



**Global
Forum**
on Food Security
and Nutrition

 Proceedings

The Future of Family Farming: Empowerment and equal rights for Women and Youth

Collection of contributions received

Discussion No. 104 from 9 June to 7 July 2014

TABLE OF CONTENTS

Introduction to the topic.....	3
Contributions received	5
1. National Farmers Organization (NAFAS), Malaysia.....	5
2. KVK CAZRI Pali, India.....	11
3. Erin Schneider, WFO Women’s Committee, USA.....	14
4. Franck Boni Konan, Université Alassane Ouattara, Côte d’Ivoire.....	20
5. Ipate Iudith, Romanian Academy- Center of Study for Agrobiodiversity, Romania	22
6. Robert Vincin, Emission Trading Association Australia Ltd, Australia	22
7. CEJA, European Young Farmers, Belgium	22
8. Danielle Nierenberg, Facilitator of the discussion, Food Tank USA.....	25
9. JA-Group, Japan.....	26
10. María Constanza Meza Elizalde, Fundación Para La Biodiversidad Y El Desarrollo Rural, Colombia.....	27
11. Danielle Nierenberg, Facilitator of the discussion, Food Tank USA	29
12. Kabiito Denis, Uganda.....	30
13. Thoeurn Yap Cambodia.....	32
14. Yunuel Cruz, The Hunger Project Mexico, Mexico	33
15. Jessica Fitch, CEJA, Belgium.....	34
16. Tanya Robbins, United Kingdom.....	36
17. Mildred Cashmere, Jamaica Network of Rural Women Producers.....	38
18. Louise Manning, Royal Agricultural University, United Kingdom	39
19. Debra Pretty-Straathof, Canadian Federation of Agriculture, Canada	41
20. Susan Carlson, World Farmers Organisation, USA	43
21. Gabriela Kueng, Swiss farmer’s union, Switzerland.....	44
22. Betty Chinyamunyamu, National Smallholder Farmers’ Association of Malawi, Malawi.....	44
23. Georgie Aley, Future Farmers Network – Australia, Australia	46
24. Danielle Nierenberg, Facilitator of the discussion, Food Tank, USA	48

Introduction to the topic

To cultivate the next generation of family farmers, we must invest in women and youth.

The stereotype of the young male farmer has given way to the reality of an aging, female-fronted farming force. In the developing world, women make up 43 percent of the agricultural labor—and, in some countries, they make up 80 percent of agricultural labor. However, in some South American and European countries, rural young women are leaving the countryside in search of employment in urban centers leading to the masculinization of farming in these regions. And in the United States, the average age of farmers has swelled to 58.3 years old, while in sub-Saharan Africa the average age is 57 years old.

Women face many obstacles to productive farming. Compared to men, they have limited access to credit and lack control of family funds. In fact, the U.N. Food and Agriculture Organization (FAO) found that only 10 percent of credit in sub-Saharan Africa is available to women. Female farmers also face scant educational opportunities and gender discrimination at markets. Without available funds and proper training, women are unable to make improvements to their farming methods and continue to suffer from low food yields. Melanne Verveer, Ambassador-at-Large for Global Women's Issues, FAO, emphasizes, "In many developing countries, women are the backbone of the economy. Yet women farmers do not have equal access to resources and this significantly limits their potential in enhancing productivity." But encouraging experiences can be found, such in Brazil, where women have joint title to land, as part of innovative land reform policies, giving them equal ownership of land with their male partners, whether they are married or not. According to FAO, providing female farmers access to the same resources as men could reduce the number of hungry people in the world by 100-150 million people. And when women earn more and have better rights, they tend to invest more in the health and nutrition of their families.

Today's youth are tomorrow's family farmers, and maintaining interest in farming as a profession is vital to future food security. Youth make up roughly one fifth of the population of developing and emerging economies and face global unemployment levels from 10 to 28 percent. The number of young people of working age is increasing while this same group typically rejects careers in the agriculture and food system. But we can change that and cultivate the next generation of agricultural leaders—not just farmers, but food entrepreneurs, scientists, agronomists, extension agents, union and government leaders. Governments, particularly in developing countries, but also elsewhere need to invest in policies and practices that provide access to land, credit and banking services, education and knowledge, and technical skills for young farmers. And these governments need to ensure that young people have access to markets, goods and service, employment opportunities, and leisure so that they want to stay on the farm.

Food Tank is excited to be collaborating with the FAO to promote 2014 as the International Year of Family Farming (IYFF). We look forward to participants highlighting current initiatives that work to empower female and youth farmers, and are interested to hear suggestions for improving livelihoods of female farmers and encouraging youth to pursue farming. Some questions to consider include:

1. What are some of the key challenges women and youth in agriculture are facing? For example, many rural areas in the developing world aren't stimulating places for youth to live and develop? How can we make rural areas more attractive to youth?
2. Please share any programs and initiatives you are leading/participating that are helping to strengthen the role of woman and youth in agriculture.
3. What measures can family farmers' organizations, governments, development organizations, the private sector take to ensure empowerment and equal rights of women and youth in agriculture?

We look forward to a lively and thought-provoking discussion. Thank you in advance for your contribution!

Danielle Nierenberg
President and Co-Founder
Food Tank, foodtank.org

Contributions received

1. National Farmers Organization (NAFAS), Malaysia

1.0 YOUNG AGROPRENEUR (YOUNG ENTREPRENEUR) UNIT UNDER MINISTRY OF AGRICULTURE & AGRO-BASED INDUSTRY MALAYSIA (MOA)

1.1 INTRODUCTION

This program is specifically designed for young people aged under 40 years. The approach of this program is to assist and encourage the participation of young people in entrepreneurship (Agropreneur) based on agricultural activities include all activities in the value chain of agriculture such as crops, livestock, fisheries, marketing, technology and innovation as well as special projects such as agrotourism projects and agro-based industries.

The implementation of agricultural projects requires an efficient and effective service support especially to help young agropreneur from basic to become entrepreneur. Departments and agencies involved in this program are:

- 1.1.1 Department of Agriculture Malaysia (DOA)
- 1.1.2 Department of Fisheries Malaysia (DOF)
- 1.1.3 Department of Veterinary Services (DVS)
- 1.1.4 Fisheries Development Authority of Malaysia (LKIM)
- 1.1.5 Farmers Organization Authority (LPP)
- 1.1.6 Federal Agricultural Marketing Authority (FAMA)
- 1.1.7 Malaysian Agricultural Research and Development Institute (MARDI)
- 1.1.8 Muda Agricultural Development Authority (MADA)
- 1.1.9 Kemubu Agricultural Development Authority (KADA)
- 1.1.10 Malaysian Pineapple Industry Board (LPNM)
- 1.1.11 AGROBANK
- 1.1.12 TEKUN NASIONAL

1.2 OBJECTIVES

Young Agropreneur Development Program Objectives are as follows:

- 1.2.1 attracting young people under the age of 40 to pursue agriculture
- 1.2.2 Change the perception of young people in the agricultural sector as a viable industry
- 1.2.3 Raising young agropreneur income through increased productivity, quality,

innovation and high market prices

1.2.4 Making the agricultural industry as a field that can generate income in accordance with National Agrofood Policy (2011-2020)

1.3 SCOPE OF PROGRAMME

1.3.1 The production of agricultural products including crops, livestock and fisheries

1.3.2 Agro-based (IAT)

1.3.3 Marketing and distribution of products

1.3.4 Agrotourism and recreation

1.3.5 Support services include industrial maintenance, repair and supply of raw materials and basic agricultural facilities

1.4 PROGRAMME CATEGORY

1.4.1 Existing Projects

1.4.1.1 Expansion project, value added and downstream activities

1.4.1.2 Income below than RM5,000 per month

1.4.2 New Projects

1.4.2.1 Income target RM5,000 per month

1.5 PROGRAMS

Programs offered to young agropreneur are as follows:

1.5.1 Extension programs such as technical advice or intensive training program by the Department / Agency project related technical.

1.5.2 The contribution of non-monetary (In-kind contribution) of 30% of the overall cost of the project that promises a minimum net income of RM5,000.00. This is a financing incentives provided by the MOA or departments / agencies that the execution would be of greater impact. For existing projects that net income in excess of RM5,000 a month are not entitled to the privileges In-kind Contribution but can apply for funding easy route

1.5.3 Financing easy access AgroBank and National TEKUN (70% of the total cost of the project is fixed capital and working capital for new projects and expansion of existing agricultural projects with maximum funding based on categories of projects:

1.5.3.1 New Project - Up to RM50,000 per project

1.5.3.2 Existing Project - Up to RM300,000 per project

1.6 YOUNG AGROPRENEUR PACKAGE

1.6.1 Agropreneur package in collaboration with the departments and agencies under the MOA:

1.6.1.1 Plants Package (Mushroom & Replanting Fruit) - DOA

1.6.1.2 Fishing Package (Freshwater Fish and Marine Fish, Livestock Prawns, Sea Cucumber Culture, Propagation Coral, Seaweed, Ornamental Fish & Aquatic Plants) – DOF

1.6.1.3 Livestock Package (goats / sheep, Quail, Chicken & Beef) – DVS

1.6.1.4 Rice-Based Products Package – MADA

1.6.1.5 Pineapple Crop and Agro-based Products Based Pineapple Package - LPNM

1.6.1.6 Products Agribusiness and Marketing Package - FAMA

1.6.1.7 Fertigation Package – MARDI

1.6.2 Agropreneur package in collaboration with the private sector:

1.6.2.1 Based Entrepreneurs Frozen Meat Products Kambest – Perfect Agro Company (M) Sdn. Ltd.

1.6.2.2 Local Fruit-Based Ice Cream Gelato Package - SUB 18 Company Pte. Ltd.

1.6.2.3 Nick's Fried Ice Cream & Rolled GOTAMI Package - Company Madani Business

1.6.2.4 Products Malinja Döner Kebab Package - Wan Malinja States Food Industries Sdn. Ltd.

1.6.2.5 Chicken Village Package - Company Nuralis Agro Pvt. Ltd.

1.6.2.6 Marketing Char Kuey Teow Package - Malaysian Youth Council (MYC)

1.6.2.7 Products Zie Putu Silver Package - Company Zies Taste Enterprise

2.0 WOMEN FARMERS ALSO KNOWN AS 'PELADANGNITA'

2.1 INTRODUCTION

'Kumpulan Peladang Wanita (KPW)' established from Farmers Unit or Farmers Associations. Under RMK-8 (Malaysia Plans), this programme was changed in

new identity called '*Peladangnita*'. Members of Farmers Organizations is 826,163 people and total 239,753 people (29%) are women.

The objectives of the *Peladangnita* are guarantee equitable sharing between men and women possession of resources and information and to improve quality of life. '*Peladangnita*' who are involved in agriculture sector can improve family income and contribute to national food production.

2.2 OBJECTIVES

2.2.1 To make sure women farmers become active member in Farmers Organizations.

2.2.2 Train and produce more leadership womens

2.2.3 Encourage more women involved in entrepreneurship (crops, livestock, aquaculture, agro-based industry (IAT) and services either by individual or grouping

2.2.4 Create networking among women entrepreneurs to encourage them change their opinions/minds

2.2.5 Involved more active in Farmers Organizations planning programmes

2.2.6 Gain knowledge in human capital development programme by departments / agencies under or outside Ministry of Agriculture and Agro-Based Industry

2.3 ACTIVITIES

2.3.1 ECONOMY

2.3.1.1 Agriculture (Crops, Livestock, Aquaculture, services) Agro-based Industry (IAT)

2.3.1.2 Services (catering, tent rentals, wedding equipment, etc.)

2.3.2 QUALITY OF LIFE

2.3.2.1 The beautification of the home / cottage, environment, food and nutrition, household management, agricultural landscape around the house

2.3.3 COMMUNITY

2.3.3.1 Collaborative, social project for the development of individuals, families and society as a talk substance abuse, counseling, health, religion etc

2.4 BENEFITS

- 2.4.1 Improving family income
- 2.4.2 Create job opportunities
- 2.4.3 Disclosure to visit successful projects
- 2.4.4 Gain knowledge to improve human capital development programme
- 2.4.5 Improving family welfare and community
- 2.4.6 Improving the quality of leadership

3.0 KEY CHALLENGES WOMEN AND YOUTH IN AGRICULTURE

3.1 INTRODUCTION

Malaysia agricultural sector has evolved under New Economic Transformation Program and National Agro-Food Policy (DAN). There are about 12.5 million youth generation and about 14.3 million woman from the total population of Malaysia. Performance of Malaysian economy experienced a rapid growth where the Gross Domestic Product (GDP) has increased from RM11.8 billion in 1970 to RM751.5 billion in 2012. However, the contribution of agriculture sector showed a declining trend since 1970 (28.8%) to 2012 (7.3%). The contribution of agriculture to GDP for the period 2008 to 2012 was 7.6 per cent.¹ (*Diagram*)

1 Sources from Department of Statistic, Malaysia

Tahun Year	Tahun asas Base year	KDNK pada Harga Pembeli (RM juta) GDP at Purchasers' Prices (RM million)	Pertanian Agriculture (%)	Perlombongan dan kuari Mining and quarrying (%)	Pembuatan Manufacturing (%)	Pembinaan Construction (%)	Perkhidmatan Services (%)
1970	1970	11,829	28.8	6.9	14.6	3.7	42.6
1980	1978	44,512	22.9	10.1	19.6	4.6	40.1
1990	1987	105,977	16.3	9.4	24.6	3.5	46.8
2000	2000	356,401	8.6	10.6	30.9	3.9	49.3
2006	2005	573,936	8.3	12.4	28.0	2.8	47.5
2007	2005	610,087	7.9	11.9	27.2	2.9	49.2
2008	2005	639,565	7.8	11.1	26.1	2.8	50.9
2009	2005	629,885	7.9	10.5	24.2	3.1	53.2
2010	2005	676,653 ^r	7.6	9.8	25.2	3.2 ^r	53.2
2011 ^e	2005	711,351	7.6	8.8	25.1	3.2	54.1
2012 ^p	2005	751,471	7.3	8.4	24.9	3.5	54.6

3.2 KEY CHALLENGES WOMEN AND YOUTH IN AGRICULTURE

2.2.1 Lack of knowledge

There are small portion of percentage for agriculture and agro base graduation each year, although Malaysia provide agriculture course for the study, the amount is only 0.05% from total 1.1 Million graduation per year². Lack of dissemination of information among new generation contribute lower awareness the important of agricultural business.

2.2.2 Not interested

Development toward technology and advance in services lead the youth generation to seek the splendour life rather than doing works in the farm. Youth only seek for enjoy full life

² Buletin Perangkaan Sosial, Malaysia 2012.

and do not realize that agriculture bring much benefits to others and generate much income. Women tend to be a fulltime household and working at service/private.

2.2.3 Availability of resources

Current generation who tends to participate in agriculture or agro base sector do not have sufficient resources such as credit financial, resources (land), and knowledge. It is a different environment situation from those (family farming) who passed down from generation to generation. Ministry of Agriculture and Agro Base industry provide those facilities by appointing related agencies to assist overcome this issue.

2.2.4 Scare for unknown

People includes youth and women tend to avoid from risking investing in agricultural sector. Even though they have resources and government provides assistance, they prefers to involve in secure working environment (non agriculture sector). This situation refers to those who have a resources but do not have interest in agriculture business.

4.0 SUMMARY

Implementation young entrepreneur in the agricultural sector will attract more young people to the industry. The program is expected to boost income, especially the younger generation. Implementation of this project will also support the government's efforts to ensure the nation's food supply is sufficient, to meet the market requirements, quality and safe for consumption. The youth are the generation that will be the hope of the future so that the agricultural sector will be the option to generate higher income and contribute to economic growth.

2. KVK CAZRI Pali, India

Rural Youth and women involvement and social issues in family farming in drylands

Dheeraj singh, M L Meena,
M K Chaudhary and Chandan Kumar
KVK, CAZRI, Pali, Rajasthan, India

As men increasingly go out of agriculture, women get more opportunity to work regularly, thereby substituting their subsidiary worker status with the main worker status (Acharya and Sagar, 2007). During 1991-2001 there has been a reduction in male workers in agriculture, and from among the

incremental workers, only women have joined this sector. There is thus feminization and ageing of workforce in agriculture. It is not that feminization of agriculture per se is undesirable, in the context of Rajasthan women workers in agriculture are disempowered and low skilled. They do not own the land, and in many cases they represent the residual labour force. They have fewer occupational choices owing to lower mobility and lower education status. At the national level, Hirway and Roy (1999) have noted that “rural women workers are the least diversified component of the labour force in the country”. This is corroborated by primary studies as well that show that men have withdrawn from agricultural activities leaving women to take up the slack. Varghese et al (1999) have reported from Rajasthan that due to low female literacy and reasons of status, non-farm employment opportunities are not readily available to women in Rajasthan. Studies from various states of India show that rural female workers are experiencing negative occupational diversification. Women find marginal and casual employment mostly in agriculture and informal sector, which accounts for almost 90% of the total marginal workers. The feminization of the workforce and that of the rural areas has resulted in larger number of women taking on entire responsibility for farming operations.

The major social issues around women and rural youth are summarised below:

Marginalisation and vulnerability of rural youth

1. Low access to information, technologies, capacity building
2. Poor access to credit, seeds, fertilizers, irrigation, high indebtedness
3. Lack of market information; low marketable surplus, poor negotiating power
4. Higher vulnerability in rain-fed areas
5. Weak participation and involvement in planning and decision making

Marginalisation of women in agriculture

1. Women are not recognized as farmers in their own right
2. Significant contribution as farm labour but unequal access to resources.
3. No role in decision making, finances and marketing of produce
4. Low access to information technologies, training and capacity building
5. Need to ensure that woman's workload and drudgery is reduced.

Institutional Input towards improving women and youth in family farming

We are working in Krishi Vigyan Kendra (KVK) which is a centrally controlled scheme by ICAR. KVK efforts are likely to be an increase in the farm production, productivity and income as a result of improved seed management and cultivation practices, including through INM and IPM. With establishment of strong village level institutions will also emerge stronger collective community decision-making forums that could potentially play a significant role in improved governance at the Panchayat level. Market-led advisory services and establishment of producer companies will result in higher incomes and greater access of farmers to markets and financial institutions. As a result of improvement in water use efficiency, it is expected that the gross area under cultivation will increase, resulting in higher crop production, enhanced farm incomes, and availability of on-farm wage labour opportunities to women and men. With availability of water for irrigation for through rain water harvesting it is expected that there will be a decline in seasonal and daily migration rates.

Social Inclusion in Selection of Individual Beneficiaries. : KVK is offering a range of assets and resources to individual beneficiaries on a cost-sharing basis. Since most of these will not be on a

saturation basis, the targeting and beneficiary selection criteria for all the categories of private assets will prioritise selection of women and rural youth highlighted in the social assessment.

Social Inclusion in Farmers Organisation: KVK follows inclusive criteria for membership, representation, participation in meetings and institutional planning and decision making processes, membership in executive committees and office bearing positions in farmers organizations, in line with the government policies and ongoing projects implemented by the GoR. KVK work with the farmer organisations and committees to strengthen their organisational capacities and facilitate equitable arrangements in cost and benefit-sharing norms. KVK support Farmers' Field Days, Field Schools, and training of Community Resource Persons.

Social Management Framework strategy

The SMF consists of the following strategies:

1. Consultation and Participation Strategy
2. Social Inclusion Strategy
3. Youth Development Framework
4. Resettlement Policy Framework
5. Gender and Women Empowerment Strategy : Social Inclusion Strategies will ensure inclusion of the primary stakeholders women and rural youth farmers within the community institutions and interventions . Explicit recognition of women as farmers and farm managers, with consequent implications in project planning, implementation and monitoring, involving women farmers in local farming institutions, institutional enablers like exclusive women's meetings, women's participation quotas gender-based training and capacity building.

Mainstreamed approaches

1. Representation of women and rural youth in farmer organizations and their federations,
2. Women and rural youth in training and exposure visits
3. Focused consultations with women and rural youth on interventions on common lands, rural infrastructure and markets in extreme located clusters
4. Training of at least 1 or 2 community mobilizers from each cluster on women and rural youth issues.
5. Convergence with other rural livelihood schemes that focus on women's mobilisation and empowerment.
6. Developing a cadre of women resource persons in agriculture, animal husbandry, market linkages, and so forth and financial and market literacy among women.
7. Women and youth will be given priority in training programmes on agriculture, horticulture and livestock development and value chains for gender-inclusive benefit.

Key Issues:

1. Women not recognized as farmers in their own right
2. Unequal access to & ownership of resources; no role in decision making, finances, marketing of produce
3. Low access to info, technologies, capacity building
4. Low mobility, health status, and literacy levels of women
5. Risk of increasing women's workload and drudgery
6. Existing policies & guidelines make no attempt at mainstreaming role of women in water management.

Summary of Key Social Issues: The experiences of working with women and youth highlighted the following key social safeguard and social development issues.

1. Ensuring Targeting, Inclusion, Participation and Access of women and rural youth farmers to agricultural inputs (seeds, fertilisers, credit, training, information, etc.), extension services and markets; need for the project to reach out to and involve these groups at all stages.
2. Ensuring representation, inclusion and participation of women and rural youth farmers in programme preparation, farmer mobilization, and farmers' organisations; planning to be based on strong participatory processes involving all primary stakeholders
3. Ensuring equitable access of these socio-economic groups to resources and benefits
4. Dealing with traditional bias towards medium and large farmers with resources to influence project processes, farmers institutions and benefit sharing norms;
5. the need for customisation of project interventions to suit the requirements of women and youth
6. Promotion and strengthening of community based approaches and capacity building for farmer mobilisation and resource use;
7. Inclusion and participation of women and youth farmers in project institutions, interventions and benefits. Project interventions could increase gender imbalances and/or enhance the drudgery of women; these should be accompanied by other interventions that offset the imbalance by reducing drudgery, or re-distribute work responsibilities between women and men; Ensuring that women are not further disempowered because of, nor do they get excluded from, promotion of market-oriented agriculture.
8. Avoiding social conflict over water, natural resources and common lands. Addressing issues of inequitable sharing and unregulated use of water resources, both surface and ground water, and conceptualising water as a common resource, while it continues to be used as a private good.

Social Management Framework

Based on the findings of the social assessment exercise, the field visits and stakeholder consultations, a comprehensive Social Management Framework (SMF) is proposed to promote participation, inclusion and empowerment of the women and rural youth. The SMF includes a Development Framework to ensure inclusion and participation of the women and rural youth in project processes, institutions, benefits in a socially and culturally sensitive way etc. The SMF also includes a Resettlement Policy Framework (RPF) to avoid, minimise or mitigate any adverse social and livelihoods impacts emanating from various sub-projects. The RPF will be used for developing appropriate social mitigation strategies, and mechanisms for minimizing the risks and expected adverse impacts. In addition, the SMF also includes strategies for consultation and participation, social mobilisation and inclusion, gender women and rural youth.

3. Erin Schneider, WFO Women's Committee, USA

Dear Colleagues,

From the soil, to my hands and through my heart and head, I thank you for the opportunity to participate in this important conversation! I am participating in this panel as a beginning woman farmer and farm owner of five years and in support of the WFO Women's Committee which I am member of representing the National Farmers Union in the U.S.

I had difficulties uploading the file with my comments, so I have embedded them in this post. Below, please find a few broad comments regarding questions posed from Ms. Nierenberg. As the discussion unfolds, I look forward to learning where and how I might build on comments and share these highlights with other women farmers and groups I am engaged with back home and around the world. I mostly view my role in this conversation as a delegate on behalf of National Farmers Union and the WFO Women's Committee, though when relevant, I will weave in perspectives and programs that I have personally been involved with for my farm both locally and globally that have been help for me in my professional growth.

Thank you very much for your time and convening the space for this important discussion. I look forward to learning more as the conversation unfolds.

With appreciation,

Erin Schneider

- Organic Farmer, Facilitator, Consultant
- Co-owner, [Hilltop Community Farm, LLC](#)
- [World Farmer Organization](#), Women's Committee
- [National Farmers Union, United States](#)

What are some of the key challenges women and youth in agriculture are facing?

The challenges I would hone in on are land, market access, and discrimination (whether in markets or with accessing credit, equitable pay).

Lack of access to land is a core underlying issue especially for new and beginning farmers.

This often is a result of difficulties in accessing the finances to buy or rent land as part of the farm business and in some parts of the world, women not being recognized or allowed to own land. For example, in the U.S. land may be available but many beginning farmers lack the cash or access to credit. The 2014 Farm Bill in the U.S. Includes many programs and gives USDA additional tools to help support, train, and provide technical assistance to new farmers and women farmers. Whether it's through tax incentives to help landowner to sell their farmland to a young farmer, or creating 'farm - centric' urban and suburban subdivisions.

I know land ownership, access, and tenure are a huge hurdles for many throughout the world and I look forward to learning how we might collectively address this challenge.

I am personally lucky in that I have access to land. It was inherited through the family, though the saying 'land rich, cash poor' is close to home for me as we slowly grow our farm business. I also think access to capital and non-exploitation of women/youth in the marketplace is a challenge that needs to be addressed.

For example, consolidation in the marketplace is a huge hurdle. In the U.S. when four firms control more than 40% of a market it is non-competitive. By the numbers, four companies control: 82% of

beef packing industry, 85% of soybean processing, 63% of pork packing, 53% of broiler chicken processing (source University of Missouri – Columbia, 2012).

The upside is that many women and youth farmers are engaged in diversified production and selling direct to customers, thus able to capture a greater market share and avoiding some of the volatilities associated with commodity markets. Also, focus is on cooperative business model, working with other growers to prepare and add value to products, and pooling resources and product to reach markets and services that are otherwise hard to reach for small-holder farmers when operating individually. However, food price points and margins are tight, even through a Community Supported Agriculture (CSA) model that we use on our farm for our fruits and vegetables, and overall net income often falls short for farming to cover cost of living expenses and health care. As a result, farmers work off farm, sometimes holding multiple jobs to make a go, myself included. I think this is tied, in part, to economics of labor and where/how subsidies are paid out.

A third issue is around discrimination in general that women farmers face globally and which we still struggle with in the U.S. I'm not sure where the status of the Claims settlement is or how many women farmers participated, but women qualify under many SDA/Socially Disadvantaged farmer USDA definitions. I think that NGO's and farmer organizations can support women in connecting beginning women farmers with the FSA loan programs that have priority status for SDA/women farmer groups.

Share any programs and initiatives you are leading/participating that are helping to strengthen the role of women and youth in agriculture.

I have been fortunate to be able to participate in programs both in my backyard at my farm in Wisconsin and throughout the world in places such as Nicaragua, Costa Rica, Senegal, Zambia, and Argentina. I wanted to share a few programs that have impacted my ability as well as other farmers' to gain ground and sustainably grow our farm businesses. I hope that wherever you are in the world and wherever you might sit on the agricultural value chain, you can tease out common threads that can be applied, tweaked and adapted to your local communities.

Locally (Wisconsin)

[The Dairy Grazing Apprenticeship Program in Wisconsin](#) that pairs beginning farmers with experienced farmers, sometimes with the goal of eventual farm transfer between the two is a bright spot.

Theme: The program provides a slow transfer in equity from mentor farmer to apprentice.

[Rural Women's Project – In Her Boots Program](#)

Theme: I wanted to emphasize the importance of the peer-network model in women-in-ag training and I think the In Her Boots project is a great example of this. The workshops are based on the idea that women farmers learn best from each other. The Women, Food & Agriculture Network/WFAN

programming models this principle too. Workshops rotate where you meet (opportunity to visit other farms).

National/Regional (U.S./North America):

[Beginning Farmers Institute \(BFI\) Program through National Farmers Union](#)

Women's Conference/[Annie's Project](#)

Themes: For the BFI – Beginning Farmers from all types of farms representing different regions in the U.S. Able to gather and focus on business planning, risk management. Small-group (7 – 9 participants). Combines meetings/discussions with farm visits that highlight success stories. Engages beginning farmers in shaping agenda and offers opportunities for program 'graduates' to help lead a session for next cohort. Respects diversity/differences of opinion and as a result able to build consensus and find common threads.

Globally:

[World Farmer Organization Women's Committee - Farmer to Farmer \(F2F\)](#)

[University of Wisconsin Global Health Partnership Model](#) – working with women farmers, Public Health and Physicians in WI and Ethiopia to support market access to sweet potatoes – broader themes of better access to water/irrigation and markets, building networks and relationships across sectors.

Themes:

With the WFO Women's Committee – women farmers serve as advocates/spokespeople and bridge builders in helping communicate success stories, making sure that women farmers have a voice at the decision making table where international agriculture policy and trade decisions are made. Also, the committee serves as a learning community where we can share case studies and success stories with other farmers in the world. I know there are other WFO Women's committee members participating with this forum and can weigh in on the value of this committee as well.

With F2F the on the ground emphasis is on peer to peer learning and matching volunteers with interests/skill sets of host country and project need.

With independent delegations I have done at our farm and in Central America, visiting farms and learning/experiencing production, whether it's coffee, mangoes or currants, and all the steps that go into processing from root to table is really eye opening for eaters.

With the Global Health Partnership - Twinning partnerships built between host organizations, farmers, and local community, as a result can come full circle in exchanging knowledge, ideas, networks/access to markets such as sweet potatoes.

What is evidenced in all of the programs mentioned is that the people the programs are meant to serve (women and beginning farmers) are involved in some capacity with shaping the project and program itself. If we want to support women and beginning farmers, then we need to offer opportunities for them to take leadership, shape the solutions and outcomes of these programs.

I would be interested in learning success stories with programs that support economic development for farmers and their communities and what the common themes are to ensure success and that the funds actually get to where they are intended.

What measures can family farmers' organizations, governments, development organizations, the private sector take to ensure empowerment and equal rights of youth and women in agriculture?

This is a great question! I will do my best to summarize a few thoughts that come to the forefront:

Technical Support and Business Development (esp around helping access land/credit, markets): As a farmer, I have witnessed well-intentioned experts and scientists deliver 'best practices and technologies' to our farm and farmer networks without an understanding of culture or practical applications to field or farm systems. For women, I think we generally tend to process and learn in community, our scale is often smaller and diversified (at least for starting out). On our farm we look to other farmers for perspectives and advice as well as engaging expert knowledge. I think it's really important to create space for both farmer to farmer interaction (peer to peer network model in programs mentioned above), and opportunities for farmers to access expert advise.

Without their representation and input in the process, well intentioned programs will fall short in delivery and sometimes create unintended consequences/negative impacts. My observation is that this has been the case when it comes to technical expertise and access to inputs such as seeds and fertilizers. I observed this in my experiences working with farmers through the farmer to farmer program and farm visits around the world. I do think we need to take an honest look at how technical support programs are created, delivered and who benefits. Companies and organizations which provide technical support and products such as seeds and fertilizers can do a myriad of research and good will in the world, and perhaps their development funds could be geared toward participatory plant breeding efforts, access to seeds and technical expertise that is combined with appropriate training/implementation to ensure optimal use and above all engages with women and youth in asking what is needed and how to work together toward finding solutions.

I look forward to learning what others have done when it comes to technical training/support for women and youth farmers.

For beginning and youth farmers, I think a farm incubator model is a great way for beginning farmers to not have to front all the capital costs in tools/equipment, and have a group of peers and mentor farmers available as they get started. This is a role that public/private partnerships can play in helping fund the land and educational support of incubators.

The [USDA Beginning Farmer and Rancher Development Program](#) has funded incubator models and you learn more on their website.

Process Measures – How you do it is what you get: I also think there needs to be a focus on process when it comes to program/policy creation, delivery, and follow – up.

To better understand the inequities in the food system and why women and youth disproportionately feel the impact, the work to change inequities must include people who have faced these in finding solutions. For starters ask women and youth (whether it's through writing, listening sessions, radio, social media, or artwork, video, etc.), how they are/have been disempowered and work with them in taking the lead on finding solutions to inequities.

I think women and youth must be part of the discussion, work in partnership with groups, NGO's etc. when it comes to creating programs and policies. I think this can be done anywhere in the world, though it takes commitment and for those with positional power/leadership to extend the invitation to engage with women/youth, those who they are hoping to serve. For example, invite and include women and youth as spokespeople for the programs, share space next time you host a workshop, conference or roundtable, to include women and youth as panelists, co-instructors or facilitators.

A few examples of program/process models for creating welcoming, participatory spaces for women/youth to co-create policies/programs and be involved as both learners and leaders that I have had the opportunity to engage with directly, are as follows:

Locally (Wisconsin) – Wisconsin Farmers Union – Emerging Leaders Program. Supports leadership development of farmers in general, including women and beginning farmers. Child care is provided.

While not directly related to agriculture, the [UW MANIAC program](#) (Madison Area Network for Innovation and Collaboration) is an excellent example of a learning community and I have used many tools, ideas in projects and events that I've implemented on my farm. The group has also led to finding new consulting projects and networking with other food related businesses.

National/Regional (U.S./North America) – [Beginning Farmer Institute with National Farmers Union](#)

Iowa's Value Chain Partnership

Globally: My participation with the [WFO Women's Committee](#) and the WFO in general, is a great example of farmers (women/youth) working and gathering with experts and learning from people from all over the world who may have very different perspectives and opinions.

Woven into all these programs and initiatives, are women/youth as spokespeople, helping shape the agenda {and the ability to engage with experts in the field of interest whether it is co-op development or writing a business plan}. Minimal lecture and more time for discussion/activities or better still, hosting at a farm and/or a relaxing space. Using tools such as story-telling, providing a handful of ways for people to engage in the process (ex: individual writing/interviews, group listening sessions/discussions, video/social media) and being sure to include food/water and/or other ways to wake up the senses. Also, having a facilitator/host – someone who provides a

structural anchor-is key and helps with follow-up to keep the pace. Having multiple ways for people to engage in finding solutions is also important.

I've learned a lot in terms of process from [Art of Hosting](#) workshops, [Appreciative Inquiry](#), and [Open Space Technology](#)

I know there are other programs/tools for engagement that others are working on and toward and I look forward to learning more of your comments in this forum.

I would also love to learn ways we can bridge-build with men, make allies in supporting women's equity that are to the benefit of all.

My sense is that men are very open and wanting to engage in supporting women farmers, though in practice it is still psychologically/subconsciously difficult to share space, make room for people and ideas that may be different from their own and in some cases men (and women) are unwilling to give up or share positional power.

If you have stayed with my comments this long you understand that brevity was never a strongpoint of mine and that I love farming, I love fruit, and I'd love to hear from you.

Thank you very much for your time and convening the space for this important discussion. I look forward to learning more as the conversation unfolds.

With appreciation,
Erin Schneider
Organic Farmer, Facilitator, Consultant
Co-owner, [Hilltop Community Farm, LLC](#)
[World Farmer Organization](#), Women's Committee
[National Farmers Union, United States](#)

4. Franck Boni Konan, Université Alassane Ouattara, Côte d'Ivoire

[Original contribution in French]

Bonjour à tous,

je me réjouis d'être invité à contribuer à cette question très importante et remercie toute l'équipe du FSN.

La place qu'occupe les femmes dans certains systèmes agricoles est en train d'être reléguer second plan maintenant en comparaison aux années antérieures. Dans les systèmes dominées par la culture du cacao dans la zone forestière en Côte d'Ivoire, une reconversion est entrain de s'opérer. les jeunes commencent à s'intéresser aux cultures pratiquées dans les bas-fonds à savoir le riz et les maraichers.

Les jeunes commencent à s'affirmer et s'épanouir économiquement par les revenus de cette exploitation de bas-fonds, pendant que la tendance actuelle des femmes est d'être utilisées comme

main d'œuvre (pour le désherbage) dans les parcelles de riz des jeunes hommes de plus en plus grandes.

Elles réduisent ainsi les superficies de leurs propres parcelles. Certes, elles gagnent de l'argent mais restent vulnérables et sous la dépendance de ces jeunes agriculteurs.

L'idéal pour nous c'est de pouvoir promouvoir la mécanisation et surtout l'utilisation optimale des produits phytosanitaires aux populations des zones rurales très souvent analphabètes. Car ces populations pensent à tort que les produits phytosanitaires sont inefficaces.

Les politiques agricoles dans les pays en développement devraient beaucoup plus s'accrocher sur la formation des jeunes et des femmes aux techniques agricoles les plus rentables et sur l'utilisation des intrants phytosanitaires.

Merci à tous, cordialement Franck KONAN

[English translation]

Hello to everyone!

I am delighted to have been invited to make a contribution on this very important issue and I am grateful to the FSN team.

The place that women have in certain agricultural systems is being relegated to second place in comparison with previous years. In the systems dominated by cocoa crops in the forestry areas of Ivory Coast, a restructuring is taking place. Young people are beginning to become interested in the farming being carried out in the valleys, which is rice and market gardens.

Young people are starting to assert and enjoy themselves economically through the revenues from this exploitation of the lowlands, while the present trend is for women to be used as laborers (for weeding) in the rice paddies of young men, which are getting bigger and bigger.

Women reduce in this way the size of their own plots. Admittedly, they earn money but they remain vulnerable and dependent on these young farmers.

The ideal for us is to be able to promote mechanization and especially the optimal use of plant protection for the population in rural areas, very often illiterate. Since these people wrongly assume that plant protection products are inefficient.

Agricultural policies in developing countries should emphasize training women and the young on the more profitable agricultural techniques and on the use of plant inputs.

Thank you all.

Cordially. Franck KONAN

5. Ipate Judith, Romanian Academy- Center of Study for Agrobiodiversity, Romania

As a scientist I can tell you that the dissemination of scientific information to youth and women in rural areas have had great success. We organized training courses and training for young people in rural areas. They were very interested in the special entrepreneurship and how to start a small business and family farm. The materials produced have included information on how to increase productivity in farm animals and agricultural. It is important to start with training in this area, which relies on young people and women who are the basis for future rural development sustainable bioeconomy. In general, women are more receptive to new things and are curious to apply new methods and technologies to increase family income. Women are more conscientious and can better expand the use of information received by their children being involved in youth education. Women can be very convincing in the development of firm survival and honest working families more than their men.

By accessing structural funds women can develop on family farms with eco, bio-traditional direction because they are the most skilled to carry on the traditions of organic products, which are much appreciated and well paid.

Education, dissemination of scientific information and how to achieve family farm projects represent important factors for supporting women and youth in rural areas.

6. Robert Vincin, Emission Trading Association Australia Ltd, Australia

I subscribe we must teach the young "the only Assets of Mankind and all living matter are Soil-Water-Vegetation-Atmosphere", all else but commodities. We teach in our classes, Asset Banking and roll-over of assets. We teach replicating Nature grow C3 crops for 4 years and rest for 3 years for weeds and like C4 array to kick start the carbon cycle sequestering all the life sustaining elements critical for food nutrients. Farming soil is the same as Banking roll-over, rest accrue interest. If I were in your offices I would deliver a workshop coupled with all our visuals, papers and living models of soil growing out of (converting) sand back to carbon and element rich soils. Well trained Farmers engage 8 from soil to table. Feeding the world growing soil food fodder forestry can be achieved well before 2020 and by de-fault lower 40tonne CO₂e per hectare per annum.

Robert Vincin

7. CEJA, European Young Farmers, Belgium

Dear colleagues,

On behalf of CEJA, European Young Farmers, the President Matteo Bartolini has contributed to the subject above in the form of direct written answers to the questions asked.

1. What are some of the key challenges women and youth in agriculture are facing? For example, many rural areas in the developing world aren't stimulating places for youth to live and develop? How can we make rural areas more attractive to youth?

In Europe, there are a number of women farm holders; around 1/3 of heads of holding in the European Union (EU) are female. However, in many cases they are less formally educated and trained than their male counterparts, despite the fact that across other sectors, they consistently achieve higher qualifications. For young farmers therefore, in particular young female farmers, it is essential that the attractiveness of the agricultural sector is promoted to them and that vocational education and training in agriculture is widely available, accessible, attractive and affordable – considering that incomes in rural areas are lower than in urban ones.

As well as this, the lack of rural infrastructure both in Europe and around the globe is a significant problem. For example, both women and young people need good education services, social infrastructure, accessible health services, better accessibility including phone and internet coverage, enough attractive job opportunities and cultural and leisure activities. It is essential that these goods and services are invested in if we are to ensure that women and young people have incentives to stay in rural areas to bring up their children or to forge a career or to settle down with their families.

The above are just some of the challenges faced by youth in agriculture, and can somewhat explain the very low levels of European young farmers (only 7% are under the age of 35 in the EU). Other challenges relate to entering the sector, including access to land, credit and low returns on high investments in the first years of production.

It is for this reason that CEJA calls for positive discrimination in public policy in order to facilitate the entry of young people into the sector. This should also help raise public awareness of the importance of farming everywhere and how much those who produce our food should be appreciated, although this should be a policy objective in itself.

Farmers have to be intelligent, driven business entrepreneurs as well as hard workers willing to give up long hours, weekends and holidays in order to make a success of their enterprise. They should be revered for providing us with high quality food at affordable prices, and farming should be celebrated as an employment opportunity which provides young people with the chance to be their own boss, be at one with nature, and nurture high quality production which they can be proud of and profit from. In some countries of the world, agricultural activities are even seen as a form of punishment – obviously this is bound to reflect badly on the profession, those who work in it, and those who wish to enter it. However, farmers are business-minded, determined entrepreneurs who work hard to keep to the highest of standards wherever possible so that the rest of the population can enjoy a diverse variety of food products every single day. Farmers should be rewarded for this but also recognised for it, as well as the environmental services they provide, by society at large. This

could, and should, be achieved through information campaigns, for example at schools or food outlets.

2. Please share any programs and initiatives you are leading/participating that are helping to strengthen the role of woman and youth in agriculture.

As the European representative organisation for young farmers from across the Union, CEJA works exclusively on programs and initiatives that help to strengthen the role of youth in agriculture and the opportunities for young people to engage with the farming sector in a bid to increase the number of active young farmers in the EU today. This includes frequent meetings with policymakers and other stakeholders on the subject of youth in agriculture, as well as presentations and conferences on the subject, and internal discussions on how to find better solutions for the challenges ahead – both on the ground and in the Brussels policy arena. However, as well as this, we are involved in two very relevant concrete European projects, too.

In the context of trying to attract more women to careers in agriculture and rural areas, CEJA is currently taking part in the MWE: Mentoring Women for Entrepreneurship Project. This initiative aims to create new training courses and social networks for women in rural areas. In this context, we hope to foster and inspire the entrepreneurial spirit of young women in rural communities in order to improve their social and professional status and gain equal gender rights across Europe.

CEJA is also one of the main partners in the Rural/Iter project, which aims to invest in agricultural education and training in order to increase entrepreneurial skills among young, female and new farmers. Through the transfer of knowledge and innovation to young, female and new farmers, the competitiveness and sustainability of rural businesses is likely to improve. If RURAL/ITER succeeds in its aims, the development of rural employment will enhance economic diversification across Europe and make rural areas more attractive for the youth of tomorrow.

3. What measures can family farmers' organizations, governments, development organizations, the private sector take to ensure empowerment and equal rights of women and youth in agriculture?

Because of the improved productivity of young people compared with their older counterparts as well as the alarming age balance in some parts of the world, it is reasonable, and in fact, absolutely necessary, to demand positive discrimination for young farmers in public policy. The EU has recognised many of these elements and sent an important political signal with young farmer support in the new CAP; however, this must be mirrored elsewhere in the world and go further still in Europe. Considering the extent of the demographic crisis, especially in Europe, and the scale of the barriers to enter the sector, support for young farmers must go further – with increased rates of support for all young farmers across all EU Member States and a varied selection of tool policies available so as to accurately target support and tailor it to relevant sectors and geographical areas.

There must also be increased cooperation between farming organisations, governments, private companies and other stakeholders. CEJA in its everyday work strives to foster these links! For example, private entities can cooperate with young farmers in terms of sponsorship, organising information seminars and the exchange of best practices across the globe, cooperation on innovation and research, thereby enhancing the economic conditions for the young farmer while giving private entities insight into the use of their products and services on the ground and in the field. We must come together to promote the benefits of the family farming model and ensure its survival, which can only be done through the increased public support of young people and women in agriculture and rural areas, which in turn must be asked for by the public at large and not just farming representatives – because that is exactly who a more accessible sector for young people will benefit: society at large, not just farmers.

For more information or if you have any questions, feel free to email allusers@ceja.eu.

Kind regards,

European Young Farmers (CEJA)

8. Danielle Nierenberg, Facilitator of the discussion, Food Tank USA

Many thanks to all those who participated in last week's forum The Future of Family Farming: Empowerment and Equal Rights for Women and Youth. We received some interesting and innovative commentary and intriguing suggestions on how to promote greater participation in the food system among women and youth.

Commentators agreed that youth and women face many barriers to entry and success in the agricultural sector. One of the major obstacles is lack of access to arable land as well as credit. Diminishing fertile land areas and discrimination against youth and women when applying for loans can discourage these groups from wanting to be involved in agriculture. Commentators also pointed out that lack of education and extension services, inability to access to technology, and lack of access to inputs such as seeds and fertilizer are big barriers to sustainable farming.

Several programs working to promote youth and female participation in agriculture were mentioned in the comments including the European Council of Young Farmers' (CEJA) Mentoring Women in Entrepreneurship Program (MWE), which provides training courses and cultivates social networks for young women to start their own agribusinesses. And in Malaysia, the Ministry of Agriculture and Agro-based Industry (MOA) has developed a program promoting agropreneurs— young people engaging in agriculture, agribusiness, and agrotourism—through extension training and financing incentives.

Participants also offered suggestions for ways that development organizations and governments can better engage women and youth in agriculture. Commentators agreed that educating society as a whole about the value of agriculture is key to increasing participation. Government-sponsored

PSAs, for example, can teach youth and women that farming is an economically sustainable profession.

In addition, comments focused on the need to build good soils to ensure the future productivity of agriculture, and the responsibility of governments to bring infrastructure and technology to rural areas to discourage urban migration. Commentators emphasized that increasing agricultural extension training is vital to ensuring productivity and financial success for women and youth in agriculture. CEJA wrote, “For young farmers... it is essential that the attractiveness of the agricultural sector is promoted to them and that vocational education and training in agriculture is widely available, accessible, attractive and affordable.”

Thank you again for your comments--keep them coming!

9. JA-Group, Japan

We, JA-Group, consist of 700 agricultural cooperatives in Japan. It is one of our most important issues to improve women and youth farmers’ positions since almost all of 2.4 million farmers are family farmers in our country. This year, designated as the International Year of Family Farming (IYFF) by the United Nations, is the best opportunity to discuss this theme and share experiences and best practices on the global level. We would like to introduce two cases that we have engaged in.

First, how can farmers’, especially women farmers’, financial independence be ensured in food chain? Our members’ agricultural cooperatives totally own 2,000 farmers markets to provide women and aged farmers with opportunities to make agricultural incomes by selling their agricultural products and handmade products. In these shops, farmers can set the right price by themselves. In addition, there are 16,800 farmers markets in the nation including ones owned by local governments, selling 8.6 billion USD in 2010 that is direct incomes of farmers, excluding 15% sales charge on average.

Second, how can voices of youth farmers, who will take a key role into the future, be reflected in agricultural policies? JA-Youth, which has 60,000 youth farmers in our organization, has conducted the Policy Book Activities that are building up and delivering actual voices of young farmers for local and national governments since 2010.

These efforts are still in progress. We would like to make them further better learning from best practices in the world.

10. María Constanza Meza Elizalde, Fundación Para La Biodiversidad Y El Desarrollo Rural, Colombia

[Original contribution in Spanish]

Aunque han aumentado los niveles de acceso a la educación superior de jóvenes rurales, se presenta aun o por lo menos en Colombia, una debilidad en el enfoque de las carreras universitarias, si bien la mayoría de opciones de pregrado tienen incluido un componente de trabajo social dentro del perfil profesional, el enfoque que se les da a la mayoría de las carreras es para su participación en sistemas productivos a gran escala o el impulso de grandes obras de infraestructura, es como así la mayoría de jóvenes egresados de programa de pregrado, no aplican sus conocimientos a sistemas productivos familiares, de forma que se aumente la rentabilidad de los mismos.

Es por ello que se debe promover la participación de jóvenes profesionales en el sector rural para darle un impulso a este, así como se debe dar una mayor articulación de las dinámicas rurales y urbanas.

Igualmente se deben fortalecer estrategias participativas desde edad temprana, como la promoción de escuelas libres, de forma tal que se les inculque a niñas y niños ,el reconocimiento por su territorio, un empoderamiento a temprana edad de las dinámicas que inciden en la agricultura familiar.

Mientras que para las mujeres los principales desafíos siguen siendo el aumento en la participación de la economía familiar, y reconocimiento de su rol en la conservación de los sistemas productivos y su entorno. De forma que las prioridades son:

1. Promover el empoderamiento económico de las mujeres impulsando la participación de ellas en actividades económicas rentables. Para ello se debe impulsar la transformación de productos primarios, no solo limitarse a la comercialización de cosechas, si no promover la preparación de alimentos, elaboración de conservas, artesanías u otros. De forma tal que no solo aumente el ingreso y activo de los hogares, sino que se resalte el papel de la mujer en la economía como promotora de la seguridad y soberanía alimentaria local.
2. Fortalecer el rol de la mujer en la conservación, si bien se ha identificado el papel de la mujer en la agricultura familiar y la conservación de la diversidad biológica, se deben aumentar los esfuerzos de valoración económica para incluirla en opciones como el pago por servicios ambientales o negocios verdes.
3. Rescatar los saberes de las mujeres en la agricultura familiar, si bien ellas los transmiten de generación en generación, existen aún numerosos vacíos sobre su contribución a la seguridad alimentaria.

Así mismo para liderar un cambio que asegure la apropiación de las mujeres y los jóvenes, y se fortalezca el ejercicio de sus derechos dentro del ámbito de la agricultura familiar, las

organizaciones de agricultores familiares, gobiernos, organizaciones de desarrollo y el sector privado, deben unir esfuerzos y orientar medidas a:

1. El fortalecimiento de una Gobernanza que promueva una articulación de toda la cadena productiva y en la cual mujeres y jóvenes participen de forma activa. Para ello se deben generar instrumentos de política que promuevan la investigación básica y aplicada orientada al desarrollo de nuevos productos de valor agregado derivados no solo de la agricultura familiar sino también de la utilización sostenible de los recursos naturales; así como se deben diseñar estrategias para la apertura y mantenimiento de canales de comercialización locales, regionales y nacionales.
2. Motivar a los estudiantes universitarios, de forma que encuentren una opción rentable en el enfoque de sus carreras hacia el impulso de la agricultura familiar.
3. Promover la investigación aplicada hacia los sistemas rurales de producción familiar.
4. Aumentar el acceso de las TICs a los jóvenes rurales.
5. Realizar la valoración económica de las actividades de las mujeres en los sistemas de producción familiar, de forma que se diseñen alternativas para reconocer las económicamente, principalmente desde su rol en la conservación.
6. Aumentar el enfoque de conocimiento del entorno en las cátedras escolares.

[English translation]

Despite access to higher education for rural youth has increased, the approach of university courses still denote a weakness, at least in Colombia. While most undergraduate options include a social work component within the professional profile, most degrees are focused in the participation in large scale productive systems or large infrastructure projects. As a result, most undergraduate young alumni do not apply their knowledge to family production systems, losing the opportunity of increasing their returns.

To boost the rural sector, the participation of young professionals should be promoted and the coordination of rural and urban dynamics should be enhanced.

Participatory strategies like the promotion of free schools should be strengthened from an early age. In this way, the recognition of their territory could be instilled in children, an early age empowerment of the dynamics affecting family farming.

The key challenges for women still lie in their increased participation in household economy and their acknowledgment of their role in the conservation of productive systems and their environment. Therefore, priorities are:

1. Promoting the women's economic empowerment by fostering their participation in profitable economic activities. To do so, processing of primary products should be boosted. Action should not be merely limited to crops marketing but should promote food

preparation, canning, crafts or other activities. In this way, not only household incomes and assets would be increased, but also the role of women in the economy as a promoter of local food security and sovereignty would be highlighted.

2. Strengthening the role of women in conservation. Although the role of women in family farming and biological diversity conservation has been identified, efforts should be intensified in terms of economical acknowledgement, offering them options like rewarded environmental services or green businesses.
3. Rescuing the women's knowledge in family farming. Despite they are transmitted from generation to generation, there are still many gaps on their contribution to food security.

Furthermore, to lead a change that ensures the ownership of women and young people and strengthens the exercise of their rights within the scope of family farming, family farmers' organizations, governments, development organizations and private sector should work together and focus their action in:

1. Reinforcing governance that fosters the articulation of the entire production chain and in which women and young people are actively involved. To do so, policy instruments promoting basic and applied research aimed at developing new value-added products derived not only from family farming, but also from the sustainable utilization of natural resources should be generated; strategies to open and maintain local, regional and national marketing channels should also be designed.
2. Motivating university students so that driving their careers to family farming promotion is regarded as a profitable option.
3. Promoting research applied to family production rural systems.
3. Increasing rural youth access to ICTs.
4. Conducting an economic assessment of the activities undertaken by women in household production systems, so that alternatives targeting their economical acknowledgment, mainly for their role in conservation, can be devised.
5. Enhancing the environment knowledge approach in school classrooms.

11. Danielle Nierenberg, Facilitator of the discussion, Food Tank USA

Thanks to participants for their comments about innovations to increase the involvement of women and youth in agriculture.

In Japan a large majority of farmers practice family farming and many innovative practices are encouraging a small-scale approach. Japanese agriculture cooperatives own farmers markets where farmers can set their own prices, ensuring higher incomes for young and female farmers by allowing them to set their own prices. Youth participation in agriculture is also encouraged by JA-Youth, an agricultural cooperative of 60,000 young farmers who advocate for policy directives to support agriculture.

A commentator from South America shared several ideas about how to better engage and support youth and women in agriculture. Universities, for example, can incorporate more agricultural programs to encourage youth to participate in farming. And for those programs that exist, applying agricultural and business knowledge to family farming, instead of industrial agriculture, should to be emphasized and encouraged. Governments can also promote youth access to information technologies so they may better adapt them to farming pursuits.

According to the commentator, South American women can better achieve food security and sovereignty by incorporating traditional knowledge and domestic skills to create value added products to sell for a higher prices. Strengthening the role of women in ecological conservation, conserving biodiversity, and sharing intergenerational farming knowledge are also important.

Thanks again for your comments!

12. Kabiito Denis, Uganda

Being youth, I will focus on the main challenges the youth (both men and women youth) face especially in the Ugandan and Africa setting in general. these are given as reasons why the youth shy away from the sector and the possible interventions.

My contribution is in the article attached [also reported below, Ed.]

Status of Agric, & youth perspectives—

- Uganda's agriculture remains largely traditional, Dominated by small holder subsistence farmers, whose level of investment is insufficient to make meaningful contributions in the livelihood of farmers
- Thus, more importantly, un-attractive to the youth.
- High population density and land fragmentation ; too small pieces of land hence reduction in arable land .
- Little or no margins from subsistence farming system has encouraged or exacerbated the migration of the youths to towns in order to quench their thirst of making quick money.
- leaves agriculture to the ageing farmers who contribute using tradition methods leading to low productivity and thus food insecurity

This low position threatens the youth and makes them shy away from the sector. this implies that:

“as long as agriculture or farming remains marginally rewarding, young men and women will drift away

too more profitable sectors.”

There is therefore need to invest in the next generation of farmers. But critically the following should be analysed:

Reasons of non- involvement

- Agriculture taken to be manual punishment. Agriculture related activities are used by schools and prisons (recollection centers) to punish indisciplined individuals
- Public image: Agriculture, in particular farming possesses a negative image among the public and most especially the youth. It is portrayed as a sector for the less educated, low-income and one of high risk taking.
- Farmers esp. the old dress in rags, youth find this demeaning
- Nature of education system. There is a serious disconnect between agriculture education and the market place. The Ugandan agriculture curriculum trains most youths for white collar jobs which do not reflect the economic and social context for which they are being trained.
- Neglect by government and society. Youth are aloof to agriculture because they are neglected a lot by the government line institutions and society that promote the sector .In society, youth do not own land, can't easily access credit and often taken to be volatile.
- Decision making youth are normally excluded in policy discussions relating to access to agriculture and rural market development
- Ownership of land: youth and women often don't own land titles. Often its such items that are used as premium in access to credit thus they are often left out in acquiring credit too.

We should note that Youth ;

- youth can play a significant role in acting as a catalyst for change to agriculture development given their propensity and willingness to adapt new ideas, concepts and have the energy to carry them through the transformation.
- But the underlying goal of attraction and retention of us the youth in the agriculture sector is transforming the sector from purely subsistence to commercial farming where farmers under take agriculture as a business which can help them earn enough income to prosper.

Intervention measures...

Requires a multidisciplinary approach;

- Changing the image and perception about agriculture in the face of the youth. Youth need to be educated and made aware of how farmers operate today.

Farmers have to be educated, business –savvy entrepreneurs who possess some extensive training and knowledge.

- Role models and mentorship. The positive aspects of choosing agriculture should be emphasized to the youth. the benefits of engaging in agriculture like; - owning own business (so boss of myself), choosing when to work (my own hours – , and having a variety of daily responsibilities
- Change the curriculum. It is essential for the government to reform the education curriculum to be broad based and geared towards integrating vocational and practical training in education curriculum. The change in the curriculum will change the mindset of the youth and motivate them to explore untapped opportunities in the agriculture sector.
- Access the credit. young people tend to have fewer chances of obtaining credit or capital.
- Access is often tied to availability of collateral which is usually land which the young people do not have. It is therefore, important that appropriate affordable financial packages are put in place by financial institutions to cater for the youth.
- Mechanization. The youth being eager to learn and often moving in a dot.com era, it is critical for the government to improve traditional methods of production to attract youth to agriculture by mechanizing agriculture.
- Government needs to support, young professionals or graduates from the school of agriculture to initiate their own farms. We need to have more young people , educated, employed but doing farming.
- Farmer organizations. In Most organizations, the youth are integrated with the old yet they have varied interests. So as farmer associations are formed, special interest groups should be considered in order to create harmony and mutualism.
- Agri-business incubators (science and technology) family farms should absorb create this environment to absorb the youth. These aspects are crucial: Value Chain development –n fostering entrepreneurship and farming as a Business

Conclusively, The challenge that we must take up as leaders, facilitators, policy makers and private sectors in Uganda’s agriculture and Africa as a whole is to build capacities of the youth and equip them to address the emerging requirements of an attractive agriculture that is capable of offering prospects for viable income and good quality of life.

13. Thoeurn Yap Cambodia

Dear colleagues,

On behalf of CFAP Cambodia

I have a small contribution with this

Best Regards,

YAP Thoeurn

head of agriculture and advisory officer (HAAO)

E-mail: ythoeurn@cfap-cambodia.org

We organized training courses and training for producer group in target areas. They were very interested in the special farmer field school (FFS) and soil treatment for improve they farm to growing the crops. Women are involved our project and they actively to discuss the problem during our training and finding solutions to has better for future. Most of men are worked with other jobs for main income to support they family so they do not involved much with our project. Women are stayed at home so they are has time to look up they children and to produce vegetable with adaptation to climate; not only for household consumption, but for sale for household income. Some widow are member of our organization they are produce vegetable for sale for household income to support her family and her sister to study.

Nowadays my organization promoted youth to joint our programs and working closely with farmer organization at commune level to strengthen they Commune Farmer Association. We all way provide training skill to them for capacity building especially in agriculture and marketing. Because they are working and advisory directly to farmer member and farmer organization.

Women and youth are very involve for social development because they are joint any activity in community and networking to connecting the information for sharing to other people that less opportunity to get the information.

14. Yunuel Cruz, The Hunger Project Mexico, Mexico

Dear colleagues,

On behalf of the Mexican Family Farming Network, I want to share some challenges we face when thinking in policies for youth.

1.- Discrimination: rural youth in Mexico suffer discrimination from two sides. First, because rurality is associated with poverty, illiteracy and low-class. Second, because inside the communities being young is associated with inexperience or lazyness and as a consequence the decision about farms is taken by the olders.

2.- Migration: young people in rural areas in Mexico, usually face two options once they became independent. To stay in the farm or to migrate to USA or to urban areas as Mexico City. Even if they are going to develop low-paid jobs, they usually choose to migrate because the idea of progress is related with urbanity. Also, because if they remain in the field they are never going to be able to obtain things such as: cars, clothes, drinks, or vacations, which are the things the actual economic model promotes.

3.- In order to create better policies for youth, we need to think as youth. The farm should be an option and not a condemn. We need to develop programs that address at the same time: agro-ecological training, value-added product processing, and business training.

4.-Around the world the movement for organic food and local market is growing. We need to create programs to bring together youth consumers and youth producers. Most youth consumers from urban areas are now more conscious about the ingredients of the food and they look for more natural options. They are more sustainable consumers, and they are engaged with solidarity projects.

5.- What we are missing, from our point of view, is an strategy to communicate both worlds (commercialization, online markets, local transactions), because right now, at least in Mexico the organic market is monopolized by luxury restaurants or shops. If you want to consume organic you need to be rich, and the producer is not obtaining the benefits of those transactions.

Send you attached, the proposal of the mexican family farming network to create a national program on family farming in our country.

Thank you,

Best,

Yunuel Cruz

15. Jessica Fitch, CEJA, Belgium

Dear colleagues,

On behalf of CEJA, European Young Farmers, and as a follow-up to President Matteo Bartolini's previous contribution (see here:

<http://www.fao.org/fsnforum/sites/default/files/resources/CEJA%20Contrib...>), CEJA Vice-President Paola Del Castillo has also contributed to the subject above.

Please find Ms Del Castillo's contribution here:

<http://www.fao.org/fsnforum/sites/default/files/resources/FSN%20contribution%20CEJA%20VP%20Paola%20Del%20Castillo.pdf>

And also below

For more information or if you have any questions, feel free to email allusers@ceja.eu.

Kind regards,

European Young Farmers (CEJA)

FSN CEJA Contribution 2 – VP Paola Del Castillo

The future of Family Farming: empowerment and equal rights for women and youth

As a female young farmer and Vice-President of CEJA, I would also like to contribute to this discussion, following on from the CEJA President Matteo Bartolini's answers to the discussion questions.

CEJA is an organisation which represents female and male young farmers equally, considering that the lack of women farmers is not an issue in Europe today with one third of heads of holding in the European Union (EU) female – as Matteo previously stated. However, this is not the case across the world, with differing levels of equality between men and women causing legality issues in terms of ownership of land, property and production methods in many areas. But considering that young farmer levels are so low, and share the same barriers to access (which differ from those female farmers face) across the world, we believe that these issues should be treated separately. Young farmers need financial support to kick-start their career more than anything, while women farmers need to access the same rights as men in order to be considered head of the holding or to be legally accepted as owner of land and/or enterprise. It is important to make this distinction in order to avoid confusing the needs of the two groups or implementing unhelpful/unnecessary support tools.

Access to land is an overwhelming problem for many young people attempting to become farmers, and this needs to be desperately addressed, particularly in Europe, if we are to meet today's demand for food, let alone tomorrow's. Drawing on our own involvement in the state aid consultation process at EU level, CEJA believes that state aid for land acquisition can be a useful tool in agriculture. This is because the nature of agricultural activity is quite particular – structural and natural disparities exist between sectors as well as between regions in farming, and in order to fix these and ensure a well-functioning and equitable economy. One of the tools to bring us closer to this is state aid for land acquisition for young farmers. CEJA agrees that the use of state aid as a tool in general should be limited; however, because of the particularities of the agricultural sector and young farmers within it, as detailed above, the tool is exceptionally relevant in this context. It is for this reason that, although we support the concept behind the European Commission's state aid proposal, we are adamant that this measure should be a stand-alone provision in the regulation with admissible investment, independent from other measures, areas or funds. For example, this particular tool should be treated separately from issues relating to female farmers, which refer to a question of access to land rights, rather than land. This should be tackled in the context of the need for greater gender equality, whereas *young* farmers, both male and female, are in dire need of positive discrimination, particularly in terms of public support, across the world.

As well as access to land as a substantial barrier for young people attempting to enter the sector, access to credit is also hugely problematic. Young farmers rarely have the financial backing or assets they need in order to provide banks with the security required to obtain enough of a loan to make the high investments they need when starting a farm. Besides access to land, agriculture has much higher startup costs on average than other sectors, and therefore demands more support in terms of access to land but also bank guarantees. It is for that reason that CEJA would like to see an opening at the European Investment Bank for Loan Guarantees, exclusively available to young farmers, who could be given a guarantee at European level if they hold the appropriate academic/training qualifications and present a comprehensive and detailed business plan setting out their expected investments and returns for the coming years. This would in turn be presented to a national bank as the security necessary to obtain a loan at national level, thanks to the backing of the European Investment Bank.

Considering how scarce a resource land is in Europe and how difficult it has been for young people to secure loans since the financial crisis, state aid and a bank guarantee would help the development of agriculture significantly and have a positive impact on the sector, particularly in terms of the objectives of increasing young farmer numbers and rejuvenating European agriculture, contributing to the vitality of the EU territory by encouraging people and services to stay in rural areas, as well as helping farmers to modernise and develop their farming enterprises. These are

measures which would help young male and female farmers alike of course. It is quite clearly, however, not the correct tool to tackle issues of gender inequality in terms of land and production rights in some parts of the world – here, an entirely readjusted mindset is needed to inspire moves towards greater equality for women, both in agriculture and further afield.

Whether they are men or women, all young farmers are faced with similar problems when attempting to enter the agricultural sector. In this context, the regulatory framework, including all administrative procedures, must ensure that provisions and incentives are available in order to eliminate these barriers and instead prioritise public support for young farmers in terms of modernisation aid, innovation, training and any other form of support that could help them to develop their farm business.

16. Tanya Robbins, United Kingdom

A perspective from the United Kingdom (UK)

In the United Kingdom (UK) women are finally reaching significant places in the agricultural world such as Minette Batters recently elected as Deputy President of the National Farmers Union, (NFU), Christine Tacon, CBE, appointed by our Government as the first Groceries Code Adjudicator having run the Co-Operative Groups farming business for 11 years and Kate Allum is the Chief Executive of First Milk, the largest dairy farmer co-operative in the UK. Caroline Drummond is the Chief Executive of LEAF - Linking Environment and Farming - which is the leading organisation promoting sustainable food and farming. This organisation runs Open Farm Sunday where on a Sunday in June each year farmers welcome the general public onto their farms, usually free of charge, to show them how their food is grown, how farmers take care of the rural environment and take the opportunity to talk to people. This year 375 farms took part and 205,000 visitors enjoyed a great day out on a farm. Initiatives like this are vital to re-connect a mainly urban population with how their food is produced. We were very proud to open our farm this year and look forward to taking part in the future. Christine & Caroline were part of a small group of women involved in agriculture that realized the significance of their role within UK agricultural and formed 'Ladies in Agriculture'. Three times a year this group meets at The Farmers Club in London where members invite a guest, as I was last year, who then automatically become a member of this group themselves, and invite further guests so the membership is growing rapidly. Business issues are discussed, support provided to each other and the younger generation are particularly encouraged to join. At the last meeting in March of this year, 60 women attended and Government minister George Eustice, the Parliamentary Under Secretary of State for Farming, Food and Marine Environment addressed the group and was then questioned and challenged on a variety of issues.

There is a national television programme shown on a Sunday evening called 'Countryfile' where presenters focus on a different county of the UK each week showcasing what is happening in rural life. The programme used to be on during the day but since moving to this prime slot in 2009 the presenters have become household names. This is certainly helping to encourage young people into a career in agriculture with a significant rise in applications to study at agricultural colleges and universities. At Harper Adams, one of our major agricultural universities, the percentage of female students has risen by 5% since 2009. Most of the female students take animal welfare courses and the male students predominantly study agricultural engineering. Advances in technology have significantly helped with less hard labour required than two generations ago - machinery is nowadays used for working the soil, harvesting, milking and cleaning out barns, etc. These can be operated by women or men but it is still usual for men to drive the big machinery and

women to care for livestock and have charge of the farm paperwork. The use of modern technology in our homes, from electricity and running water to washing machines, dishwashers and vacuum cleaners have meant women are no longer having to spend most of the day on housework but are out working on the farm.

On national radio we have an early morning show 'Farming Today' that discusses the latest news on farming, food and the countryside and the presenters and producers are all female at the moment. The two main national weekly newspapers for the farming industry are both edited by women - Emma Penny at the Farmers Guardian and Jane King at the Farmers Weekly. A recent survey by the Farmers Weekly on the role of women on farms has revealed a ground swell of a positive attitude to the role women have in UK agriculture - now only 4% of women consider it harder for girls to start a career in farming compared to when they themselves began but the survey does show women still consider they are not treated fairly on family farm succession. The major banks I have spoken to do not hold records on the gender of their agricultural clients and I am told there are less sole trader accounts nowadays as most are partnerships or corporate style accounts.

The Young Farmers Clubs (YFC) of England and Wales are one of the main organisations for our rural youth. They have 25,000 members from the age of 10 to 26 making up 644 clubs. Each club is led by the young people organising their own meetings and social activities. They have the opportunity to take part in varied competitions from public speaking to judging livestock such as sheep and cattle and a huge selection of arts and crafts competitions in teams or individually. Each year they have a campaign and this year it is to 'Beat Rural Isolation and Tackle Mental Health Issues'. The National Farmers Union offers free membership to students and YFC members and the Next Generation Policy Forum of NFU is a recent innovation. Sixteen younger farming members from all over England Wales are nominated by the counties and their views are taken into account for current policy developments. Most of the main sector and organisational boards within NFU have women representing members but men still form the overwhelming majority.

The UK Government 'Farm Practices' Survey Autumn 2012 for England shows that almost three quarters of farms were long-established family farms and now officially there are 23,000 female farmers compared to hardly any ten years ago. These figures are for small hobby farms as well as commercial holdings. Often the women are the driving force to diversify farm businesses; they work on the farm, bring up a family and often work off the farm as well. To the general public the perception is still of the 'farmer' being the man of the household supported by his hardworking wife, but this is changing. For example, Bec inherited her family farm and has diversified by converting redundant old farm buildings into rented business premises such as a micro-brewery, Caroline has invested in top of the range luxury hideaway retreats for the tourism trade and Claire made sure their newly built broiler chicken units had viewing platforms so that members of the public can see exactly how they rear chicken for supermarkets.

I have had the opportunity to meet some of these amazing women involved in UK agriculture having been awarded a UK Nuffield Farming Trust Scholarship. Currently there are six nations with Nuffield programmes - UK, Ireland, Canada, Australia, New Zealand and France, with the Netherlands, India and Brazil working towards membership. Lord Nuffield was a forward thinking businessman who realized that to travel abroad and seek out best practice in your chosen area is instrumental in bringing in innovation with the exchange of ideas and in your own personal development. As part of my study on 'Innovative Women in Today's Agriculture' I have travelled to Isle of Man, Ireland, Canada, Norway, Kenya, Uganda and India. We have so much to learn from women farming in Africa and India - I feel very humbled and honoured to have had the opportunity to meet incredibly hardworking, inspiring, caring women leaders such as Christine at Kitui in Kenya, Victoria Kakoko Sebagereka in Uganda and Nagalakshmi in India. I would like to see the

Nuffield programme embraced by Scandinavian countries, support given to rekindle the link with Kenya and start to find ways of bringing in other developing countries such as Uganda.

Education and connections worldwide are enhancing our support of each other and with this comes greater confidence to use modern techniques for the survival and enhancement of our family farms.

Thank you for this opportunity to contribute to this debate.

Tanya Robbins, NSch – June 2014

17. Mildred Cashmere, Jamaica Network of Rural Women Producers

What measures can family farmers' organizations, governments, development organizations, the private sector take to ensure empowerment and equal rights of women and youth in agriculture?

Jamaica Network of Rural Women Producers acknowledge IYFF and encourages an increased effort to refocus on social capital as a key element in rural women development. Social capital is one medium rural women uses to aid the resilience process when combating Climate change

Within the Caribbean (SIDS), these islands are more vulnerable as the risk of natural disasters due to climate change is frequent. A large percentage of these rural women are head of household and in order to have successful businesses they have combined family efforts for income generation.

As a national rural organization in Jamaica for rural women, this case study of rural woman and her family who came together to propose activities for income generation and it has such impressive effect as it is structured to benefit her family, and the Jamaica Diaspora in several countries outside Jamaica. **"The Sunday Dinner Project 2014; Strengthening Caribbean Families through Food, Conversation and Community"** will highlight rural women's indigenous knowledge in food preparation, healthy lifestyle, share ideas that can reduce the food import bill and creating better and happier family life through conversations. This can be followed further at www.sundaydinnerproject.org

The overarching goal of THE SUNDAY DINNER PROJECT is to strengthen Caribbean families across the globe using the medium of food, which for us, is more than a source of nourishment. Traditionally, food is used to express our appreciation for our loved ones, for celebrating milestones, as a healing technique and for building community.

Our objective is to expand on this tradition by mobilizing Caribbean people in the Region and the Diaspora to sit down to Sunday Dinner with family and friends beginning on September 28, 2014. While sharing this meal, we hope that family and friends will (re)connect and initiate a family conversation about important issues such as identifying family history and how it will be transferred from one generation to the next; acknowledge family hurts and the need for healing conversations that can begin to identify strategies for overcoming them as well as how family resources will be preserved, expanded and acquired.

We recognize that generally, these issues cannot be resolved at a single meal and that these conversations may even generate tension. This is the reason that the project includes building a

network of family and healing experts that individuals and families will be able to access during the period leading up to, during, and after the official launch of THE SUNDAY DINNER PROJECT.

In addition, our promotion of this family conversation will encourage the eating of indigenous and healthy foods as a contribution to promoting regional food security, healthy lifestyles and increasing employment. For these reasons we consider THE SUNDAY DINNER PROJECT a win-win situation for multiple sectors, families, individuals and businesses.

18. Louise Manning, Royal Agricultural University, United Kingdom

The challenges facing women and youth in agriculture are different by country but there are some underlying factors across the developed and developing world. In the UK, farming women who are now in their eighties and older faced deep-seated institutional inequality because of:

lack of access to agricultural education, (many educational institutions were male only or women in farming communities were expected to develop the home skills because they fed so much of the workforce),

social structure, (women were expected to give up work and care for their husband and children when they married),

rural society (womens' unpaid contribution runs much of the structure of rural society, especially as a result of rural isolation from welfare services e.g. through informal systems centred around the church, pastoral people care systems, and civil networks such as the Women's Institute and other women's groups) and

access to the capital asset itself (If the capital asset of a farm is reduced it impacts on the ability to have a viable farming unit as is seen in many parts of Europe where inheritance laws are different to say the UK) as male offspring were seen as the natural inheritors.

There are other technological challenges in that generation *manual labour* (the difference in physical stamina for some women meant they were unable to do certain jobs at the same productivity level), the introduction of *electricity* reducing the drudgery of some household chores compared to the start of their lives.

Women in their late fifties and sixties in UK agriculture faced a different set of challenges. Lack of viability in agriculture meant that the businesses had to find an alternative source of income. In short, women had skills the non-farming labour market would buy. Therefore many women worked off the farm as well as contributing to the running of the farm business itself or ran an alternative enterprise on the farm. Many of their children grew up in farming families and saw what their parents had to do to keep their businesses afloat and often just standing still in the 1990s. Increasing legislation, and administration demands in many small family businesses also fell to the women and at the time there were little in the way of computerization to support. Agricultural family businesses would have collapsed over that time period if women had not taken up the gauntlet that was thrown down to them. Generally women (and men) involved in agriculture across the 1990s/early 2000s simply said to their children who were in their late teens onwards – don't be involved in farming get a good job which pays well in the towns and cities. Thus in the UK, a whole farming generation looked for other jobs, which meant many agricultural colleges closed and the circle of gloom in agriculture perpetuated and the average age of farmers remained high. This

female response is true in the developing world too where many women see the real opportunities for their children as being away from rural areas.

Until women see a better life for their children at home in rural areas they will still give the message – go where the grass is greener.

However in some agricultural sectors profitability turned a corner in the UK, and subsidies at least meant the family farming business broke even whilst the farm asset kept rising in value, as did the opportunities increase through *technology* – improved equipment, computers, reduced number of farm workers so less of an onus on women in the farming business to feed them daily, access to agricultural education for women and a desire to be the “farmer” as opposed to the farmer’s wife.

There is a resurgence of youth reentering agriculture with men and women in equal numbers. What they need above all as with all young people entering a career in any field is *mentoring and support*. They also need people to give them opportunity and this presents a challenge because very often they enter an industry where career progression is not well mapped, they have low experience, low asset base and are seen as high risk in a low margin environment. Therefore they need to be underwritten by their own families or a sponsor and there may not be a willingness to do this.

Access to finance is the biggest challenge and whilst margins remain low so does financial viability in agriculture and the ability to pay back loans.

Empowerment and equal rights

The question to ask first is whether there is greater empowerment of women and youth in agriculture compared to other business sectors? If not why should agriculture be a special case or be able to break the general mould of the number of women leading business sectors? The question also that needs to be asked is whether women in leadership roles in policy organisations or food/farming related businesses in the supply chain reflect the empowerment of women in actual agricultural businesses.

In the UK, overall women account for only 17% of all business owners. That does not mean that they are not highly involved in the business they are just not identified as the owner. Between 2008 and 2011 women accounted for 80% of the new self-employed. (Labour Force Survey, Office of National Statistics 2013). This is at a time when statistics also note a rise in the number of women identified as the main farmer in farm businesses. The rise in women business owners is a trend therefore across all industries. Self-employment offers far greater opportunity for women than employment because they themselves are setting the structures and dynamics within their businesses and in doing so will drive greater personal empowerment compared to the dynamics of employment. Also as they are self-employed, at a certain stage in their lives an employer does not have to face the cost of their childbearing so potential “clients” might offer them greater sub-contracted opportunity as there is less risk to their business of carrying maternity costs.

Women involved in farming businesses across the world face a challenge between their contribution to the business (physical and mental) and their role of carrying and birthing children. The demands of the family farming business does not stop just because of giving birth on any given day. Many women involved in farming businesses have to give birth literally between job tasks and carry on. This requires great mental and physical resource within the women themselves, and the integration of their partners and extended family to look at how childcare is shared amongst them so that the women can continue to actively contribute in the role they have chosen. Many of the women in agriculture now in their eighties empowered the women in their fifties by providing childcare so they were free to earn income on and off the farm. Those women in turn will struggle

to continue to work full time, care for their grandchildren to empower their own daughters and daughters-in-law to continue to provide income and also care for the elderly members of their family. This is further compounded by an expectation that women will still deliver the unpaid social and cultural support on which the rural areas depend.

There are many developing societies across the world where the children are being cared for by grandparents, whilst their mothers are hundreds or thousands of miles away earning cash to support the families. Within farming operations at least women are not geographically isolated from their children.

The most important mechanism for engagement of young people and women in agriculture is for more of the value of the food to be retained at the farm gate. This will encourage more parents to believe there is a future for their children in agriculture. Fathers across the world need to believe that daughters can run viable farming businesses so that they see them as a part of their succession plans and not just their sons. The example of their own wives and mothers and what they have delivered to agricultural businesses over the last four decades is now changing perceptions in the developed world, but old attitudes are still entrenched because of the need to retain the capital in one individual to make a viable farming operation. On marriage women's farming businesses need not to be seen as becoming part of a husband's wider property asset rather that women retain ownership and control and many young women at agricultural universities and colleges will expect this in the future. There are a number of cultural challenges to this becoming the status quo. Credit and financial support agencies needs to consider the wider challenges of property rights and how women can assess funds.

Organisations need to recognise that collectively women have far more opportunity to take an active, engaged role in agriculture in family businesses, self-employment and smaller scale business models than they do in large agribusiness operations. However, women will also continue to do much of the repetitive labour in the developing world unless technology replaces those activities as it has done in the developed world thus enabled men and women alike to progress their businesses and increase productivity.

19. Debra Pretty-Straathof, Canadian Federation of Agriculture, Canada

Hello. Thank you for the opportunity to contribute to this forum on the future of family farming: Empowerment and equal rights for Women and Youth.

We have been asked to contribute as individuals but as a Canadian woman who serves on several ag-based boards (Ontario Federation of Agriculture, Canadian Federation of Agriculture as a working group chair on taxation issues, and vice-chair of Ontario AgriFood Technologies, and as the CFA rep on the WFO Women's standing committee) I feel I must try to contribute in a broader context than just my personal observations.

That said, each of our views are shaped by personal experience. I have been married to a dairy farmer for the past 30 years, as of today. I naively thought that we would farm together, as partners, but I did not foresee a cultural roadblock; abetted by a succession planner who warned farmers to beware of "the daughter-in-law."

I was raised on a small beef farm. My parents both came from farms; Dad from dairy, Mom from beef, and I am the only one in my generation of family cousins (after 200 years of farming in

Canada) living on a full-time farm that does not depend on off-farm income to survive. We are very fortunate, with much thanks to all my hard working in-laws, and to having Supply Management in Canada.

I cleaned calf pens, baled hay, milked cows, raised three children and looked after "the home front" but finally realized I would never be at the decision table. I went back to college to sharpen my communication skills. I had become involved with county (local) level farm organizations and wanted to be a more effective advocate for agriculture. I found I could help make a positive difference. Others reached out and asked me to become involved. We need to keep doing that (approaching farm women and youth) for organization renewal and to bring new ideas to the table.

So that's where my views start...I was hesitant, hence the last minute submission, to comment on the key challenges that women in agriculture face. I find it interesting that the first question refers to many rural areas in the developing world that aren't stimulating places for youth to live and develop. I would say that even in our very privileged country of Canada, this applies to even those of us close to urban centers, if the farm focus is on work 24/7. As farms grow ever larger the rural connection shrinks and the social fabric is diminished. It still exists of course, but at 56 I can see the changes from my youth. Hospitals are closed. Same with schools; agricultural societies that organize and host local fairs are struggling to survive in some areas. These services need to be maintained in rural areas or the youth will leave. Bit of a "Catch-22."

Some of the key challenges : Canadian farm society is as much a mosaic of attitudes and social norms as the rest of society, albeit perhaps a tough more conservative. While we all have the same legal rights, I believe some women are held back by outdated views, however there are many Canadian farm women who are full partners and also sole proprietors of their farming ventures. I admire them more than words can express.

A lot has changed since my mother applied for her first bank loan, and as a general comment beginning farmers, male and female, face similar challenges: get the proper education, access to capital, rural child care...create a credible business plan, etc.

Programs and initiatives to help: I was one of very few women on our general farm board 15 years ago but I now see more female representatives. I see young, educated women today smashing stereotypes who want to farm and help shape policy, leading.

I see young women attending the events we host for young farmers to introduce them to our organizations and to help empower them in the farming sector.

We must continue to make them feel welcome and valued. We must encourage women (and young men too) to consider primary agriculture as a viable, rewarding career.

Through agri-food education, the Local Food Act, through advocating for a National Food Strategy we can help empower our new generation of farmers, both men and women.

The OFA, CFA and other farm organizations in Canada help this effort by respecting and nurturing their involvement at county, provincial, national and international levels. In 2006 Laura Johnston Monchuk wrote a report for CFA and it contains information still quite credible today: "Many farm women hold full-time jobs, both on and off the farm, while continuing to be the primary caregivers of children and elderly relatives," according to Professor Belinda Leach, University of Guelph's Chair in Rural Gender Studies.

The report also quotes Statistics Canada numbers that show that while small, the number of women farm operators continues to grow.

There is a new trend in Canadian agriculture which is seeing young city women getting into the sector. They of course face the same high startup costs, but armed with a business and ag education and an entrepreneurial spirit second to none.

We need youth to sustain our industry and if they trends of more women and more youth in general are showing an interest, thanks in part, to improved commodity prices, things are starting to look more positive for farming.

A 2013 CTV news report detailed the growing number of young people entering farming. Those numbers were in decline in the last decade, but are up 35%.

Women are seen as more comfortable and confident on various industry boards, and are not content to toil behind the scenes any more. The industry is becoming a lot more inclusive and that's good news for everyone.

20. Susan Carlson, World Farmers Organisation, USA

Thank you for this opportunity to contribute to this vital conversation. At the World Farmers Organisation we have been 'walking the talk' by forming committees within the organization of women and youth. Not only do we have these two standing committees, but WFO also strives to include both women and youth in leadership positions within the organization. There are several areas of concern listed above as we look toward our world's growing population, our aging farmers, the injustices many women farmers face, and how to encourage the next generations to be farmers and agricultural contributors that WFO continually strives to address. The first thing we need to remember is to listen to what the women farmers need. There is no one size-fits all solution, and our goal is to seek concrete solutions to share with our members. We seek contributions of best practices and case studies which we share on our website. We seek stories and information from our members of what roadblocks they may be facing and how we can connect them with others who have experienced and faced similar situations--being a catalyst of change is a helpful empowerment tool we offer women farmers. Women's role in their family's farms is crucial. In many cases women are the farmers, yet for many cultural and other reasons do not have access to land tenure, to knowledge, basic infrastructure needs, to finance, to markets, to leadership opportunities. As farmers we need to have a profit. Farmers invest in their family farms more than any other sector invests in agriculture, yet we have few guarantees of profitability. So with 70% of U.S. farmers to retire within the next 20 years and the average age of African and America's farmers currently at approximately 55 years old, how can we ensure the youth, especially those who have grown up on farms and learned so many valuable skills, stay on the farms? How do we encourage those who've not grown up on farms to view agriculture as a viable career and lifestyle? First, there needs to be profitability. We need to strengthen local, national and international family farm policies. Farmers are more than food producers--they are stewards of the land, they are artists and innovators, they are entrepreneurs, they are creative problem solvers, they are committed, they work to get the job done. Farmers must have a free and open market; concentration of buyers are a

big concern. We must make sure that agricultural investments being offered are what family farmers want-- is it beneficial to them. Investment in family farming is important to improve food security, social and environmental stability and safeguard livelihoods for the majority. We need to guarantee farmer control of production resources, land and water. We need to build strong markets for farm producers. We need to invest in research that meets needs of family farmers. We need to invest in human capital--training in financial management and farm management. We need more women to be extension agents and farm trainers. Once we have a profit for family farmers we can be sustainable and improve farms. But let's not forget the investment we need is in the farmer and their extraordinary ability. Women farmers have exceptional abilities to not only improve their farm production, but also seek ways to improve the lives of their children through education, health care, nutritional needs. We need to ensure that being a farmer for both women/girls and men/boys is a dignified and important career. We see in the U.S. the increased value society is placing on food, where and how it is grown, and putting a farmer's face to this highly nutritious produce. We all need to eat and should remember--no farmers, no food, no future. Let's all work together to ensure family farmers--all units of that family no matter the gender or age, are vital to ensuring our world's food security.

21. Gabriela Kueng, Swiss farmer's union, Switzerland

The Swiss farmers' union has a committee of young farmers, which are also represented in the managing-committee of the Swiss farmers' union. Just a month ago, the committee of young farmers had the possibility to discuss their most important requests with the director of the Federal Office for Agriculture (FOAG).

To strengthen young farmers in Switzerland, it is very important to have policies, which are long-lived. At this time, the agricultural policy is changed every four years, but investments are not done just for four years. It takes much more time for amortization. Hence there is a need for steady policies with duration of a minimum of eight years. This would extremely increase the stability and could be very helpful for innovative systems.

There is a need for increasing the attractiveness of being a farmer. In Switzerland, the income of farmers is approximately 40 % lower than the income of comparable jobs, which isn't very motivating for young farmers

The two most important points to strengthen youth and women in agriculture are to guarantee the access to financial support and to secure the political stability. For policies it is most important to ensure land rights. On this basis, there is higher guaranteed future. To increase the attractiveness of rural areas for young people, the infrastructure should be improved.

22. Betty Chinyamunyu, National Smallholder Farmers' Association of Malawi, Malawi

- 1. What are some of the key challenges women and youth in agriculture are facing? For example, many rural areas in the developing world aren't stimulating places for youth to live and develop? How can we make rural areas more attractive to youth?**

Women in Malawi, as in most countries in Africa, contribute significantly to agricultural production. In Malawi, women are key producers of maize, the main food crop in the country. They also contribute significantly to the production of other key cash crops such as soya beans, groundnuts and rice. In spite of this, most female farmers face many challenges that affect their productivity: They lack access to land, credit, training and extension services, as well as capital. Furthermore, the productivity of female farmers is also affected by their limited labour availability and the competing requirements for their labour between household responsibilities (reproductive roles), farm work (productive roles) and community responsibilities.

The challenges that female farmers face constrain them from moving up the value chain. Women are mostly involved in farm work but their participation in marketing, agro-processing and other value-adding opportunities is limited. This means that they fail to benefit from these more rewarding activities and opportunities. For example, in Malawi, time and labour availability constrain women from looking for more rewarding markets for their farm produce, which in most cases exist in areas far from their homesteads. Instead, they sell their produce at very low prices to intermediary buyers who then sell on to agro-processors and/or export markets.

In order to assist women increase their productivity as well as to access input and output markets, they need to participate in farmer groups that are sensitive to the needs and challenges that the female farmers face.

In Malawi, the National Smallholder Farmers Association of Malawi (NASFAM) assists smallholder farmers in general, and female farmers in particular, to join or form Farmer Associations so that they can benefit from economies of scale in accessing the inputs and services that they require. Through the associations, members are able to acquire cheaper inputs and consolidate their produce so that they can increase their bargaining power with buyers. In addition, buyers are willing to bring their markets closer to the farmers because they are assured of accessing the commodities that they need in bulk. Although this benefits all farmers, it is female farmers who benefit more because unlike male farmers, they have fewer options and opportunities for selling their produce because of the time and labour constraints discussed above.

NASFAM is also encouraging more female farmers to take up leadership positions in the farmer groups so that they may also contribute or drive the agenda of the groups. We also work with successful female farmers, encouraging them to be role models for other women. The other women are more encouraged when they see how their fellow women have managed to improve their livelihoods by participating actively in association programmes as well as in taking up leadership positions.

In trying to promote the empowerment of women and youth in agriculture, it is important for the gender agenda to be clearly defined and pursued with real commitment. Often, gender in agriculture has been misinterpreted or pursued because it has been given as a requirement by donors and development agencies. Gender in agriculture needs to be pursued because women contribute significantly to agricultural production and because the inequalities that they face not only affect their productivity, but also affect agricultural production in general. It is therefore necessary to analyse the participation of women throughout the value chains and ensure that interventions aimed at improving agriculture are always gender-aware. From access to land, through access to inputs, technology, extension services and markets, it is important to consider how men, women and the youth are going to benefit so that equity of participation and benefits can be achieved.

23. Georgie Aley, Future Farmers Network – Australia, Australia

The Future Farmers Network of Australia (FFN), welcomes the opportunity to contribute to the global conversation designed at better equipping young people and women to prosper in agriculture.

FFN is Australia's national, independent organisation providing opportunities and services to support the future of Australian agriculture. FFN represents members on a national, cross commodity basis and supports its members through educational skill development, communicating industry news to members and by advocating to governments and industry the needs of young people working in any aspect of Australian agriculture.

Supporting young people in agriculture

A large focus of FFN's advocacy work focusses on addressing issues industry faces attracting and retaining young people choosing agriculture as a viable career. Recently FFN surveyed its members about their needs and identified barriers to enter and remain in agriculture for the Australian Government's agriculture competitiveness white paper.

Through the survey our members told us that they very much believe they can have a prosperous career in agriculture, particularly as demand from our Asian neighbours intensifies. FFN recommended the Federal Government through the Department of Agriculture establish a next generation program to help further support young people in agriculture, addressing industry issues and making it easier for young people to stay in the industry.

Australia, like many other nations, is facing an ever ageing population and agriculture is not immune from the demographic shift. As the vast majority of farms in Australia are operated by family farmers, Australian farms are undergoing a generational handover from parents to their children. This process brings with it legal and financial issues which must be addressed to ensure the next generation of landowners have the best opportunity to manage a successful farm business and continue to contribute to the country's overall agricultural industry.

So it was no surprise to hear from our members that succession planning and financial management were two major issues needing to be addressed to keep young people in agriculture. FFN recommended that the Federal Government, through the Department of Agriculture, create a succession planning program, aimed at helping finance family farms to implement succession planning as the farm transitions from one generation to the next.

The final main outcome of the member survey was that young people believed that they lived in vibrant regional and rural communities, but residence of these communities were most at risk of social isolation.

No matter the country, social isolation is an issue faced by any regional or rural community. In Australia it is very common for there to be community and sporting groups operating, which help to give community members a sense of belonging and combat social isolation.

FFN recommended that the Federal Government, through the Department of Agriculture, create and support a community grant scheme where communities experiencing or are at risk of social isolation, can apply for funding for community activities aimed at reducing social isolation.

It is important to note that industry is very willing to work and support young people, just as long as they know what support is required and whatever support or development created is carried out in a manageable, meaningful way.

The full submission to the Australian government's white paper is attached to this post.

Supporting women in agriculture

In Australia women have a very large presence on-farm and in agribusiness. Gender and suitability for farm related work is becoming a less important factor for the next generation of Australian agricultural professionals.

Organisations like Australian Women in Agriculture, Queensland Regional, Rural and Remote Women's Network as well as the Country Women's Association have helped foster a culture where the role of women and the contribution they make to Australian agriculture is widely understood, accepted and appreciated by the industry. These organisations also help develop and support women in a meaningful way. This is not to say that it has always been an easy journey but the perseverance of organisations like these has helped find solutions to any issues or barriers faced by women in agriculture.

To make any noticeable difference for women and their role in agriculture, the conversation must not only be discussed by women for women, men have an equal part to play in the progression of women in agriculture and more widely in society. To not include men in the conversations and work being undertaken by women's rights and empowerment organisations can create a culture of women talking about women's issues amongst themselves and seriously impede long lasting, wide ranging changes.

As men make up the majority of decision making and executive roles in the workforce, they are also well placed to bring about true gender equality in agriculture and indeed all sectors and industry. However they will never do this if women's issues are seen by both genders as being simply issues for women to discuss amongst themselves.

The question we should be asking ourselves as a global industry is, why does the glass ceiling have to be smashed from the bottom up, surely it can be smashed from the top down as well?

Equally it is very important to be certain what we are trying to achieve, is it greater women's participation in agriculture, but at the expense of men? Or is it true gender equality, where men and women are provided equal opportunities regardless of their gender and once in the agricultural industry are supported to do the best job they can through further support and mentoring?

For the empowerment of women to come at the expense of support and opportunities given to men, is not empowerment at all and swings the pendulum too far the other way.

In Australia and indeed globally, a lot has already changed for women's participation in agriculture within the last generation. Women are on-farm, in the sheering shed, running agriculture organisations as CEO's and in the board room. This is a trend the next generation of farmers will continue to develop.

Hopefully one day soon true gender equality will be achieved in agriculture and society and answers to the "how to empower, support and develop women?" question will be irrelevant and instead we will all be answering the question "how can we best support our farmers?".

24. Danielle Nierenberg, Facilitator of the discussion, Food Tank, USA

Thanks to participants for your comments about the involvement of women and youth in agriculture. The discussion has been lively and enlightening to all!

Commentators shared that women in industrialized countries largely face the same discrimination that women in developing countries face in agriculture. In Canada, one participant explained, women often have little control over decisions made about farming and finances, and share concerns over the disconnectedness of rural life. However in the United Kingdom, many women are now heading large agricultural organizations, which give females in farming a more prominent face. Organizations in the U.K., such as the Ladies in Agriculture Club, help to connect female farmers to one another. And in Jamaica, the Network of Rural Women Producers is hosting weekly dinners where female farmers can cook and confer together.

Women's attitudes towards rural agriculture can influence the attitudes of young people. One participant pointed out, "until women see a better life for their children at home in rural areas they will still give the message – go where the grass is greener." In countries like Uganda where agriculture is dominated by subsistence farming, youth would rather make quick money than wait for marginal returns on hard labor. Similarly, a participant shared that youth in Mexico get low paying jobs in cities instead of staying on farms because cities are associated with progress. Commentators agreed that work must be done to provide agricultural role models to youth, incorporate agriculture into school curriculums, allow better access to credit, and create special interest farmers organizations that appeal to youth. Moreover, a participant mentioned that since organic agriculture and healthy eating is increasingly trendy among the young urban set, more projects could aim to bring together young consumers with young producers.

Both women and youth often lack access to family decision-making, financial credit, or agricultural training, yet, as one commentator shared, "there is no one-size-fits-all solution" to incorporating these demographics into agriculture. Still, participants highlighted regional organizations like the U.K. Young Farmers Club, The World Farmers Organisation, The Cambodian Farmers Association Federation of Agricultural Producers, and the Future Farmers Network of Australia that are all working to encourage participation in farming.

I appreciate your contributions and thank you again for engaging in the discussion!

Best,

Danielle Nierenberg

www.foodtank.com

danielle@foodtank.com

