural productivity.
- **When planning small sized women- or gender-equality specific projects, they should see them as part of** larger scale programmes and should not rule out broaden options for women to participate in gender-sensitive agricultural and rural development, at all levels.



A roadmap for gender mainstreaming in agricultural and rural development programmes



Gender equality considerations should be integrated throughout the whole cycle of development planning.

This Section proposes a roadmap for gender mainstreaming in the various phases of a programme – or project - lifecycle.

1. Analysis, programming and identification of country strategies

Programming and identification are strategic moments to promote agricultural and rural development programmes which serve to redress gender inequalities and vitalize the rural economy, tapping on the knowledge, resilience and talents of rural women. The most essential steps are:

- To keep gender equality in the policy dialogue agenda;
- To carry out gender sensitive analysis for the diagnostic stage.

Dialogue and negotiations related to agricultural and rural development should:

- Be grounded in the shared objectives of the global sustainable development agenda, and in the common respect of the human rights framework, including gender equality: CEDAW and the Beijing Platform for Action mention specifically rural women and their role in agriculture.



- Align with the country commitments (laws, policies, strategies) to promote gender equality and decent work for women and men in agriculture and in the rural economy.
- Analyse the different roles and take-off positions of women and men in the rural economy and use sex-disaggregated data in diagnostic studies. Gender country profiles or other sectoral studies should be used or commissioned.
- Systematically involve and support “gender stakeholders”, from Government, donors and civil society, at all stages. This can include gender coordination groups, gender focal points in ministries, gender experts and representatives of rural women groups, cooperatives, unions and CSOs. Technical tables on gender and agriculture/rural development sub-sectors can be established and supported.
- Build on previous and current initiatives to promote gender equality in the sector or in contributing sectors, map existing needs and financing gaps, and avoid duplication of efforts.
- Assess whether the institutions who will be responsible for programme management and service delivery have resources and capacities to promote gender equality and plan for competence development initiatives, including at service delivery level.

2. Formulation and budgeting

The results of gender analysis should be used to tailor the formulation of programmes and projects. The formulation phase is particularly important, as it affects all subsequent phases of the programme (implementation, monitoring and evaluation. This entails:

- Design objectives and activities to address gender gaps identified and include them in programme documents, plans, logical frameworks, financing agreements and budgets.
- Include and budget for initiatives to address specific needs and constraints faced by women or men, including long-term capacity building of rural women in collective governance of natural resources and rural productive activities.
- Allocate resources for gender mainstreaming, capacity building and awareness raising at all levels and in ways that are adapted to the needs of different target groups (E.g. programme staff, women and men beneficiaries, staff from relevant local institutions, service delivery institutions, marginalised communities, indigenous women);
- Commit to pursue a strategy for continued gender mainstreaming in the programme (donor and country led processes). This may be formalized in an action plan which should then clearly assign responsibilities, resources and results to be achieved, as part of the broader programme’s result chain.
- Establish formal mechanisms of consultation with gender stakeholders.
- Design and budget for participatory and gender-sensitive monitoring processes, particularly at service delivery level e.g. in assessments of new technologies introduced, including indicators to capture changes in power relations or in agricultural roles and productivity.
- Define performance monitoring frameworks and processes which can capture progress in gender-related objectives.



- In direct budget support initiatives, include gender indicators in financing agreements between donor and recipient countries (e.g. useful indicators could be ‘progress in the implementation of the Gender Agricultural Strategy’; or “increased productivity of women-owned small –scale farms”).
- Respect equal opportunity principles in management arrangements and establish accountability structures for gender mainstreaming at programme level.

3. Implementation and monitoring

At this stage what is planned in relation to gender equality should be maintained, monitored and corrected as needed. The most important points to consider are:

- Continued coordination, dialogue and consultation on gender equality within working groups on Agriculture (at sector and sub-sector level); with institutional stakeholders (such as the gender units of the relevant ministries) as well as with a broader range of actors from civil society.
- Effective monitoring of the progress of the various gender dimensions of the programme and sub-programmes, including at service delivery level, collecting opinions and experiences of rural women and men, both farmers and labourers;
- Integration of gender in joint sector reviews and policy dialogues (particularly at the level of the SWAP committee);
- Monitoring if resources planned for gender equality are spent, and if not, why.

4. Evaluation

- Terms of Reference of (mid-term) evaluations should require gender expertise in the evaluation team and give account of the differential impacts of a programme on women and men, identify potential negative impacts on women or men and offer recommendations and lessons learned useful to further pursue gender equality in the sector.
- Evaluators and monitors should be able to use participatory evaluation techniques and sex-disaggregated beneficiary assessments of service delivery.
- Evaluations should also build on past gender evaluations of programmes in the sector.



GENDER TOOLS FOR THE DIFFERENT AID MODALITIES

An ample selection of analytical and planning tools useful at each phase of the development cooperation cycle, according to the different aid modalities, is available in the “Aid Modalities” Section of the EU Resource Package on Gender Mainstreaming in Development Cooperation.

The following Section offers a list of gender-analysis questions that can be used in Programmes related to Agriculture and Rural Development.

Questions for gender analysis in agriculture and rural development ¹

Gender analysis helps acquire a different perspective on the complexity of a development context, and understand how to better address other forms of social inequalities. It looks at how economic and social structures at multiple levels can reinforce, or help overcome, gender inequalities and imbalances in power relations between women and men.

DIFFERENT LEVELS OF GENDER ANALYSIS

Macro analysis looks at national level law, policy and decision making, including trade and finance policies and national development plans. It helps identify how agricultural and rural development programmes can contribute, or hamper, broader development strategies. It assesses whether agriculture-related legislation or policies contribute to gender inequalities, or to their elimination. It is particularly useful when programming or identifying development cooperation strategies, programmes and projects.

For example:

A gender analysis of trade liberalisation strategies focusing on export-oriented production may reveal the risk to reinforce poverty among small scale producers (over-represented among women) who lack control over productive resources such as land, credit, technology and market information to compete with large producers.

¹ More on gender analysis is available in the EU Resource Package, Section “Building Blocks”.



DIFFERENT LEVELS OF GENDER ANALYSIS

Meso level analysis looks at markets, institutions, services, infrastructures which serve as a link between laws/policies and people, enabling them to benefit (or be excluded) from policy effects: communication and transportation systems, health services, education, decentralized public services (revenues, rural development, land registration), credit institutions, markets and extension systems.

This is particularly useful at programme formulation, as it also assesses the extent to which gender roles relationships and cultural issues can influence the effectiveness of service delivery and other policy and programme implementation mechanisms.

For example:

Plant biotechnology and breeding research station, should be able to understand the often differing roles of women and men farmers in relation to the adaptation of new seed varieties, and should involve both women and men in trials and testing of new varieties of crops and of new technology.

Rural credit institutions asking for collateral or husbands signature unawarely prevent women from effectively benefit of credit opportunities

Micro level analysis studies people: women and men as individuals, and the **socio-economic differences** between households and communities., It considers women and men's roles, activities and power relations within the household and the community, and how these influence their respective capacities to participate and benefit from development programmes. It is particularly useful at formulation, implementation and monitoring levels.

For example:

Gender analysis would reveal that a microcredit programme may specifically target women without realizing that when the women obtain the money they are not able to use it if they lack decision-making power in the household. As a result, the money might go directly to their male relatives. (Source: FAO 2014)

The following section proposes guiding questions for gender analysis in agricultural and rural development programmes, at macro, meso and micro levels.

Macro level

Macro level. Policies and laws

- What gender equality commitments have been made by the government, for instance in the framework of the Beijing Platform for Action, CEDAW, the SDGs? Is there a law and/or a policy on gender equality in the country?
- Do national rural development and agricultural policies reflect these commitments through awareness of inequalities between men and women, and do they outline the means to address them?
- Are there gender policies and action plans in agriculture and related sectors (e.g. land, education and training, labour, local development, private sector devel-



opment, water, energy)? Do national agriculture and rural development programmes and sub-programmes align to and support these gender plans?

- Do current policies, laws and regulations (ownership, rights to inheritance and credit opportunities, vocational education, family) address women's and men's needs separately? Do they have discriminatory provisions? Do they have measures for equal opportunities and women's rights (e.g. in land redistribution, rural credit facilities)?
- Is the social and health protection system inclusive of rural women, (e.g. right to maternity care)? are certain groups excluded (e.g. women in the informal economy)?
- Are there gender considerations in the framework of trade liberalisation and export promotion policies which may determine which crops will be promoted for export and which food items will be permitted to enter the country under preferential tariffs?
- Does labour law guarantee equal opportunities, equal pay, maternity protection and protection from gender-based violence for women agricultural workers? Does it cover working conditions of agricultural, plantation and rural workers? Do these differ for female- or male-dominated sectors and subsectors? Are there minimum wage policies in place?
- Are mechanisms for social dialogue between government, private sector, workers in place at national level? Do they discuss the concerns of rural women workers or rural women's businesses?
- If national rural employment programmes are in place, do they provide for quotas or other measures to encourage women's participation at all levels?
- Has migration or conflict had an impact on rural population and labour supply?
- Has economic restructuring had an impact on men's and women's employment/unemployment in the area? How does it affect gender relations and household relations?

Macro level. How are decisions made in national-level institutions?

- Are there decision makers (in Government, Parliament, Ministries of Agriculture, agribusinesses) who are ready to champion gender equality and women's empowerment in agriculture?
- Are governmental institutions responsible for women's and gender issues, involved in decision-making at national policy and planning levels?
- Are women farmers' associations or other associations representing the interests of rural women consulted in decision making at national policy and planning levels?
- Are there agricultural research centres doing work on women, agriculture and rural development? Are they involved in policy and programme discussions?
- Are women represented in agro-business organisations? In organisations advocating for the rights of agricultural workers?
- Is gender institutionalized within the relevant line Ministries: is there a gender unit, a gender focal point system? Are these involved in policy and programme level consultations?



- Have donors and recipient government established thematic working groups on the different issues addressed by the programmes/projects? Is gender discussed in the working groups?
- Are there gender thematic groups that could be involved in sector level consultations?

Macro level. Data and information

- Are there policy documents or agreed gender assessments that information and statistics on the gender gaps and priorities in agriculture and rural development?
- Are sex-disaggregated data available on women's and men's access to and control over material and non-material resources in this sector, e.g. ownership/usage of land, capital, water, crops, livestock and other factors of agricultural production (from Labour Force or Household Surveys, for instance)?
- Are data available on formal and informal labour markets de-segregated by gender? Are data available on the relative involvement of women and men in the growing, processing, marketing of agricultural produce, or in agro-industry?
- Have any time use survey been undertaken in the rural areas of the country? As any assessment of women's paid and unpaid contribution to the rural economy been made?
- What is the prevalence of female-headed households in rural areas in a specific region or country?
- Is there information on prevalence and patterns of GBV in agricultural work?
- Have similar programmes/projects been implemented in the country? Were gender-sensitive evaluations carried out? What are good examples of women's empowerment in the study area? Which attempts to achieve gender equality were failures (e.g. because they were taken over by men or had adverse effects on women)?

Macro level. Monitoring frameworks

- How is the country faring on gender equality targets established at international level?
- Has the government developed indicators that allow for monitoring progress in agriculture from a gender equality perspective? Which data exists to show the impacts of the programme/project for women and men?
- Has there been a gender analysis of government spending in this sector and in the sub-sectors? Does the government have a system to track the gender sensitivity of development programmes?
- Is it possible to have a benefit incidence analysis by sex of beneficiaries? (method of computing the distribution of public expenditure across different demographic groups, such as women and men.)
- In sector budget support modality, can payments be linked to progress made on the gender objectives and gender indicators? Is part of the budget earmarked for specific gender equality objectives?



- Has the OECD-Gender Policy Marker been applied to donor's programmes supporting agriculture?

Meso level

Meso level. Service provision

- Do agricultural services reach women and men farmers equally, and with the information and services needed?
- If financial mechanisms or facilities are in place, are they accessible for women as well as for men?
- What technology/technological skills training are available to women and men respectively? Are there data available on women's access to agricultural technology education?
- Are there plans to improve the outreach capacity of local-level service delivery institutions to poor communities and in particular to women (E.g. for land registration, water licences, training, support to cooperative enterprises, rural employment programme implementers)?
- Are institutions in charge of labour inspection in agriculture able to assess whether rural women enjoy equal pay, equal treatment and maternity protection at work? Are there provisions to ensure the safety of agricultural and rural workers? Do they differ for female and male-dominated sectors, subsectors and occupations?
- Are workers' organisations or NGOs able to promote the rights of women working in agriculture and other sectors of the rural economy, including protection from gender-based violence?
- Does the agricultural extension service training and recruitment system cater for the differential roles and responsibilities of men and women in this sector?
- Are there plans to train those in charge of agricultural service delivery on how to do it in a way that reaches out and benefits women, including the most marginalised ones?
- Is there a gender balance in programme and project implementation units? At which levels?

Meso level. Decision making and consultation

- If the programme envisages support to community-based organisations and co-operatives, are women represented and at which levels? Which women?
- Are gender equality institutions and structures at local level being involved?
- If there are mechanisms to increase access to productive resources, training, local markets, or employment, are there provisions to promote equitable access (E.g. safe and affordable transport, childcare areas in rural markets...)
- To which extent are women able to participate in rural employment guarantee programmes? Are budgets reserved to build capacities among the poorest and more marginalised rural women? Were women's grass-roots organisations and other relevant stakeholders consulted?



- Do initiatives exist to promote women's role in the management of natural resources and rural infrastructure, beyond their traditionally assigned roles (e.g. water exploitation for commercial farming, planning and maintenance of rural road, water infrastructure, low-cost technology for water management or use of solar energy, deforestation)?
- Are there initiatives in place to support women's organisational capacity and agency, including in rural workers' or agro-business organisations?

Meso level. Data collection and monitoring processes

- Which data can be collected throughout the programme to monitor the impacts for women and men? Who will be responsible for collecting this data, and how frequently? Will they be trained in participatory, gender-sensitive data collection techniques?
- How will consultation processes be organised at various levels? Will both women and men be involved in community level consultation processes? How are rural women's interests going to be represented? Is there a need to set up new fora?
- Are adequate resources allocated for participatory consultation, monitoring and sex-disaggregated beneficiary assessments of services?
- Are data collected at this level disaggregated by sex? What is the capacity of the national statistical office, and of enumerators, to collect sex disaggregated data and produce gender sensitive statistics?

Micro level

Micro level. Gender division of tasks and labour

- What are women and men's traditional activities?
- What is the division of (paid and unpaid) labour between women and men, young and old, in the community and in agricultural tasks?
- What is the impact of women's (and girls') unpaid work on their opportunity to engage in paid work (or education)?
- Are children involved in household agricultural work? Which different tasks are allocated to girls and boys? Who collects water and fuel?
- Are women primarily responsible for subsistence crops and men for cash crops?
- Which land is cultivated by women? Which by men? Which plants and livestock do men and women breed and who receives benefits?
- Does seasonal or migrant work affect the gendered division of labour? For instance who cares for children when parents migrate?
- Are there external factors – climate change, migration, conflict, the HIV/AIDS pandemic, economic crisis – which may affect livelihoods and the gendered division of labour?



Micro level. Gender relations: Access and control over resources

- What are the general economic and demographic conditions of the household? Of the community? What are men and women's main sources of income?
- Which factors influence access to and control over resources; (for example, age, sex, wealth, ethnicity, peri-urban versus rural locations, education level, networks and patronage)?
- Are there gender inequalities in access to and control over resources and benefits? For instance:
 - time spent on agricultural or domestic tasks
 - agricultural technology, extension services, mobile communication
 - access to urban or rural markets, storage and transport of agricultural goods
 - land inheritance, property and tenure or effective access to credit and savings
- At the household level, who takes decisions about resources and activities? To what extent do women participate in decision-making about the production and distribution of the agricultural outputs (e.g. on planting, marketing and consumption of crops or water usage for agricultural or domestic consumption)?
- At the community level, how are decisions made about resources and activities? Who decides on use of communal land? Do women participate in community level decisions? Are they able to voice their collective needs?
- If community-based organisations exist, (e.g. cooperative, traditional sociocultural organisation, religion-based etc.), are women members? do they participate? Do women participate in management of natural resources and local co-operatives? At which level? If not, why?

Micro level. Perceptions about gender equality

- What are women and men's perceptions on gender-based violence (domestic and at work) and harmful traditional practices?
- Are women aware of their rights? Are they able to voice them in the community or with service providers?
- Are men openly resistant to gender equality? Are there groups of men who are more supportive/resistant than others? Who can influence them?



Gender sensitive indicators for the agricultural and rural development sector

Gender sensitive indicators aim at ‘creating awareness of the different impacts of a development intervention on men and women, taking into consideration their socio-economic and cultural differences.’ (FAO, n.d. – Gender sensitive indicators for Natural Resources Management). Gender sensitive indicators reveal valuable information to identify the specific problems faced by women and men; to assess the extent of gender inequalities in access to and use of resources and services in agriculture, and provide the basis for evidence-based policy-making processes (FAO, n.d.).

The table below provides some examples of gender sensitive indicators.

Area/Sub-sector	Indicator
Food production – Livestock	<p>Per capita availability of food in households, disaggregated by type of household head (joint, single woman/man headed household), before and after programme activities</p> <p>Percentage of women among livestock producers, by type of livestock, before and after programme activities</p> <p>Amount of milk and animal protein consumed by the family, before and after programme activities</p>
Rural development	<p>Number and percentage of women/men producers/entrepreneurs, before and after programme activities</p> <p>Income disparities between women and men, before and after programme activities</p> <p>Number and percentage of women and men with access to markets as buyers and sellers, before and after programme activities</p> <p>Number and percentage of women and men with ownership of productive assets (e.g., livestock, equipment for production, storage, processing, and marketing), before and after programme activities</p> <p>Number and percentage of women and men provided with information on marketing, pricing, and value adding</p> <p>Number of jobs created for women and men</p> <p>Number and percentage of women and men trained in enterprise development, business, or financial management</p>
Land ownership	<p>Average number of hectares of land owned by women- and men-headed household (before and after the programmes activities)</p> <p>Number of women with secure tenure or usage rights to land (e.g., where sole or joint ownership or usage right is recorded on land title documents)</p>



Area/Sub-sector	Indicator
Access to Financial services	<p>Number and percentage of women and men who receive credit, by type of enterprise (and profitability)</p> <p>Proportion of credit provided to men and women</p> <p>Number and percentage of women and men with increased access to financial services</p> <p>Description of specific measures taken to increase women's access to financial services and products</p>
Training and agricultural extension	<p>Number and percentage of women and men receiving extension services</p> <p>Description of the number and type of extension activities targeted at increasing the productivity of women and men</p> <p>The number and percentage of women and men trained annually as extension agents, by sector</p> <p>Number and percentage of women and men trained in sustainable production technologies, soil and water conservation, pest and disease management, animal diseases, and basic veterinary services</p> <p>Number of women and men who have adopted an improved agricultural technology promoted by the project</p>
Social protection	<p>Number and percentage of women and men accessing social transfers</p> <p>Evidence that social protection, land tenure, and financial services laws and regulations do not discriminate women</p>
Participation and decision-making	<p>Examples of changes in women's decision making in family and livelihood matters due to their engagement in the project</p> <p>Women's participation and leadership in producer and trade organisations</p> <p>Percentage/number of women in leadership positions</p> <p>Evidence that women are consulted and involved in the development of policies, strategies, and plans (e.g. existence of consultation process and registration of women)</p>

Gender in Agriculture Sourcebook - FAO, IFAD, World Bank (2008), Mod. 4-5-10-12-16
Asian Development Bank (2013), Gender Equality Results and Indicators, ch. 11

Examples of gender-sensitive projects in agriculture and rural development

Several development and cooperation programmes have successfully addressed the issue of gender inequalities in agriculture. Some examples are provided in the table below, and additional documents gathering good practices are listed in the following page.

Programme/project	Challenges	Gender Strategy	Source
Gender-sensitive agricultural extension programme	Close the gender gap in accessing agricultural technologies: Women's participation in extension programme is often limited by: Caring and childcare responsibilities; Gender norms preventing women to be taught by unknown men; Distance from their village and impossibility (for social and financial motives) to use public transport; Training not often based on women's specific needs	Introduction of a gender sensitive approach in extension programmes: Considered women's time-constraints in the planning of training; Considered participation dynamics by training and recruiting women agricultural extensionists; Supported women's representatives and involved them in the development of training content.	GI2, 2013, Gender and Rural Development www.giz.de/fachexpertise/downloads/giz2012-en-gender-and-rural-development.pdf
Women-managed community financial system in India Andhra Pradesh District Poverty Initiatives Project (APDPIP) and the Andhra Pradesh Rural Poverty Reduction Project (APRPRP), backed by World Bank and International Development Agency	Close the gender gap in accessing financial services Social norms result in difficulties for women in accessing credit; Women's lack of resources and assets limits their capacity to establish long-term strategies; Some financial products might reinforce women's vulnerability (increase debt and dependency) and gender inequalities, if no gender analysis has preceded the implementation of the service.	The cooperative management of the financial system by women: Strengthened women's mobilisation by creating self-help groups with a democratic governance and decision making; Improved women's skills and confidence; Changed power relations in the households and the communities	FAO, World Bank, IFAD, 2009, Gender in Agriculture Sourcebook, pp.112-116 http://siteresources.worldbank.org/INTGENAGRLIVS/OUBOOK/Resources/CompleteBook.pdf
Gender and Governance Issues in Local Government project . Regional Technical Assistance Project—Asian Development Bank, Japan Special Fund, and Canadian International Development Agency	Supporting rural women in local government Despite quotas for women's participation in local government in Bangladesh, Nepal and Pakistan, elected rural women face: Prejudice of men members of local councils, who exclude women (e.g. not letting them know about council meetings or participate in key committees); Lack of recognition of their work by department leaders; Lack of educational qualifications and economic resources.	Supported women leaders at local level, e.g.: - monthly local forums set up for providers of rural services, which increased the visibility and recognition of women leaders (and made people aware of the resources on offer); - capacity-building activities for women leaders , including on organising meetings, negotiating in developing programmes and managing disputes; Training men representatives in gender sensitivity.	FAO, World Bank, IFAD, 2009, Gender in Agriculture Sourcebook, pp.71-73 http://siteresources.worldbank.org/INTGENAGRLIVS/OUBOOK/Resources/CompleteBook.pdf



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