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REGIONAL GENDER EQUALITY STRATEGY AND ACTION PLAN FOR EUROPE AND CENTRAL ASIA 2019–2022



REGIONAL GENDER EQUALITY STRATEGY AND ACTION PLAN

FOR EUROPE AND CENTRAL ASIA
2019–2022

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ACRONYMS AND ABBREVIATIONS

ADG	Assistant Director General
AFAOR	Assistant FAO Representative
CEB	United Nations Chief Executives Board
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CGA	country gender assessment
CPF	Country Programming Framework
DM	delivery manager
ECA	FAO European Commission on Agriculture
ECOSOC	Economic and Social Council of the United Nations
EIGE	European Institute for Gender Equality
ESP	FAO Social Policies and Rural Institutions Division
ESSs	FAO environmental and social standards
ERC	FAO Regional Conference for Europe
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FAOR	FAO Representative
FPMIS	Field Programme Management Information System
FTPP	FAO – Turkey Partnership Programme
GAPo	FAO gender analysis of agricultural policies tool
GEF	Global Environmental Fund
GFP	gender focal point
HRBA	human rights-based approach
ICTs	information and communications technology
IFAD	International Fund for Agricultural Development
LTO	lead technical officer

M&E	monitoring and evaluation
PWB	plan of work and budget
OED	FAO Office of Evaluation
OIG	Office of the Inspector General of the FAO
PPRC	Project and Programme Review Committee
REU	FAO Regional Office for Europe and Central Asia
RWEE	rural women's economic empowerment
SDGs	Sustainable Development Goals
SEC	FAO Subregional Office for Central Asia
SMT	senior management team
SPFP	Strategic Programme focal point
TCP	Technical Cooperation Programme
TCPf	Technical Cooperation Programme's facility
TO	technical officer
UN	United Nations
UNDP	United Nations Development Programme
UNJP	United Nations Joint Programme
UN SWAP	UN System-Wide Action Plan on Gender Equality and the Empowerment of Women
WFP	World Food Programme

INTRODUCTION

1. This Regional Gender Equality Strategy for 2019–2022, developed by the FAO Regional Office for Europe and Central Asia (REU), succeeds the first Regional Gender Equality Strategy and Action Plan 2016–2017, which was implemented successfully. This strategy, for the next four years, is based on: a) the results of the FAO REU stock-taking exercises conducted in 2012 and 2017; b) the feedback received at the 40th session of the European Commission on Agriculture (27–28 September 2017); c) the feedback received from nearly 60 technical officers and staff, including gender focal points, at the brainstorming session of the Regional Initiative Coordination Meeting (12 September 2018) and the FAO REU regional gender mainstreaming workshop held on 18–19 October 2018 in Ankara, Turkey.
2. Addressing gender equality is a fundamental part of FAO’s mandate. Social and economic inequalities between men and women undermine food security, hold back economic growth and limit advances in agriculture. The problems of hunger, malnutrition and rural poverty cannot be solved until and unless women and men are treated equally and gender disparities are tackled. To ensure that gender equality issues are adequately addressed at all levels of the planning and implementation processes and throughout each Strategic Objective, gender has been incorporated into the FAO Strategic Framework as a *cross-cutting theme*. This means that FAO recognizes the critical importance of the issue and commits to work towards gender equality in all areas of technical cooperation: food and nutrition security, agriculture, fisheries and aquaculture, forestry, natural resources management and environment.
3. Gender equality can be achieved by a strategy of gender mainstreaming, defined by the United Nations as “...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality” (ECOSOC, 1997). When necessary, a gender mainstreaming approach can be complemented by specific women-targeted/gender-equality

interventions and actions, especially in the areas where significant gender-based discrimination persists.

4. In 2012, FAO endorsed a [Policy on Gender Equality](#), the goal of which is to achieve equality between women and men in sustainable agricultural production and rural development, with the aim of eliminating hunger and poverty. To accelerate its effective implementation, the FAO Regional Office for Europe and Central Asia developed, adopted and implemented its first [Regional Gender Equality Strategy and Action Plan 2016–2017](#) for promoting gender equality and the empowerment of rural women. The results of the regional gender strategy for 2016–2017 were reported to the member-states at the Fortieth session of the European Commission on Agriculture, and the feedback received was entirely positive.¹
5. This new Regional Gender Equality Strategy for 2019–2022 represents a common vision of what FAO intends to achieve over the next four years in promoting gender equality and women’s empowerment through its interventions in the region, and how. The strategy defines priorities, roles and responsibilities of regional, sub-regional and country offices in gender mainstreaming and is supplemented by the action plan with the time-bound outcomes, outputs and activities.

OBJECTIVES

6. The objectives of the Regional Gender Equality Strategy for 2019–2022 are: (i) to contribute to FAO’s efforts to assist member countries in the region to achieve the Sustainable Development Goals (SDGs) and contribute to gender equality and women’s empowerment for eliminating hunger, reducing rural poverty, and achieving food security for all in the region in a systematic, holistic and sustainable manner; and (ii) to minimize gender-related risks and safeguard rural women’s rights in all actions to achieve sustainable and equitable food systems and rural development.

¹ For more details, please visit the report and background documents at the FAO European Commission on Agriculture website: <http://www.fao.org/europe/commissions/eca/eca-40/en/>

CONTEXT: GENDER INEQUALITIES IN EUROPE AND CENTRAL ASIA

7. On average, key gender-related indicators in the region are the most advanced globally; however, gender-based discrimination persists in the region. The situation varies within the sub-regions, but in most countries, many women living in rural and remote areas are more likely to suffer from discrimination and poverty. This has been evidenced through FAO-supported research and studies conducted at country and regional levels in recent years.² Minority women, women with children, elderly women, women with disabilities and those with lower levels of education usually find themselves in an even more disadvantaged position. Gender inequalities are rooted in socially constructed norms and practices that determine certain kinds of behaviour for women and men and that assign lower status to the female gender than to the male. This is reinforced by ideological, economic, political, legal and institutional systems, public attitudes and stereotypes on gender roles that give less visibility to women's crucial contributions to agriculture, fisheries and forestry.
8. Despite significant advances in gender statistics and qualitative research in the countries of the region, many forms of gender inequalities are still invisible or difficult to track; examples include rural women's work in family farms as unpaid family workers and their access to and control over the productive resources and assets such as land, credits, training, agricultural inputs and others. FAO has contributed to the generation of evidence of gender inequalities in agricultural and rural livelihoods through country gender assessments³ conducted in the region, the main conclusion of which is that despite relatively high educational levels and high economic activity rates of rural women in the region, they are overrepresented in manual labour as informal, unpaid and family workers and are rarely registered and rarely identify themselves as owners, managers or co-managers of agricultural holdings and farms. In some of the countries in which FAO country gender assessments have been conducted, it is estimated that 60 percent to 87 percent of women working

² More details can be found in the list of publications from the FAO Regional Office for Europe and Central Asia in Annex 2.

³ The list of publications from the FAO Regional Office for Europe and Central Asia is provided in Annex 2.

in agriculture are informal or family workers, while only between 6.5 percent and 31 percent of agricultural holdings are managed by women.

9. While data are scarce, some available indicators demonstrate that rural women's access to resources and assets such as land, water, pastures, livestock, credit, subsidies, rural advisory services and decision-making is very limited. For example, the share of women who are the beneficiaries of rural advisory services can be as low as 10 percent of all clients, and the share of women who own agricultural machinery can be as low as 5 percent of all owners. Bias towards sons in inheritance practices and patrilocal⁴ marriages are some of the reasons behind women's limited access to land. Even when women legally own land, registration practices (which tend to be made in the name of a male family member) limit their de facto enjoyment of their rights over land. The status of rural women is exacerbated by a double and triple burden of domestic and reproductive⁵ work, which overwhelmingly falls on women's shoulders. The low levels of infrastructure and social services in rural areas have a direct impact on rural women's household workload, which takes up twice as much time as that of their urban counterparts and up to four times more time than the household workload of rural men. This phenomenon, known as "time poverty," significantly limits rural women's life choices and opportunities for engaging in paid economic activities, education and professional development.
10. As in other parts of the world, rural women in the region have less access to information and communications technology and innovative agricultural practices than do men and women residing in urban areas. This further contributes to the gender pay gap, with women earning between 60 to 85 percent of men's salaries and having lower access to decent jobs and off-farm employment; this increases their risks of falling into poverty, especially in older ages. In the context of current regional challenges and trends, including climate change, natural disasters and migration, access to resources – including decision-making and economic opportunities as decent jobs – becomes even more critical for rural women, and especially for young rural women. Investing in rural women becomes investing in the critical agents of change for ending poverty and reaching food security for all, and thus for achieving the Sustainable Development Goals.

⁴ Relating to a pattern of marriage in which the couple settles in the husband's home or community.

⁵ **Reproductive or unpaid care work** is a term that is assigned to the work at (usually) household level, which includes provision of care to family members, from child rearing to looking after the sick and the elderly. This is closely linked with other types of domestic work, such as cleaning and cooking, and in rural households, involves water and fuel fetching, working on the households' plot, etc. In most societies this work is usually performed by women and is seen as extension of their 'natural' role. In gender in development, this term calls attention to how women in particular are assigned to the domestic sphere where the reproductive work is uncompensated and unrecognized.

RESULTS AND LESSONS LEARNED FROM THE FAO REGIONAL GENDER EQUALITY STRATEGY FOR 2016–2017

11. FAO is fully committed to closing gender gaps in agriculture, empowering rural women, and achieving greater effectiveness in the provision of technical assistance to Member Countries in meeting the Sustainable Development Goals of the 2030 Agenda. Based on the results and lessons learned from the first [Regional Gender Equality Strategy for Europe and Central Asia 2016–2017](#) (FAO, 2016a, p. 3), the following three main directions will continue to remain in focus in FAO's work on gender equality in the region for the period 2019–2022:
 - i) **capacity development, knowledge building and awareness raising** of FAO technical staff and national partners through knowledge generation, advocacy and support to collection and analysis of gender statistics for the formulation and implementation of evidence-based agricultural policies and strategies;
 - ii) **economic empowerment of rural women** through diversification and generation of income and improved access to markets; and
 - iii) **gender-sensitive FAO technical assistance** by mainstreaming gender equality, human rights and social inclusion within agricultural strategies, Country Programming Frameworks, Technical Cooperation Programmes and other programmes and trust fund projects, including the Global Environment Fund and Green Climate Fund.

MAIN AREAS OF WORK IN 2019–2022

12. The the work of the FAO Regional Office for Europe and Central Asia on gender in 2019–2022 will continue to be framed by FAO’s Gender Equality Policy and its minimum standards for gender mainstreaming, the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),⁶ and the SDGs from the 2030 Agenda, with its key principle of *leaving no one behind*. FAO interventions in the region will be defined by the priorities set by the FAO Regional Conference for Europe for 2018–2021, which emphasize support to smallholder empowerment, trade facilitation and market integration, sustainable management of natural resources in a changing climate, climate change mitigation, and food security and nutrition. The Gender Equality Strategy will focus on providing technical assistance across the three Regional initiatives and other interventions to ensure that FAO work is responsive to the needs of the most disadvantaged groups and creates equal opportunities for women and men. This will be achieved by:
 - 1) generating knowledge for evidence-based policy dialogue and support for rural women’s economic empowerment by increasing their access to productive resources, services, technologies, decent work, and social protection. The areas that will be under close attention for specific research in the coming years include

⁶ The United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is the international human rights instrument focusing exclusively on women’s rights. It was adopted by the UN General Assembly in 1979 and entered into force on 3 September 1981. It defines discrimination against women and establishes a programme for national interventions aimed at ending discrimination and fostering equality between women and men. Article 14 of CEDAW specifically calls on States to respect and enforce the rights of rural women as they relate to their productive capacity. These include the right to access economic opportunities, productive assets, improved technologies, financial services, agricultural extension services, and the right to participate in agriculture and rural development planning. The States that ratify CEDAW commit themselves to take into account the particular issues that rural women face and the significant roles that they play in the economic and social development of their families. States have to take appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on the basis of equality of men and women, that they equally participate in and benefit from agricultural and rural development. All countries of the Europe and Central Asia region have ratified CEDAW without reservation.

- assessing the gender dimensions of food security and nutrition, forestry, livestock, fishery, and access to e-agriculture and rural advisory services;
- 2) supporting countries in developing inclusive and gender-sensitive value chains and promoting women's entrepreneurship through market and value chain analysis and the provision of continuous and direct support for rural women to generate sustainable incomes through alternative and green jobs; and
 - 3) providing technical guidance and support to countries in collecting and using sex-disaggregated data to monitor progress in closing gender gaps in key areas of FAO's mandates and to ensure that gender is mainstreamed in all Country Programming Frameworks and Regional Initiatives in achieving sustainable agriculture and food systems; and enhancing national and regional capacities for better integration of gender concerns in formulating, implementing, monitoring, reporting and evaluating development and humanitarian interventions.

In more concrete terms, the work will focus on the following:

A. Developing capacity, building knowledge and raising awareness

13. Developing capacity and raising awareness about issues related to gender equality, social protection and rural development in the region will remain at the core of the FAO Regional Office for Europe and Central Asia gender team's work. The team will primarily target FAO technical officers; gender focal points in the region; the Subregional Office for Central Asia; country offices; project teams; national partners from the ministries of agriculture, forestry and fishery; national statistical offices; and other government and non-government agencies. The format of capacity development will range from face-to-face regional workshops to briefing sessions in smaller groups to individual consultations. Online trainings also will be widely deployed. FAO tools developed at FAO headquarters in Rome and at the FAO Regional Office for Europe and Central Asia in Budapest, such as the [Gender mainstreaming and human rights-based approach \(HRBA\) guidelines](#) available to FAO staff and national partners in English and Russian languages since January 2017, will be widely disseminated.
14. To address the lack of documented knowledge on gender, agriculture and rural development issues specific to the region, the FAO Regional Office for Europe and Central Asia will continue to collect case studies of good and promising practices on how gender equality issues can be addressed in agriculture (including forestry, fishery and aquaculture)

and rural development policies and practices across the region and contributing to food security and the elimination of poverty in a just and sustainable manner. The Regional Office also will produce policy-relevant and evidence-based reports on selected topics, similar to the products published under the first regional gender strategy, such as *[Gender equality, social protection and rural development in Eastern Europe and Central Asia](#)* and *[What gender mainstreaming means in practice: Selected cases from the European Union](#)*. Research and studies will include the further application of such FAO-developed methodologies as GAPo (gender analysis of agricultural policies), first piloted in Kyrgyzstan in 2017, in other countries of the region. The FAO Regional Office for Europe and Central Asia also will continue to support the production of country gender assessments, with the goal of ensuring that these assessments are in place in all countries in the region in which FAO has programming activities. Therefore, in 2019–2022, the country gender assessments will be developed and made public in Azerbaijan, Georgia, Bosnia and Herzegovina, Republic of Moldova, Serbia, Ukraine and Uzbekistan.

15. To improve evidence-based policy analysis, methodological support and awareness raising will continue to be provided to national partners, in close collaboration with the REU Sustainable Development Goals team and the Regional Statistician, to collect gender-sensitive data and statistics with a focus on the indicators under FAO custodianship (such as 5.a.1, 5.a.2, and others).
16. Policy support will be based on the [Joint Call for Action](#) on promoting socially inclusive rural development in Europe and Central Asia that reaffirmed the commitment of Member States and FAO to work towards gender equality. The Joint Call for Action, adopted at the FAO REU high-level conference *[Promoting socially inclusive rural development in Europe and Central Asia: Action for the 2030 Agenda](#)*,⁷ provides a concrete pathway for effective gender-responsive implementation of the SDG agenda in the areas of the FAO mandate. It consists of a set of detailed recommendations for FAO, national governments, and representatives from civil society and the private sector.

⁷ The Vilnius conference was organized and hosted by the FAO Regional Office for Europe and Central Asia in close partnership with the European Institute for Gender Equality (EIGE) from 30 January 2017 to 1 February 2017 in Vilnius, Lithuania. It was a follow-up to the high-level event [Step It Up Together for Rural Women to End Hunger and Poverty](#), convened on 16 December 2016 in Rome by FAO, the Slovak Presidency of the Council of the European Union, and the European Commission, in close collaboration with the International Fund for Agricultural Development (IFAD), the World Food Programme (WFP) and UN Women. The Vilnius conference provided a platform for a policy dialogue of national stakeholders and reinforced the commitments towards socially inclusive agriculture and rural development in the region. More details available are at <http://www.fao.org/europe/events/detail-events/en/c/461793/>.

B. Economically empowering rural women

17. The FAO Regional Office for Europe and Central Asia will continue its work to empower rural women economically through researching and studying value chains, diversifying income, and creating employment and entrepreneurship opportunities for improved food security and rural livelihoods of smallholders in the areas affected by land degradation and climate change.⁸
18. Experience generated under the United Nations Joint Programme on Rural Women Economic Empowerment (UNJP RWEE) implemented in Kyrgyzstan, as well as FAO Regional Office for Europe and Central Asia activities under Regional Initiative 2 for improving rural women's access to markets, will be further reviewed, with the lessons learned and promising practices distilled from those projects made available for further replication in various countries of the region, with emphasis on the most disadvantaged groups, including ethnic minorities, internally displaced persons, and refugee women. This work will go together with resource mobilisation efforts.

C. Gender mainstreaming FAO's technical assistance

19. Gender mainstreaming is a universally accepted strategy and an approach to achieve gender equality. For FAO, as for the entire United Nations, gender mainstreaming is about incorporating a gender perspective into all policies, programmes, projects and activities, in all fields and at all levels, including planning processes, documents, budgets and assessments. This requires the assessment of the implications of all policies and programmes for both women and men – in design, implementation, monitoring and evaluation – to enable women and men to benefit equally from all FAO interventions. While gender equality can be advocated for as an issue of social justice and

⁸ These studies are: (1) *Review and analysis of export potential and marketing opportunities for rural off-farm activities in Central Asia*, prepared by the public foundation the Central Asian Crafts Support Association's Resource Centre in Bishkek, Kyrgyzstan (CACSARC-kg); (2) *Assessment of the possibilities for income diversification through rural crafts development (in support of the small business and job creation for women and men in rural communities in the Republic of Uzbekistan)*, prepared by the Central Asia and the Caucasus Association of Agricultural Research Institutions (CACAARI) at the regional office of the International Centre for Agricultural Research in the Dry Areas in Central Asia and the Caucasus (ICARDA-CAC); and (3) *Gender-sensitive analysis of sericulture in Azerbaijan*, prepared by the *Inkishaf* Research Centre in Baku, Azerbaijan.

human rights, gender analysis and the gender-responsive design of interventions, along with their monitoring and evaluation, are basic practical requirements for increasing programme effectiveness.

20. Based on [FAO's Policy on Gender Equality](#) and the [FAO Environmental and Social Management Standards](#), gender mainstreaming is not optional but mandatory for all FAO interventions in agriculture and food systems. For this reason, all FAO projects are attributed a gender marker that measures the contribution of each technical intervention to the gender equality goals, which are classified into four categories: "Gender neutral (G0)," "Gender mainstreamed (G1)," "Gender affirmative action (G2a)," and "Gender equality focus (G2b)."⁹ The lead technical officers and technical officers are responsible for assigning gender markers to the concept notes and project documents. The FAO Regional Office for Europe and Central Asia gender team validates the gender markers as a member of the Programme and Project Review Committee and as part of the Field Programme Management Information System project appraisal process.

ROLES AND RESPONSIBILITIES

21. The roles and responsibilities for gender mainstreaming, as defined later in this document, are informed by the [UN System-Wide Action Plan on Gender Equality and the Empowerment of Women](#) (UN-SWAP), which is accepted as an accountability framework to accelerate the mainstreaming of gender perspectives into all institutional functions of the entities of the United Nations system.¹⁰

⁹ According to the FAO Technical Cooperation Programme manual for 2015, the gender markers are described as follows:

G0 – Gender neutral. Projects marked as gender neutral are those that have no potential to advance the cause of gender equality.

G1 – Gender mainstreamed. Projects marked as gender mainstreamed are those for which considerations towards gender equality are partly relevant. Only some activities address gender equality in the project, and some human and financial resources are devoted towards gender equality.

G2a – Gender affirmative action. For projects falling under this category, gender concerns are fully relevant, and gender is integrated in all relevant dimensions, although gender equality is not the main focus of the project.

G2b – Gender equality focus. For projects falling under this category, gender equality is one of the main objectives; these projects specifically target gender equality and/or women's empowerment.

¹⁰ The UN-SWAP constitutes a response to the United Nations Economic and Social Council-agreed conclusions 1997/2, which called upon the United Nations system

22. **The Regional Initiatives Coordination Team**, led by **the Regional Programme leader**, will ensure that regional and country level planning and reporting integrates gender concerns.
23. Each **Regional Initiative delivery manager, Strategic Programme focal point, lead technical officer, technical officer and gender focal point** will ensure that gender issues are adequately addressed in the provision of technical assistance, namely in formulating, implementing, monitoring and evaluating agriculture and rural development policies, strategies and programmes. For this purpose, they will be responsible for ensuring the gender-responsiveness of their interventions, with the technical support of the FAO Regional Office for Europe and Central Asia gender team (based in Budapest and Ankara), for which the team will be contacted at the earliest stage of the inception/formulation (Minimum Standard 7 of the FAO Policy on Gender Equality).
24. **The FAO Regional Office for Europe and Central Asia gender team**, as an integral part of the regional technical team, will continue to serve as a resource in normative, practical and analytical work by providing policy advice, capacity development and analytical support for gender mainstreaming at request of the delivery managers, Strategic Programme focal points, technical officers, FAO Representatives and Assistant FAO Representatives in formulating, implementing, monitoring and evaluating new and ongoing projects and programmes. The gender team will remain actively involved through support in gender mainstreaming of regional and national strategies, Country Programming Frameworks, guidance manuals, and country gender assessments and profiles, and through providing training and support to country office gender focal points and FAO technical and programme staff and national partners. The gender team will also engage in gender-specific work, building knowledge of gender issues specific to the region, identifying and disseminating region-specific good practices and lessons learned, conducting impact assessments and supporting policy dialogue and advocacy for rural women.
25. **The gender focal points** in the Subregional Office for Central Asia and the country offices will dedicate a minimum of 20 percent of their time to mainstreaming gender in the work of their respective units, and they will coordinate and support the gender work at country/subregional level. They will maintain close contact with the REU gender team, raising gender awareness among FAO colleagues and national partners on FAO gender equality policy and its standards, and advocating for gender equality and women's empowerment.¹¹

to mainstream a gender perspective throughout its work. The UN-SWAP was endorsed by the United Nations Chief Executives Board for Coordination in April 2012 and 2017 was set as the target for the United Nations system to meet all of its performance indicators.

¹¹ More details of the FAO gender focal point function are available in the corporate terms of reference adapted for the needs of the Europe and Central Asia region. This can be shared by the REU gender team upon request.

26. **The FAO Representatives and Assistant FAO Representatives** will ensure the mainstreaming of gender concerns in country-level policy and programme cycles, such as in the Country Programming Framework formulation process (for example by mandating country gender assessments and involving civil society groups and other stakeholders representing the interests of rural women). This will also imply the formulation, implementation and monitoring of the new and ongoing initiatives. The FAO Representatives and Assistant FAO Representatives will ensure that a certain share of FAO budget at country level is allocated to gender- and women-specific targeted interventions (as per Minimum Standard 14 of the FAO corporate Policy on Gender Equality).
27. **The FAO Regional Office for Europe and Central Asia senior management team** will ensure that:
 - a) FAO gender mainstreaming requirements are visible and explicit in the policies and day-to-day work of the FAO Regional Office for Europe and Central Asia, the Subregional Office for Central Asia and country offices;
 - b) key regional- and country-level Strategic Programming Frameworks and governing bodies' events (ECA and ERC) mainstream gender, with the technical support of the REU gender team, and gender activities are supported with earmarked funding;
 - c) capacity development in gender mainstreaming is mandatory and that gender focal points, technical officers and other professional and technical staff participate in the training events (ranging from sensitization for all staff to sector-specific briefings) organized by the REU gender team according to Minimum Standard 9 and Minimum Standard 10 of the FAO Policy on Gender Equality;
 - d) with the technical support from REU gender team, all terms of reference include a standard line on gender; and
 - e) a dedicated objective and related activities are inserted in the Performance Evaluation and Management System (PEMS) of the gender focal points and other staff on the work related to gender issues.
28. Implementation of the Regional Gender Strategy 2019–2022 will be monitored by the FAO Regional Office for Europe and Central Asia Assistant Director-General/Regional Representative and the REU senior management team, with the assistance of the REU gender team and the REU monitoring and evaluation officer, to ensure systematic practice for gender mainstreaming is in place.

ACTION PLAN

SO	Output	Milestones	Targets	Indicators	Results	Responsibility	Remarks
1	3, 6 30105.02; 60302.03	Policy support for inclusive and sustainable food systems through knowledge building, awareness raising and experience sharing	100 percent of the CPFs approved annually meet FAO minimum standards for gender mainstreaming All countries have country gender assessments	(1) Number of CPFs with gender outputs and activities (2) Number of country gender assessments produced (3) Number of ministerial staff trained in gender and agriculture issues	FAO interventions and national agricultural policies integrate gender equality, social protection and rural women concerns	Technical officers, FAORs / AFAORs, RI delivery managers, SP focal points, REU gender team, FAO gender focal points, regional programme leader	Country Programming Frameworks (CPF): Azerbaijan, Bosnia and Herzegovina, Republic of Moldova, Serbia, Turkey, Ukraine, Uzbekistan RI1 – Empowering smallholders and family farms in Europe and Central RI2 – Agrifood trade and market integration RI3 – Sustainable management of natural resources, landscape and ecosystems under a changing climate

SO	Output	Milestones	Targets	Indicators	Results	Responsibility	Remarks
2	30105.02	Enhanced capacities to formulate, implement and monitor gender-responsive policies and programmes in agriculture, forestry and fishery	At least three ministries of agriculture in the region have institutional support for gender in the form of an approved sectoral gender mainstreaming strategy and action plan, a gender focal point, or some other form of support	(1) Four capacity development and training events are held in the region, with the participation of ministries of agriculture, that are gender-specific or have gender-specific sessions (2) Share of FAO project documents that target gender equality issues and women's empowerment	Agriculture and rural development policy decisions and actions are gender-sensitive	Technical officers, FAORs / AFAORs, REU Gender Team, FAO gender focal points, regional programme leader	RI1 – Empowering smallholders and family farms in Europe and Central Asia RI2 – Agrifood trade and market integration RI3 – Sustainable management of natural resources, landscape and ecosystems under a changing climate Country Programming Frameworks (CPFs)

SO	Output	Milestones	Targets	Indicators	Results	Responsibility	Remarks	
3	4	40203	Improved livelihoods and reduced food insecurity of rural women and men through entrepreneurship, access to markets, knowledge and innovation	At least three countries have FAO-specific interventions targeting rural women	(1) Share of budgetary resources (or mobilized) dedicated to rural women (2) Number of rural women trained	(1) Share of women among rural advisory service (RAS) clients (2) Number of enterprises and cooperatives set up by rural women as a result of training provided under FAO interventions	RI delivery managers, Strategic Programme focal points, programme teams, resource mobilization officer, REU gender team, relevant FAO gender focal points and FAORs/AFAORs	RI1 – Empowering small holders and family farms in Europe and Central RI2 – Agrifood trade and market integration Country Programming Frameworks (CPFs): Albania, Azerbaijan, Georgia, Kyrgyzstan, Kosovo, ¹² Tajikistan, Turkey, Uzbekistan

12 Kosovo as per the United Nations Security Council Resolution 1244 (1999) on the situation relating to Kosovo.

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ANNEX 1: GLOSSARY OF TERMS

Some terms are defined in FAO documents and can be accessed from the FAO term portal. Where FAO definitions are not available, those of the United Nations Statistics Division, or sources, are provided. The definitions below have been extracted from these sources. Note that definitions used in national statistics may differ from those below, and therefore metadata provided by the national statistical office should be consulted.

Additional terms and definitions can be found in the [FAO term portal](#) and in the online manual developed by the Statistics Division of the Department of Economic and Social Affairs of the United Nations (UNStats): [Integrating a gender perspective into statistics](#).

Gender refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures.**

Gender analysis is the study of the different roles of women and men in order to understand what they do, what resources they have, and what their needs and priorities are in a specific context.*

Gender equality is the state in which women and men enjoy equal rights, opportunities and entitlements in civil and political life.*

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.*

Sex refers to individual biological differences between women and men that are fixed and unchangeable. Unlike gender, sex differences do not vary across culture or over time. Sex (female or male) is recorded during data collection in censuses, surveys or administrative records.**

Sex-disaggregated data are data separated by sex in order to allow differential impacts on men and women to be measured. Sex-disaggregated data is quantitative statistical information on differences and inequalities between women and men.*

Women's empowerment is defined by its core components: (1) women's sense of self-worth; (2) their right to have and to determine choices; (3) their right to have access to opportunities and resources; (4) their right to have the power to control their own lives, both within and outside the home; and (5) their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.*, ****

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- *** International Food Policy Research Institute (IFPRI). 2011. *Engendering agricultural research, development, and extension*. p. 3 (Key gender terms and concepts). Washington DC, IFPRI. Available at: <http://ebrary.ifpri.org/utils/getfile/collection/p15738coll2/id/126799/filename/126995.pdf>
- **** United Nations Population Information Network (POPIN). *Guidelines on Women's Empowerment*. New York, POPIN. Available at: <http://www.un.org/popin/unfpa/taskforce/guide/iatfwemp.gdl.html>

ANNEX 2: FAO REGIONAL OFFICE FOR EUROPE AND CENTRAL ASIA GENDER-RELATED PUBLICATIONS ONLINE

- (1) [Agri-Gender Statistics Toolkit](#) (2016), also available in [Russian](#)
- (2) [Gender, agriculture and rural development in Albania. Country gender assessment series](#) (2016) (also available in [Albanian](#))
- (3) [Gender, agriculture and rural development in Armenia. Country gender assessment series](#) (2017) (also available in [Armenian](#))
- (4) [Gender, agriculture and rural development in Georgia. Country gender assessment series](#) (2018)
- (5) [National Gender Profile of Agricultural and Rural Livelihoods: Kyrgyzstan. Country gender assessment series](#) (2016) (also available in [Russian](#))
- (6) [National Gender Profile of Agricultural and Rural Livelihoods: Republic of Tajikistan. Country gender assessment series](#) (2016) (also available in [Russian](#))
- (7) [National Gender Profile of Agricultural and Rural Livelihoods: Turkey. Country gender assessment series](#) (2016) (also available in [Turkish](#))
- (8) [Gender and Rural Development in Eastern Europe and Central Asia: Key Issues](#) (2016) (also available in [Russian](#))
- (9) [Gender equality, social protection and rural development in Eastern Europe and Central Asia: Insights from the Region](#) (also available in [Russian](#)). In April 2017 this publication was re-printed by the International agriculture magazine based in Moscow: <http://cyberleninka.ru/article/n/razvitie-selskih-territoriy-rossii-sotsialnye-i-gendernye-problemy>
- (10) [What gender mainstreaming means in practice: Selected cases form the European Union](#) (2018)

- (11) [Gender mainstreaming and human rights-based approach. Guidelines for technical officers](#) (2017) (also available in [Russian](#))
- (12) [Rural women in Eastern Europe and Central Asia](#) (2015)
- (13) [Regional gender equality strategy for Europe and Central Asia 2016 – 2017](#) (also available in [Russian](#))
- (14) [Core Set of Gender Indicators in Agriculture: Guide for the collection of sex-disaggregated data in agriculture and rural areas](#) (also available in [Russian](#))
- (15) [Gender Equality in Agriculture: A toolkit](#) (2016) (also available in Russian)
- (16) [Joint Call for Action](#) (resulting from the FAO REU high-level conference: [Promoting socially inclusive rural development in Europe and Central Asia](#), 2017). (Also available in [Russian](#) and [Spanish](#)). Also available is the [report](#) of the conference. Videos and other information accessible here: <http://www.fao.org/europe/events/detail-events/en/c/461793/>
- (17) [Market and value chain analysis of selected sectors for the diversification of the rural economy and women's economic empowerment. Albania](#) (2018)
- (18) [Gender rural livelihoods and forestry. Assessment of gender issues in Kosovo's forestry](#) (2017) (also available in Serbian and Albanian)
- (19) [Support to rural women and men in Kyrgyzstan and Uzbekistan](#) (2018)

