



منظمة الأغذية
والزراعة
للأمم المتحدة

联合国
粮食及
农业组织

Food
and
Agriculture
Organization
of
the
United
Nations

Organisation
des
Nations
Unies
pour
l'alimentation
et
l'agriculture

Organización
de las
Naciones
Unidas
para la
Agricultura
y la
Alimentación

CONFERENCE

Thirty-fourth Session

Rome, 17-24 November 2007

GENDER AND DEVELOPMENT PLAN OF ACTION (2008-2013)

Table of Contents

	Paragraphs
Introduction	1 - 3
1. FAO's Overall Gender Mainstreaming Strategy	4 - 10
2. Targeting Key Global Issues	11 - 12
2.1. Emergencies	11 - 12
2.2. Climate Change and Bio-energy	13 - 16
2.3 Diseases (Human, Animal and Plant)	17 - 19
2.4 Globalization (Trade and Changing Institutional Structures)	20 - 22
3. Achieving the Strategic Gender Objectives	23 - 35
3.1. Food and Nutrition	23 - 24

For reasons of economy, this document is produced in a limited number of copies. Delegates and observers are kindly requested to bring it to the meetings and to refrain from asking for additional copies, unless strictly indispensable.
Most FAO meeting documents are available on Internet at www.fao.org

3.2. Natural Resources	25 - 32
3.3 Rural Economies, Labour and Livelihoods	33 - 34
3.4. Policy and Planning	35
4. Institutional Implementation of Gender Mainstreaming	36 - 47
4.1 Accountability	37 - 38
4.2 Monitoring and Evaluation	39
4.3 Capacity Development	40 - 42
4.4 Partnerships and Networks	43 - 47

Gender and Development Plan of Action 2008 – 2013

Introduction

1. Gender equality gains are essential to fulfil FAO's mandate of raising levels of nutrition and standards of living and improve agricultural productivity and livelihoods of rural populations. Gender roles and relations are of key importance to understanding and overcoming challenges to improving livelihoods in development and emergency contexts. Nevertheless, women and girls continue to face limited access to, and control over, productive resources, and agricultural responses have traditionally been neither sufficiently aware of, nor responsive to the distinct roles, priorities, knowledge, constraints and opportunities of women as compared to men. Thus, there is a continued need to mainstream gender concerns into FAO projects, programmes and policies, as well as to assist member countries to mainstream gender equality and enhance their capacity to analyse and address gender-related development challenges.

2. To this end, FAO's Gender and Development Plan of Action (GAD-PoA) for 2008-2013 reflects FAO's determination to promote gender equality and mainstream gender issues into the work of the Organization. This new Plan will constitute FAO's main policy instrument for follow-up to the Beijing Platform for Action, the Beijing +5 review, and also contributes directly to the 1996 World Food Summit and other international agreements. The Plan contributes to combat poverty and hunger as expressed in the UN Millennium Declaration, and provides a mechanism to promote gender equality and the empowerment of women through gender mainstreaming as called for in the 2004 "Triennial Comprehensive Policy Review of Operational Activities for Development of the United Nations System,"¹ and the ECOSOC resolution of July 2007 for "Mainstreaming a Gender Perspective into all policies and Programmes in the United Nations System."² It is in line with the system-wide strategy and policy on gender mainstreaming of the Inter-Agency Network on Women and Gender Equality.

3. Most importantly, the GAD-PoA 2008-2013 is fully embedded in the proposed Programme of Work and Budget (PWB). The intended outputs are parts of specific Programme Entities. The new GAD-PoA assembles the plans of the technical divisions to pursue gender mainstreaming in their respective areas of expertise and links them to the existing four strategic gender objective areas: Food and Nutrition; Natural Resources; Rural Economies, Labour & Livelihoods; and Policy and Planning, as endorsed by the Conference for previous plans. Finally, the GAD PoA presented here is an abbreviated version of what would become a full Plan of Action if endorsed by the Conference, as requested in C 2007/16.

1. FAO's Overall Gender Mainstreaming Strategy

4. Gender mainstreaming remains the principle approach to reaching the goal of gender equality and the empowerment of women in the UN and FAO. According to the UN Economic and Social Council (ECOSOC), the policy of gender mainstreaming is defined as follows:

¹ ECOSOC – Triennial Comprehensive Policy Review (TCPR).

² ECOSOC Agreed Conclusions 1997/2. Coordination of the Policies and Activities of the Specialized Agencies and other Bodies of the United Nations System.

Mainstreaming a gender perspective 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. 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 equality³.

5. Gender mainstreaming is the primary global strategy used by development organizations for promoting gender equality. As UNIFEM emphasizes, mainstreaming is not an end, but an organizational strategy for achieving gender equality and the empowerment of women⁴. The success of gender mainstreaming as a policy strategy has been reviewed in a number of development organizations, including U.N. agencies. One summary review found that most organizations had succeeded in putting gender mainstreaming policies into place, but that serious challenges remain at the level of implementation⁵. FAO is in a similar situation to other development organizations; the policies are in place, but implementation has been difficult. However, as the same study noted, gender mainstreaming is a process not a finished product, so there is no need to suggest that gender mainstreaming has failed. Rather, the Gender Plan of Action (2008-2013) continues the process of gender mainstreaming through developing strategies to more effectively implement the policies that have been put into place.

6. FAO remains committed to the gender mainstreaming approach. From 1989 to 2007⁶, FAO developed and institutionalized key instruments for gender mainstreaming: the Gender and Development Plan of Action, the gender focal point system and the Socio-economic and gender analysis (SEAGA) Approach. With the establishment of this structure, FAO is ready to enter the next phase of targeted gender mainstreaming.

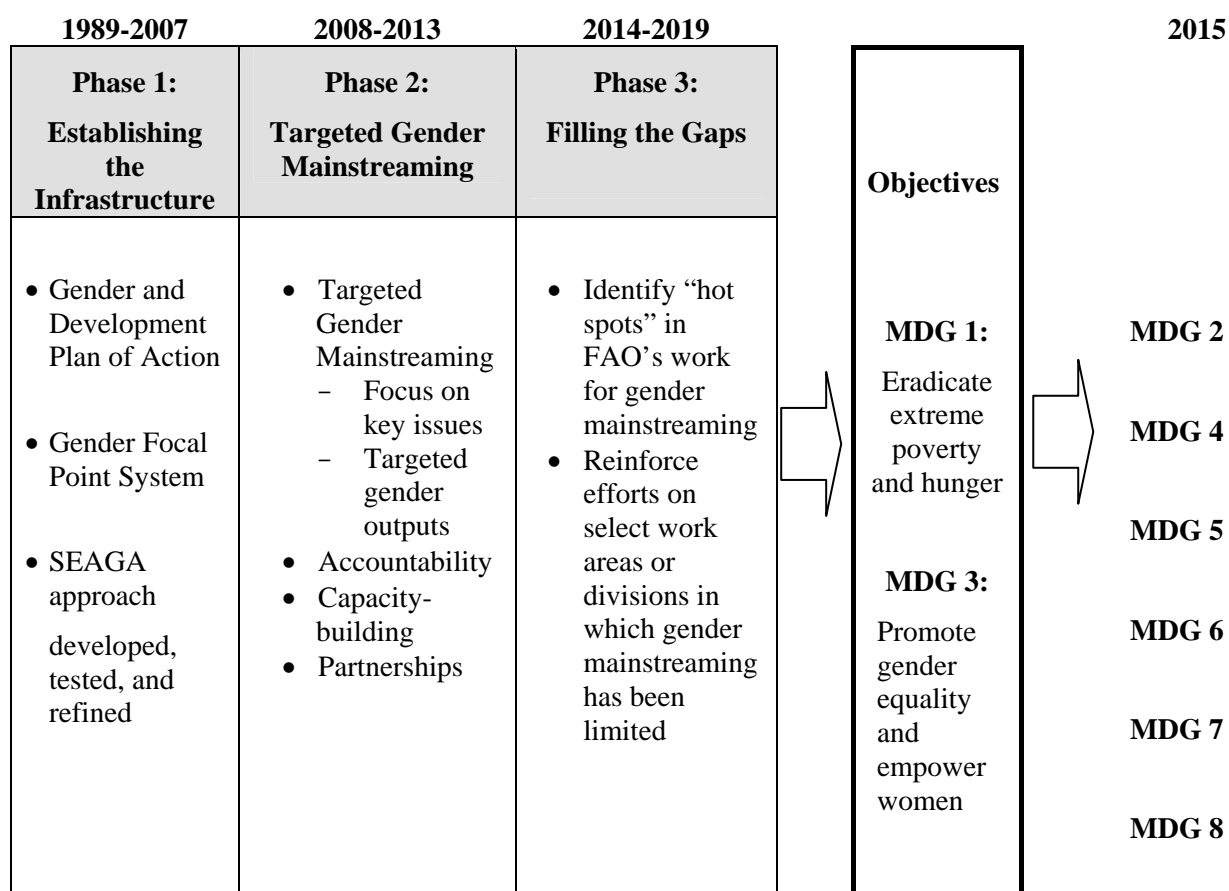
³ United Nations. 1997. "Report of the Economic and Social Council for 1997," A/52/3, September 18, 1997.

⁴ Sandler, J. 1997. "UNIFEM's Experiences in Mainstreaming for Gender Equality." New York: UNIFEM.

⁵ Moser, Caroline and Annalise Moser. 2005. "Gender mainstreaming since Beijing: a review of success and limitations in international institutions." *Gender and Development* 13(2): 11-22.

⁶ The first FAO plan of action dealing with the advancement of women was put in place in 1989-1995, the FAO Plan of Action for the Integration of Women in Development. The second FAO Women in Development (WID) Plan of Action (1996-2001) focused more clearly on measurable and medium-term goals and set out to institutionalize WID in all of FAO's mandates and to provide a framework to member countries to insure that rural women benefit from development. The third plan of action took a different approach with a shift from a focus on women in development to addressing issues of women's unequal position in societies with a focus on gender and development. The strategic approach of the FAO Gender and Development Plan of Action (2002-2007) was to accomplish the goals through gender mainstreaming throughout the organization.

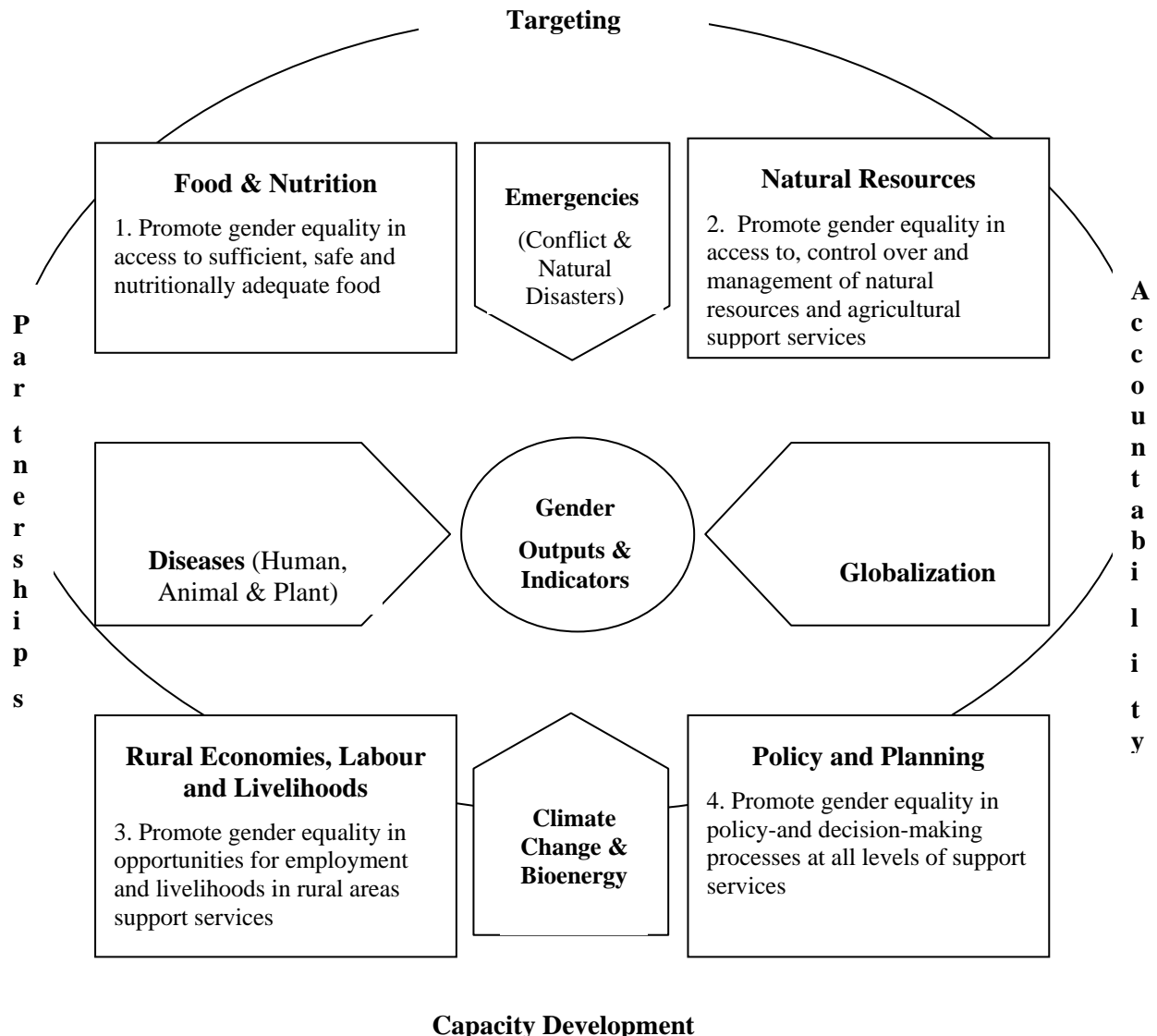
Gender Mainstreaming Strategic Framework



7. With the Gender Plan of Action (2008-2013), FAO enters Phase 2 of its overall gender mainstreaming strategy. For the period of 2008-2013, FAO will adopt a targeted approach in line with other international agencies (e.g., World Bank), in order to make the strategy more effective.

8. The Gender Plan of Action (2008-2013) will focus on four key global issues related to gender and FAO’s work: **Emergencies** (Conflict-, Human-made and Natural Disaster-induced); **Climate Change and Bio-energy**; **Diseases** (Human, Plant and Animal) and **Globalization** (Trade and Changing Institutional Structures). These global issues will be examined with regard to the four strategic gender objective areas: **Food and Nutrition**; **Natural Resources**; **Rural Economies, Labour & Livelihoods**; and **Policy and Planning**. The targeted gender outputs have been formulated to address the key issues identified, as well as to contribute to the achievement of FAO’s four Strategic Gender Objectives (see figure below), which have been retained from the GAD PoA (2002-2007) and are derived from the global goals of FAO’s Strategic Framework 2000-2015.

Phase 2: Targeted Gender Mainstreaming



9. In order to make gender mainstreaming more operational and effective, each FAO Division has committed to fulfil three gender outputs that target relevant gender issues in its area of work. Targeted gender outputs should facilitate their monitoring and evaluation, and thereby improve the division's **accountability** to the Gender and Development Plan of Action. In order to meet these gender outputs and measure their progress, the divisions will need to **build the capacity** of its gender focal points and technical officers with the assistance of the Gender, Equity and Rural Employment Division (ESW). In order to maximize resources and enhance cooperation, the divisions are encouraged to form **partnerships** with other divisions and international agencies to meet these outputs and to work as ONE UN.

10. The successful implementation of targeted gender mainstreaming will lead to Phase 3, where FAO will concentrate its efforts and resources on certain gender "hot spots" related to FAO's mandate and on those divisions in which progress towards gender equality has been achieved. This three phase approach provides FAO with a systematic method for achieving MDG 3. The promotion of gender equality and empowerment of women is necessary for the achievement of **all** the MDGs, in particular, MDG 1, 5, 6 and 7, which are most relevant to FAO's mandate. As FAO plans to achieve many of its gender mainstreaming outputs in partnership with

other UN agencies such as WFP, IFAD, UNICEF, UNAIDS, UNCHR, UNESCO, WHO and ILO, this strategy also contributes to MDG 8. At the regional level, working in partnership with the economic and social commissions for Africa, Latin America and Asia-Pacific is essential. At the country-level, FAO will be working towards the MDGs as part of the ONE UN.

2. Targeting Key Global Issues

2.1. Emergencies

11. Natural disasters and civil conflicts lead to food emergencies that require an immediate humanitarian response as well as long-term strategies for rehabilitation. Rural populations in developing countries are often the most vulnerable due to displacement and/or the destruction of their assets and livelihoods. The restoration of rural livelihoods enables vulnerable people to meet their own nutritional needs and reduces their dependency on food aid, an essential condition for a lasting recovery.

12. Conflicts and natural disasters resulted in food insecurity by reducing food production as well as disrupting food distribution and destroying livelihoods. Over-exploitation of natural resources resulting in deforestation, over-fishing, desertification and soil degradation makes rehabilitation from natural disasters more difficult. In times of food shortage, women and children often experience a heightened risk of food insecurity and malnutrition. With the mobilization of men as soldiers, women and children become the sole providers of the household and face a greater risk of discrimination and violence. In collecting and transporting food and fuelwood, women are at risk of physical assaults and sexual violence. The gender-based violence and “survival sex” resulting from conflict-induced dislocation and food insecurity also contributes to the spread of HIV and AIDS. While conflicts exacerbate gender differences and often increase vulnerabilities, they also provide opportunities for change in gender relations. Within the refugee camps, they may also have new opportunities to participate in community and household decisions. Recognizing gender concerns in disaster situations not only reduces women’s vulnerability, but also contributes to the rehabilitation process.

2.1.1 Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services that address Emergencies

TCE – Emergency Operations & Rehabilitation	
1. GM ⁷ Output:	Raise awareness of emergency and rehabilitation coordinators and the emergency coordination unit staff on gender issues through regular training and by encouraging systematic implementation of relevant tools such as the Gender in Emergencies Passport in close collaboration with all FAO Representations staff.
Progress Indicators:	(1) Percentage of total trainings for emergency coordinator and/or emergency coordination unit staff that include gender-sensitization. (2) Portion of training materials for emergency coordinator and/or emergency coordination unit staff that addresses gender issues. (3) Number of trainings for emergency coordinators and/or emergency coordination unit staff per year that include gender sensitization.
2. Output:	Include the requirement for a gender-sensitive approach in the terms of reference for NGOs and other implementing partners that are sub-contracted to carry-out any agriculture emergency operations or any other activities at community level.
Progress Indicator:	Ratio of male to female beneficiaries of FAO activities.

⁷ GM: Gender Mainstreaming Output. Henceforth, these are simply stated as “Output.” Also, as this is an abbreviated version of the full Plan of Action, note that the Outputs listed are not inclusive of all Outputs that will be found in the final version of the Plan.

3. Output:	Address specific needs of women and girls in FAO projects mitigating the vulnerability of the displaced population in emergency context.
Progress Indicator:	Percentage of FAO emergency projects that specifically address women's and girls' vulnerabilities in emergency situations such as gender-based violence associated with firewood collection, problems associated with women's access to land and property rights.
4. Output:	Perform gender analysis when identifying farm families that are food insecure and vulnerable as participants of FAO emergency projects.
Progress Indicator:	Percentage of female-headed households that participate in FAO projects.
5. Output:	Assess how men and women in a household benefit from FAO emergency projects when performing impact assessments.
Progress Indicator:	Case studies providing evidence of how the FAO emergency interventions benefit women and men in a household.
6. Output:	Address gender issues in needs assessment and livelihood assessment guidelines.
Progress Indicator:	Percentage of needs assessment and livelihood assessment conducted that address women's and men's different needs and livelihoods.
EST – Trade & Markets	
ESTG	Global Information and Early Warning Service
Output:	Address gender-related concerns in GIEWS special alerts, Food Crop and Shortages reports, food security assessments and GIEWS workstations.
Progress Indicator:	(1) Gender mainstreamed into two major regional food security assessments per year, such as the Sahel CILSS or Southern Africa VAC. (2) Separate component for the GIEWS workstations focusing on gender disaggregated data (where available) related to food security assessment developed
ESW – Gender, Equity and Rural Employment	
Output:	Gender-sensitive analyses of the dynamics of (environmentally caused) migration and the impacts of natural disasters and conflicts on poverty, food security and rural development.
Progress Indicator:	Number of analyses of migration and natural disaster impacts that are gender sensitive.

2.2. Climate Change and Bio-energy

13. Overexploitation of natural resources intensifies the impacts of climate change on agricultural zones. Climate change exacerbates existing vulnerability and food insecurity in certain parts of the world by reducing the amount of arable and usable land. When the natural resource base is degraded to the point where it is insufficient to support livelihoods, rural people are forced to take drastic measures, such as selling off assets and/or migrating.

14. Due to their different access to, and control of, resources and their specific roles, men and women are affected differently by the scarcity of resources such as fuelwood, animal fodder and water. Deforestation, water scarcity and contamination make water and fuel gathering tasks more taxing and time consuming. Despite their reliance on natural resources, women tend to have limited access to and control over them. Women who lack ownership of the land they cultivate and who lack training and extension services have little incentive and limited knowledge to make environmentally sound decisions.

15. Sustainable bio-energy has the potential to contribute to the mitigation of climate change and address the energy needs of developing countries. With agriculture and forestry as the main sources of biomass for bio-fuels such fuelwood, charcoal, wood pellet, bio-ethanol, bio-diesel and bio-electricity, bio-energy has the potential to reduce the release of carbon dioxide by fossil fuels. Yet, large-scale promotion of bio-energy is not without risks. An unintended consequence of biomass production might be the reduction of biodiversity and increased food insecurity. The

social, economic and environmental implications of the bio-energy sector, especially in its relation to food security, must be measured and well understood to avoid negative impacts.

16. Women are the primary users and providers of unsustainable bio-energy in many developing countries. Case studies have shown that rural women carry some 20 kilograms of fuelwood for several kilometres every day in developing countries. Burning wood or dung to cook and heat homes exposes women to air pollutants for longer time periods than men. Improving access to more efficient, cleaner, environmentally sustainable and reliable energy services is essential to improving women's status and general health and living conditions. Some forms of bio-energy may reduce women's workload and allow them free time to engage in income-generating activities and participate more effectively in their communities.

2.2.1 Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services that address Climate Change and Bio-energy

NRC – Environment, Climate Change & Bio-energy	
NRCB	Climate Change & Bio-energy Unit
Output:	Investigate the impact of the production of new bio-energy crops on men and women's labour and time use.
Progress Indicator:	Percentage change in the amount of time women and men spend in obtaining fuel for household use before and after the introduction of bio-energy.
NRCE	Environmental Assessment and Management Unit
1. Output:	Develop methodologies and conduct trainings that integrate environmental and socio-economic data specifically related to gender.
Progress Indicator:	(1) Percentage of GIS models that include gender-related data. (2) Number of trainings that include a unit on integrating gender/socio-economic data and environmental data.
2. Output:	Include equal numbers of men and women in trainings for implementation, management and analysis of land cover data.
Progress Indicator:	Ratio of the number of men and women trained in the use of land cover data.
NRL – Land & Water	
NRLA	Land Tenure and Management Unit
1. Output:	In normative and policy materials, address how poor women and men can improve their access to land and other natural resources and their security of tenure.
Progress Indicators:	(1) Number of normative materials on improving access to land and other natural resources that address women's and men's specific needs (2) Number of normative materials on improving land tenure security that address the different impacts on women and men.
2. Output:	In the project formulation process for all major projects (i.e., land degradation assessment in drylands), include the participation of a gender expert to ensure the inclusion of gender concerns, as indicated in logframes.
Progress Indicators:	(1) Percentage of major projects that identify and account for gender issues in the logframes. (2) Percentage of major projects that identify and address gender issues in the final reports and monitoring & evaluation reports.
NRLW	Water Resources, Development & Management
Output:	Guidelines for institutional arrangements for payment for environmental services will address the impacts on male and female stakeholders.
Progress Indicator:	Percentage of guidelines that address downstream impacts on women and men stakeholders.

EST – Trade & Markets	
ESTM	Commodity Markets, Policy Analysis and Projections Service
Output:	Analysis of gender and food security implications of using various crops for bio-energy.
Progress Indicator:	Ratio of women/men's access to income from bio-energy crops or from employment attributable to bio-energy output. Differential impacts on food consumption by men and women.
ESW – Gender, Equity and Rural Employment	
Output:	Research on energy access by rural households, including intra-household gender dynamics and the potential and risks of increased use of bio-energy.
Progress Indicator:	Number of publications that examine the gender aspects of access to energy for rural households

2.3 Diseases (Human, Animal and Plant)

17. Many key infectious diseases of humans, ranging from tuberculosis to SARS to HPAI, originated in animals; many others like live fluke or onchocerciasis are related to agricultural practices. Transboundary Animal Diseases (TAD) have heavy social and economic impacts that make their spread a matter of worldwide concern, particularly in light of the rapidly expanding demand for meat, dairy products and eggs. The considerable risk of an emerging, human-to-human, transmissible virus makes HPAI, commonly referred to as Avian Flu, of particular concern in the near future. Women's health and livelihoods are particularly at risk of the impacts of avian flu. In many countries, family poultry production is the responsibility of women and children; in sub-Saharan Africa, women own approximately 70% of all poultry. Thus, efforts to control avian flu outbreaks need to target women. Lower-income women and children need education and training regarding avian flu. Yet, veterinary services and extension programmes are typically designed by men for men, and extension staff may not be trained to teach technical subjects to women or to respond to their specific questions. In some cases, male extension workers are culturally barred from even dealing with female farmers. In other cases, extension workers require special knowledge and communication skills to reach rural women who are more likely to be illiterate and only speak the local language.

18. Epidemic diseases such as HIV and AIDS, Malaria and Tuberculosis (TB) pose an increasing threat to rural lives and livelihoods. In poor and rural communities, ill-health reduces labour availability and productivity, disrupts livelihoods, disturbs or breaks the inter-generational transmission of agricultural knowledge, and increases household and community vulnerability to poverty. In many African countries, the significant loss of prime-age adults constitutes a serious threat to food security and rural livelihoods. AIDS reduces labour and assets of households and communities, decreasing agricultural productivity and undermining food security. Both the sick and the caregiver's abilities to cultivate land or work off-farm are reduced. AIDS-affected households are often forced to sell their livestock, agricultural tools and land to pay for treatment. The loss of labour and assets results in the adoption of less capital- and labour-intensive crops, which are frequently less nutritious. This further undermines the household nutrition status. Under-nutrition exacerbates the onset of opportunistic infections such as TB and reduces the effectiveness of anti-retroviral drugs. The illness and death of rural women and men to HIV and AIDS prevent parents from passing on vital agricultural knowledge and skills to their children.

19. Gender inequality and high levels of sexual abuse in some countries place women at greater risk of infection. Women between the age of 18 and 30 tend to have higher rates of HIV and AIDS infections than young men, sometimes double or triple⁸. Women in HIV and AIDS-

⁸ Stanecki, Karen A. 2004. *The AIDS Pandemic in the 21st Century*. International Population Reports WP/02-2. U.S. Census Bureau, Washington, D.C.

affected households also experience greater adverse effects. As women typically provide care for sick family members and orphans, HIV and AIDS adds to their already heavy workloads, which limits their ability to engage in income-generating activities and food production, making them more vulnerable. This could have negative impacts on the household nutrition since women are primarily responsible for food production and childcare. AIDS widows in some countries have difficulty obtaining credit and lose their land and assets. Girls living in child-headed households are particularly likely to seek adult protection in exchange for sex or to marry early to try to gain stability for themselves or their siblings.

2.3.1 Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services that address Diseases (Human, Animal and Plant)

AGA – Animal Production & Health Division⁹	
Health (Animal and Human)	
1. Output:	Perform a stakeholder analysis that takes gender into consideration before starting a communication campaign. In particular, ascertain what role men and women play regarding animals at risk and ascertain how it is best to reach this group based on their literacy, public participation and socio-economic conditions (i.e., posters for the illiterate; radio for those who own and control them).
Progress Indicator:	Percentage of stakeholder analyses performed that analyzed gender for every communication campaign.
2. Output:	Incorporate a gender dimension in the interagency publication, Livestock Emergency Guidelines (LEGS), particularly regarding the selection of beneficiaries and training of staff on the ground.
Progress Indicator:	Evidence in the LEGS of gender considerations.
ESW – Gender, Equity and Rural Employment	
1. Output:	Support the formulation of gender-sensitive national policies to reduce bio-security (animal, human, crop) risks and threats.
Progress Indicator:	Number of national biosecurity policies supported that are gender-sensitive.
2. Output:	Guidelines, methods/tools and training materials on livelihoods, gender and socio-economic inequality issues associated with trans-boundary disease impacts on rural communities and social groups based on field investigations.
Progress Indicator:	Number of publications produced on livelihoods, gender and socio-economic inequality issues associated with trans-boundary disease impacts.
3. Output:	Gender sensitize livestock policy analysts and decision-makers during the policy formulation/reformulation cycle for trans-boundary disease control (especially HPAI).
Progress Indicator:	Number of trans-boundary disease control and/or livestock sector re-formulation policies that reflect gender considerations.
4. Output:	Support for employment generation for rural men and women affected by HIV and AIDS or disabilities that addresses gender inequalities.
Progress Indicator:	Number of activities that support employment generation for rural people affected by HIV/AIDS that address gender inequalities.
5. Output:	Assist governments to develop gender-sensitive agricultural strategies when addressing the HIV and AIDS crisis.
Progress Indicator:	Number of countries assisted to develop gender-sensitive agricultural HIV and AIDS strategies.

⁹ AGA's Purpose Statement: FAO's Animal Production and Health Division is conscious of the very substantial opportunities available in the systematic consideration of gender and more general cultural diversity when designing and delivering its programme of work; these opportunities relate to enabling more effective and efficient achievement of programme goals in all their technical, economic, social and ecological dimensions.

2.4 Globalization (Trade and Changing Institutional Structures)

20. Policies that encourage privatization, free trade and export-oriented growth strongly influence the lives of poor people in developing countries. These policies have enormous direct impacts on farmers and rural people through their influence on agricultural prices, farmers' choices of crops and access of farmers from developing countries to export markets. Declining prices for traditional export crops such as cotton and coffee have provided disincentives for farmers to produce these crops. With increasing consumer demand for year-round fresh fruits and vegetables, many countries in the south are now producing fruits and vegetables for the European and North American markets. In the livestock sector, increasing demand for poultry has resulted in more large-scale poultry enterprises in developing countries. Privatization of basic services such as water, sanitation, health care and education can also have adverse consequences on the rural poor.

21. It is widely recognized that macroeconomic policies impact men and women differently and especially poor men and women. The World Bank now calls for its policies to include gender analysis for any effort made to reduce poverty and to reconsider user fees for health and education in light of access to these services by the poorest. Women and girls in poor households usually have the responsibility of obtaining household water and dealing with waste disposal. When these services are privatized and become out of reach for the poor, women's and girls' workloads often increase.

22. In agriculture, global value chains connect producers, distributors and marketers. Supermarkets are increasingly driving value chains. Although they rarely own land or engage in production, they often define what to produce and the conditions under which it should be produced. Men and women producers in poor countries are differentially incorporated into these value chains as they have different access to knowledge about standards. In agriculture, men and women usually work in the informal sector, often in highly sex-segregated jobs and tasks.

2.4.1 Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services that address Globalization, Trade and Changing Institutional Structures

EST – Trade & Markets	
ESTT	Trade Policy Service
Output:	Support gender sensitivity in trade policy agreements and in domestic commodity policy.
Progress Indicator:	(1) Promote trade and domestic policy measures that benefit both women and men, especially in terms of access to export markets and fair employment practices. (2) Analyze, where possible, the extent to which particular trade measures and domestic policy have disparate effects on men and women, using gender indicators. ¹⁰
ESTM	Commodity Markets, Policy Analysis and Projections Service
Output:	Analysis of gender and food security impacts due to the production of horticultural crops or other non-traditional export crop.
Progress Indicator:	(1) Number of commodity or country case studies that have utilized a value chain approach and/or use of genuine progress indicators (adapted for gender specific measurement) in the analysis of gender and food security. ¹¹ (2) Identification and analysis of the primary constraints to increased participation of women in global value chains.

¹⁰ Refer particularly to Irene van Staveren, WIDE Briefing Paper, Gender Indicators for Monitoring Trade Agreements, February 2007 for indicators, methodology and research ideas.

¹¹ Genuine progress indicators are used here to mean the support to the development of a more holistic set of social, economic, gender and/or environmental criteria as an alternative and/or supplement to mainstream economics.

TCI – Investment Centre	
	World Bank Cooperative Programme
Output:	Gender considerations included in all TCI-led documents as appropriate (i.e. project preparation, sector studies, supervisions and evaluations)
Progress Indicator:	Percentage of relevant TCI-led documents that take into account gender issues.
	Rome-Based UN Agencies
Output:	Gender focus included in projects/studies prepared by IC on behalf of IFAD.
Progress Indicator:	Percentage of project preparation and study reports prepared for IFAD that include a gender focus.
	International, Regional and Sub-regional Financing Institutions and bilateral Institutions
1. Output:	Gender dimensions addressed in relevant projects prepared by IC on behalf of other Financing Institutions.
Progress Indicator:	Percentage of relevant IC project preparation reports prepared for other financing institutions address gender dimensions.
2. Output:	Guidelines on sociological analysis in agricultural investment project design revised to incorporate gender analysis.
Progress Indicator:	Expanded and integrated coverage of gender issues in the revised sociological guidelines.
LEG	
1. Output:	When assisting in the drafting of food, agriculture and natural resource legislations, take into consideration their impacts on the livelihoods of small-scale producers, by performing stakeholder analysis involving men and women.
Progress Indicator:	Number of countries that assessed the impact on men and women small-scale producers when drafting food and agriculture legislation.
2. Output:	When assisting in the drafting of natural resource legislation, promote mechanisms for co-management or community-based management and facilitate the participation of women in these mechanisms.
Progress Indicator:	Number of countries that included mechanisms for co-management/ community-based management, taking gender dimensions into consideration, when drafting /adopting natural resource legislation.
3. Output:	When assisting in the drafting of agriculture and natural resource legislation, promote gender equality in legislation dealing with the inheritance of productive capital.
Progress Indicator:	Number of countries that assessed gender dimensions related to the inheritance of productive capital when drafting agriculture and natural resource legislation.
4. Output:	Ensure that LEGN publications advocate gender mainstreaming in food, agriculture and natural resource legislation.
Progress Indicator:	Number of LEGN publications that advocate gender mainstreaming in food, agriculture and natural resource legislation.
FOI – Forest Products & Industry	
Output:	Analysis of the impacts of international/regional trade in NWFP on the incomes and livelihoods of men and women.
Progress Indicator:	Men's and women's perceptions of the value of non-wood forest products before and after international trade agreements on non-wood forest products.
FIE – Fisheries & Aquaculture Economics & Policy	
Output:	Include gender and fisheries related issues in the elaboration of guidelines concerning fisheries and aquaculture.
Progress Indicator:	Percentage of international and national fisheries and aquaculture guidelines that include an analysis of the differential impact on men and women.

3. Achieving the Strategic Gender Objectives

3.1. Food and Nutrition

3.1.1. Strategic Gender Objective: Promote gender equality in access to sufficient, safe and nutritional food

23. People are food secure when they have regular access to enough high-quality foods to lead active and healthy lives. This entails individuals within households having the ability to secure adequate food for meeting their dietary needs from their own production or through purchases. Worldwide, 854 million people still suffer from undernourishment, and the World Food Summit goals to halve hunger by 2015 and the MDGs are unlikely to be met. The challenges facing hunger and malnutrition reduction are complex and include agro-ecological, socio-economic and political factors.

24. Rural women and men make different and complementary contributions to household and community food security. Women generally process and prepare food in their households, which gives them a greater role in ensuring food safety, quality and nutritional value. Women's marketing activities lead to better family nutrition since women tend to contribute a larger portion of their cash income to household food requirements than men¹². Yet, in many areas, women lack access to land, education, information, credit and technology. Often, women also lack the power to make decisions in their households and communities. This reduces the value of their activities, such as nutritious home gardens, in favour of cash crops that are not produced for family consumption. Under nutrition in young children due to inadequate dietary intake and disease can be alleviated by breastfeeding, which provides infants with balanced nutrition, including micronutrients and antibodies against disease. Despite women's special nutritional needs, especially during pregnancy and lactation and often heavier workloads, in many societies food discrimination causes women and girls to receive less food than men and boys. Yet, better-nourished girls are more likely to remain in school, which is crucial for assuring sustainable livelihoods in the future.

3.1.2 Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services, for the Food and Nutrition Objectives

AGN – Nutrition & Consumer Protection	
AGNP	Household Food Security, Nutrition and Livelihoods Group
Output:	Gender sensitive sector policies and programmes at national and community-levels in place that aim to improve the nutritional status of both men and women in vulnerable population groups, including those affected by emergencies and HIV/AIDS, based on an understanding of relevant gender-defined needs, opportunities and constraints within the household and community.
Progress Indicator:	Number of countries integrating gender and nutrition dimensions in relevant policies and programmes at national, district and community levels.
	Nutrition Education and Consumer Awareness Group
Output:	Gender sensitive nutrition education initiatives and related training programmes and materials that target and/or include both men and women and girls and boys completed and/or available.
Progress Indicators:	(1) Number of workshops in nutrition education. (2) Number of gender sensitive educational materials distributed. (3) Percentage of women trained. (4) Number of countries implementing gender-sensitive nutrition education and training programmes.

¹² FAO, 1996.

AGNS	Food Quality and Standards Service (Food Safety)
1. Output:	Awareness and educational materials for household (mainly women) handling of food with the objective of improving quality (nutrition) and safety of food developed and disseminated.
Progress Indicators:	(1) Number and type of education materials developed and distributed. (2) A measure of the outbreak of food borne diseases caused by home-prepared food.
2. Output:	Improved quality and safety of street vended foods, and training for women and men street vendors in basic hygiene completed.
Progress Indicator:	Percentage of women and men food vendors trained in food quality and standards.
AGNA	Nutrition Requirements and Assessment Group
1. Output:	Assessments of dietary intakes and nutritional status at the individual level, with analysis and reports by gender, age and development stage groups completed.
Progress Indicator:	Number of countries that report gender-specific disaggregated data on nutritional status and dietary intake.
2. Output:	Assessments of human nutrient requirements for different gender, age and development-stage groups undertaken.
Progress Indicator:	Percent of consultations that have nutrition requirement recommendations disaggregated by gender and age.
3. Output:	Training of women and men in food composition analysis completed.
Progress Indicator:	Number of women and men trained in food composition analysis.
ESA – Agricultural Development Economics	
ESAC	Comparative Agricultural Development
Output:	In the special chapter of the annual SOFA report, where appropriate and feasible, analyse and explain how women and men affect, and are affected by, the featured topic in the report.
Progress Indicator:	Inclusion of gender-disaggregated data and tables in the report, where relevant and feasible, and of policy recommendations that address the differences between, and opportunities for, men and women.
ESAE	Agricultural Sector in Economic Development
1. Output:	In the assessments of food safety net programmes, analyse whether the programmes are effectively reaching women and men of all ages and how the programmes impact women and men.
Progress Indicator:	Number of countries for which such analysis is carried out.
2. Output:	In analysing the implications for rural poverty of agricultural transformation, examine specifically the implications for women and men. In the analysis of sources of rural income, make separate assessments of male vs. female headed households across income quintiles.
Progress Indicator:	Account for and analyse women and men's sources of rural income.
ESAF	Food Security & Agricultural Projects Analysis
Output:	Provide analysis of the gender-related dimensions of food security and hunger and develop policies that incorporate gender concerns in the efforts aimed to increase household, regional and national food insecurities.
Progress Indicators:	(1) The analysis of food security and hunger differentiates between male and female-headed households. (2) Sex-disaggregated data examining difference in hunger and malnutrition between men and women, and boys and girls in countries and regions. (3) Policies developed that reflect an awareness of the different vulnerabilities of men and women to food security. (4) Use of intra-household models of food distribution that specifically address gender differences in access to food.

ESAD	Right to Food
Outputs:	(1) Incorporate gender issues in right to food efforts by ensuring that all women (including mothers and pregnant women) are included. (2) Conduct a study on the right to food for women. (3) Attach priority to addressing the needs and interests of women in the Unit's communication, capacity development and awareness building activities.
Progress Indicators:	(1) Collect and analyze gender disaggregated data on malnutrition and right to food. (2) Percentage of women/men involved in right to food planning at local, national and regional levels. (3) Proportion of women attending workshops, panels, etc. organised by, or in collaboration with, the Right to Food Unit

3.2. Natural Resources

3.2.1. Strategic Gender Objective: Promote gender equality in access to, control over and management of natural resources and agricultural support services

25. Rural productivity and environmental sustainability are key issues in natural resource management. The efforts to increase agricultural productivity and population growth are putting pressure on natural resources that are resulting in environmental degradation (e.g., deforestation, nutrient depleted soils and water scarcity) and a loss of biodiversity. Thus, increasing agricultural productivity in a sustainable manner is central to achieving sustainable food security as well as the Millennium Development Goals (MDGs).

26. An important key to the conservation and use of natural resources is ***Plant Production and Protection***. Farmers and breeders require access to plant genetic resources (including alternative crops and new cultivars) and related information and technologies to achieve sustainable increases in production and/or maintain profitability. Enhancing national capacities in plant breeding (including appropriate use of biotechnologies) and seed system development is essential for promoting sustainable agriculture. The Global Plan of Action (GPA) for the Conservation and Sustainable Use of Plant Genetic Resources for Food and Agriculture and the International Treaty on Plant Genetic Resources for Food and Agriculture are two important instruments of FAO which strengthen and protect seed systems and the knowledge and interests of farmers in seed management. Plant genetic resources for food and agriculture (PGRFA)¹³ are reservoirs of genetic adaptability that act as buffers against potentially harmful effects of environmental and economic change, including climate change and desertification. The precipitous decline in biodiversity in the world's fields and other ecosystems makes conserving plant genetic resources and maximising seed security increasingly difficult. The greater importance and influence of global trade in high-yielding genetically-modified seeds is resulting in the marginalization of local seed systems that are better adapted to local environmental conditions and therefore promote food security particularly during droughts and other shocks.

27. Men and women farmers have distinct and valuable knowledge about crop varieties' suitability to local conditions and ways of conserving crop diversity;¹⁴ each has specialized knowledge about managing plant genetic resources as well as combating pests. In the past, women's vital contributions to managing biological resources have not received sufficient attention from development practitioners and agricultural extension workers. As a result, women

¹³ PGRFA are defined in the [International Treaty on PGRFA](#) as "any genetic material of plant origin of actual or potential value for food and agriculture". They consist of the diversity of genetic material contained in traditional varieties and modern cultivars grown by farmers as well as crop wild relatives and other wild plant species that can be used as food, and as feed for domestic animals, fibre, clothing, shelter, wood, timber and energy.

¹⁴ Crop diversity is the reservoir of genetic variation that farmers depend on to increase productivity, resist pests and diseases, adapt to different climate and soil conditions, and fit the taste preferences and nutritional needs of consumers.

continue to be under-represented in extension programmes and their needs are not always addressed by national agricultural policies.

28. **Land and Water** are the basis of agriculture and food production, and competition for these natural resources because of a growing demand is increasing rural men and women's vulnerability to food insecurity. The absence of sustainable and affordable systems of land tenure and systems that provide access to land and other natural resources make it difficult for the rural poor to accumulate assets and ensure household security. Low water productivity, competition for scarce water resources and degradation of water quality are also threatening rural livelihoods and their future sustainability. Water-management initiatives must consider men and women's specific water needs, the different ways they manage water for agriculture and their different rights to access to both land and water. Women manage household water use as well as cultivate irrigated and rain-fed crops, but their access, ownership and management of land and water resources is often insecure. At the same time, rural women are faced with increasing pressure for family food production. As farmers, women have knowledge regarding water quality and storage, soil fertility and crop rotation. Yet, the lack of secure land tenure, the growth of markets favouring mono-cropping and growing populations have strained their ability to manage and conserve land and water for agriculture. Insecure tenure also limits access to agricultural support such as training, credit and irrigation and represents a disincentive for investment. In the event of the death of a male head of household, women's land tenure may become even less secure, leaving their families vulnerable to hunger and poverty.

29. **Livestock** not only provide food, but are also sources of fuel, transport, draft power, fertilizer, income and assets for over 80 percent of rural households in developing countries. Driven by population and income increases, animal production is growing more dynamically than any other agricultural sector and, on average, currently accounts for more than 40 percent of the gross value of agricultural production in developing countries. Low-cost investment in small livestock can offer to rural women and men new opportunities for diversifying their livelihoods and reducing their vulnerability to poverty and illness. The erosion of animal genetic resources (AnGR) has accelerated in recent years due to the intensification and industrialization of animal production systems in response to tremendous global demand for animal products. Yet, poor small-scale producers have not been able to capitalize on this growth in demand for animal-protein due to lack of skills, access to credit and markets, as well as economic policies that favour large-scale producers.

30. Men and women have distinct roles in owning and caring for different animal species. In many societies, cattle and larger animals are owned by men, while the production of smaller animals such as goats and backyard poultry is in the domain of women. Because they are the primary caretakers and owners of poultry, as already noted, women face greater health and economic risks from avian flu. In many pastoral societies, women are responsible for milking animals, fodder production and the care of sick animals. Control over the income generated from livestock can also differ based on gender; men may earn income from cattle, while women earn income from poultry and ruminants. The livestock sector offers rural women opportunities to improve household food security (by providing protein and micronutrients), to reduce vulnerability through income generation and to accumulate assets. Yet, in many countries, extension programmes, animal husbandry services and veterinary services are oriented towards men and generally exclude women.

31. **Forestry** not only provides shelter and fuel, but forests are also sources of nutrition and income from both wood and non-wood products such as fruits, resins, oils and medicines. Approximately 1.6 billion people rely on forests for their livelihoods through employment in forest-dependent activities, the sale of products they collect from forests or the use of forest products. Access to trees and other natural resources found in forests, which are critical to people's well-being and livelihoods, is often limited by the absence of legal rights and is not always equal for women and men. Men and especially women's involvement in forest activities and enterprises may be constrained by the overall state ownership, cultural norms and poor access

to extension training, credit and markets. As a result of land pressure, privatization and cultural inequities, many vulnerable groups lack secure rights to forest resources. Lack of secure forest tenure rights and deforestation largely reduces people's access to forest foods, building materials, fuelwood, medicinal plants, shelter, recreation, wildlife and drinking water. As wood resources are depleted, women and girls must travel longer distances to collect wood, making them vulnerable to gender-based violence. The virtual absence of marginalized groups, especially women, in decision- and policy-making roles regarding forestry, limits their ability to equitably benefit from forest resources and their motivation to conserve the natural resources that constitute their livelihoods.

32. An estimated 120 million people worldwide depend on **Fisheries** (including fishing and post-harvest activities) for all or part of their livelihoods. Globalization and a greater demand for fish-based protein are causing market shifts like the increase in fish exports from developing countries. The driving-out of artisanal fisherfolk from traditional markets by industrial fisheries is resulting in increased migration and a reduction in fish available for local consumption. Both phenomena contribute to the spread of HIV and AIDS since migrant workers bring the disease back to their villages and women left behind may enter transactional sex to secure basic survival resources for their families. Lack of access to physical and capital resources, training, formal education and financial institutions limit fisherfolks' ability to obtain credit and expand their enterprises, perpetuating vicious cycles of poverty in fishing communities. Men are traditionally involved in fish-catching, while women are involved in gathering shells and aquatic plants, and post-harvest activities such as processing and marketing. While men are gone on fishing expeditions, women often manage family budgets. In some fishing communities, women's traditional role of household finance management means that men have more difficulty than women in obtaining credit to expand their enterprises. But while some women have become involved in the financing and management of traditional male activities, they are often excluded from the management of resources and infrastructure. Women are often under-represented on various community committees, which means that their concerns are not addressed to the same extent as those of men.

3.2.2 Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services, for the Natural Resources Objective

AGP – Plant Production & Protection	
1. Output:	Support both men and women in efforts to intensify horticultural production in urban and peri-urban settings.
Progress Indicators:	(1) Case documentation of high involvement of women for training and development of best practices. (2) Ratio of women to men who have attended training show improved horticultural and other sustainable diversification operations.
2. Output:	Incorporate issues of concern to both men and women in efforts to develop plant genetic resources policies and strategies.
Progress Indicator	Percentage of international and national policies and strategies that incorporate the contribution of women in the conservation and use of PGRFA.
3. Output:	Include all stakeholders, in particular those in the informal sector, when reporting for the International Treaty on Plant Genetic Resources.
Progress Indicator	Percentage of reports showing women facilitating access and sharing benefits accruing from the sustainable use of PGRFA.
NRL – Land & Water	
NRLA	Land Tenure and Management Unit
1. Output:	Develop a gender and land training module to address issues such as management, tenure, access to credit, and land rights.
Progress Indicators:	(1) Existence of gender and land training module. (2) Percentage of country trainings that utilize the gender and land training module.

2. Output:	In local-level assessments in which a Sustainable Livelihoods Approach is used, ensure that gender analysis is conducted.
Progress Indicator:	Number of local-level assessments that use SLA that include gender analysis.
3. Output:	Address women's and men's different access to land and water resources and its impact in the State of the World Land and Water Resources (SOLAW) Reports.
Progress Indicator:	Number of SOLAW Reports that address differential gender access, control, ownership or use issues related to water and land resources.
NRLW	Water Resources, Development & Management
1. Output:	Ensure the inclusion of both women and men in water user associations and their participation in stakeholder analysis as part of project formulation.
Progress Indicator:	Percentage of stakeholder analyses that collect sex disaggregated data/ information.
2. Output:	Ensure the inclusion of women in water users associations in water quality and quantity information dissemination efforts (i.e., regarding safe waste water reuse, saving water especially in groundwater resources).
Progress Indicator:	Percentage of dissemination efforts that include water conservation that reach women's groups.
AGA – Animal Production & Health Division	
Output:	Incorporate gender issues in all relevant livestock publications.
Progress Indicator:	Percentage of livestock-related publications that incorporate gender issues.
Natural Resources (Livestock Production and Genetic Resources)	
Output:	Define gender-related “hot-spots” in different livestock production systems, i.e. dairy, confined poultry, grazing systems.
Progress Indicator:	Evidence that publications, training and workshops address at least two gender “hot spots” each year.
FIM – Fisheries & Aquaculture Management	
1. Output:	Incorporate gender concerns in the development of technological information, rural educational materials and other literacy tools in aquaculture.
Progress Indicator:	Number of published and disseminated technical and educational materials and literacy tools that incorporate gender concerns in aquaculture.
2. Output:	Incorporate gender concerns in capacity building to enhance men's and women's skills in aquaculture for livelihood in the areas of better management, seed production, entrepreneurship, credit and savings management, as well as community-based capacity building in managing aquatic resources.
Progress Indicator:	Ratio of men/women trained in all aspects of aquaculture activities.

3.3 Rural Economies, Labour and Livelihoods

3.3.1 Strategic Gender Objective: Promote gender equality in opportunities for employment and livelihoods in rural areas

33. Commercialization along with increased migration and off-farm activities are contributing to important changes in rural livelihoods. Commercialization has shifted land and labour resources from self-consumption to market-driven agricultural production. Increased out-migration by men in some regions leaves women with the daily and sometimes sole responsibility for their families. Shifts in agriculture, such as traditional foods becoming less economical to produce, increased need for inputs for commercial agriculture and increase in the share of productive resources by agribusiness pose challenges for poor households. As agriculture becomes progressively more industrialized and market-oriented, rural households can find themselves having to rely on monetary income to meet their basic food needs.

34. Women in rural areas are traditionally responsible for providing food for the family, and are increasingly diversifying their livelihoods, seeking off-farm employment or emigrating. Many are finding themselves with an increased work burden because of the continued traditional primary responsibility for household tasks, while integrating into the labour market. Yet, their efforts to diversify their livelihoods by initiating or expanding income-generating activities can be constrained by their limited access to productive resources such as credit and technology. Women's higher rate of illiteracy and innumeracy makes it difficult for them to access information, thus limiting their ability to develop business plans for credit institutions. Therefore, they must rely on informal channels of credit such as family, friends and moneylenders, which are undependable, may charge high interest rates and/or have limited capital.

3.3.2. Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services, for the Rural Economies, Labour and Livelihoods Objective

AGA – Animal Production & Health Division	
	Poverty Alleviation through Livelihoods and Income-Generation
Output:	Restocking projects after emergencies or disasters to provide livestock to both men and women.
Progress Indicator:	Percentage of women and men receiving livestock after disasters or emergencies.
FII – Fish Products & Industry	
Output:	Increase both men's and women's incomes from fish marketing through training on fish handling, quality control, enterprise development, book keeping and marketing
Progress Indicator:	Evidence of increase in both men's and women's incomes from fish marketing (measurement of income before and after training).
FOI – Forest Products & Industry	
1. Output:	Incorporate both men's and women's activities in an effort to enhance value in medium and small scale forest enterprises
Progress Indicator:	(1) Ratio of the number of activities targeting women vs. those targeting men (2) Ratio of the number of women vs. the number of men involved in the activities
2. Output:	Include as a sub-question in the PLI questionnaire, the numbers of men and women that graduate from forestry institutions
Progress Indicator:	Percentage of PLI questionnaires that request sex-disaggregated data for the number of graduates from forestry institutions.
AGS – Rural Infrastructure & Agro-Industries	
	Fostering competitive agro-industries
1. Output :	Guidance and comparative appraisals relating to policies on agro-industrial development that address gender issues.
Progress Indicator:	Number of policy guidance documents that address gender issues in agro-industrial development.
2. Output:	Equitable employment conditions for men and women in agro-industries.
Progress Indicator:	Ratio of men's/women's wages in agro-industries.
3. Output:	Technical and business development training materials that address the different needs of men and women.
Progress Indicator:	Number of appropriate training materials in technical and business skills (i.e. in local language, addressing innumeracy or illiteracy).
	Enhancing small farmer income, employment and livelihoods
1. Output:	Strategies developed incorporating gender sensitive activities that link both male and female farmers to value-chains.
Progress Indicator:	Number of examples indicating male and female farmers involved in value chains (i.e., with processors, suppliers and traders).

2. Output:	Training and extension materials that enable small-scale male and female farmers to develop value-added operations.
Progress Indicator:	Number of gender sensitive training and extension materials for value-added operations at farm level.
Rural Infrastructure development	
Output:	Technical guidelines of best practice for infrastructure appraisal and design that recognise gender needs.
Progress Indicator:	Number of guidelines on infrastructure development that address gender needs.

3.4. Policy and Planning

3.4.1 Strategic Gender Objective: Promote gender equality in policy- and decision-making processes at all levels in the agriculture and rural sectors

35. Policy-making and development planning require timely, reliable and comprehensive agricultural data. The lack of a broad and reliable statistical database for the food and agriculture sector and many countries' limited capacity to produce such data remain major constraints to the development and implementation of effective policies for food security and rural development. Mainstreaming gender in research contributes to the success and effectiveness of agricultural and rural development programmes and policies. Sex-disaggregated data (SDD) provides information about women's and men's different priorities and needs. This allows agriculture and rural development planners to design policies, projects and programmes that are useful to its beneficiaries. SDD can also assist in targeting vulnerable groups and indicate how to best meet their needs, thus contributing to their food security and MDG 1. Most research to-date has neglected food crops grown by small farmers and women farmers in particular; instead it has focused on cash and staple crops. This has meant that women farmers have not received the full benefit of investment in agricultural research. Detailed and relevant gender-sensitive information can show higher returns on investment for women by demonstrating the relationship between increased agricultural production and productivity.

3.4.2: Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services, for the Policy and Planning Objective

ESS – Statistics	
ESSG	Global Statistics Service
1. Output:	Further develop sex-disaggregated data in the FAOSTAT domains.
Progress Indicator:	Sex-disaggregated data available in FAOSTAT identified.
2. Output:	Include gender in the development of the statistical frameworks in CountrySTAT.
Progress Indicator:	Sex-disaggregated items in the various data CountrySTAT statistical frameworks identified
ESSS	Country Statistics Service
Output:	Promote methodologies for collecting sex-disaggregated data in the guidelines and manuals for the 2010 World Agricultural Census Programme.
Progress Indicator:	Sex-disaggregated items in the various country agricultural censuses identified
TCA – Policy Assistance & Resource Mobilisation	
TCAP	Field Programme Development and Resource Mobilisation
Output:	Include gender issues in all relevant FAO field projects
Progress Indicator:	Number of field projects with gender as a priority area of focus.

TCAR	Policy Coordination
Output:	Consider gender-related issues in policy advice provided to member countries and regional organisations and reflect gender-sensitivity in the analysis and formulation of policies, strategies, programmes and projects at country and regional level.
Progress Indicator:	Level/ degree of incorporation of gender-sensitive elements in policies, strategies, programmes and projects developed or implemented with the assistance of FAO policy assistance units at country and regional levels.
TCAS	Agricultural Policy Support
1. Output:	Contribute to strengthening capabilities of member countries to formulate and implement gender-sensitive policies in the areas of agriculture, food and rural development.
Progress Indicator:	Number of capacity building activities emphasising gender-sensitive policy-making in agricultural policy and strategy.
2. Output:	Mainstream gender considerations in supporting FAO's policy advisory work.
Progress Indicator:	Number of countries where policy advisory activities included gender sensitive policy recommendations.
FOE – Forest Economics & Policy	
1. Output:	Consider gender issues in socio-economic analysis and forest sector outlook studies and encourage countries to collect sex-disaggregated data
Progress Indicator:	Number of countries reporting with sex-disaggregated data.
2. Output:	Promote methodologies for men and women to generate income from forests and trees to reduce poverty and to manage natural resources in a sustainable way.
Progress Indicator:	Percentage of methodologies that address women's and men's ability to generate income from forests and trees in a sustainable manner.
3. Output:	Develop and implement approaches to increase the participation of men and women stakeholders in forest-related processes and activities.
Progress Indicator:	Approaches to increase stakeholder participation in forestry take into account gender
4. Output:	In all activities related to community forest management, promote the inclusion of both women and men, including equal participation by women in decision-making processes.
Progress Indicator:	Participation rates of both men and women in community forestry projects.
NRR – Research & Extension	
	Research & Extension
Output:	Training and capacity building for the redesign of extension organizations will include efforts to seriously address the information and technical needs of both men and women farmers.
Progress Indicator:	Number of gender differentiated capacity development actions (policy advice, institutional development, training, tools, etc.) undertaken with respect to improving extension/advisory systems.
	Education & Communication
1. Output:	Equitable participation of both men and women in the design and implementation of communication policies, strategies and activities and ensure that both men and women have access to communication processes and media including new information and communication technology (ICTs).

Progress Indicators:	(1) Ratio of men and women in decision making positions in communication projects or components of projects. (2) Ratio of men and women actively involved in communication processes and making use of communication media.
2. Output:	Incorporate concerns of both men and women in participatory planning of policies on Education for Rural People (ERP).
Progress Indicator:	Number of capacity building events including a focus on increasing the ratio of men and women having access to quality ERP.
KCE – Knowledge Exchange & Capacity Building Division	
	Knowledge Management and Information Dissemination (WAICENT, Ask FAO)
Output:	Develop a gender indicator for use by Gender, Equity and Rural Employment Division (ESW), that will reveal the gender-related issues of interest being asked of FAO, with the aim of providing/facilitating information and knowledge on those issues to users
Progress Indicator:	Compilation of statistical reports of questions in Ask FAO, specifically dealing with gender issues, to be submitted to ESW for analysis.
	Standards, Norms and Procedures for Knowledge Management and Information Dissemination
Output:	Cross referencing tools including gender keywords for categorizing, indexing and documenting information to facilitate access to gender-related information and knowledge both in FAO and partner organizations.
Progress Indicators:	(1) Number of FAO technical divisions implementing the tools. (2) Number of partner organizations implementing the tools.
	Capacity building, distance learning and facilitation of access to WAICENT and the FAO Knowledge Forum, including Ask FAO
Output:	E-learning and face-to-face training should ensure gender balance and promote gender equity when depicting the roles for women and men in the work environment, including authoritative and/or positive roles.
Progress Indicators:	(1) Instances (number/percentages) of imagery, lesson scenarios and documented case studies depicting males and females in leading and/or positive roles. (2) Female and male learners' perceptions that e-learning and training materials show gender balance and gender equity.
	Library and Virtual Library Services, AGORA and other Information Collections
1. Output:	Compile resources on gender (compatible with Internet 2.0 and standard access methods) on the library website to provide links to information on gender and disseminate information on gender.
Progress Indicators:	(1) Existence and number of gender links Web statistics. (2) Counting the number of users who belong to library-sponsored shared gender networks.
2. Output:	Conduct an analysis of paper and electronic collections for gender content.
Progress Indicators:	(1) Number of gender related publications within the various technical subject areas of FAO. (2) Usage statistics.
KCI – Communication (GII)	
Output:	KCI is committed to continuing its policy of equal opportunity in the division as a whole, and continuing with gender awareness and sensitivity to gender and gender-related issues in outgoing communications including in press releases and other information materials, promotional products and publications.
Progress Indicator:	Percentage of outgoing communications (press releases, information materials, promotional products and publications) that are gender-sensitive based on materials provided by technical units.

4. Institutional Implementation of Gender Mainstreaming

36. The Gender and Development Plan of Action is an Organization-wide strategy encompassing operational and normative aspects of FAO's work, as well as the relevant institutional processes and mechanisms. This Plan delineates the Organization's overall gender mainstreaming strategy with specific gender mainstreaming outputs and indicators that address key global issues. With the support of ODG and PBE, institutional mechanisms based on accountability, capacity development and partnerships have been developed to ensure the achievement and monitoring of these outputs.

4.1 Accountability

37. Accountability for meeting the outputs of the Gender and Development Plan of Action is a shared responsibility. The outputs and indicators were developed through a participatory process facilitated by the gender focal points within each Technical Division. This process ensured the ownership of the outputs and indicators, which is essential for the units to be held accountable to fulfilling them.

38. During the next five years, FAO will establish a Gender Network that will include focal points, gender experts, and other staff members at FAO involved in gender activities. Once the Plan is approved, gender experts from ESW will meet with all focal points to discuss strategies and timetables for achieving the outputs. The Gender Network will be a key component in FAO's strategy to ensure that all FAO staff members at all levels are aware of the new Plan and relevant outputs and indicators. In turn, the technical divisions have committed themselves to the implementation of gender activities identified in the Plan. They have committed to provide: the working time of the gender focal points (with new ToRs); financial resources for their training; and budget allocation to the identified gender outputs in the Plan, each of which is directly related to specific Programme Entities (PEs) in the PWB.

4.2 Monitoring and Evaluation

39. The monitoring and evaluation of the Plan will be a joint effort by PBE and ESW. The establishment of progress indicators to measure the achievement of each gender output will greatly facilitate this process. With these indicators, the technical divisions will measure and report their progress towards achieving their gender outputs on a regular basis to ESW and PBE. Liaising with KCT, ESW will construct an electronic database for monitoring the indicators as well as a strategy for knowledge management regarding gender activities within FAO. Every biennium, each division's progress toward these outputs will be documented in the Progress Report and presented to the FAO Conference. EST and TCO have identified some monitoring and evaluation outputs and indicators.

4.2.1 Specific Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services, for Monitoring and Evaluation

EST – Trade & Markets	
ESTD	Office of the Director
Output:	Annual assessment in regard to efforts to mainstream gender.
Progress Indicators:	(1) Number of female professional staff in the Division. (2) Proportion of regular programme funds allocated to gender-specific case studies and related publications in each Service.
TCO – Field Operations	
TCOM	Field Programme, Monitoring & Coordination
Output:	Include a gender component in guidelines for terminal report of all projects.
Progress Indicator:	Number of projects that include a gender component in terminal report.

TCOS	Special Programmes (SPFS) Management & Coordination (TCOS)
Output:	Take into account gender dimensions when assisting governments in the design and formulation of SPFS, NPFS and RPFS programmes and projects.
Progress Indicators:	(1) Percentage of SPFS, NPFS and RPFS programmes and projects that consider the gender dimensions of the target population. (2) Percentage of SPFS, NPFS and RPFS programmes and projects that include men and women stakeholders.
TCOT	Technical Cooperation Programme
GM Output:	Review all TCP progress reports for inclusion and accountability for incorporating gender concerns.
Progress Indicator:	Number of progress reports that successfully incorporate a gender component.

4.3 Capacity Development

40. Building the skills of FAO's own staff for mainstreaming gender is critical for the successful implementation of the Plan of Action and constitutes a major element in creating an enabling environment that is conducive to gender mainstreaming. Skills-building efforts range from basic awareness and sensitivity training among senior and mid-level management to more specialized gender analysis training for technical staff involved in field programmes and normative and policy work, using tailor-made materials for the different groups. Capacity development at the senior administrative level is crucial, since the departments are ultimately responsible for the Gender Plan of Action.

41. Gender focal points are key to mainstreaming gender in FAO. Each division has at least one gender focal point. The gender focal points will rotate within their divisions and the new gender focal points will receive training. Each gender focal point has a gender expert from ESW assigned to work with their respective division. To re-enforce this support, a core technical support team, within ESW will be established to ensure an on-going exchange with the gender focal points.

42. ESW will take the lead in developing a strategy for capacity building in gender issues and training modules for FAO staff and management. The technical divisions are committed to providing financial resources for four training courses per biennium, two specific to the gender focal points. A workshop on gender mainstreaming will also be organized for the PPRC Project Reviewers on the application of the gender criterion. In addition, ESW will provide technical support for the training of policy makers and FAO Representatives. Some outputs and indicators identified by TCI and AGA related to capacity development follow.

4.3.1 Specific Targeted Gender Mainstreaming Outputs and Progress Indicators, by Technical Divisions and Services, for Capacity Development

TCI – Investment Centre	
1. Output:	IC mission leaders or other staff sensitized and capable of addressing gender issues
Progress Indicator:	At least six IC mission leaders or other staff trained annually to identify and analyse gender issues.
2. Output:	Significant increase in the number of female professionals working in IC.
Progress Indicator:	Female professionals increased to at least 15% of IC staff.
AGA – Animal Production & Health Division	
Output:	Gender mainstreaming training modules for AGA officers developed and in use.
Progress Indicator:	50% of AGA officers use modules after 5 years.

4.4 Partnerships and Networks

43. The building of partnerships and networks are essential to achieving the identified gender outputs, and eventually the related MDGs. FAO will develop partnerships at multiple levels, including corporate, regional, subregional and international, to pursue its overall gender strategic objectives. At the corporate level, FAO will undertake a study to assess the feasibility of establishing a Corporate Disciplinary Thematic Group on Gender to strengthen its gender mainstreaming and communication efforts.

4.4.1 Regional and Subregional Offices and FAO Representations

44. Technical officers in Regional and Subregional Offices are the first port of call for the provision of technical support to the Field Programme. To support the technical (including policy) officer's ability to mainstream gender, ESW will prepare an information kit based on the new GAD PoA to assist in identifying and addressing gender issues in the preparation, selection and formulation of their projects and programmes, as well as in planning for the PWB. In addition, the contribution of the gender officers in the Regional Offices (two regions), a full set of tools and methodologies developed at Headquarters and the catalytic action of the gender focal points will be instrumental for the effectiveness of the process.

45. One of the main objectives of the FAOR scheme is to make the technical expertise of FAO more readily available to the Member Country. FAORs are the first level of dialogue with national counterparts. They can play a catalytic role in addressing agriculture and gender issues in their dialogue with their Host Government(s), the UN Country Team, the donors and civil society. They can also encourage FAO's technical staff to address gender in the planning and execution of technical cooperation activities, and monitor and report to FAO the gender and agriculture issues of concern to their host countries.

46. Increased co-ordination between Headquarter Departments/Divisions and their staff in decentralized offices in mainstreaming gender into operational activities will be required to facilitate the implementation of the Plan of Action. The gender focal points in technical units, the ROs, SROs and FAORs will have an important role to play in this respect. The main objectives will encompass: (i) adequate consideration of gender issues in the National Medium Term Priority Frameworks (NMTPF); (ii) early identification of entry points for collaboration on gender issues between the outposted Gender Officers and their colleagues; (iii) ensuring that gender issues are duly taken into account as early as possible in the project and programme cycle; (iv) increasing visibility of gender mainstreaming at regional level, including inviting Member Nations in the regions to identify particular regional priorities to be addressed; (v) encouraging the managers of Divisions, who have outposted officers, to give due attention to gender issues as relevant to their area of specialization; (vi) ensuring that staff are adequately trained in the use of analytical tools for socio-economic and gender analysis; and (vi) ensuring adequate monitoring and reporting on gender issues as relevant to agriculture and food security in the regions/countries.

4.4.2 International Partners

47. The effective implementation of the Plan of Action will involve the promotion and coordination of gender mainstreaming efforts with external partners and networks. The FAO Gender, Equity and Rural Employment Division will take the lead in informing other UN agencies and in increasing inter-agency coordination to achieve the goals of both the Beijing Platform for Action and FAO's Plan of Action with regard to gender issues. All technical divisions will work to strengthen ties with relevant NGOs, civil society organizations and the private sector and to increase cooperation on development initiatives that advance gender mainstreaming and the empowerment of women.