Gender Issues in Agriculture
Gender Issues in Agriculture

Why
- Gender Issues: 3, 7-12
- Policy Issues: 13, 14
- From Policy to Action: 6, 17-19

How
- Country Dialogue: 20-26
- Collecting Data: 27-30
- Project Design: 31, 33-35
- Implementation: 40-42
- M & E: 43-45

Good Practice
- Good Practice by Sub-Sector: 46-56
What is Gender?

Men and women

• play different roles
• have different needs
• face different constraints
What is Gender?

Gender roles:

- are socially constructed
- determine social and economic activities
- differ from the biological roles of men and women
- differ across regions and change over time in agriculture and other activities
What is Gender?

Social factors underlie and support gender-based disparities through:

• institutional arrangements
• the formal legal system
• socio-cultural attitudes
• religious practices
## Changing Paradigms: From WID to Gender

<table>
<thead>
<tr>
<th>Old</th>
<th>New</th>
</tr>
</thead>
</table>
| - health  
- hygiene  
- child care  
- handicrafts | - agriculture  
- livestock  
- agroprocessing  
- agribusiness |
| Poor women as passive beneficiaries | Poor women as active participants |
| Women’s roles as wives and mothers | Women’s and men’s roles as producers and earners of household income and main actors in rural financing and farm management |
| Assistance to poor women | Leveling the playing field |
| Technical expert advice | Mutual learning among practitioners and clients |
Why Gender Makes a Difference

Women are integral to farming, but their productivity remains low relative to their potential.

Research shows that:

- Women farmers are as efficient as men farmers, controlling for other characteristics and input levels.
- Agriculture is becoming feminized in many countries.
- Attention to gender facilitates the achievement of economic and social objectives.
- Ignoring gender can lead to project failure.
Gender Analysis in Agriculture

What is gender analysis?

“Seeing what our eyes have been trained not to see”.

Men’s and women’s roles in farming can be better understood with quantitative and qualitative information about their:

- Activities
- Resources and constraints
- Benefits and incentives
- Roles in decisionmaking
Gender Analysis in Agriculture

Activities:

• What are men’s and women’s roles in agriculture?
• What are the daily and seasonal variations in labor availability?
Gender Analysis in Agriculture

*Resources and constraints:*

- Who has access to and control over resources?
- What are the implications for those with limited access or control?
- Which decisions are made by men and by women?
- How do their conditions differ?
Gender Analysis in Agriculture

**Benefits and incentives:**

- Who controls production?
- Who earns wages or benefits from production?
- Who controls income?
- Which expenditures are men and women responsible for?
Relevance of Gender

The aim of using gender analysis in agriculture is to

- generate economic and social gains
- improve overall project performance
- overcome gender-based barriers
- promote equal opportunities
- increase both men’s and women’s participation
- ensure that new technologies will not have an adverse impact on women
The World Bank’s Agricultural Action Plan

Goals for World Bank’s rural, agricultural, and natural resource activities

Gender analysis can

• help implement the action plan
• create a level playing field for all players
• assist in achieving agricultural growth for:
  • global and national food security
  • rural income growth and poverty reduction
  • sustainable natural resource management...
The World Bank’s Agricultural Action Plan

...through:

• rural farm and nonfarm growth
• remunerative employment opportunities
• sustainable management of soil, water, forests, fisheries, and grasslands by rural people
• well functioning markets
• access to medical care, clean water, sanitation, education and food
• legal frameworks, public investment, and productive and social services
The World Bank recognizes that:

- Persistent gender disparities hamper economic efficiency and growth
- Public policy can make a difference in closing the gender gap
Hence, the Bank’s gender policy aims to:

- Enhance women’s participation in economic development
- Design gender-sensitive policies and programs by
  - Identifying barriers
  - Assessing costs and benefits of strategies
  - Ensuring effective implementation
  - Establishing effective gender-disaggregated monitoring and evaluation
- Reviewing and modifying the legal and regulatory framework
- Strengthening the database for gender analysis
- Obtaining necessary financing
<table>
<thead>
<tr>
<th>Myth</th>
<th>Reality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adding gender will make the project too complex.</td>
<td>Gender analysis will help ensure beneficiary ownership and project responsiveness.</td>
</tr>
<tr>
<td>Funds and time are too tight to allow a gender expert.</td>
<td>Removing constraints to women’s productivity is a good investment.</td>
</tr>
<tr>
<td>A woman on the project team assures attention to gender.</td>
<td>A woman must be trained in gender issues to</td>
</tr>
<tr>
<td></td>
<td>• facilitate access to women</td>
</tr>
<tr>
<td></td>
<td>• ensure gender expertise</td>
</tr>
<tr>
<td>Working with NGOs or a participatory approach ensures that women’s views are heard.</td>
<td>Special steps are needed to include the participation of women.</td>
</tr>
<tr>
<td>The husband speaks for the whole family.</td>
<td>• Many households are headed by women</td>
</tr>
<tr>
<td></td>
<td>• Husbands are often poorly informed</td>
</tr>
<tr>
<td></td>
<td>• Intrahousehold agreement is not automatic</td>
</tr>
<tr>
<td></td>
<td>• Husbands and wives have different areas of knowledge</td>
</tr>
<tr>
<td>The home economics department already addresses women’s issues.</td>
<td>Home economics usually excludes women’s economic roles as agricultural products.</td>
</tr>
<tr>
<td>• Women don’t come to the meetings or make themselves heard.</td>
<td>• The timing and location of meetings can preclude women’s participation.</td>
</tr>
<tr>
<td>• Women have no interest in project activities.</td>
<td>• Social customs can prevent women from disagreeing with men in public.</td>
</tr>
</tbody>
</table>
Gender Roles in Farming

Gender is one of the many constraints to increasing agricultural productivity

Women tend to face more barriers than men through

- higher effective costs, leading to lower productivity, of
  - information
  - technology
  - inputs
  - credit
- lack of incentives to increase productivity, because
  - food crop prices are low
  - market infrastructure is poor
- men’s control of income from the products of women’s labor
- time constraints due to household and childcare tasks.
Effects of Technology

New commodities and technologies can increase the demand for women's labor

- irrigation of crops
- introduction of animal traction
- introduction of modern hybrid varieties
- sedentarization of pastoral societies, where women become responsible for
  - crop production
  - more cooking of new grain-based diet
  - collection of water and fuel
Gender Issues in ESW

*Information Needed*

- Gender implications of main economic issues in agriculture
- Gender equality in
  - laws
  - government policy
- Gender relations in the household
- Number of *de facto* women heads of farming households
- Gender expertise and pressure groups for gender
- Gender representation in the civil service
Gender Issues in ESW

Information Needed

Gender implications of main economic issues in agriculture

Objectives of Gender Analysis

• To identify and develop objectives
• To address women’s ability to respond to incentives
• To minimize negative impact by gender
Gender Issues in ESW

Information Needed
- Gender equality in laws
- Gender equality in government policy

Objectives of Gender Analysis
- To correct de jure gender bias
- To ensure a gender-balanced approach
- To prevent worsening of women’s situation
Gender Issues in ESW

Information Needed

Gender relations in the household

Objectives of Gender Analysis

- To uncover *de facto* inequality masked by legal equality
- To base actions on expressed needs
Gender Issues in ESW

Information Needed

Number of *de facto* women heads of farming households

Objectives of Gender Analysis

- To ensure women’s access to farming resources, services and opportunities through specific programs
Gender Issues in ESW

Information Needed

Gender expertise and pressure for groups for gender

Objectives of Gender Analysis

• To identify potential partners, implementers, and sources of information
Gender Issues in ESW

Information Needed

Gender representation in the civil service

Objectives of Gender Analysis

- To promote attention to gender, especially where male/female interaction is restricted by having more women field staff
- To promote attention to gender in technical and policy matters by having more women higher level technical staff
Consulting Women Directly

Participatory approaches to data and information collection

- help during information gathering or identification phase
- give voice to communities in design and evaluation
- enable two-way learning

Strategies to ensure that women’s opinions are heard:

- negotiate early on with male village elders
- hold separate meetings for women
- identify a village woman to act as spokesperson
- consult women staff
- consult NGO representatives and experienced local consultants as surrogates
- meet women in their fields
- photograph rural women’s and discuss with them the images of their lives
## Collecting Information for Gender Analysis

<table>
<thead>
<tr>
<th>Tool</th>
<th>Methodology</th>
<th>Outputs</th>
</tr>
</thead>
<tbody>
<tr>
<td>At the district level</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agricultural calendars</td>
<td>Identify responsibilities for various operations monthly by gender, family position and wage status</td>
<td>Qualitative picture of all activities</td>
</tr>
<tr>
<td>Seasonal labor profile</td>
<td>Seasonal labor profiles</td>
<td>Quantitative changes in labor allocation with new techniques</td>
</tr>
<tr>
<td>Walking tours</td>
<td>Conducted by interdisciplinary team of farmers and scientists</td>
<td>Map locating main agro-ecological zones</td>
</tr>
<tr>
<td>Spatial maps</td>
<td>Indicated by gender on maps of fields enterprises who is responsible, provides labor and controls resources and benefits</td>
<td>Clear picture of constraints, participants and beneficiaries</td>
</tr>
</tbody>
</table>
### Collecting Information for Gender Analysis

#### At the district level

<table>
<thead>
<tr>
<th>Tool</th>
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<th>Outputs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus group interviews</td>
<td>Semi-structured, conducted separately with women</td>
<td>In-depth investigations of processes, social networks values and beliefs</td>
</tr>
<tr>
<td>Group and community interviews</td>
<td>Open ended questioning of group representing more that one household</td>
<td>Quick, inexpensive overview of conditions and practices across villages</td>
</tr>
<tr>
<td>Community portraits</td>
<td>Of a variety of project villages with women and men</td>
<td>Comparison of beliefs and practices across villages</td>
</tr>
</tbody>
</table>
## Collecting Information for Gender Analysis

<table>
<thead>
<tr>
<th>Tool</th>
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<th>Outputs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Inventory</td>
<td>List major policies affecting sector</td>
<td>Overview of sectoral performance; assessment of gender impact of policies</td>
</tr>
<tr>
<td>Household Sample</td>
<td>Structured questionnaire</td>
<td>Good quality data</td>
</tr>
<tr>
<td>Survey</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Household Record</td>
<td>From representative households</td>
<td>Determination of family labor contributions</td>
</tr>
<tr>
<td>Keeping</td>
<td></td>
<td></td>
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</tbody>
</table>

At the national level
## Project Design Options

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Strengths</th>
<th>Caveats</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mainstreaming</td>
<td>• Resources drawn from project components or ministry departments</td>
<td>• Gender has low visibility</td>
</tr>
<tr>
<td></td>
<td>• Sustainability</td>
<td>• Women marginalized</td>
</tr>
<tr>
<td></td>
<td>• Capacity building</td>
<td>• Gender monitoring difficult</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Women easily defined only as service recipients</td>
</tr>
</tbody>
</table>
Mainstreaming: Xinjiang Agricultural Development Project, China

Background

- Large communal farms breaking up
- Land contracted to large groups who preferred to employ male labor
- Few opportunities for women to participate in farming

Main actions

- Contracts with individual farm families
- Individuals could obtain land and resources for certain activities
- Activities selected—growing grapes and raising small livestock—were traditionally carried out by women

Results

- Women’s income and agricultural production increased
- More than 60% of grape production contracted to women in Hami
- Women’s social standing increased
- Literacy and technical classes for women in off-season

Reasons for success

- Increased women’s access to productive resources, e.g., by land contracts
- Economically viable activities
# Project Design Options

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Strengths</th>
<th>Caveats</th>
</tr>
</thead>
</table>
| Identifiable budget and reporting structure | • Attuned to women’s needs  
• Linkage to mainstream  
• Able to be monitored  
• Visible | • Gender given low priority in non-specific budgets  
• Budget monitoring needed |
## Project Design Options

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Strengths</th>
<th>Caveats</th>
</tr>
</thead>
</table>
| Separate women’s components | • Attuned to women’s needs  
• Mainstream linkage able to use other resources  
• Able to be monitored  
• Guaranteed access to project benefits | • Low priority  
• Marginalization  
• Small scale  
• Women easily ignored in main project  
• Welfare, nor empowerment, focus  
• Possible budget pirating without monitoring |
### Project Design Options

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Strengths</th>
<th>Caveats</th>
</tr>
</thead>
</table>
| Free-standing WID project | • Tuned to women’s needs  
• Visible  
• Capacity building  
• Benefits more women | • Line-ministry resources difficult to tap  
• Line-ministry activities marginalize gender  
• Delays institutionalization  
• Small scale  
• Welfare, nor empowerment, focus |
Freestanding Gender Components: The Gambia WID Project

Main actions

- WID project purchased services to benefit women from various departments, e.g.,
  - manuals on women’s crops
  - manuals on health, housing, nutrition of poultry and small ruminants
  - manuals on processing, storing vegetables
  - radio programs, videos, posters on women’s activities
  - video equipment and films for thirty villages
- Women recruited as retailers of agricultural inputs
- Targets for women’s participation

Results

- Mainstreaming actions to enroll women in agricultural courses
- Women participants in crop extension increased from 5% to more than 60% in 5 years
Freestanding Gender Components: The Gambia WID Project

Reasons for success in mainstreaming

- Preproject WID assessment
- WID component accepted as normal work in Ministry
- WID project funds part of Ministry’s operational budget
- Deputy project manager also WID component coordinator
Separate Pilot Project: Nigeria Women in Agriculture Program

**Main actions**

- Separate women’s extension service targeted women with:
  - extension
  - adaptive research programs
  - appropriate technology
- Home economists trained and redeployed as agricultural agents
- Federal and regional Women in Agriculture coordinator posts established
- Annual workshops for:
  - continual consultation and exchange of ideas among staff
  - updating of three-year rolling action plans
Separate Pilot Project: Nigeria Women in Agriculture Program

Results

- Pilot projects in 3 states evolved to national program
- WID component integrated into existing extension services and new project
- Number of women agents doubled in 18 months
- Number of women contact farmers tripled in 18 months

Reasons for success

- Gender analysis revealed bias against women farmers
- Strong borrower and Bank commitment
- Government and Bank flexibility in allocating resources
- Initial focus on women agents
- Strategies to help men agents provide extension to women farmers
- Local woman agriculturist at resident mission for continuous input on gender
Project Implementation

- Establish explicit and manageable objectives for gender
  - form implementation plan with gender disaggregated performance indicators
  - include gender issues in TORs of supervision missions
  - assess progress on gender-related actions during midterm review
  - include gender-differentiated results in lessons learned in implementation completion reports

- Prevent fade out:
  - emphasize gender issues in mission TORs for supervision
  - include a gender specialist on all missions

- Build in project flexibility for modification during project cycle

- Include safeguards:
  - implementation targets
  - mandatory reporting on gender
Good Supervision Can Remedy Poor Design: Somalia Second Agricultural Extension Project

- **First supervision mission:**
  women should receive extension advice in a culturally acceptable way

- **Subsequent missions:**
  monitored progress, offered help and support by
  - increasing number of women contact farmers
  - introducing more efficient implements for women’s tasks
Thematic Supervision

Features

• Focus on one component or issue in a group of projects
• Expert attention to aspects overlooked in routine supervision of individual projects
• Identification of institutional and other constraints
• Assessment whether constraints unique or shared by several projects
• Knowledge transfer among project

Works well when gender components

• constitute small or pilot-type components
• require highly specialized expertise
• are innovative and require intensive supervision
• are implemented in areas with gender segregation, where men staff unable to supervise
Monitoring and Evaluation

- **Establish** monitoring and evaluation mechanisms that record and track gender differences
- **Measure** benefits and adverse effects on men and women separately
- **Require** specific references to gender in supervision forms and project completion reports
- **Report** gender differences even when gender not mentioned in project objectives
- **Build** flexibility into projects
Monitoring and Evaluation

Examples of Gender-Disaggregated Indicators

• Percentage of women participants/beneficiaries in
  • extension activities, of meetings, visits, radio groups, demonstrations, diagnosis, extension planning and evaluation
  • cooperatives or committees, as members or office holders
  • research/farmer consultations, users of land where on-farm tests and trials are located, or participants in evaluation of results
  • those who receive credit
  • those who adopt recommendations
Examples of Gender-Disaggregated Indicators

- Average distribution of and production from activities targeted by the project, by men and women participants
- Average number, type and distribution of animals owned, by men and women participants
- Average and distribution of revenue from transformation of animal products, by women targeted by the project
- Views of men and women participants about the project’s impact on their revenue and well-being
- Percentage, specific posts, and specialization held by women in ministry or other agency, by grade
- Percentage women of those recruited or trained by ministry or project, by grade
Good Practices by Sub-Sector
Women’s Access to Land: Indian National Sericulture Project

- Joint title to mulberry gardens with a no-objection letter from husbands or landowner (Jammu and Kashmir)
- State land-grant schemes for women (Andhra Pradesh)
- Leasing land to women’s groups with project funds (Karnataka)
Agricultural Training for Women:
Sichuan Agricultural Development Project

**Explicit assurances that:**

- A *minimum* of 50% of farmers trained will be women.
- A *minimum* of 20% of technicians trained will be women.

The training component includes:

- 1,000 + persons in hydrological analysis, irrigation system design, canal O&M, irrigation management, and construction supervision.
- 9,000 + farmer technicians.
- 320,000 farmers in production and input utilization, pest management and fertilizer application.
Extension for Women Farmers: Gambia WID Project

• Extension for women in field crops, horticultural crops and livestock through:
  • manuals on women’s crops and livestock
  • training for Livestock Extension Department staff in the areas of health, housing
  • nutrition of poultry and small ruminants
  • training for horticultural and food and nutrition units
  • operating costs for vegetable processing and storage

• Recruitment of women retailers for agricultural inputs

• Information
  • production of radio programs, videos, and posters on women’s activities
  • video equipment and films to thirty villages

• Training
  • functional literacy
  • income-generation skills development

Results
Increase in women’s participation in crop extension from 5 percent to over 60 percent in five years
Gender in Agricultural Research:
Asian Rice Farming Systems, International Rice Research Institute, Philippines

**Problem**
Researchers’ recommendation to use leaves of *ipil-ipil* trees bordering the fields as cattle feed was consistently ignored by farmers.

**Solution**
In-depth research on women farmers revealed that
- women raising swine and poultry knew that *ipil-ipil* leaves caused sows to abort
- women warned their husbands not to feed *ipil-ipil* to pregnant cattle
- both men and women had to be convinced that the leaves were, in fact, safe for cattle

**Lesson**
Gender analysis furthered overall project objectives.
Attracting More Women to Research Staff

- Management commitment to gender balance in staffing
- Explicit policy on women’s recruitment
- Advertising explicitly addressing women as well as men
- Job descriptions calling for men and women candidates
- Qualifications women are likely to have
- Transparent career and promotion prospects
- Shortlisting both men and women
- Spouse employment opportunities
- Flex-time
- Job sharing
- Split location jobs
- Doctoral programs to increase pool for recruitment
How do ASALs incorporate gender? Through:

• the removal of legal barriers in securing access to land
• complementary assistance programs to improve women’s access to credit, inputs and markets
• monitoring of program impact on women
• social programs to protect the consumption needs of women
• participation of women and women’s groups in policy making
Gender Issues in Financial Services: Morocco
National Agricultural Credit Project

Steps to attract women clients:
• Investment in economic activities in which women are active, e.g.
  • weaving
  • home-based textile workshops
  • beekeeping
• Women credit officers
• Women in Development Unit for planning, coordination, monitoring, and evaluation
• Mobile banking and field facilities
• Improved access through longer hours, six days a week
• Active marketing campaigns
• Linking savings and credit
• Market interest rates rates
• Flexible lending procedures
• Simplified loan appraisal and approval
• Reduced down payment
• Personal collateral
• Deposit mobilization
Women use the following nontimber forest products:

- 37 types of food
- 68 types of medicinal products
- 18 types of products for other uses
- 18 animal species

_These include_
- fruits
- berries
- bamboo
- mushrooms
- rattan
- resin
- benzoin
- shrimp
- birds
- birds
- squirrels
- rodents

They serve as a _safety net_ in drought years.

Project interventions therefore included:

- explicit steps to involve women in village consultations
- community mobilization and training teams with
  - a community participation specialist
  - a women-in-development specialist
Gender Issues in Irrigation: Philippines
Communal Irrigation Development Project

- Tradition of farmer-built irrigation systems
- Women’s independent land rights
- Participation of men and women farmers
- Explicit attention to gender, including:
  - 2/3 of community organizers recruited are women
  - membership of both spouses in water users associations
  - encouragement for women to assume leadership roles
Nontraditional Livestock for Women: Songliao Plain Agricultural Development Project

Constraints:
- Soil salinity
- Water logging
- Poor inputs, feed and extension
- Poor crop diversification
- Lack of marketing services

Activities:
- Traditional women’s livestock activities:
  - Pig fattening
  - Cattle breeding and fattening
  - Sheep breeding
- New activities, directed specifically to women
  - Meat rabbit production
  - Deer stud and deer production
  - Goose breeding, fattening, and down processing
  - Down product workshop
- Female-headed, single-income households targeted as priority beneficiaries