



Gender Equity: Integration, Coordination, Resources, and Support for Gender Research

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Gender Equity Coordinator

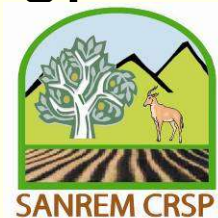
Works across program sites to ensure that gender equity is an integral part of planning, implementation, and impact:

- Identifying gender implications of SANREM interventions and assuring that a high level of gender scholarship is maintained.
- Participate in ME activities and planning, as well as be a voting member of the TC.
- Assure that all training activities are gender equitable and sensitive.



What is gender?

- Gender: social constructions of what is expected of, allowed and valued in a woman or man in a given culture, context, time and/or location.
- Sex: biological differences between men and women.
- Gendering/ gendered (verb): tasks, knowledge, space, etc. that are associated with the biological fact of being a male or female.



Examples

Gendered space

Women often grow food crops in home gardens.

In many places women produce for domestic consumption and men for the market.



Gendered tasks: who does what?

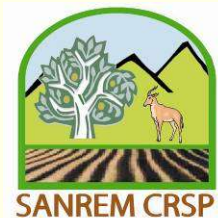
Women are responsible for weeding and other specific field tasks in many cultures.

However, men can also perform the tasks assigned to women.



Why is gender important in SANREM CRSP?

- USAID requires that half of the project beneficiaries be women
- There is a disproportionate representation of men in the agricultural sciences
- The advancement and empowerment of women worldwide is necessary for economic development
- Farm tasks are often gendered
- Agricultural knowledge is gendered, as are crops
- Women conduct 70-80% of the farming in the developing world
- Women's empowerment is a moral imperative



Besides moral and contractual obligations, integrate gender for practical reasons...

- Women can support or resist the project—sometimes determining its success or failure.
- They may have knowledge and responsibilities that need to be taken into account in order for the project to work.
- Sometimes women control the budget and need to be convinced of why there should be a change in household budget priorities.

You need knowledge of women's roles, knowledge, and spaces in order to identify constraints and opportunities.



Gender sensitive SA & NRM includes

- Being aware of gender-specific farming/NRM tasks
- Checking that your recommendations will not over-burden women's already heavy work loads
- Considering how to help equalize work loads between the sexes.
- Paying each laborer individually. Men may not pass (all) money down to wives and children.



Constraints to bear in mind when planning projects/activities

Women may :

- need husbands'/mother-in-laws' permission to attend meetings
- find it difficult to attend meetings outside their villages
- not be allowed to mix with men, so may be unable to attend mixed-sex meetings
- be unable to speak up in front of men
- not be free to attend meetings at times convenient to men
- not have access to land or other resources



Triple responsibilities of women

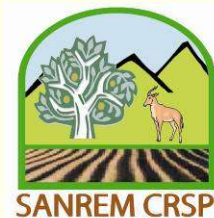
Women's access to support services is severely limited due to the heavy burden on their time and energy caused by their triple responsibilities of production (ex: working in the fields), of reproduction (ex: child care, meal preparation, and other domestic tasks) and participation in community initiatives.



Because women have multiple roles beyond agriculture, their responsibilities need to be taken into account and accommodated. Sometimes this means that researchers must schedule activities near the home and take women's schedules into account.

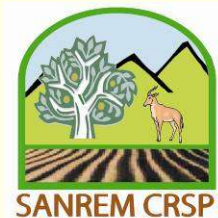


In Mali: gathering water and grinding corn.



Ways of overcoming these constraints

- Specifically invite women to meetings
- Hold meetings in or near their villages
- Make sure that women have space to speak out.
- Where necessary hold separate meetings for women
- In Africa women who don't have their own land can form associations to get a plot allocated to them
- Consult local **rural women** leaders to ensure your intervention is culturally appropriate.



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Women's participation

- The presence of female extension officers has ameliorated the social exclusion of women in some areas.
- Networking with women's organizations and gender experts in NGOs increases our ability to achieve gender equity.
- In many cases, women feel more comfortable and speak more freely in groups of women and with women researchers.



Take measures to ensure women's participation

- In surveys, it is important that men interview other men and women interview other women.
- Data should always be disaggregated by gender.
- Separate Farmer Field Schools for women and men allow women the space to ask their own questions and to learn at their own pace.



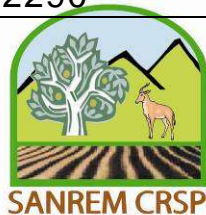
Sex-disaggregated data required

- Quantitative statistical information about differences and inequalities between men and women.
- It is collected in a way which distinguishes between the different activities, aspirations, needs, and interests of women and men.

Short-Term Training Participants by Host Country, FY 2006

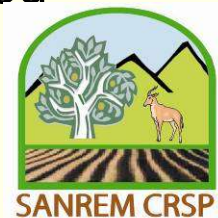
Country	Men*	Women*	Total
Bangladesh	310	385	695
Central Asia	4	2	6
Ethiopia	28	1	29
Guatemala	1615	175	1790
India	25	10	35
Nepal	132	8	140
Philippines	1709	518	2290

- These data make the case for taking gender issues seriously and contribute to policy-making



Reporting Indicators

- Equity
 - Indicators should reflect increasing numbers of women involved in training and women's organizations/associations involved in the project; increased benefits to women.
- Capacity building
 - This will be measured through quantitative indicators such as number of women present and speaking at trainings with farmers, completed student theses, presentations and reports on gender research.
- Research
 - Indicators include: sex-disaggregated data collected through survey; constraints and opportunities identified; and knowledge, beliefs and perceptions relevant to technology packet documented.



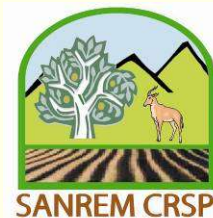
USAID and Gender Issues

- Remember: USAID requires projects to be gender sensitive and always incorporate women as well as men unless justification is explicitly provided
- Agricultural research is not gender neutral. Scientific work affects men and women differentially
- Men and women think differently, so include both to get a more balanced outlook from scientists, extension workers and farmers.
- Make all reports explicit in regard to the sex of participants – e.g., men and women farmers.



Online Resources

- **Guidance and summaries of gender and development articles**
- Principles for integrating gender
- SANREM gender assessment guidance
- 81 references on SANREM gender page
- Over 100 entries in SKB
- See also OIRED WID website
- "The Importance of Gender in the Sustainable Agriculture and Natural Resource Collaborative Research Support Program" PowerPoint presentation in Spanish and English



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