

LAND, ENVIRONMENT

a) Agriculture

Gender Division of Labour

Women's work in agriculture is crucial to the provision of an adequate food supply for their household. Rural women are generally concerned with meeting subsistence needs of their families and with the management of scarce household resources, in addition to their role as income earners (FAO 1990: 2). These tasks must also be shared with women's child-bearing and caring role, the household/community services they provide, and the community management and political roles they carry out. Any changes to agricultural production can have a great impact on women's workload. For example, new varieties of grain may increase time needed for food processing. Often, extension programmes and labour saving technologies have not been designed for women's agricultural tasks (such as weeding or transplanting), and therefore have only reduced the labour input for men.

In most farming systems, females participate in all phases of agricultural production, although their roles (including decision-making) and control over resources and incomes varies greatly from place to place. Women and girls are an important source of labour in cash crop production, whether or not they control income, and often these roles have not been well recognised by development planners. Women also participate in the paid agricultural labour force. They are often responsible for vegetable and tree crops close to their houses, for foraging in forests, and for the care of large and small livestock. Research (Cloud 1985: 27-29) indicates five general patterns of gender responsibility in agriculture, although there is much variation:

- separate crops, where women and men are responsible for the production and disposal of different crops or livestock, or where women specialise in some production activities and participate with men in others
- separate fields, where women and men produce the same crops, but in different fields, either for subsistence or for market.
- separate tasks, where some or all tasks within a cropping cycle (or in livestock production) are assigned by gender.
- shared tasks, where men and women undertake the same tasks on the same crops.
- women-managed farms, where women legally own farms and other productive resources, or where men are absent for short or long periods.

It is very important to consider the roles of boys and girls, as well as that of younger and older women and men in agricultural and livestock production cycles.

Nor should it be assumed that all women in any project

area will perform the same roles or have the same responsibilities. These will vary greatly according to their social and economic status, including their access to productive resources.

Access and Control of Resources and Benefits

Despite women's critical role in agriculture (globally they are responsible for at least 50% of food produced), women generally lack access to effective technologies and resources such as credit, extension, seed supply and labour saving devices. It is difficult for women to secure land and other forms of collateral to be able to access credit and increase their productive capacity. Subsistence crop production, in which women are usually involved, still tends to receive less institutional support than cash crop production. The number of female extension officers can be limited, and as a result women may be less likely to receive agricultural extension services. The introduction of cash cropping can present problems for women's agricultural tasks. It may result in competition for labour and land that would otherwise be devoted to producing food.

Factors and Trends

Research indicates that decision making patterns about the use of productive resources varies greatly. Small farm households are not necessarily consensual or cohesive decision making units (as planners have generally assumed), but a complex interaction of needs, incentives, and interests of both male and female household members (Feldstein and Jiggins 1994: xi).

There tends to be little consultation with women on the development of new technology, and therefore it is generally the men's tasks which benefit from improved technology. Often a greater proportion of female income is devoted to the family's basic needs and daily survival. Cultural factors can mean that agricultural work done by women and girls has little or no recognised economic value, even though it may be crucial for household survival. In many cases, the active participation of women in the agricultural sector has not been taken into account in the development of agricultural policies and agrarian reforms (CIDA 1989: 9).

Environmental and demographic factors always need to be considered when planning and programming for agricultural development activities. For example, households headed solely by women may have very different needs from those where women and men are both active producers, and women-headed households are amongst the poorest in the world. Patterns of temporary, seasonal and permanent migration (amongst males and females of all ages) may also seriously affect the likelihood of project success.

Key aspects of an agency's policy relating to the design and implementation of agriculture activities/projects/programmes can be:

- Goal: • To promote equal opportunities for women and men as participants and beneficiaries of development.
- Objectives: • To improve women's access to economic resources (including access to capital, land, natural resources, credit and savings programmes), and technical and professional skills formation.
- To promote women's participation and leadership in decision making at all levels

Identification and Preparation Guiding Questions

- *These questions are to be used as a guide only. It is not expected that every question will be relevant to all activities.*
- *The questions are designed to assist activity managers with their assessment and appraisal of development activities.*
- *The questions are also designed to assist contractors to incorporate gender perspectives into activity preparation and design.*

Key Areas of Concern	Guiding Questions
<i>Project Objectives and Target Group</i>	<ul style="list-style-type: none"> • Do project objectives explicitly refer to women and men? • Does the project target women's agricultural production needs as well as men's? • Do project activities build on women's and men's knowledge and skills?
<i>The Gender Division of Labour in Agriculture</i>	<ul style="list-style-type: none"> • Have the roles and responsibilities of women and men in agriculture been identified? <i>(different crops/activities, through each phase of the production cycle, for each socio-economic or ethnic group targeted or affected by the project)</i> • Are women active in both the subsistence and cash crop sectors? • Has consideration been given to how women's and men's agricultural activities fit in with other productive, reproductive, community service and community management tasks? • Are project inputs suited to women's productive activities? <i>(e.g. seed supply, vaccines)</i> • Do extension strategies take account of women's time and mobility constraints? • Has consideration been given to how women's and men's participation in the project will affect their other responsibilities? <i>(food and cash crop production, family health and nutrition, and community activities)</i> • Has consideration been given to how women's and men's other roles and responsibilities may constrain their participation in project activities? • Will the project increase the time spent by women or men on agriculture-related activities? • Will new technology introduced for men affect women's work schedules or their overall workloads? • Will new technology be introduced to assist women's agricultural roles?
<i>Access and Control of Resources For Agricultural Production</i>	<ul style="list-style-type: none"> • Do women have land tenure, or access to sufficient land area to participate in the project? • Do women and men have equal access to credit, extension officers and information on agricultural technology introduced by the project? <i>(have constraints to participation been identified, and strategies proposed to address these)</i> • Will female extension officers and/or female group leaders be involved in the project? • Is training and technology suited to women's productive roles? • Will women and men have equal opportunities to all types of training available through the project? • If not, are the reasons for this clear and acceptable? • Are trainers aware of women's and men's roles in agriculture? • Will women's or men's traditional markets or trading activities be affected by project activities? <i>(e.g. will women face more competition in their traditional crop markets)</i>

Key Areas of Concern	Guiding Questions
<i>Access and Control of Benefits and Project Impacts</i>	<ul style="list-style-type: none"> • Will the introduction of new techniques or production activities displace women from their current positions in the sector? • Will project activities benefit some women or men and disadvantage others? • Will the project strengthen or undermine current productive activities and access to resources of women or men? (<i>or certain groups of women and men</i>)
<i>Social, Cultural, Religious, Economic, Political, Environmental and Demographic Factors and Trends</i>	<ul style="list-style-type: none"> • Are there legal barriers to the participation of women in agriculture? (such as property rights and credit <i>regulations</i>) • What socio-cultural factors will inhibit women's participation and decision making in the project activities? • Do extension strategies take account of these socio-cultural constraints? (<i>e.g. are separate extension activities needed for women</i>) • Have seasonal migration patterns been taken into account in project design?
<i>Participation and Consultation Strategies</i>	<ul style="list-style-type: none"> • Have constraints to men's and women's participation in each of the above areas been considered? • Has the project design devised strategies to overcome these constraints to women's and men's participation? • Will any separate programming be needed for women to ensure that they have equal opportunities to participate as beneficiaries and decision makers? (<i>e.g. separate groups, activities or components</i>)
<i>Women's Social Status and Role as Decision Makers</i>	<ul style="list-style-type: none"> • What practical needs and strategic interests of women are addressed in the project? • Are both women and men seen as agents of change in the project design? • How will the project affect existing gender relations? (<i>e.g. how will participation by women in project activities affect men's and women's attitudes</i>)
<i>Counterpart Agency Capacity</i>	<ul style="list-style-type: none"> • Does the Recipient Government/counterpart agency have a national policy or other statements acknowledging/promoting the roles of women in agriculture? • Does the counterpart agency have male and female extension agents, and do they undertake work of similar status and value? • Has a sex disaggregated employment profile of the counterpart agency been undertaken? • Has an affirmative action plan been developed to train, support and resource female staff? • How does the project plan to increase counterpart capacity for gender-sensitive planning and implementation?
<i>Project Monitoring</i>	<ul style="list-style-type: none"> • Are arrangements in place to monitor gender impacts? (<i>the different impacts of the project on women and men, and on the relations between them</i>) • Have targets been set for men's and women's participation and benefits? • Will all data collected be disaggregated by sex? • Will there be on-going consultation with women and men directly or indirectly affected by the project, or with women's groups? • Will gender differences in adoption rates for new technology be monitored?
<i>Project Resources</i>	<ul style="list-style-type: none"> • Are project resources adequate to deliver services and opportunities to women and men? • Is gender expertise being utilised throughout the project?