

# Gender Equality and International Development in the Agricultural Sector

## Tools and Resources for ITPP Projects

### Introduction

Both men and women play critical roles in agriculture throughout the world – in the science, production, processing and marketing of the food we eat. Rural women are key producers of the world’s staple crops – rice, wheat, and maize – and make even greater contributions to the production of secondary crops such as legumes and vegetables. Once the harvest is in, women provide much of the labour for post-harvest activities, and take responsibility for storage, handling, processing and marketing. In the livestock sector, women feed and milk the larger animals, and are the primary producers of poultry and small animals.

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Within the scientific community the influence of women is evident from the laboratory to the board room. And companies that encourage diversity in the workplace are seeing significant benefits in organizational effectiveness and community strength.

Yet, despite their contribution to food security at household, community, national and global levels, women often have only a marginal influence in determining development strategies in the agricultural sector. Farmers are generally perceived as male by policy-makers and agricultural service deliverers. Women find it more difficult than men to gain access to essential resources such as land, credit, and agricultural inputs, technology, extension, training and services that would acknowledge and support their essential relationship with agriculture.

This Gender Equality component of the ITPP Toolkit is intended to better enable ITPP projects to incorporate equality into all programming decisions and endeavours and to achieve project results that benefit both men and women. The following begins at the policy level of the Canadian International Development Agency and progresses to a focus on equality within ITPP projects. Each section includes helpful links to additional information and resources.

## Gender Equality and the Canadian International Development Agency

The Canadian International Development Agency (CIDA) is recognized as a world leader in promoting and advocating gender equality.

On its website, <http://www.acdi-cida.gc.ca/equality>, CIDA defines its approach to gender equality as:

*“Equality between women and men or gender equality – promoting the equal participation of women and men in making decisions; supporting women and girls so that they can fully exercise their rights; and reducing the gap between women’s and men’s access to and control of resources and the benefits of development.”*

Gender equality is a cross-cutting theme for CIDA; meaning that gender equality results are systematically and explicitly integrated across all CIDA programming. In each area of activity, CIDA promotes women's equal participation in decision-making, full realization of their human rights, and equal access to and control over the resources and benefits of development.

Programs and projects that receive funding support through CIDA are expected to incorporate gender equality considerations within their work. The AIC International Twinning Partnership Program (ITPP) is no exception.

The CIDA equality website provides links to the important international agreements and commitments to women’s rights and equality between men and women; it gives a detailed overview on gender analysis with links to tools and methods to assist in doing a gender analysis; and describes how CIDA appraises results in CIDA’s Framework for the Assessment of Gender Equality Results.

## Gender Equality and the Agricultural Institute of Canada

Throughout its history, the AIC International Twinning Partnership Program (ITPP) has included a gender equality component. However, in recent years, the ITTP and more broadly AIC as an organization, have experienced significant changes in approaches and effectiveness. During the planning stages for the 2006-2011 ITTP, CIDA challenged AIC to consider gender equality from perspectives of both *developmental* (how gender equality is expressed within the partner projects) and *institutional* (how gender equality is expressed within the implementing agencies – AIC and its partner organizations). This challenge was the stimulus for AIC to begin the examination of gender, diversity and equality within its own structures and programs.

In response to the institutional challenge, AIC embarked upon an on-going path of learning, adopting and adapting. One of the most important outcomes has been that of incorporating a gender mainstreaming approach within the organization, rather than designating gender equality simply as a component of the ITPP. Details of AIC's journey and current results are presented in various presentations, including:

AIC Gender Equality website

Overview/Orientation document: *An Introduction to Gender Equality Mainstreaming in AIC*

Powerpoint Presentation: *An Overview of Mainstreaming Gender Equality in AIC, November 2009*

## The Gender Equality Mainstreaming (GEM) Working Group

A very important element in advancing gender equality mainstreaming within AIC, including within the ITPP, is the Gender Equality Mainstreaming (GEM) working group. The GEM is composed of volunteer members representing a wide cross-section of the organization, including: a member of the AIC Board of Directors, seven AIC individual members (four of whom also are ITPP Canadian project team members), eight AIC members from partner organizations (all current projects are represented), and one representative from each of AIC's committees (for example Honours and Awards Committee, Scientific Journals Committee).

The GEM members provide support and guidance to AIC staff and ITPP coordinators and project teams towards incorporating gender equality mainstreaming into project planning and implementation. To get in touch with AIC's GEM working group, or to express your interest in becoming a GEM member, contact [iadp@aic.ca](mailto:iadp@aic.ca).

The objectives of the GEM are:

1. To strengthen the capacity of AIC's Board of Directors to promote and implement the Gender Equality policy through increased awareness and understanding of the benefits and advantages of mainstreaming Gender Equality in AIC.
2. To ensure that AIC's structures (Board of Directors, members, committees and staff) budgetary and policy frameworks support its vision of Gender Equality.
3. To ensure that the programmatic choices AIC makes support its vision of Gender Equality.
4. To ensure that the partnership choices AIC makes support its vision of Gender Equality.
5. To ensure that the success of AIC Gender Equality work is conveyed to others in the contemporary agricultural community.

## Gender Equality within the International Twinning Partnership Program

Within the ITPP, all projects have shared a common objective for gender equality, that being: *‘Women are active participants and beneficiaries of agricultural endeavours.’* This original objective now is evolving into a gender equality mainstreaming approach such that gender and equality considerations are being integrated into all result areas of the Program – organizational, economic, environmental and social.

On-going ITPP projects are producing equality results. For example, in the Integrated Crop and Livestock project in Ghana, the influence of women in community development and decision-making is growing through their increased roles as income earners and production managers. In addition, by providing financial and technical support and mentoring to female students in tertiary institutions, the Ghana Society for Animal Production is aiming to reduce gender disparity in the animal science profession.

Through the Tanzania Society of Agricultural Education and Extension, women receive entrepreneurship training so that they can participate competitively, and successfully, in broadening their markets.

At the level of project management, women are active members of the steering committee for every project and serve as coordinator, or co-coordinator for several projects.

## Getting Started – Understanding and Addressing the Issues

### *Begin at Home – Do a Gender Audit*

While advancing a gender equality approach within community programming, each ITPP project partner is encouraged to look at gender equality within their own organization, as has AIC, through a gender audit. An organizational gender equality audit will identify areas for strengthening and will help promote organizational learning to be better able to implement gender mainstreaming effectively within the organization and its programs.

Some partners have incorporated gender equality as part of an overall organizational assessment, while others have undertaken a specific gender audit. Either approach will benefit through involving local gender equality expertise in the process.

The first place to look for gender equality expertise is within your own organization.

- Many partner organizations will find that they have gender equality expertise and connections within their existing membership.
- Most partners have a representative on AIC's GEM committee, and the full committee can be engaged for advice and direction to further contacts.
- Local women's organizations are excellent resources.
- The in-country CIDA development officer often has knowledge and connections for local expertise.
- Other international development agencies may have resources that can be accessed.

There are a number of on-line resources available to help guide an organizational gender equality audit. The following are just a few examples to get started:

ILO Participatory Gender Audit – A Tool for Organizational Change

[http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_101030.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_101030.pdf)

InterAction – Gender Audit Overview (applying the Commission on the Advancement of Women Gender Audit Handbook)

<http://www.interaction.org/document/gender-audit-overview>

CGIAR Gender & Diversity Audit and Analysis Resources

<http://www.cngo.org.np/pub/trainingpack.php>

USAID/Tanzania Gender Audit Newsletter

<http://www.devtechsys.com/publications/documents/GenderAuditNewsletter1-Final.pdf>

In establishing the foundation for the 2011 ITPP proposal, ITPP partners developed four Program Outcomes; the first outcome addresses organizational capacity building:

*“Agricultural organizations achieve enhanced scientific and organizational capacity and gain greater recognition by stakeholders as leaders in developing and transferring Beneficial Management Practices (BMPs) in land resource and environmental management and agricultural production with particular attention given to the needs of the rural poor and vulnerable groups.”*

All partners include this Organizational Outcome in their programming objectives (and at least one of the other three).

AIC's Gender Equality Program Officer then developed a tool (Gender Equality – Understanding and Addressing the Issues) for project partners to use in examining all four outcomes from a gender equality perspective. The first section, which speaks to the Organizational Outcome, also may be used as a reference when doing a gender audit.

## Increasing Project Effectiveness through Gender Analysis

Gender equality is not an isolated component of ITPP projects; rather it is integrated and mainstreamed into all aspects of the Program and within each project whether that is in the area of organizational strengthening, environmental responses, economic or social endeavours. One of the most effective methods to ensure that the impact of project endeavours on both genders is considered in planning, implementation, monitoring and assessment is through gender analysis.

Gender analysis is undertaken to help gain an understanding of the relationships between men and women, differences in their access to resources, their activities, and the constraints they face. An analysis of gender relations can reveal who has access, who has control, who is likely to benefit from a new initiative and who is likely to lose.

It can not be assumed that any activity is gender neutral (i.e. – there are no differing gender considerations or effects). A gender analysis can provide information on the potential direct or indirect benefit of a development activity on women and men. The analysis can identify appropriate entry points for measures that promote equality within a particular context, and how a particular development initiative may challenge or maintain existing gender discrimination.

A gender analysis is not a “one-off” event at the beginning of a development effort. Just as baseline data is collected and considered beforehand for technical components of a project, and then used as a benchmark during the project, so too, the gender analysis informs endeavours throughout the project life cycle – from planning, to implementation, monitoring, and evaluation. For example, the collection of gender disaggregated data is a constant component in maintaining an informed assessment of the project’s impact.

A number of formal frameworks have been designed for doing gender analysis. The tool developed by AIC’s Gender Officer, *Gender Equality – Understanding and Addressing the Issues*, to help projects prepare for the 2011 proposal to CIDA, can be incorporated very effectively into a gender analysis that is relevant to the objectives of the ITPP.

Summaries of other types of gender analysis can be reviewed at various on-line sources, including:

Canadian International Development Agency (CIDA)

<http://www.acdi-cida.gc.ca/acdi-cida/ACDI-CIDA.nsf/eng/JUD-31194519-KBD#a8>

Gender equality – policy and tools: questions about culture, gender equality and development cooperation

[http://dsp-psd.pwgsc.gc.ca/collections/collection\\_2010/acdi-cida/CD4-58-2009-eng.pdf](http://dsp-psd.pwgsc.gc.ca/collections/collection_2010/acdi-cida/CD4-58-2009-eng.pdf)

International Labour Organization

<http://www.ilo.org/public/english/region/asro/mdtmanila/training/homepage/mainmenu.htm>

World Bank

<http://www.worldbank.org/gender/resources/rdvtoolkit.pdf>

## Further Gender Equality Reading and Resources for ITPP Projects

In 2009, AIC began developing a reading list of gender equality resources related to agriculture, the sciences, and organizational benefits. The AIC website includes many new articles and connections and is updated regularly. Refer to <http://www.aic.ca/gender/resources.cfm> for links to articles.

In addition, the AIC GEM Working Group produces monthly updates with links to new gender articles and resources. The *GEM of the Month* is distributed to all ITPP project team leaders and is archived on-line at the above-noted site.

### *Gender in Agriculture Sourcebook*

In a three-year collaborative effort, the World Bank, the Food and Agriculture Organization (FAO) of the United Nations, and the International Fund for Agricultural Development (IFAD) jointly produced the Gender in Agriculture Sourcebook which draws from the operations of the three agencies.

The Gender in Agriculture Sourcebook presents a rich compilation of experiences, some of them ongoing, in which agricultural projects have incorporated gender-related components or adapted their operations to allow for gender variables and engage issues that affect men and women differently. These very often carry great practical consequence for the respective potentials of men and women as agricultural producers. The experiences chronicled capture a rich blend of hopeful innovations and cautionary lessons about the importance of avoiding the pitfalls of "gender-neutral" operations in areas in which gender issues are a salient variable in agricultural production - namely in the large majority of rural settings in low-income countries where agriculture remains a major engine of economic growth. Other lessons emerge from projects in middle income developing countries.

The Sourcebook covers 16 modules including: (1) Food Security; (2) Policy and Governance; (3) Rural Finance; (4) Land Policy and Administration; (5) Agricultural Markets; (6) Agricultural Water Management; (7) Agricultural Innovation and Education; (8) Agricultural Labor; (9) Rural Infrastructure; (10) Natural Resource Management; (11) Disaster and Post-Conflict Management; (12) Crop Agriculture; (13) Fisheries and Aquaculture; (14) Livestock; (15) Forestry; and (16) Monitoring and Evaluation.

More than 100 authors and reviewers contributed to its production, which continues after the print release of the publication on October 8, 2008. An on-line edition will serve as a "living document" to which additional chapters will be added. Post print chapters already include a note on property and inheritance rights among widows and children in households affected by HIV and AIDS in Africa, and profiles of project activities in El Salvador and labor legislation in Chile, among others.

Download the Sourcebook at [www.worldbank.org/genderinag](http://www.worldbank.org/genderinag)