



FAO European Commission on Agriculture

Working Party on Women and the Family in Rural Development

21st Expert Meeting

Rural Development Policies and Programmes to Generate Jobs and Incomes

Out of the Shadows: Making Female Labour in Agriculture Visible

**Women's labour input in agriculture and role in subsistence farms in South-
East Europe and Central Asia
Realities and legal tools for economic recognition**

Summary Report and Draft Policy Notes and Recommendations

22 – 25 October 2008, Tirana, Albania

EXECUTIVE SUMMARY AND SELECTED RECOMMENDATIONS

The 21st FAO/ECA WPW Expert Meeting (EM) focused on the (i) economic and legal status of women working in agriculture and rural areas, (ii) methods and approaches for registration, assessment and valuation of their work and (iii) policy recommendations stemming from the available gender disaggregated data. The EM task was to identify the main legal, institutional, cultural, social and economic factors that affect the status of and exercise of women's rights related to work on farm and in rural households, in order to achieve more equal treatment of men and women in agriculture, in their self-employed capacity and for assisting spouses of the self-employed, including - where appropriate - reference to European Union legislation.

Exchange of country experience allowed to identify main legal, institutional, cultural, social and economic factors that affect the status of and actual exercise of women's rights related to work in rural households and the main impeding elements for the legal and economic recognition of women's status as workers, as well as efficient institutional solutions and good practice to improve the status of women working in agriculture and rural areas, including valuation of household work.

Selected ¹ recommendations for policy makers and decision-makers

- Agrarian and land reform and related policies should consider and mainstream gender aspects in the course of agrarian reforms and regulation of property and inheritance rights,
- Governments were invited to develop and implement policies aiming at employment creation in the rural areas outside the farm, that would focus on reducing unemployment among women, among other through programmes to increase women's vocational skills and training to increase employment opportunities on the labour market,
- Policies and programmes for classification and regulation of women's specific economic status at the farm, e.g. family helpers to be developed and implemented,
- Specifically for the Albanian Ministry of Agriculture, the following recommendations were put forward for consideration:
 - Survey on rural women's situation and employment problems was proposed to improve data availability,
 - Continuing inclusion and mainstreaming of gender in the national sector development strategies for agriculture and rural areas,
 - Review of current policies and legislation to be undertaken with the aim to value and assess better the unpaid work in rural areas (mainly by rural women),
 - Development of training and extension to strengthen women's economic autonomy and their opportunities and contribution to entrepreneurship,
 - Development of crediting programmes and
 - Professional training and extension services to assist female farmers and rural entrepreneurs.

Selected recommendations for projects and research for extension and dissemination

- The Ministry of Agriculture, following discussion of the experience of other countries, has indicated that an FAO-led study of the situation of women in rural areas in Albania is needed which would address both issues of women as farm workers and heads of farms as well as their social situation and economic roles in the family farm and household.

¹ For full lists of recommendations, please see conclusion of main text.

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- Advisory services development and introduction of good practice through extension of approaches and systems of classification and regulation of women's status as workers at the farm, e.g. the concept of family helpers.

Selected recommendations for the WPW and FAO

- A Knowledge Centre supported and technically supervised by FAO to provide expertise and training in the registration, assessment and valuation of the work of farm and rural women would be instrumental to disseminate the available knowledge on the subject, in Albania and in the Balkans subregion;
- Future WPW activities should continue work on Gender-Disaggregated Statistics; training and capacity building could be based on FAO projects in GDS in Hungary;
- Migrations and their manifold impacts on rural society and families were proposed as a topic for future WPW work; activities and capacity building should address impacts of migration on women's situation and
- Gender aspects of climate change, organic and environmentally friendly agriculture vs. industrial agricultural, including a potential role for reducing imports were proposed as future WPW themes.

INTRODUCTION AND BACKGROUND

Opening of Meeting

The 21st Expert Meeting (EM) of the FAO European Commission's on Agriculture (ECA) Working Party on Women and the Family in Rural Development (WPW) was convened by the FAO Regional Office Europe and Central Asia (REU) at the invitation of the Ministry of Agriculture, Food and Consumer's Protection of Albania, in Tirana from 23 to 25 October 2008.

The WPW is a subsidiary body of the FAO ECA, active for more than four decades, that addresses economic and social issues concerning of situation of and policies related to women in agriculture and the rural areas in the European Region. The purpose of the WPW is to:

- promote the role of rural women and their families in development processes;
- encourage the professional development of rural women;
- formulate policy recommendations regarding research, extension, training and education and
- promote cooperation between institutions, agencies and organizations for the integration of rural women in development throughout Europe.

The WPW is a relatively small entity and activity but its value is in the network of people, specialists and institutions it brings together to exchange experience on mainstreaming gender issues in agricultural and rural policies. The FAO Regional Office for Europe and Central Asia supports and provides secretariat to the WPW since 2005, as gender aspects are an important element of FAO activities in the Central and Eastern Europe sub-region and in the Commonwealth of Independent States (CIS) countries.

The Expert Meeting was opened by H. E. Jemin Gjana, Minister for Agriculture, who welcomed the participants and stated that it is part of the Government's efforts, on one hand, to review and analyze the

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reform and transition process on-going in the country's agriculture and rural sector, on the other, a part of the process and political change to improve the situation of women, including in rural areas.

Ms Christine Arab, UNIFEM, speaking on behalf of the United Nations Resident Coordinator in Albania and representing the UN Country Team in Albania, underlined that Albania is one of the eight pilot countries of the UN Delivering as One and as part of the process the Albanian government is mainstreaming gender in all policies. One of these actions is a joint programme on gender together with the Ministry of Labour, Social Affairs and Equal Opportunities and a national strategy on gender equality and domestic violence. Implementation is being piloted at municipal level: seven municipalities have been identified and asked to make their policy and budget more responsive to women's needs. She noted that at present the economic contribution of women to farming is not measured in Albania. As part of answer to this, a Time Use survey is being conducted by UNIFEM to measure how much time women work, including in rural areas.

Ms Fernanda Guerrieri, FAO Sub-regional Coordinator for Central and Eastern Europe and Ms Wendy Peter-Hodel, Chairperson of FAO/ECA WPW Board also welcomed participants. Ms Guerrieri observed that often the role of women is not recognised and that women do not have the same development opportunities as men. She underlined the need to learn how to overcome these impediments, since in fact what women do is investment in life; it has an enormous impact on future generations, children and running the whole household.

Ms Peter-Hodel thanked the Albanian government and the Ministry for hosting the EM and FAO for organising the event. The WPW promotes the role of rural women and their families, encourages the professional development of rural women and promotes cooperation; Expert Meetings are at present the main WPW activity and take place in a different country each year to allow presentation and change of field level experience.

Structure of the Expert Meeting

During the Expert Meeting the experience of some 13 countries from the European region and countries of Central Asia in form of case study presentations was exchanged and discussed. These case studies reviewed the current status of women working in agriculture, the impeding elements for the legal and economic recognition of their work status as well as efficient solutions as good practices to secure to propose solutions that aim to bridge the gap between legislation and practice. Participants obtained information on practical experience for future work in their countries. The subject of the EM was the economic and social situation of any woman who lives and/or works on the farm, with focus on paid/unpaid family farm work including on-farm farm work, work in the home (meals etc.) and off-farm work. The EM also considered casual (seasonal) labour whether it be local (within the community) or associated with migrations, national or international. Other issues included review of (a) obstacles to the true valuation of women's work, (b) methods for giving formal employment status and wage security, (c) methods for ensuring entitlement to social benefits and (d) ways of redistributing or eliminating work. Case study presentations have been grouped by region, thus Western Europe, Central and Eastern Europe and CIS countries to allow more focused debate. Following presentations, discussion of issues and policy solutions was facilitated and the EM was tasked with developing a set of recommendations on the recognition of the economic and legal status of women working in agriculture, to be reviewed as one of the agenda items during the forthcoming Session of the Working Party on Women and the family in Rural Development, to be convened in mid 2009. Special presentations introduced Albanian agriculture, gender issues and women's empowerment in Albania as the EM host country.

Sessions and papers were also grouped in terms of *top-down strategies*, thus programmes and initiatives undertaken by governments at various levels to enhance the economic and legal status of women working in agriculture. The other approach and session explored ideas for *bottom-up approaches*, and strategies for the

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empowerment of women. The experience of *European Union projects and funding* for rural development, based on the experience of Bulgaria and Lithuania was presented and discussed in the context of EU pre-accession support.

One training session presented a recently implemented project funded by the EU EQUAL programme. *Your Just Reward*, that aims to improve the financial situation of women who work together with their partners in agricultural enterprises. The second training session aimed to define and underline the role of and train on gender disaggregated statistics in making women's labour input in agriculture visible.

A half day study tour organized by the Ministry of Agriculture of Albania included a visit to a farm run by a woman entrepreneur and offered a first-hand view of women's situation, including challenges and opportunities, in agriculture and rural development in Albania.

The EM consisted of both formal presentations and parallel emphasis on break-out discussion groups and was facilitated by Dr. Andrew Fieldsend, University of Debrecen; it was conducted in English and in Russian; with simultaneous English-Russian interpretation provided for all sessions. The EM programme, list of papers and presentations and list of participants are attached to this report. The contact persons for the Meeting were:

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ECONOMIC AND SOCIAL CONTEXT

Women constitute a major part of the economically active population engaged in agriculture, both as farmers and as farm workers, and play a crucial role in ensuring household level food security. While women's multifaceted tasks in agriculture and household are formally acknowledged, they often face obstacles in access to formal employment status as of result they tend to remain concentrated in the informal sector of the economy. In commercial enterprises, they often provide labour without formal employment contracts, on temporary or seasonal basis or as wives or daughter of male farm workers. At the family farm, their work is often not considered as an economic activity but as an extension of the household duties, although this work accounts for a sizeable number of labour days.

Due to the lack of formal employment arrangements, women lack right to regular wage and to social security benefits. What more, conventional statistics often contribute to make female labour in agriculture invisible. Legal and formal acknowledgement of women's role in ensuring the welfare of the family, establishing wage

and social security of women working in agriculture would improve not only women's position in the household and within society as a whole, but would contribute to the improvement of the livelihood of the whole family.

Legal forms of recognition of women's work status in agriculture often are insufficient in practice. Practical implementation of statutory legislation in force can often be constrained by deep-rooted cultural practice, lack of legal awareness, customary law, or norms of religious origin.

SELECTED POLICY ISSUES, INSTITUTIONAL AND COUNTRY CASE STUDIES EXPERIENCE

The policy issues, institutional and country case studies experience reviewed further are meant as overview and guidance to the EM material and discussions.

Albanian agriculture: reforms, transition and situation of women ²

In Albania, 55% of the population lives in the countryside and it is mostly women who work in agriculture; men mainly work in other sectors or have migrated abroad. Agriculture accounts for 21% of GDP and is undergoing reforms and transition. Due to shortage of farm land and surplus rural labour, small farms in Albania do not have proper family farm characteristics due to the small size, whether measured in terms of land or production or sales. Selected Government programmes offer support to larger commercial farming operations, specialising in table and wine grape production and olives etc. The view of many specialists is that small farmers and producers are not assisted and the production and sales potential of this group of farms is not tapped. While the export of agricultural products has increased in recent years by almost one third, Albania continues to experience an acute agricultural trade deficit.

In order to develop institutions to support agriculture, the Government is setting up a paying agency that will provide direct support to investment and programmes to reorganize farms in Albania. At the same time, in recent years state funds have been allocated for development of infrastructure, education in the village settlements, health care that will result, among other, in improvement of the life of women and girls in rural Albania.

The major structural problem of Albanian agriculture is the small size of farms and the low number of young people working in agriculture; large scale out migrations are the result of the low level of incomes. At the same time, the rural population as such is dominated by young people, since about 18% are less than 15 years old and only 10% more than 65 years old. Diversification of rural but non-farm activities offers development potential but the institutions, financing and training for business start up and operations are the biggest problems. Poverty in Albania weights particularly on women and young people. About 70% of women work in agriculture, however, only 6% of farms are owned or managed by women. Faced with a lack of wage-earning jobs opportunities, women remain in subsistence farming to support the household.

Rural women face particularly lack of job opportunities, resulting in high unemployment combined with lack of diversification opportunities in employment. Rural women are less educated than rural men. Rural women miss positive role models and they lack self-confidence and self-awareness. On average, women in Albania earn only 4/5 of that earned 20% by men. Women are more and more becoming poor and dependent on men, and many are migrating to urban areas. Rural areas are heavily affected by out-migration of the youth. Diversification of productive activities such as herbs and handicrafts, and encouragement of an

² Prof Dr Tatjana Dishnica: Introduction to Albanian agriculture, rural development and gender issues

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entrepreneurial environment could help to stop migration. The country's landscape is a potential resource and a source of biodiversity but rural infrastructure needs to be dramatically improved.

The Ministry of Agriculture presentation outlined the following challenges to promote gender equality in agriculture and rural areas:

- Support to and facilitation of the primary role of women in the family and in particular in child education through improved social services in rural areas,
- Improved entrepreneurial environment, including support to protect and develop traditional art and handicraft, parallel to creation of sustainable employment opportunities for rural women and creating opportunities to enhance the diversity of employment opportunities,
- Increased exposure to marketing systems, providing training in new techniques and technologies in agriculture and agricultural inputs that economize labour requirements and
- Combined with and promotion of employment opportunities for young people to reduce youth migration.

National economy context and social issues³

The situation in agricultural and rural areas was reviewed against a background of the national economy as such and the Government's efforts to ensure equal opportunities for men and women. Women make up 50% of the Albanian society and are key actors - although often not formally recognized - in the national institutions. In the government and private sector management bodies and institutions men dominate the decision-process; continuing efforts are required to involve more women in the decision making process. They should be supported by the necessary infrastructure such as improved and extended child and health care and by elimination of gender-related discrimination, including stereotypes broadcast by mass media. One focus will be to show the important role of women in society but also such issues as increasing awareness of violence against women.

Economic strengthening of the position of women in the national economy and society includes policies to enhance professional qualifications and improve employment opportunities. Projects are under way to encourage starting and growth of small businesses managed by women, through help with marketing and training; a focused effort is needed to secure recognition and qualifications by banks staff when assessing credit applications by female entrepreneurs.

On 24 July 2008, the Albanian Parliament passed a law on gender equality in society and specific gender inequalities are to be taken into account following this new legislation. In September 2008, the Commission on Election Reform introduced a quota of minimum 30% women in the Election Code. At present there are only ten women in the parliament, the lowest level in Europe, and only two women are government ministers.

As concerns the agriculture sector, women for the main part work without legal status and are not formally paid, thus forced into the grey and black economy. Unpaid work is the key problem for these women since as result they are not eligible for social security and insurance. Fragmentary data available shows that women have problems in access to and owning land and – at household level -few decision making rights.

Some of the missing basic gender-disaggregated statistics in Albania are:

- access to credit programmes and to financial institutions by sex,
- data on self-employed women and their non-farm income bringing work in the rural areas and

³ Ms Anna Xheka: Gender issues and women's empowerment in Albania

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- assessments of dimensions and physical, social and mental strain of unpaid work in the family household.

FAO work on gender⁴

The Food, Agriculture and Decent Work Programme is a joint initiative of FAO and the International Labour Organization (ILO). FAO is mainstreaming the concept of *decent work* in rural employment which was launched by ILO in the 1990s. Decent work covers employment generation, social protection, standards and rights at work, and governance and social dialogue including collective bargaining agreements. FAO activities focus on the creation of productive employment opportunities. The forthcoming edition of FAO's State of Food and Agriculture will deal with gender issues in agriculture and rural areas (SOFA 2010).

Regarding rural employment strategies, the New Plan of Action for Gender and Development 2008-2013 will encompass agriculture, forestry, fisheries, as well as land access, and agriculture production and employment. FAO has a comparative advantage in intervening in these areas, based on its experience throughout the world on analysis and technical advice on:

1. Efficient allocation of labour resources
2. Increasing labour productivity and human capital
3. Job creation programmes
4. Expansion of youth employment
5. Introduction of adequate technology
6. Crisis and emergency response and
7. Labour statistics, sex disaggregated data

There is a prevalence of women amongst the working poor; they work hard but cannot make a decent living, thus decent work implies gender sensitivity. Women's work is poorly researched and represented in statistics; they have other care responsibilities in addition to farm work, creating a multiple work and responsibility burden. The wage gap is in particular visible and due to women more represented in casual employment and unpaid family employment. Promoting education and return to education are important strategies. It is necessary to understand women's and men's roles in decision making, in the division of labour, and securing access and control over natural resources. By taking a gender dimension into account, policies, programmes and projects will be able to reach their objectives more effectively.

Main issues in rural development in Europe – gender focus

The EM papers and discussions reviewed and analyzed paid and unpaid family farm work including on-farm farm work, work in the home (meals etc.) and off-farm work. The EM also considered casual (seasonal) labour whether it be local (within the community) or associated with migration, national or international. Technical issues included (i) obstacles to the real valuation of women's work, (ii) methods for achieving formal employment status and wage security, (iii) methods for ensuring entitlement to social benefits and (iv) ways of redistributing or reducing or eliminating heavy/manual work.

Western Europe experience⁵

Family farms have a long historical tradition in Western Europe and were an important foundation of the Common Agricultural Policy (CAP). The family farms sector is supported also in the EU New Member

⁴ Ms Paola Termine: FAO's programme: lessons learned on mainstreaming gender and gender and rural employment

⁵ Dr Andrew Fieldsend: Assessment and valuation of women's work in agriculture and rural households: Issues, approaches and policy and project experience and instruments

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States. Family labour force accounts for over 90% of the labour in agriculture in Europe and more than 60% of female labour is classified as spouse or other family members. Female spouses account for almost one million Annual Work Units (AWU) in EU agriculture, compared to 2.7 m AWU by male sole holders. They spend 36% of their “work” time working at the family farm.

Working on the family farm can provide employment and benefits for women but also results in increasing pressure on women caused by a strong gender division of labour on family farms, including unpaid work in the home. It is noted that in many periods declining global food prices have reduced the profitability of many marginal farms in the EU-15 and resulted in an increase in semi-subsistence farming in some NMS.

Farming as way of life is determined by the rules of the family as much as the rules of economics, and unpaid women's work is – in fact - increasingly subsidising the family farm. Regarding work off the family farm, women are more likely to be part of the grey or black economy if they are newly married, single parents, part of an ethnic minority, elderly, or where legal or cultural issues restrict land ownership by women. International migration (mainly from Eastern to Western Europe) has increased in recent decades and many such migrants have part-time or seasonal jobs in agriculture. Of particular interest in this context is a unique voucher scheme that operates in Italy, where temporary labourers redeem part of the value of the voucher and the balance is used by the state to pay social security.

Women's labour is invisible because (a) the farm and household remains the „unit of analysis”, (b) official statistics focus on the formal labour market and (c) definitions are inconsistent. Data should be disaggregated by gender. If their work is not recorded, women may not be entitled to healthcare, maternity, health and safety cover, pension etc. *Top-down strategies* can have a role, such as the legal definition of spouse collaborator, encouraging co-ownership of land and businesses, and equal rights for farm succession. Diversification and pluriactivity are potential strategies for making women's work visible, although suitable off-farm work is not always available and women may be forced to take jobs that are below than their level of education. Better social services can reduce the workload of women and exit strategies are needed where the family farm can no longer be sustained. Women need to be empowered; an important task is to assess and attach a value to unpaid work. Women's association can help raise awareness of the issue and, in effect, women could play a greater role in decision making and public life. An EC Leader project “Chiron” in Austria is an example of activities to achieve this particular target.

DEFINING THE ISSUES

Gender stereotypes

For women to become managers they need to acquire appropriate skills and need to be allowed to gain experience; this is often not possible due to negative attitudes to business women and stereotypes, not only in rural areas. There is no clear assessment if women can become or be entrepreneurs in agriculture compared to other sectors. A typical issues is ownership and disposal of the family house, since as a rule, the wife has no ownership title if there is no marital agreement. Local, village reality and, often, remains and resurgence of patriarchal ideology are an issue. It is noted that men also suffer from gender stereotypes and disparities. Income differences between sexes differs are a recognized fact in every country and sector of economy, not only in developing and transition economies countries.

Outside farm employment opportunities in rural areas

In Albania, the policy is to revive and develop rural areas through creation of work possibilities in agrotourism. Half of the national population lives in rural areas and 75% work in agriculture. An obstacle to improving the agrarian structure is the fragmentation of land and plots. Part of the rural population will have

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to leave farming, and rural areas, to turn the remaining small farms into medium-sized functional farms. Such modernization of farms may in fact create more rural unemployment; this is why non-farming jobs have to be created and infrastructure improved to enhance mobility. More than 1 million Albanians are living outside Albania. Women go abroad to earn money and take care of elderly in other countries but – as side effect - in their own country nobody remains to take care of elderly. The realistic target is not to stop migration but to reduce it through creation of jobs and income opportunities at home. Migration was mentioned in all presentations, also as a potential topic for a future EM.

Social constraints

In some countries, with Uzbekistan given as an example, women are not entitled to professional jobs in rural areas owing to social constraints, in addition to the general high level of unemployment. Preference and priority are given to boys in access to education. A view was expressed that in Uzbekistan, it is important to prepare women for marriage and not important for them to get a proper education. The social services are not available, thus preventing women to go enter the labour market. In order to make women's work visible for decision makers, it is important to have gender disaggregated statistical data, since regular statistics focus on the farm unit but lack gender and social indicators and focus on women's work.

New roles for women on family farms: Switzerland⁶

Family and business concepts previously applied to family farms appear to no longer be adequate to contemporary demands. The Swiss study presented allocation of roles between women and men in agriculture, since these have consequences not only for the family itself but also for business development options. The presentation underlined that in order to analyse the roles of men and women in agriculture, this must be done in the social contexts in which the activities are embedded. The role allocation is an indicator for framing families' flexibility and hence for the assessment of the development options of the farm. Roles used to be clearly allocated by gender. Current and future role models in farming, however, point to roles for women, for example as paid farm employees, as self-employed (inside and outside agriculture) or as a working partner on the farm.

The study identified seven different types of role of women on the family farm:

- Case 1: Farm women as working partner on the farm. The roles in the family are clearly established. The farmer is responsible mainly for running the farm; his wife looks after the housekeeping and family and helps on the farm as required. The farm woman is not paid for her work on the farm.
- Case 2: Farm woman with a public role. Family life follows a farming role model, but in political and social terms the woman is also involved in work or activities outside the farm. The wife's primary responsibility is for the household and family.
- Case 3: Farm woman as proprietress and farm manageress. The division of labour is effected in keeping with the traditional pattern of farmer and farm woman, although the woman is officially the farm successor and a more individual and flexible role allocation in household and farm would therefore be conceivable. However the farm woman only exercises the role of proprietress and farm manageress *de jure* and leaves the role of official manager to her husband, a trained farmer. The farm woman may well lack farming knowledge as far as production decisions on a business level are concerned, but in management duties and financial matters the farm woman has full decision making powers.

⁶ Dr Ruth Rossier: Changes in agricultural reality: new roles for women on family farms

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- Case 4: Farm woman as farm branch manageress. Role allocation departs from the traditional farm role model to the extent that the woman not only introduces a new branch of farming, for example agrotourism, but also takes responsibility for it and it may be the man's help that is required.
- Case 5: Farm woman as housewife and mother. The role division between farmer and farm woman is strictly separated: the man is responsible for the farm, the woman is exclusively a housewife and mother. This role division is the result of a deliberate policy and position by the farm woman.
- Case 6: Farm woman as wage earner outside agriculture. The socio-cultural gender roles within the family are individually negotiated in line with interests and abilities. The farmer works full time on the farm; the farm woman works two thirds outside the farm/home and takes care of the household. She makes a substantial contribution to the family income.
- Case 7: Farm woman as paid farm employee. The roles within the family are negotiated according to interests and abilities. This role model can cover individual, family and farm needs and is better adapted to new circumstances.

It was observed that organisation of the family farm according to the principle of flexible role allocation between man and wife is not yet taken for granted in farming. Role models are often rigid and based on traditional allocated roles. This, as a consequence, has a restrictive impact on the necessary flexibility of family farms and limits their development options. New farming role models adjusted to the economy and society would increase the future opportunities of farming families. However, these roles must be negotiated and allocated, only if they correspond to individuals' interests and abilities and the ensuing workload is balanced; only then they can have a positive effect.

Women's labour input in agriculture: Croatia case study⁷

It is noted that in the last fifteen years Croatian economy has changed, with effectively reduced legal and social rights. In the rural areas of Istra county, women have low chances of finding satisfactory employment, especially in remote villages. Off farm jobs are also demanding, often far away from home, with insufficient and nonflexible public transport diminishing women's choices of a job, combined with long working hours, working weekends, double shifts, higher responsibility and more stress, etc. When women chose to work off-farm only and, in consequence, are not be able to help on farm. This situation is directly opposite to family expectations. The costs of transport and common goods have increased, so producing own food is also an income-generating activity, while the home cooked meal has a high family and social value. In conclusion, one can say that farm women are well aware of the patriarchal family power relation which influences their professional choices. In order to assist women to make free professional choices it is necessary to keep the discussed inequalities visible and to create new gender roles for future, next generations.

Access to education is becoming an increasingly important factor to access work, since there are few jobs offered to low-skilled workers. An obvious constraint is the household and farm labour required that limits available working hours for an off farm job; if a woman would be 10 hours out of home, there is nobody to care for the children, elderly family members and to do housework. In effect, women give priority to farm work because of family and social expectations. In small families there is no one to takeover work tasks, and the family roles of men remain traditional, therefore a farm women cannot expect help. With no possibility to find a childcare institution and no house help, it is almost impossible to undertake work off farm. As concerns their professional role on the farm, it is indicative that farm women follow their gender roles, the husband's and his family's expectations in the majority of cases. The motive to work on farm is to help the husband and family in order to save money that would be needed for hired labour.

⁷ Ms Anita Ilak: Farm women in Croatia

Gender aspects of rural development: case of Uzbekistan

An overview of rural development in Uzbekistan showed two different, contradicting, approaches to women's roles in Uzbekistan: on the one hand, there are Government policies Targeted at improvement of women's status and increasing women's involvement in economic, political and social life. On the other hand, there is a domination of the patriarchal ideology, at different levels, that results in insufficient use of gender approaches in implementing economic and social policy and in decision-making at all levels. Gender awareness of local authorities, government employees and community leaders is very low and they are not ready to approach or resolve gender issues. Democratic reforms and modern changes have limitations in reaching local levels and there is a trend for domination of patriarchal relationships between sexes.

In order to increase women's participation in rural development the following activities and approaches are recommended:

- Initiate gender awareness campaign/s with the focus on understanding the role of women in society and the importance of ensuring gender equality for the employees of key structures in reforming of the agriculture and rural sector, including the Women's Committee of Uzbekistan, Ministry of Economy, Ministry of Agriculture and Water Resources, Ministry of Finance but also the Association of dehqan and leasehold farms, Water Users Associations and unions of employees of water supply companies, representatives of raion Hokimiyats, and, last but not least, personnel working for international donors' organizations and projects;
- Provide assistance for the development of *bottom-up* initiatives for establishment of Associations (Cooperatives) of Women at raion level, which would allow rural women to jointly solve the problems related to the improvement of effectiveness of their economic activities;
- Support the initiatives of female farmers to establish associations, cooperatives and unions to provide various services demanded by farmers;
- Organize special trainings for women-farmers/rural women on the following topics:
 - Establishment of cooperatives, unions;
 - Legal literacy; legal base legislation to start a farm; specific types of management of leasehold farms, information on taxes, credits and insurance systems,;
 - Increasing of agriculture technical knowledge and
 - Business-management and planning;
- Establish permanent acting dialogue with women farmers for identification of problems of farms and markets development and overcoming existing gender misbalance. A permanent Forum of Women Farmers, jointly with Women's Committee of Republic of Uzbekistan, regional business women's associations, and involvement of respective structures established to provide assistance to development of farming in the context of conducted reforms would have as its main goal to obtain information and feedback on reforms in the agriculture sector, improving rural development and increasing of status of women.

Serbia case study⁸

The SeConS - Development Initiative Group implemented the project: *Advocacy for the Improvement of the Position of Rural Women in the Status of Family Helpers*. The project was supported by UNDP, EAR and Directorate for Gender Equality of the Ministry of Labour and Social Policy, with two main parts:

- (a) a quantitative survey of women family helpers with additional qualitative survey conducted through focus groups discussions and
- (b) an advocacy campaign directed at decision makers, the target group and general public opinion.

⁸ Ms Olivera Vukovic: Position of rural women in status of family helpers in Serbia

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A series of recommendations was produced and tested at a national round table with relevant stakeholders, including representatives of government ministries, institutions, international and local organizations, and included recommendations for:

- Improvement of statistical and public evidence necessary for monitoring of social position of women family helpers;
- Improvement of the institutional framework to support empowerment and equal rights of women;
- Improvement of the legal framework to mainstream gender;
- Amelioration of legislation and its implementation to improve the labour position of women and
- Raising awareness of women's rights and possibilities to improve their social and economic position.

Rural women in the status of family helpers in agricultural households: position, role and social rights
Republic of Serbia

The research applied the classification of the Statistical Office of the Republic of Serbia to define family helpers as "persons who have in the observed period of time been helping other family member in conducting family business or farming, while not being paid for their work". The survey was conducted in spring 2008 and it comprised 500 women of working age from 51 villages and 49 municipalities all over Serbia, engaged only in agricultural production at the farm. Women's socio-economic situation was analysed along four dimensions such as (i) possession of land and production tools; (ii) features of labour experiences and current labour activities; (iii) conditions to exercise rights to social benefits and (iv) labour and power relations within the farm household. Eight group discussions were held within the framework of the project to gain additional, qualitative data and to make the "the genuine voice" heard. Conclusions of research result are summarised in the following paragraphs.

Property and inheritance rights

Gender property inequalities are very pronounced. Women own the house they live in and the land in an extremely low number of cases. Women upon getting married move to the farm of their husband where they most often do not gain any property or property rights. The small group of women that stated that they make key decisions on production constituted of women who are registered farmers and women with other family members employed outside the farm and hence farming being an additional activity that is left to the women. Women have limited access to financial resources. In the majority of cases, the household budget is managed by the male household members having the control over it. Female members of the household are however more often entrusted with operational handling of money for everyday purposes.

Features of labour experience and current labour activities

From the point of view of intergenerational mobility in a large number of cases women reproduced the social position of their parents. A significant number of women experienced downward social mobility, as they were forced into the status of family helper due to the loss of their job. Women confinement to farm led to the loss of skills, social contacts and independent sources of income. Women are very intensively involved in agricultural production on the farm. More than half of the women in the sample work longer than full working time defined by the Labour Law and as much as 65% work on farms during the season of intensive agriculture work seven days a week. Therefore, position of a family helper most often is not a choice, but a necessity. The extreme majority of women do not show interest in seeking employment outside the farm, neither they show interest to embark on entrepreneurship; rather they would be interested in forming co-operatives.

Labour and power relations within the farm household

The unfavourable property status of women does not provide a base for their inclusion in labour organisation of the household, farming and household work, as an equal partner. Women as family helpers are in the majority of cases excluded from decision-making process regarding agricultural production; taking care of the household, children and elderly is almost entirely left to women.

Rights to social benefits

Significant number of women had no health insurance and large number of women do not pay retirement and disability insurance. This means that they remain completely unprotected in cases of injuries or disability or when past retirement age.

Women's social position as family helpers is thus conditioned by distinctive property inequalities, exclusion or limited participation in decision making on farm and in household economics, limited control over household income and disproportionate distribution of responsibilities and activities related to maintaining household and family.

TOP-DOWN STRATEGIES⁹

Belarus rural development programmes

Rural territories occupy 90 per cent of the territory of the Republic of Belarus; some 30 per cent of population live there, which ensures the food security of the country. Problems related to the labour market in rural territories have been determined by the State Programme on revival and development of rural territories for the period of 2005-2010. In accordance with this Programme, the agricultural economy, food security of the country, growth of standard of living of the rural population are to develop in accordance with new requirements for labour quality and employment.

The social orientation of the labour market means that full employment may be considered as main goal of macroeconomic agricultural and food policy in accordance with the State Programme. In programme documents ensuring equal opportunities, the gender equality in social and labour sphere problem has a special place. Traditionally, the main attention is paid to professional structures for women's employment, conditions of salaries, career and qualification improvement possibilities and reducing unemployment. The main condition of an effective solution to the labour equality problem is understanding the scale and character of gender differentiation of labour, as well as related aspects of work and unemployment. The solution is through an implementation of the equal economic status of women and men, development of a mechanism for equal competitive ability at the labour market, based on an equal access to job, career, professional skills, and social security programmes.

Tajikistan: gender in reforms and transition period¹⁰

The past 17 years have been ones of great change for the people of Tajikistan, as they have striven to establish an independent state, with a market economy governed under a pluralist democracy. Nonetheless, women have been adversely affected by a lack of personal security, economic impoverishment, and a decline in women's political participation. The Government has its gender policy defined by the *State Programme on Gender Equality* and amendment to it *Access of Rural Women to Land Law* guaranteeing equality of men and women in all spheres including land ownership relations. UNIFEM within the previous project "Land Reform and Women's Rights to Land in Tajikistan" (2003-2005) as well as the joint FAO/UNIFEM/CIDA project "Improved Food Security and Enhanced Livelihoods through Institutional and Gender Sensitive Land Reform in Tajikistan" have achieved positive results, including changes in land legislation from gender perspective, establishment of the Government Coordination Council and introducing new gender-sensitive statistics, allowing increased social awareness and mobilization, including feedback mechanisms.

At the same time, land legislation, although not discriminative, lacks mechanisms of implementation. The law enforcement actions do not consider the gender factor, and there are no effective mechanisms for the realization of women's rights in the field of land tenure. This issue can be followed using the example of the Regulations on reorganization and reformation of agricultural organizations, approved by Decree of the President of the Republic of Tajikistan as of June 30, 2006, № 1775. Article 23 states that women-breadwinners and single mothers have the right for property owning and getting their land shares during the agricultural cooperatives' reorganization. But the definitions «women-family breadwinners» and «single mothers» do not exist in the legislation so the use of this privilege is problematic. There is a need to continue working on gender legislation review, improving it, increasing capacity of officials, designing a gender-

⁹ Ms Iryna Kazakevich and Ms Volha Pashkevich: Women in agricultural sector of the Republic of Belarus

¹⁰ Dr Viloyat Mirzoeva: Gender issues of land reform in Tajikistan

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sensitive model for monitoring and evaluation, upgrading competitiveness of women through the use of various forms of training specialists in agriculture, including the agrarian University, this supported by the

President's Office, qualification upgrading systems in new systems of financing agriculture, and development and broad use of feedback mechanisms of the Land Agency. These recommendations are already being integrated into the Government new draft land strategy.

Experience of Austria¹¹

Since the accession to the EU in 1995 the number of farms in Austria has decreased significantly, but the size of the farms has been rising. In 2007 40% of the Austrian farmers were full-time and 60% were part-time farmers. An important characteristic of Austrian agriculture is that the area of arable land is equal to that of forestry: 80% of the forestry area is private, and is an important source of income. Mountain farming contributes to maintaining biodiversity and there is special institute working to research and support mountain farming. Pluriactivity and diversification are occurring; In recent years it was mainly the part-time farmers went out of business. With numerous directions and forms of rural diversification activities in Austria, it was stressed that agrotourism should not be considered an ideal and fit all solution since it requires heavy investment.

One remarkable characteristics of the Austrian agriculture is the high percentage of women managing farms (30%). In general, the proportion of female farm managers becomes higher with increasing age; one of the reasons for this could be that farm women take over the management of the farm after their husbands retire. The increasing number of female farm manages since the EU accession has also been caused to some extent by social insurance law and subsidy considerations. These aspects reflect the real working relations on Austrian farms and therefore make women's work more visible. However, the legal status of the farm manager does not automatically mean that the female farm managers also own the farm property.

Women have a crucial role in the new orientation of agriculture, many incentives and innovations for the dynamic process of pluriactivity and diversification stem from farm women. They are often more sensitive towards new ideas and products or alternative methods in agriculture. There are trainings for diversification including book keeping and women represent a higher percentage of course attendees than men.

Despite of the fact that women are involved in many farm activities and the number of female farm managers is growing, women face difficulties to implement their political rights in the agricultural sector. This is due to the fact that in relevant policy- and decision-making institutions and bodies the main leading positions are held by men. Nearly 100% of the members of federal or provincial governments which are responsible for agriculture and rural development issues are men. In the Austrian chambers of agriculture most of the leading positions are held by men.

Making Women Visible in Rural Development: Swedish experience¹²

The Swedish experience on how gender is mainstreamed in policies, defining political objectives for equal rights for women and men and on the specific situation of women in agriculture and gender aspects of Swedish rural development programmes.

Despite the fact that according to OECD classification 70% of the country's population lives in rural areas, only 2% of the total population are involved in farming. Rural women for the main part are not employed in agriculture and often work in health care or service sectors. 20% of rural women and 10% of rural men have

¹¹ Mr Norbert Winkler: Out of the Shadows: Making Female Labour in Agriculture Visible – The Austrian Case

¹² Ms Ylva Jonzon: Making Women Visible in Rural Development; Swedish Experience

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university level education. Even in Sweden statistics at household/farm level do not inform adequately about women's labour input.

In Sweden agriculture has been long male dominated and today only 15% of agricultural businesses are run by women. The average farm size run by women is 19.5 ha while that run by men is 36.5 ha. Gender equality has to start at the government level itself, in the Ministry of Agriculture and other related Ministries; among the main tools to promote gender equality the following were reviewed:

- mainstreaming gender into all policies and decisions,
- gender-disaggregated data use,
- targeted measures both at country and micro level and
- coordination among different Ministries.

BOTTOM-UP INITIATIVES AND INNOVATION BY WOMEN

Albania experience in farmers association¹³

During the transition, women have achieved high levels of education and have made progress in the labour market and public life. However, the situation becomes more complex when looking at the rural areas. The slow economic recovery in Albania, the failure to meet the agricultural reform expectations, lack of policies that would protect local production and lack of investment have had their negative effects on the agricultural sector and especially on the situation of agricultural producers throughout the country. The rural population in Albania for the most part is engaged in agricultural production. Household food security remains precarious for large numbers of people in rural areas of the country; During the transition period, conventional approaches to technology transfer to/for small-scale farming systems have frequently failed and food production levels show little or no increase.

Gender inequality in rural areas is more complex due to poverty, culture and low level of education. For rural populations the main objective is improvement of standard of living; an important component could be efforts to minimize gender inequality. In the area of Lushnja, a pilot agrarian cooperative, a Farmers Federation, has been started that is developing sustainable agricultural production and could serve as a model for other cooperatives in the country. This is a new model of cooperative for the Albanian farmers, interesting and attractive for other communities and associations. An important part of the Federation is the women's association. The main objective of this association is to teach women that in addition to being housewives, they can be very good entrepreneurs. The main activity is quality milk production for the milk processing plant "Fast milk". The women in the association are realizing several other activities, which are helping them to improve their standard of living such as cooking and nutrition courses, computer courses etc. Although only one and a half year has passed since the Federation was established, day by day it is creating its own image and vision; it is functioning in a sustainable manner and is accomplishing its mission to serve farmers' interests in Gradishta Commune.

SLOVENIA: Status of Country Women in Slovenia¹⁴

The Association of Country Women of Slovenia (ACWS), established 17 years ago, has the aim to encourage villages to cooperate and exchange experience of rural women in Slovenia. The ACWS is a non-governmental and voluntary organization. It represents a top-down approach to valuation and rendering women's labour in agriculture visible through the activities of the Association. The ACWS encourages

¹³ Ms Etleva Dashi: Rural women associations: new ways decreasing gender inequalities

¹⁴ Ms Irena Ule and Ms Milena Kovacs: Status of Country Women in Slovenia

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political activity of country women at local as well as state level. The Association is consulted by the government about legislation influencing agriculture and rural development.

In order to promote women activities and farm life style, the Association organizes the "Country woman of the year" competition. The role of the winner is to promote activities of the association, to attract new members as well as to improve public perception of homemade products. Similar expectations are attached to "Young country women" competition. The two events are expected to inform the society about women's activities at the farm and encourage country women for more ambitious farming, political involvement as well as other activities in the society. The association promotes local farm products, especially traditional food, drinks or handicrafts in order to increase awareness and appreciation towards these products and as a consequence consumer demand that can serve as an incentive for producers.

As far as country women's access to social security benefits is regarded, the situation has improved but the rights are not equal in respect to other employees. Country women do not have a possibility for example for child leave or absence in case of health problems. As for retirement, only one person per farm can have right to pension, and this is usually the husband. The way in which the ACWS can offer assistance is to build awareness of human rights, dignity and a personal income.

After the collapse of the socialist system in Slovenia, many people went into pension and back to farm to live from direct payments (government support subsidies). The situation of women in rural families remains difficult. Women continue to work from 04.00 am till 10.00 pm, seven days a week all year long, equivalent to two full time jobs, and, additionally, often the need to get up at night to attend children and infants.

There are many ways of making rural women's labour more visible; the main approach is the sensitisation of the basic levels of society: the family and the local society. An interesting project by the Association of Countrywomen of Slovenia was to make it possible for rural women to have one day of the week free of work. Special adequate methods were needed to persuade women, as school-model methods cannot work, so the first step was to approach prospective participants personally. The countrywomen were encouraged to work for changes and insist on achieving these. The Association approached the challenge by helping women to promote their work, and to become self-confident whilst respecting tradition. It was necessary to involve other family members, so they would understand that women need one day of the week free of work. A target was broad recognition that women need to be paid for their work and roles in the family, society and agriculture, as for instance they care for elderly people; in fact, in a household it is important who earns money but also how it is spent and whether services provided by women free of charge would have to be purchased outside the household, e.g. cooking or laundry.

The clear experience of the training project is that such activities should provide more managerial skills to women. The participants noted that there are many ways to make female labour in agriculture and outside the farm more visible, leading to acknowledgement of their status in the farm. The methods can originate from different levels, from the women themselves and from government programmes. Probably the ideal solution would be a parallel process, combining both bottom *up* and *top down* initiatives. The bottom up direction is important to raise awareness among women and to make them sensitive about their situation and opportunities. This is important when women say that they do not even wish to be involved in decision making. They should be made aware of how the quality of their life could change if they were involved. Top down initiatives are needed on the other hand to recognise in legal terms women's contribution to the farm and household economy and create measures that make it possible for women to become managers of the farms, and to have full employment rights with the related social benefits.

TRAINING SESSION – Your Just Reward - Maatschap¹⁵

The “Maatschap” is a type of corporation, a legal way to organize the financial agreements between partners in a company. 2008 was the last year this term will be used as such in the Netherlands. The Government has

decided to change the Maatschap into a personal corporation. A Maatschap is in agriculture when a son or daughter will take over the farm; moreover it is quite popular in businesses of medical practitioners, lawyers, etc. In the Netherlands there are numerous so called husband-wife-Maatschappen, as a way to make financial arrangements about the ownership of the company and the yearly income. The contract does not necessarily define the responsibility of the two owners. The contract for a Maatschap is signed by a notary and in most cases the contract is written by an accountant. A Maatschap contract not always result in emancipation of the woman, although for some women it means an enlarged role in decision making, ultimately it depends on the equality in the relation between the man and woman, if the Maatschap is to be profitable for both.

Marriage contract

Under Dutch law, spouses have an automatic and general ‘community of property’; this means that from the day of the marriage, the assets and liabilities of both spouses become common. This includes not only possessions acquired or debts contracted during the marriage, but also those which the spouses already had before the marriage. It is possible to avoid a statutory community of property by entering into a marriage contract. This may have one or more of the following purposes:

- Protection of Children: to protect the inheritances of children from a prior marriage;
- Protection of Family Assets: to protect family businesses, farms, homes, or other assets received from parents or other family members, or in which other family members have interests,
- Reduced Expenses and Uncertainty: to reduce the expenses of contested divorces and the uncertainty of court ordered property divisions and support and
- Avoidance of "Windfall": to reduce large shifts of assets between a husband and wife after a relatively short marriage ended by death or divorce.

Concepts such as these depend on legal definitions and to what extent the legal system works in a particular country. In some countries farming is not run as a business but it should be considered a business and countries should prepare for this. Social security systems still do not fully work in the Central and Eastern Europe and CIS countries. Women should have own proper insurance rights, as they perform important work and services for the population, so they should be protected by the government. Awareness of the issues should be raised at four levels: women, the family, farmers’ organisations and the government.

A salary is the best option for valuing women’s labour and entrepreneurship can best valorise women’s labour. For example, in Albania it probably would be better to reward by salary because it is a tradition that the women who work at their own farm do not even receive a salary, while if work is for another farm, often she receives the salary. Historically, it is difficult for Albanian women to be entrepreneurs because of lack of tradition and education gaps; for men, on the other hand, it is very difficult to agree to share managerial tasks with women.

Your Just Reward

Your Just reward was a project that was executed by the Women and Enterprise Commission of the Dutch Organisation for Agriculture and Horticulture LTO. Its goal was to improve the financial situation of women who work together with their partners in agricultural enterprises. The project was born after the Organisation

¹⁵ Ms Ellen Kok-Hendriks: Maatschap Your Just Reward

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became aware of the problems faced by women and realised that no one knows how to resolve them. The situation of women was found to be precarious due to the fact that the income they earn for the work they perform in the business is not formally defined. For example, In the Netherlands many divorced farm women live in a caravan because they did not arrange their contracts with the former husbands. Through *Your Just Reward*, the Women and Enterprise Commission of LTO has been able to change this situation. Advisory, bank, accountant organization are now aware that they have to ask the farmer whether he works together with his wife. The project budget was €600,000, financed by the European Union, provincial governments, banks and accounting offices. The project made a series of recommendations targeted at the entrepreneur status, whether male or female, procedures and work of accountants and banks and politicians with respect to laws and regulations.

LTO is ready to carry out the project in new countries. In Albania, for example, an important element would be addressing the relatively low level of education in rural areas. Nationally, the average study period is 9.5 years but this is markedly lower in rural areas. In rural areas women have only elementary education and it is very difficult for them to see themselves as entrepreneurs. A national approach it is important because the national legislation is in many cases not favourable for women. National level organizational structures and strategies to help women are needed to improve collaboration among women. Some associations exist but they have contacts between them as they are separate initiatives. It is necessary also to offer training for the men, to change the traditions and way of thinking, as effect of which women are not allowed by their husbands to undertake business activities and to cooperate. Such a project could also be undertaken in Italy, Croatia, Lithuania, Romania and Bulgaria. However there is presently no possible application of such a project in Croatia, Lithuania or Bulgaria. In all countries it would undertake to explain gender equality concepts, laws and accountancy, alleviate and remove political parties barriers, involve the extension services and help form women's associations. In turn, in Lithuania and Italy there are organizations partners who have the know how to start and implement the project. The Leader programme would be the best base to achieve higher recognition of gender issues at national and at community levels.

National specialists commented that in Belarus such a programme appears not necessary, since women are better educated than men, so the need is for information and training for men, to better faces challenges of transition and move to a healthier life style. In Uzbekistan, it was explained, the real challenge is how to make laws more gender-sensitive. In Tajikistan it would not be problem to pass such a project through the Parliament but implementation would be a problem. In Slovenia in turn, for such a project through voluntary work, the hardest problem may be reach the target audience, in particular young unmarried women, to start the process at the beginning.

TRAINING SESSION – The role of gender disaggregated data

Following an introduction to FAO work on Gender Disaggregated Data (GDD), session participants worked in groups on approaches and experiences to advocate, using GDD, to local and national governments, support for women to start economic activities in rural areas. The main outcome of the group work was that there is a need to improve arguing capacity and to formulate clear, realistic, convincing reasons for support to women's entrepreneurship and provide an assessment of impacts. It was commonly agreed that GDD is a useful method to shed lights on dimensions and value of women's labour and contribute to get their work input out of the shadows. The difference between sex- and gender-disaggregated data has been underlined.

Women should be aware of the need and possibilities for the protection of their economic and social rights. These aspects are generally undervalued and only when the need arises they realise that they are unprotected (in case of divorce, death of main farmers. Availability and access to GDD is a key condition for this.

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Participants discussed that official statistical methods are not adequate to reveal specific work allocation aspects at farm and farm household level. Qualitative and quantitative approaches should be combined and the approach to types of data collected need to be changed. It was also mentioned, that in some countries authorities does not promote GDD in order to conceal existing policy gaps. The availability of GDD is not sufficient if government officials do not have the capacity to analyse, understand and interpret GDD.

The EM was informed participants that FAO and the UN system are moving towards the use of the term **sex-disaggregated data** instead of gender disaggregated data. Sex-disaggregated data are then analysed from gender perspective. It has also been underlined, that the EU pre-accession process will require acceding countries to produce GDD, this is an essential statistical information requirement.

FUNDING PROGRAMMES AND FARM DIVERSIFICATION

Bulgaria gender programmes

The development and implementation of gender equality policy in Bulgaria is coordinated by the National Council on Equality between Women and Men (NCEWM). The NCEWM was set up by Government Decree 313/17.11.2004 and is chaired by the Minister of Labour and Social Policy. Its members include representatives of all government ministries, academic institutes, national organizations of the social partners and NGOs, as well as the State Agency for Child Protection, the Executive Agency for Promotion of Small and Medium Enterprises, the State Refugees Agency, the National Social Security Institute and the National Statistics Institute. NCEWM was actively involved in the consultations for the preparation of national Rural Development Plan (RDP) to ensure that gender equality is respected in the design of rural development measures. NCEWM is invited as a permanent member in the RDP Monitoring Committee.

As part of the RDP, in the selection of projects under Measures 311 Diversification into non-agricultural activities and 312 Creation of micro-enterprises. Priority will be given to projects proposed by women. In the selection of projects under Measure 321 priority will be given to projects for development of services for vulnerable groups. Where relevant, under the programme monitoring indicators, data will be collected on the number of male and female participants benefiting directly from the Programme. This data will be reported to the Monitoring Committee. In addition, the programme evaluations will seek to establish the extent to which equal opportunity has been provided in the implementation of the project, measure or programme. As concerns female employment, it can be seen that most of the new jobs created are related to Axis 3 and more specifically to Measures 311 and 312. For both of them, the involvement of women could be extremely important, for activities related to rural tourism or for support and adequate priority to enterprises managed by women.

Lithuania Rural Development Programme

The 2007 Rural Development Programme for Lithuania consists of four axes, compared with different aspects of the policy of agriculture and rural development. For the particular activities, addressing gender issues in generating jobs and incomes and both product and services development in rural areas, the most important axis is the third one – *Improving the quality of life in rural areas and encouraging diversification of economic activity*, which is related to the measures of the fourth axis - *LEADER*. The main objective of the measures under the axis III is *to improve the quality of life and increase the employment of rural population in rural areas*. The main importance should be paid to the measure *Diversification into non-agricultural activities*, in which specific attention is paid to the activities of rural women.

In the projects' evaluation process, when applying for support from the EAFRD, the priority criterion is that the applicant or the head of the micro-enterprise should be a rural woman. The applicants in this Measure

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could be farmers or micro-enterprises, which operate in the agricultural sector or those who, wish to create non-agricultural business in rural areas. In the 2007-2013 period for this Measure are allocated €97 million. The Measure *Support for business creation and development* is designed for the rural residents or micro-enterprises, which operate non-agricultural businesses in rural areas and want to improve their quality. Also applicants under this Measure could be persons, who want to create a new micro-enterprise in a rural area of Lithuania. In the period of 2007-2013 for this measure are allocated €75.7 million. The Measure

Encouragement of rural tourism activities is designated for farmers or rural residents and in the period of 2007-2013 for this Measure are allocated €82.3 million. During the first collections of the application the most popular was Measure *Encouragement of rural tourism activities* for which 122 applications were collected). The second one is *Support for business creation and development* (68 applications) and the third is *Diversification into non-agricultural activities* (4 applications).

Summary of Expert Meeting Main Issues and Policy Recommendations

Some of the issues that had been discussed and recommended for action include:

- Women's access and property rights should be noted and secured during land reform, where implemented and during follow up to reforms and farm structure improvement programmes; women's access to land should be guaranteed;
- Valuation and registration of women labour should be undertaken and performed on a regular basis, to secure women's fair access to remuneration and property rights in transition;,
- Work on Gender-Disaggregated Statistics (GDS), training and capacity building are a priority; units and programmes for GDS should be set up in every country, as each rural policy component, in order to persuade policy makers and attract their attention;
- Programmes and projects to support women's entry, participation in various farmers and business organizations should be promoted; however policies should avoid to fall into a trap of unconditional subsidies for women entrepreneurs
- Banks and financial institutions as well as national paying agencies operating in agriculture rural areas need specific training and gender aspects focus;
- Positive examples of successful businesses and business women to be promoted and specific extension programmes
- Policies and support systems should consider putting a price on unpaid women's work in the household, taking into account scale and time of women's work in the household not accounted for;
- The experience of Western Europe countries, e.g. the Dutch experience, based on tax systems programmes deserve to be disseminated to secure decent work remuneration and property rights
- National and perhaps a subregional survey/s on the situation of rural women in selected Western Balkans countries are strongly recommended for better assessment of their economic and social situation, in particular of labour inputs and work valuation and remuneration;

Selected recommendations for the WPW and FAO

- Gender aspects of climate change, organic and environmentally friendly agriculture vs. industrial agricultural, including a potential role for reducing imports were proposed as future WPW themes, including specifically gender focus on climate change and environmental problems and their impacts on rural employment; programmes for bioenergy production by farms (sun and wind, micro energy production) and their potential for involving rural women with their mix of skills;

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- A Knowledge Centre supported and technically supervised by FAO to provide expertise and training in the registration, assessment and valuation of the work of farm and rural women would disseminate the available knowledge on the subject, in Albania and in the Balkans subregion;
- FAO to collaborate with ILO on work on social security and retirement systems and , health insurance and retirements for rural populations; FAO should also promotion the Decent Work approach, in the context of rural employment and participation in social dialogue of women;
- Migrations and their manifold impacts on rural society and families were proposed as a topic for future WPW work; activities and capacity building should address impacts of migration on women' situation, effects of women's migration out of the rural areas, impacts on demographic composition of rural populations and changing gender roles, including lack of skilled male labour work in rural areas and aging, as well as sharing lessons learned by countries that went through the phenomenon of migration;
- Future WPW activities should continue work on Gender-Disaggregated Statistics; training and capacity building could be based on FAO projects in GDS in Hungary;
- WPW activities should provide more opportunity for exchange of experience at projects preparation and implementation level; an important task would be to train to identify and build local action groups and systems to acts from bottom-up; FAO should support exchange of experience and enhance cooperation between European region countries in structuring local action groups, including non-EU countries adapting the idea and practice of the Leader approach and
- FAO should promote positive examples of successful businesses and business women and offer targeted and specific extension programmes.

APPENDIX 1. LIST OF PARTICIPANTS

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APPENDIX 2. FINAL PROGRAMME

Wednesday, 22 October 2008

Arrivals

Thursday, 23 October 2008

08.00-08.30	Registration
08.30-09.15	Opening session - Mr Jemin Gjana , Minister for Agriculture, Food and Consumer's protection of Albania - Ms Gulden Turkoz-Cosslett , UN Resident Coordinator, UNDP Tirana - Ms Fernanda Guerrieri , FAO Sub-regional Coordinator for Central and Eastern Europe - Ms Wendy Peter-Hodel , Chairperson of FAO/ECA WPW Board Representative - Representatives of national and regional authorities and Tirana city
09.15-09.45	First technical paper: Introduction to Albanian agriculture, rural development and gender issues – Ms Tatjana Dishnica, Ministry of Agriculture, Food and Consumer Protection of Albania
09.45-10.00	Coffee break
10.00-10.30	Second technical paper: Gender issues and women's empowerment in Albania – Ms Anna Xheka, Ministry of Labour, Social Affairs and Equal Opportunities
10.30-11.00	Expert Meeting (EM) programme, organization, tasks and expected outputs; Introduction of participants and resource persons; workshop expectations - Tomasz Lonc, Policy Officer and Regional Gender Focal Point, FAO SEU
	FAO's programme: lessons learned on mainstreaming gender and gender & rural employment - Ms Paola Termine, FAO ESWD
11.00-11.30	Keynote presentation: Assessment and valuation of women's work in agriculture and rural households: Issues, approaches and policy and project experience and instruments - Andrew Fieldsend, International Consultant
11.30-13.00	Session 1 – Defining the issues - 11.30 – Ms Ruth Rossier (Switzerland) - 12.00 – Ms Anita Persuric (Croatia) - 12.30 – Ms Dinara Alimdjanova (Uzbekistan)
13.00-14.00	Lunch
14.00-15.00	Session 1 – Defining the issues – continued - 14.00 – Ms Olivera Vukovic (Serbia) - 14.30 – Discussions in plenary
15.00-16.15	The role of gender disaggregated data (GDD) in making women's labour input in agriculture visible - Ms Ruxandra Boros, International Consultant
16.15-16.30	Coffee break
16.30-18.00	GDD session – continued Summary and wrap-up of day sessions by Andrew Fieldsend
19.00	Welcome dinner

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Friday, 24 October 2008

- 09.00-9.15 Feedback from the previous day by Andrew Fieldsend
- 09.15-10.45 **Session 2 – Top-down strategies**
- 09.15 – Ms Iryna Kazakevich (Belarus)
 - 09.45 – Ms Viloyat Mirzoeva (Tajikistan)
 - 10.15 – Austrian experiences - Norbert Winkler
 - 10.30 – Swedish experiences – Ms Ylva Jonzon
- 10.45-11.00 **Coffee break**
- 11.00-13.00 **Session 3 – Bottom-up initiatives and innovation by women**
- 11.00 – Ms Etleva Dashi (Albania)
 - 11.30 – Ms Maiga Kruzmetra (Latvia)
 - 12.00 – Ms Irena Ule/Ms Milena Kovac (Slovenia)
 - 12.30 – Discussions in plenary
- Summary and wrap-up of day sessions by Andrew Fieldsend
- 13.00-14.00 Lunch
- 14.00-19.00 **Study Tour**

Saturday, 25 October 2008

- 08.30-08.45 Feedback from the previous days by Andrew Fieldsend
- 08.45-12.15 **Training** on recognition and valuation of women's labour input in farming
"Your Just Reward" (NL)
- Ms Ellen Kok-Hendriks, ?Kok-Consult!
- Coffee break around 10.30
- 12.15-13.15 **Lunch**
- 13.15-14.45 **Session 4 – Funding programmes and farm diversification**
- 13.15 – Ms Bozhura Fidanska (Bulgaria)
 - 13.45 – Ms Zivile Sukyte/Ms Jolanta Vaiciuniene (Lithuania)
 - 14.15 – Discussions in plenary
- 14.45-15.00 Coffee break
- 15.00-16.00 **Break-out discussion groups**
- 16.00-17.00 **Synthesis of country experience and discussions by Andrew Fieldsend**
Feedback and recommendations from discussion groups
- Draft Expert Meeting conclusions**
by Tomasz Lonc, Regional Gender Focal Point (FAO SEU)
and Hajnalka Petrics (JTO Rural Development and Gender)
1. Discussion of meeting report and recommendations for WPW activities
 2. Evaluation of meeting and recommendations for WPW Expert Meetings
- Resource persons
 - Meeting participants
 - Ministry of Agriculture, Food and Consumer Protection
 - WPW Board
 - FAO
- 17.00 **Closing of Expert Meeting**
Departures

Sunday, 26 October 2008

Departures

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APPENDIX 3. LIST OF PAPERS AND PRESENTATIONS

Name of presenter	Country	Title of paper or presentation
Prof Dr Tatjana Dishnica	Albania	Introduction to Albanian agriculture, rural development and gender issues
Ms Anna Xheka	Albania	Gender issues and women's empowerment in Albania
Ms Etleva Dashi	Albania	Rural women associations: new ways decreasing gender inequalities
Mr Norbert Winkler	Austria	Out of The Shadow: Making Female Labour in Agriculture Visible: The Austrian Case
Ms Iryna Kazakevich and Ms Volha Pashkevich	Belarus	Women in agricultural sector of the Republic of Belarus
Ms Bozhura Fidanska	Bulgaria	Women's labour input in agriculture and role in subsistence farms in Republic of Bulgaria
Ms Filiz Yuseinova	Bulgaria	Leader approach from Bulgarian Rural Development Program
Ms Anita Ilak	Croatia	Farm women in Croatia
Ms Zivile Sukyte and Ms Jolanta Vaiciuniene	Lithuania	Women's labour input in the rural economy: The case of Lithuania
Ms Olivera Vukovic	Serbia	Position of rural women in status of family helpers in Serbia
Ms Irena Ule and Ms Milena Kovac	Slovenia	Status of Countrywomen in Slovenia
Ms Ylva Jonzon	Sweden	Making Women Visible in Rural Development; Swedish experience
Dr Ruth Rossier	Switzerland	Changes in agricultural reality: new roles for women on family farms
Dr Viloyat Mirzoeva	Tajikistan	Gender issues of land reform in Tajikistan
Ms Dinara Alimdjanova	Uzbekistan	Gender aspects of rural development: Application for Uzbekistan
Ms Paola Termine	FAO ESWD	FAO's programme: lessons learned on mainstreaming gender and gender and rural employment
Dr Andrew Fieldsend	FAO International Consultant	Assessment and valuation of women's work in agriculture and rural households: Issues, approaches and policy and project experience and instruments (Keynote presentation)
Ms Ellen Kok-Hendriks	LTO, the Netherlands	Maatchap Your Just Reward
Ms Ruxandra Boros	Consultant	Gender Disaggregated Data

Notes