



# UN JOINT PROGRAMMES

Integrating gender issues in food security,  
agriculture and rural development

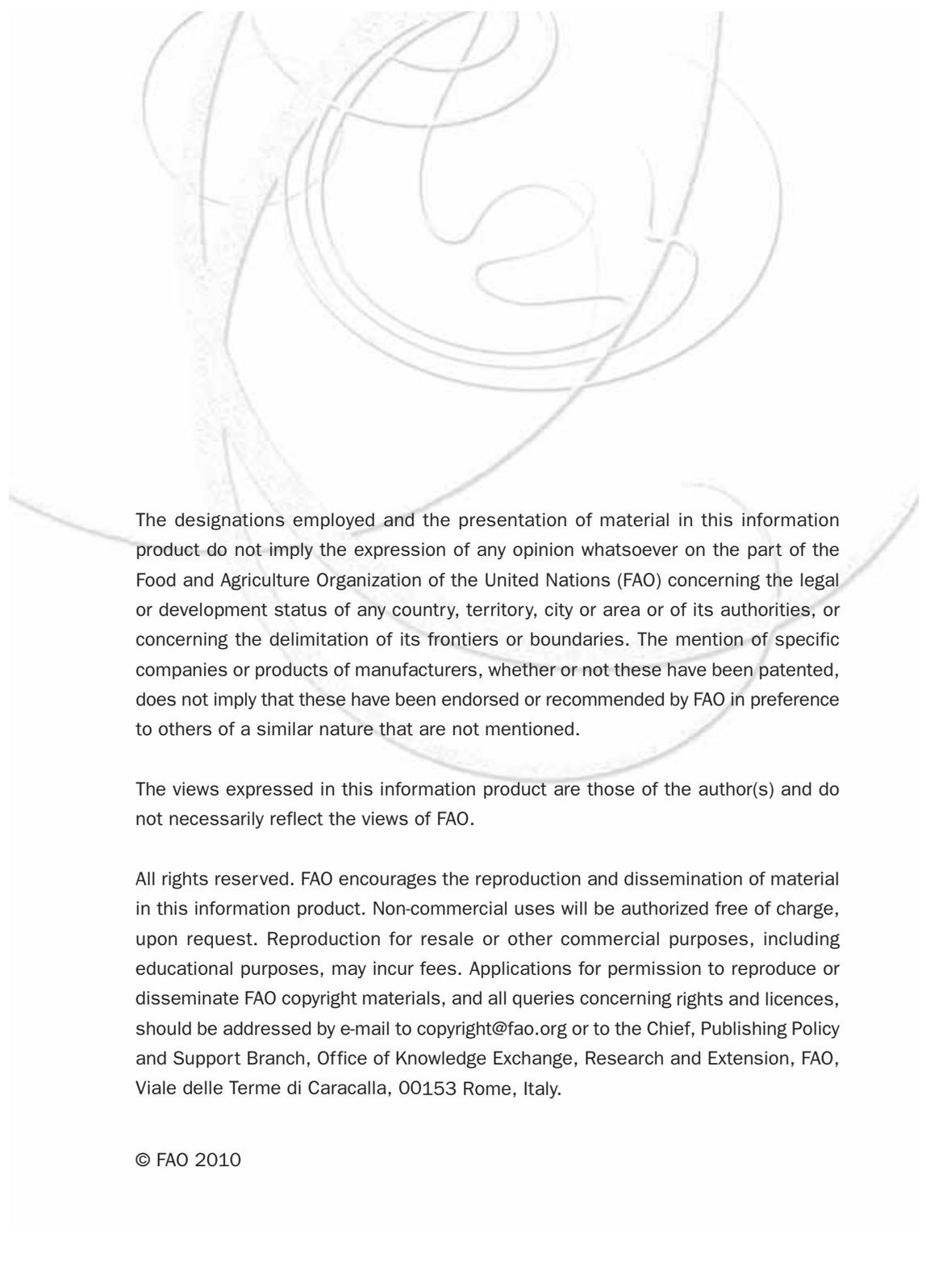


# **UN JOINT PROGRAMMES**

## **Integrating gender issues in food security, agriculture and rural development**

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## PURPOSE

These guidelines<sup>1</sup> provide **practical guidance** to support programme and operations staff in UN Country Teams to integrate gender equality concerns into Joint Programmes (JP) for food security, agriculture and rural development.<sup>2</sup>

The guidelines outline opportunities to **incorporate gender** into both the JP process (formulation, implementation and monitoring and evaluation) and project document. They include a general gender equality checklist as well as thematic checklists to mainstream gender in areas of cross-cutting importance for agriculture and rural development. A list of useful resources is also provided.

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**1** Integrating gender issues in food security, agriculture and rural development

## BACKGROUND

In line with ongoing reforms aimed at a more effective and coherent UN system and wider efforts for greater harmonization and alignment of aid delivery, Joint Programmes have become increasingly numerous over the past two years.<sup>3</sup>

Joint Programmes open up significant opportunities to strengthen a **collective UN response** to supporting gender equality at country level.<sup>4</sup> However, lessons learned from a review of Joint Programmes note that they have not fully maximized their potential to mainstream cross-cutting issues such as gender equality, and suggest that these issues should be more integrated when UN organizations work together.<sup>5</sup>

# GENDER MAINSTREAMING IN JOINT PROGRAMMES FOR FOOD SECURITY, AGRICULTURE AND RURAL DEVELOPMENT

The following table juxtaposes steps in the JP process (formulation, implementation and monitoring and evaluation) with **opportunities to integrate gender issues**. The JP process is described in more detail in the UNDG *Technical Briefs on Joint Programmes* (see especially Module 5).<sup>6</sup> The guidance provided here should be used together with those briefs. The second part of the table provides guidance to mainstream gender in the JP Document.

## 1. STEPS IN THE JP PROCESS

### Formulation

The UN Country Team (UNCT), in collaboration with national implementing partners, identifies the JP through the Common Country Assessment (CCA) or other national strategic papers, and the UN Development Assistance Framework (UNDAF) in coordination with UN Theme Groups

Relevant people from the various participating agencies form an initial Steering Committee

## OPPORTUNITIES TO MAINSTREAM GENDER<sup>7</sup>

- Refer to the **gender analysis in the CCA** or other relevant national strategic papers, especially with regard to rural gender issues. Where little gender analysis of the agriculture and rural sector exists, commission a gender needs assessment, if possible
- Refer to the **gender outcomes in the UNDAF** to see how they can be addressed by the JP
- Coordinate with the **UN Gender Theme Group (GTG)**, where it exists
- Invite **GTG members** of participating agencies to **participate in Steering Committee meetings**. If there is no GTG, ensure that someone with experience in gender issues from the participating agencies is invited

UNCT liaise with the government to get agreement for JP and ensure alignment with the national development agenda

Relevant programme staff within agencies begin to develop the details of the JP

Liaise with government to develop operational details and responsibilities

- Liaise with the **gender focal point in the Ministry of Agriculture (MoA)** or other line ministry responsible for food security and rural development, to **align the JP with national commitments to gender** in food security, agriculture and rural development. Where no focal point exists, liaise with the line ministry responsible for Gender Equality or Women's Affairs/national gender machinery

- Ensure that **staff with experience in gender equality** are involved in the development of the JP

- Liaise with the **gender focal point** at the MoA or other relevant ministry, to develop operational details and responsibilities. Where no focal point exists, liaise with the line ministry responsible for Gender Equality or Women's Affairs/national gender machinery

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## Donors commit resources

Formalize Steering Committee consisting of all agencies and partners in the JP including donor and government and non-government representatives

Finalize JP document; Steering Committee signs off Memorandum of Understanding and other necessary documents

Government approves JP

- Ensure that **GTG members** of participating agencies and the **gender focal point at the MoA**, or other relevant ministry, are **part of the Steering Committee**. Where these do not exist, ensure that someone from the participating agencies with experience in gender issues is part of the Committee. Where possible, invite relevant women's NGOs/Community-based organizations

- Ask **GTG members** of participating agencies and the **gender focal point at the MoA** or other line ministry responsible for food security and rural development, to review the final JP document before it is signed off. Where these do not exist, ensure that someone from the participating agencies with experience in gender issues **reviews the final document**

## Implementation and Monitoring and Evaluation

Implement JP in accordance with the agreed and signed documentation

Monitor and Evaluate (M&E) JP

- Ensure that at least **one person** involved in the implementation of the JP has **experience in gender equality**
- Ensure, where possible, a **gender balance** of JP staff
- Advocate for **Terms of References** (TORs) of JP staff that require **gender-sensitivity** in core competencies and accountability
- Establish a **participatory** M&E system with **sex-disaggregated indicators**
- Ensure that **both women and men beneficiaries** participate in M&E processes
- Include an assessment of the **gender impacts** (both positive and negative) in all impact assessment and evaluation TORs
- Ensure, where possible, a **gender balance** of M&E staff

## 2. THE JOINT PROGRAMME DOCUMENT<sup>8</sup>

### Situation Analysis

- Include an analysis of the **situation and needs of women and men** also along other differences such as age, wealth and ethnicity. Refer to the gender analysis in the **CCA** or other relevant national strategic papers and information from the most recent **Convention on the Elimination of All Forms of Discrimination against Women** (CEDAW) reports<sup>9</sup>, especially on Article 14 which refers specifically to rural women
- Where possible, **disaggregate baseline data** by relevant differences such as sex, economic status, age, ethnicity and caste

Strategies (Background/Context, Lessons Learned, Proposed Joint Programme, Sustainability of Results)

- In the *Background/Context* section, outline how the JP will contribute to **national gender** priorities in the agriculture sector. Refer to national agricultural policies, strategies and programmes, the **Poverty Reduction Strategy Paper** and the **UNDAF** for any national gender commitments in food security, agriculture and rural development
- In the *Proposed Joint Programme* section, include an assessment of the **gender issues and inequalities in the (sub-) sector** and outline how the JP will address these. Refer to the Annexes for some key gender dimensions in themes of cross-cutting importance for agriculture and rural development

## Results Framework

- Include outcomes and outputs that reflect the **needs, priorities and constraints of both men and women** also along other differences such as age, ethnicity and caste
- Include **activities that address gender inequalities** in the (sub-) sector
- Include **measures to address women's specific constraints** (e.g. increased time poverty, restrictions on their mobility and lesser access and control over livelihood assets)
- Provide **sex-disaggregated indicators** and **baselines** for JP outputs where possible

## Management and Coordination Arrangements

- Describe how the **Steering Committee** will **coordinate with the Gender Theme Group** (where exists) and the **Gender Focal Point** in the MoA (where exists) or the Ministry of Gender Equality or Women's Affairs

## Monitoring, Evaluation and Reporting

- Include **baselines and indicators disaggregated** by relevant differences such as **sex, economic status, age, ethnicity and caste** in the *Monitoring Framework*. (Some examples may include quantitative and qualitative indicators to measure the level and degree of women's and men's participation, decision-making, inputs and benefits.)<sup>10</sup>

## Work Plans and Budgets

- Include **activities that address gender inequalities** in the (sub-) sector
- Include **measures that address women's specific constraints** (e.g. increased time poverty and restrictions on their mobility) in the *Work Plan*
- Ensure **sufficient budget** (at least one gender explicit budget line) **and time allocation** for gender-related activities, including communication of gender activities as a means of promoting best practices

# GENDER EQUALITY CHECKLIST FOR JOINT PROGRAMME FORMULATION<sup>11</sup>

## JP PROCESS

- ✓ Has the UN Gender Theme Group (where it exists) participated?
- ✓ Has the gender focal point in the Ministry of Agriculture and/or the line ministry responsible for gender equality participated?
- ✓ Have women's NGOs/Community-based organizations participated?
- ✓ Do the Terms of References of JP staff (e.g. of the JP coordinator, M&E staff etc.) require gender sensitivity in both the core competencies and accountability?

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- √ Does the analysis consider the situation, needs and constraints of both men and women along other differences such as age, wealth and ethnicity?
- √ Does the analysis identify the key gender dimensions and inequalities in the (sub-) sector?
- √ Is supporting data disaggregated by relevant differences such as sex, economic status, age, ethnicity and caste?
- √ Does the JP use the gender analysis in the Common Country Assessment and in the CEDAW Reports?

## OUTCOMES AND OUTPUTS

- ✓ Are links made between UN-system-wide commitments to gender equality and the outcomes and outputs of the JP?
- ✓ Are existing government commitments to gender equality in the agriculture sector reflected in the outcomes and outputs of the JP?
- ✓ Do the outcomes and outputs reflect the needs, priorities and constraints of both men and women and along other differences such as age, ethnicity and caste?
- ✓ Do the JP outcomes and outputs address gender inequalities in the (sub-) sector, as identified in the Situation Analysis?
- ✓ Are sex-disaggregated indicators included in the M&E framework?

- √ Does the JP ensure both men's and women's participation in project identification, formulation, implementation and monitoring and evaluation processes?
- √ Does the JP ensure both men's and women's participation in decision-making and management bodies established by the JP, e.g. Water User Associations and Forest Management Committees?
- √ Does the JP address the issue of outreach to women, through, for e.g. women field staff, especially where women's mobility and interactions with men is restricted?

- √ Have all participating agencies identified gender mainstreaming as a strategy and gender equality as a cross-cutting objective?

The checklists in the annexes provide guidance on how to mainstream gender in themes of cross-cutting importance for agriculture and rural development. The checklists developed so far include:

- 1. Food and Nutrition Security**
- 2. Livestock**
- 3. Fisheries and Aquaculture**
- 4. Forestry**
- 5. Crops**
- 6. Natural Resources**
- 7. Climate Change**
- 8. Emergencies**
- 9. Value Chains**
- 10. Employment and Livelihoods**

The checklists are followed by a list of useful gender mainstreaming resources (Annex 11).

## ANNEXES



## FOOD AND NUTRITION SECURITY

### Some key gender dimensions

**Gender inequalities** along the entire food production chain, “**from farm to plate**” impede the attainment of food and nutritional security. Gender inequalities in **access to productive resources** (land, labour, fertilizer, credit, technology, extension and markets) for example, can negatively affect food availability.

**Gender relations between and among men and women** are important in determining vulnerability to food insecurity and malnutrition.

**Gender discrimination in the allocation of household resources**, including those related to nutrition, may result in an increased incidence of malnutrition among women and girls: this may be compounded in times of crises.

Other differences such as **age, wealth, ethnicity and caste** **interplay with gender** to determine food and nutrition security outcomes. Indigenous women, for example, may experience multiple forms of discrimination based on both gender and ethnicity.

## CHECKLIST

### **Gender mainstreaming in the formulation of food and nutrition security programmes**

- ✓ Have both women and men participated in formulation processes?
- ✓ Have those most at risk of food insecurity (chronic, seasonal and transitory) been identified? Is this information disaggregated by sex?
- ✓ Have those most at risk of malnutrition (acute and chronic energy and protein deficiencies, micronutrient deficiencies, diet-related chronic disease) been identified? Is this information disaggregated by age, sex and ethnicity?
- ✓ Have the roles of men and women in food systems been analysed? Is this analysis reflected the formulation of the programme?
- ✓ Have measures to address women's specific constraints (e.g. increased time poverty and restrictions on their mobility) been included?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>12</sup>

## LIVESTOCK

### Some key gender dimensions

**Animal ownership** and use of **animal products** differ along gender lines.

Men, women and girls and boys often have **different roles and responsibilities** within animal production systems. These roles, however, are not static and are often renegotiated under changing economic and social conditions.

Women, men and girls and boys may have **different knowledge and skills** in various aspects of animal production: this is important to recognize particularly when it comes to preventing and controlling diseases.

Due to their different roles, women and men may have **different levels of exposure** to diseases within animal production systems. For example, in Vietnam, it was found that women, due to their closer contact with poultry, had a higher risk of being exposed to Highly Pathogenic Avian Influenza (HPAI) than men.<sup>13</sup>

Women's ability to benefit from animal production may be restricted due to **precarious access to land, water, fodder and other productive assets**, on which animal production is dependent.

Women may face more **constraints** in accessing markets, veterinary services, information, technologies and credit vis-à-vis men.

Due to gender disparities in access to information and technology, women may find it particularly difficult to meet the **growing number of regulations** (for e.g. phytosanitary standards) required by more structured markets.

## CHECKLIST

### Gender mainstreaming in the formulation of livestock programmes

- ✓ Have both men and women producers and processors been consulted?
- ✓ Have the roles of men and women in animal production systems been identified in order to ensure the programme is working with the most appropriate beneficiaries?
- ✓ Do the outcomes reflect the needs, priorities and constraints of both men and women producers and processors along other differences such as age, wealth and ethnicity?
- ✓ Is the supporting data used disaggregated by sex?
- ✓ Have the costs (time and labour inputs, for example) and benefits from the proposed livestock activities to both women and men been evaluated?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>14</sup>

## FISHERIES AND AQUACULTURE

### Some key gender dimensions

Men and women have **different and changing roles** in the fisheries and aquaculture sector.

There are **complex relationships between and among men and women** as fisherfolk, boat owners, processors, traders and sellers.

There are pervasive **gender inequalities** in the fisheries sector, including women's limited access to resources such as new technology and information.

While industrial processing factories have increased women's and men's access to employment, **women are often temporary and paid less** than men, even for the same tasks.

Institutional arrangements, such as Community-based Natural Resource Management may **fail to ensure women's participation and equity in benefit-sharing** due to, inter alia, logistical constraints relating to women's time use; male bias on the part of fishery officials; social constraints ranging from seclusion to norms about women's capacities and roles; the absence of a critical mass of women; a lack of experience of public speaking and a lack of recognized authority.

Interventions which limit women's role in fisheries and aquaculture systems based on their reproductive and existing economic roles may actually **maintain a status quo** which may be highly inequitable for rural and indigenous women.

## CHECKLIST

### **Gender mainstreaming in the formulation of fisheries and aquaculture programmes**

- ✓ Have both women and men participated in formulation processes?
- ✓ Have both women's and men's roles within the sector been analysed? Is this analysis reflected the formulation of the programme?
- ✓ Do the outcomes reflect the needs, priorities and constraints of both men and women along other differences such as age, wealth and ethnicity?
- ✓ Is the supporting data used disaggregated by sex?
- ✓ Have the costs (time and labour inputs, for example) and benefits from the proposed fishery activities to both women and men been evaluated?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>15</sup>

## FORESTRY

### Some key gender dimensions

Men and women often **differently use and depend on non-wood forest products**, with women often disproportionately relying on these products.

Women and men may have **differential access to and control over trees and non-wood forest products**: gender patterns in forest tenure are often based on customary laws.

Women's involvement in forestry activities and enterprises may be constrained by **social norms** and **poor access to extension, training, credit and markets**.

There are **gender differentiated impacts of deforestation**: for men, deforestation may lead to a loss of income, while for women, it may increase their labour burden, especially in the time taken to gather fuelwood.

Participatory forestry, based on a partnership between forest departments and community institutions to manage forests sustainably, may **fail to ensure women's participation and equity in benefit-sharing** due to male bias on the part of forestry officials; social norms which place strictures on women's mobility and behaviour; men's negative perception of women's capacities and roles; the absence of a critical mass of women; and a lack of experience in public speaking.

## CHECKLIST

### Gender mainstreaming in the formulation of forestry programmes

- ✓ Have both women and men participated in formulation processes?
- ✓ Have women's and men's forest tenure been analysed? Is this analysis reflected in the formulation of the programme?
- ✓ Have women's and men's uses of trees and other forest products been analysed? Is this analysis reflected in the formulation of the programme?
- ✓ Do the outcomes reflect the needs, priorities and constraints of both men and women along other differences such as age, wealth and ethnicity?
- ✓ Have measures to address women's specific constraints (e.g. increased time poverty and strictures on their mobility) been included?
- ✓ Is there an equitable sharing of benefits (for e.g. payments for environmental services) between women and men?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>16</sup>

## CROPS

### Some key gender dimensions

Women and men farmers have different roles related to crop production, but against a backdrop of changing economic opportunities and environmental conditions, the **gender division of labour** may change.

Cultural definitions of **'men's' and 'women's' crops** may be the outcome of gender inequalities in productive resources (land, labour, water, technology, information) rather than reflecting gendered preferences. In Ghana, for instance, women view maize production as a productive, income-generating activity yet do not grow it because they lack the capital to purchase the required inputs or hire labour to plough the fields.<sup>17</sup>

Women and men farmers often have very **distinct sets of agricultural knowledge and skills**.

Women and men farmers often have **different criteria** for choosing crops and varieties and performing activities such as selecting seed, cultivating, harvesting and processing. These criteria may be based on differences in taste, storage characteristics, time required for food preparation, labour requirements and marketability.

**Gender biases in institutions** mean that women farmers may face greater constraints in accessing new technology, information and training related to crops.

In some contexts, **strictures on women's mobility and behaviour** prevent women accessing local seed markets to obtain crop species and varieties and exchange knowledge.

## CHECKLIST

### Gender mainstreaming in the formulation of crops programmes

- ✓ Have both women and men participated in formulation processes?
- ✓ Have women's and men's roles and knowledge in crop agriculture been analysed? Is this analysis reflected in the formulation of the programme?
- ✓ Are both women's and men's criteria for crop agriculture reflected in the programme?
- ✓ Have the costs (time and labour inputs, for example) and benefits from the proposed crop activities to both women and men been evaluated?
- ✓ Do the outcomes reflect the needs and priorities of both men and women farmers along other differences such as age, wealth and ethnicity etc?
- ✓ Have measures to address women farmers' specific constraints (e.g. increased time poverty and restrictions on their mobility) been included?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>18</sup>

## NATURAL RESOURCES

### Some key gender dimensions

Gender, together with class, ethnicity and caste is one of the most important **determinants of natural resource tenure rights**.

**Institutional and socio-cultural norms** often prevent women's adequate access to, and control over natural resources, such as land and water, and in the context of deteriorating natural resources, women's access may become more insecure.

Where women have **fewer productive resources** than men (land, labour, water, technology etc.), this increases their vulnerability to and constrains their capacity to cope with an increasingly stressed environment. It may also reduce their incentive to improve natural resource management practices and conservation.

Rural and indigenous women and men often have **different roles, responsibilities and knowledge** in managing natural resources, which may also vary substantially by age, wealth and marital status etc.

**Men's out-migration** due to deteriorating natural resources may heighten women's vulnerability at exactly the point at which their responsibilities increase.

Natural resource policies and programmes based on a **unitary model of the household** characterized by shared interests, cooperation and the assumption of equitable intra-household distribution of benefits may **exacerbate gender inequalities and marginalize women** who may not always share interests and preferences with male household members.

## CHECKLIST

### **Gender mainstreaming in the formulation of natural resources management programmes**

- ✓ Have both women and men participated in the formulation process?
- ✓ Have women's and men's roles and knowledge in managing natural resources been analysed? Is this analysis reflected in the formulation of the programme?
- ✓ Do the outcomes reflect the needs, priorities and constraints of both men and women farmers along other differences such as age, wealth, ethnicity etc?
- ✓ Have measures to address women's specific constraints (e.g. increased time poverty and restrictions on their mobility) been included?
- ✓ Is there an equitable sharing of benefits (for e.g. payments for environmental services) between women and men?
- ✓ Have the costs (time and labour inputs, for example) and benefits from the proposed activities to both women and men been evaluated?
- ✓ Have gender-sensitive indicators been included in monitoring and evaluation to measure the impact on both women and men beneficiaries?<sup>19</sup>

## CLIMATE CHANGE

### Some key gender dimensions

Women and men have **different access** to the **resources** (land, credit, agricultural technology etc.) needed to cope with the impacts of climate change: where women have **fewer resources** than men, this increases their vulnerability and undermines their capacity to adapt to a changing climate.

Climate change can **exacerbate existing inequalities** between *and among* women and men and intensify gender-specific experiences of poverty.

**Men's out-migration** due to deteriorating natural resources may heighten women's vulnerability at exactly the point at which their responsibilities increase.

**Gender biases in institutions and attitudes** mean that women may face greater constraints in accessing mitigation information and technologies.

Women are often absent from **climate change decision-making** processes at local, national, regional and international levels.

Climate change **adaptation and mitigation measures** (for e.g. social protection mechanisms, weather-based insurance schemes, seasonal climate forecasts and measures related to forests or soil carbon storage) often do not address gender issues and specifically, women's constraints to participating in these measures.

## CHECKLIST

### **Gender mainstreaming in the formulation of climate change programmes**

- ✓ Have both women and men participated in formulation processes?
- ✓ Have the differing vulnerabilities of men and women along other differences such as age, wealth and ethnicity been identified? Is this analysis reflected in the formulation of the programme?
- ✓ Have measures to address women's specific constraints (e.g. increased time poverty and strictures on their mobility) been included?
- ✓ Does the programme build on both women's and men's local practices and indigenous knowledge?
- ✓ Do the outcomes reflect the needs, priorities and constraints of both men and women farmers along other differences such as age, wealth and ethnicity?
- ✓ Is there an equitable sharing of benefits (for e.g. payments for environmental services) between men and women?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?

## EMERGENCIES

### Some key gender dimensions

Women, men, boys, and girls can have profoundly **different experiences** in conflict situations and natural disasters.

Both **physiology** and **socio-cultural norms** account for differences in women's and men's vulnerability to crisis. Cultural norms which restrict women's behaviour and mobility, for example, may increase their vulnerability and reduce their capacity to respond to emergencies.

Women and men have **differential access to resources** and this may influence the coping strategies available to them. Where women have fewer resources than men, this may limit their capacity to cope.

Other differences such as **age, wealth, ethnicity and caste** interact with gender to influence women's and men's vulnerability, capacities and coping strategies. Indigenous women, for example, may experience multiple forms of discrimination based on gender and ethnicity.

There is often a **shift in gender roles, relations and identities** during conflict and crisis: some of these changes can lead to women gaining new skills and increased autonomy and as such, emergencies can be an opportunity to redress gender inequalities.

## CHECKLIST

### **Gender mainstreaming in the formulation of disaster management and emergency preparedness programmes**

- ✓ Have both women and men participated in formulation processes?
- ✓ Have the differing needs of men and women during crisis, early recovery and post-crisis/recovery phases been identified? Is this analysis reflected in the formulation of the programme?
- ✓ Have women's and men's different capacities and coping strategies been identified? Does the programme build on these capacities and positive coping strategies?
- ✓ Have gender issues regarding the targeting, distribution and the type of aid distributed been considered? Has the impact on intra-household gender relations been considered?
- ✓ Have both women and men been consulted in the design of refugee camps and the in the planning of water and sanitation facilities?
- ✓ Have women been registered as beneficiaries in their own right?
- ✓ Do emergency-preparedness capacity building activities involve women and women's organizations?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>20</sup>

## VALUE CHAINS

### Some key gender dimensions

Women's and men's participation in value chains is shaped by their **access to and control over factors of production** (e.g. land, labour and capital, technology, market information). Where women have less access to and control over such assets, it is harder for them to move from subsistence agriculture to higher value chains.

**Socially ascribed responsibilities** to carry out domestic tasks and **socio-cultural norms** which place strictures on women's behaviour and mobility may restrict women's participation in value chains or restrict their position within a chain.

**National laws and regulations** may directly or indirectly hinder women's participation in value chains. For example, membership in cooperatives and associations may depend on control over a key asset, such as land, which rural and indigenous women rarely own. For the same reason, women may have difficulty in accessing services essential for value addition such as credit and financing.

**Unequal gender relations and gender asymmetries in allocation of household resources** may mean that women may benefit less from the economic returns of their participation and may lose income and control as a traditional "woman's crop" moves from the farm to the market.

## CHECKLIST

### Gender mainstreaming in the formulation of marketing and value chain programmes

- ✓ Have both women and men participated in formulation processes?
- ✓ Have both women's and men's roles in and knowledge of the value chain been analysed? Is this analysis reflected in the formulation of the programme?
- ✓ Do the outcomes reflect the needs, priorities and constraints of both men and women along other differences such as age, wealth and ethnicity?
- ✓ Have measures to address women's specific constraints (e.g. increased time poverty, childcare responsibilities and strictures on their mobility) been included?
- ✓ Have the costs (time and labour inputs, for example) and benefits from the proposed marketing/value chain activities to both women and men been evaluated?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>21</sup>

## EMPLOYMENT AND LIVELIHOODS

### Some key gender dimensions

Rural and indigenous women and men may have **different entry barriers** to agricultural employment and rural livelihoods. Where women have less access to, and control over productive assets for example, this may reduce their ability to secure a sustainable livelihood.

Gender differences in **education, training and skills, gender discrimination** in the labour market, and some **socio-cultural norms** significantly reduce women's livelihood choices.

Women represent the largest share of **unpaid workers** and there is often a higher prevalence of women in **casual employment**. Under these temporary employment conditions, they are subject to low levels of protection in terms of wage levels, employment security, health and safety and environmental standards and social protection.

While economic activity is important for achieving gender equality, increased access to employment and income for women **does not necessarily translate into an improved status or increased bargaining power for women**.

Economic activity is not empowering if control of the **benefits are diverted** away from women, or the **returns are not equal for women and men**.

Employment and livelihood policies and programmes based on a **unitary model of the household** characterized by shared interests, cooperation and the assumption of equitable intra-household distribution may **exacerbate gender inequalities and marginalize women** who may not always share interests and preferences with male household members.

## CHECKLIST

### **Gender mainstreaming in the formulation of employment and livelihood programmes**

- ✓ Have both men and women participated in formulation processes?
- ✓ Do the outcomes and outputs reflect the needs, priorities and constraints of both men and women along other differences such as age, wealth and ethnicity?
- ✓ Have measures to address women's specific constraints (e.g. increased time poverty, childcare responsibilities, and restrictions on their mobility) been included?
- ✓ Have efforts been made to support women's control of the returns to their work?
- ✓ Have the costs (time and labour inputs, for example) and benefits from the proposed employment and livelihood activities to both women and men been evaluated?
- ✓ Have gender-sensitive indicators in monitoring and evaluation been included to measure the impact on both women and men beneficiaries?<sup>22</sup>

## USEFUL RESOURCES FOR MAINSTREAMING GENDER IN JOINT PROGRAMMES

### GUIDELINES/TOOLS:

***Project Cycle Management Technical Guide, SEAGA Socio-Economic and Gender Analysis (FAO, 2001)***

[www.fao.org/sd/Seaga/downloads/En/projecten.pdf](http://www.fao.org/sd/Seaga/downloads/En/projecten.pdf)

This guide for practitioners explores ways to integrate a socio-economic and gender analysis approach into project cycle management, the logical framework, rapid appraisal techniques, participatory approaches and stakeholder identification. Useful case studies and examples are also provided.

***Gender Sensitive Indicators: A key tool for gender mainstreaming (FAO, 2001)***

[www.fao.org/sd/2001/PE0602a\\_en.htm](http://www.fao.org/sd/2001/PE0602a_en.htm)

This article provides a quick guide to developing gender sensitive indicators.

***Guidance for the development of gender responsive Joint Programmes (MDG Achievement Fund)***

[www.undp.org/mdgf/docs/MDGF-JP-Gender-Guidance.pdf](http://www.undp.org/mdgf/docs/MDGF-JP-Gender-Guidance.pdf)

This note provides practical recommendations on how to incorporate gender issues when developing a Joint Programme Document.

***Resource Guide for Gender Theme Groups (DAW, UNICEF, UNDP, UNIFEM and UNFPA, 2005)***

[www.undp.org/women/docs/resourceguidegendertemegroups\\_eng.pdf](http://www.undp.org/women/docs/resourceguidegendertemegroups_eng.pdf)

This jointly produced resource guide provides practical guidance to support UN Gender Theme Groups in integrating gender equality concerns

into the CCA/UNDAF, the MDGs and Poverty Reduction Strategy Papers.

***Gender in Agriculture Sourcebook (FAO, IFAD, World Bank, 2008)***

[www.worldbank.org/genderinag](http://www.worldbank.org/genderinag)

This jointly produced publication on good practices and lessons learned guides practitioners in integrating gender dimensions in agricultural projects and programmes.

**REPORTS AND OTHER RESOURCES:**

***Gender Equity in Agriculture and Rural Development, A quick guide to gender mainstreaming in FAO's new strategic framework (FAO, 2009)***

<ftp://ftp.fao.org/docrep/fao/012/i1240e/i1240e00.pdf>

This quick guide outlines the gender dimensions of FAO's strategic objectives and FAO action to achieve gender equity in agriculture and rural development.

***Bridging the Gap, FAO's programme for gender equality in agriculture and rural development (FAO, 2009)***

<ftp://ftp.fao.org/docrep/fao/012/i1243e/i1243e00.pdf>

**Gender Scorecard Country Reports**

[www.undg.org/index.cfm?P=222](http://www.undg.org/index.cfm?P=222)

The UNCT Performance Indicators for Gender Equality (Scorecard) assess the effectiveness of gender mainstreaming by the UN Country Team. (A Users' Guide to the Scorecard has been developed by the UNDG Task Team on Gender Equality [www.undg.org/docs/7694/UNCT-Performance-Indicators-Users'-Guide\(FINAL\\_sent13Aug08\).doc](http://www.undg.org/docs/7694/UNCT-Performance-Indicators-Users'-Guide(FINAL_sent13Aug08).doc))

**FAO and Gender Website:** [www.fao.org/gender](http://www.fao.org/gender)

## ENDNOTES

<sup>1</sup> These guidelines were prepared by Caroline Dookie (Consultant), under the technical supervision of Yianna Lambrou, Gender, Equity and Rural Employment Division (ESW), FAO. The guidelines benefited from the contributions of technical experts at both headquarter and field level.

Layout design: Jean-Marc Caimi ([www.jeanmarcgallery.com](http://www.jeanmarcgallery.com))

<sup>2</sup> These guidelines were developed within the framework of FAO's Organizational Result (OR) which relates specifically to enabling countries to implement joint programmes and policies to support gender equality. It is one of the four ORs under FAO's Strategic Objective on gender equality. The guidelines were tested in Eritrea and Malawi.

<sup>3</sup> A Joint Programme is a set of activities contained in a common work plan and budget, involving two or more UN organizations and (sub-) national partners. UNDG, 2003 *Guidance Note on Joint Programming*. United Nations Development Group ([www.undg.org/archive\\_docs/3642-Finalized\\_Guidance\\_Note\\_on\\_Joint\\_Programming\\_\\_complete\\_.doc](http://www.undg.org/archive_docs/3642-Finalized_Guidance_Note_on_Joint_Programming__complete_.doc))

<sup>4</sup> Gender is both a thematic funding window and a cross-cutting issue for two important funding mechanisms for UNJPs, the MDG-Achievement Fund and the Expanded DaO Funding Window.

<sup>5</sup> UNDG (2006) *Enhancing the Effectiveness and Efficiency of Joint Programmes, Lessons Learned from a UNDG Review*. United Nations Development Group ([www.undg.org/archive\\_docs/7613-Consolidated\\_Report\\_of\\_Joint\\_Programme\\_Experience\\_in\\_14\\_Countries.pdf](http://www.undg.org/archive_docs/7613-Consolidated_Report_of_Joint_Programme_Experience_in_14_Countries.pdf))

<sup>6</sup> Available on the UNDG website: [www.undg.org/index.cfm?P=501#s14](http://www.undg.org/index.cfm?P=501#s14)

<sup>7</sup> This draws on the guidance provided in the *Resource Guide for Gender Theme Groups* (UNIFEM, 2005).

<sup>8</sup> Based on the Revised Standard Joint Programme Document approved by UNDP, 24th April 2008.

<sup>9</sup> CEDAW Country Reports available at: [www.un.org/womenwatch/daw/cedaw/reports.htm](http://www.un.org/womenwatch/daw/cedaw/reports.htm)

<sup>10</sup> See *Gender Sensitive Indicators: A key tool for gender mainstreaming* (FAO, 2001) for more information.

<sup>11</sup>This checklist may also be used in UN agency appraisal processes for JPs.

<sup>12</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Food Security (p.20).

<sup>13</sup>FAO, IFAD, World Bank (2008) *Gender in Agriculture Sourcebook*. World Bank, Washington DC.

<sup>14</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Livestock (p. 609).

<sup>15</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Fisheries and Aquaculture (pp. 566 -567).

<sup>16</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Forestry (pp. 648 -649).

<sup>17</sup>FAO, IFAD, World Bank (2008) *Gender in Agriculture Sourcebook*. World Bank, Washington DC.

<sup>18</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Crops (pp. 527-528).

<sup>19</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Natural Resource Management (p. 430).

<sup>20</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender, Crises and Agriculture (p. 484).

<sup>21</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Agricultural Markets (pp. 182-183).

<sup>22</sup> See *Gender in Agriculture Sourcebook* (FAO, IFAD, World Bank, 2008) for Monitoring and Evaluation Indicators for Gender and Agricultural Markets (pp. 182-183) and for Gender and Agricultural Labour (p. 327).

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