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FAO PLAN OF ACTION FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT

1. It is recalled that the 24th Session of the Conference, by Resolution 3/87, requested the Director-General "to submit to the 94th Session of the Council a plan of action for the integration of women in development".
2. Accordingly, the Director-General submitted a Plan of Action for the Integration of Women in Development to the 94th Session of the Council which, by Resolution 1/94, endorsed it and requested the Conference to approve the Plan of Action.
3. As requested by the Council, the Plan of Action, as endorsed by the 94th Session of the Council, is submitted herewith for the consideration of the Conference.

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FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS ROME

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FAO PLAN OF ACTION FOR INTEGRATION OF WOMEN IN DEVELOPMENT

CONTENTS

	<u>Page</u>
I. <u>INTRODUCTION</u>	1
II. <u>THE STRATEGY FRAMEWORK</u>	2
III. <u>THE CIVIL STATUS SPHERE</u>	4
1. Legal Standards	4
2. Attitudes	5
IV. <u>THE ECONOMIC SPHERE</u>	6
1. Agricultural Production	6
2. Food Processing and Marketing	8
3. Employment and Informal Sector	9
4. Income Control and Economic Adjustment	10
V. <u>THE SOCIAL SPHERE</u>	11
1. Population Aspects	11
2. Nutrition, Home Economics and Quality of Life	12
3. Education	14
VI. <u>THE DECISION MAKING SPHERE</u>	15
1. Participation in Decision-Making	15
2. People's Organization	16
VII. <u>IMPROVING INSTRUMENTS OF ACTION</u>	17
1. Statistics and Indicators	17
2. Training and Public Information	18
3. International Agreements and Arrangements	19
4. Technical Assistance	20

	<u>Page</u>
VIII. <u>COMPREHENSIVE APPROACH TO WOMEN IN DEVELOPMENT</u>	22
1. Cross-Sectoral Analysis of WID	22
2. Support to National Planning and Policy Making	23
3. Monitoring and Appraisal	24
IX. <u>CONCLUDING NOTE</u>	25

Annex 1 Milestones of the FAO Mandate and Activities on Women in Development

Annex 2 The Implementation of the FAO Plan of Action for the Integration of Women in Development

Abbreviations Used

AFRD	=	Agriculture, Food and Rural Development (as FAO's substantive areas of responsibility)
ESHW	=	Women in Agricultural Production and Rural Development Service (in the Human Resources, Institutions and Agrarian Reform Division) of ESDP
ESPD	=	Economic and Social Policy Department
IDWG/WID	=	FAO's Inter-Divisional Working Group on Women in Development
NFLS	=	Nairobi Forward Looking Strategies for the Advancement of Women
PWB	=	FAO's Programme of Work and Budget
SWMTP	=	System-Wide Medium Term Plan for Women and Development
WCARRD	=	World Conference on Agrarian Reform and Rural Development
WID	=	Women in Development

I. INTRODUCTION

1. The 24th Session of the FAO Conference in 1987, by Resolution 3/87, requested the Director-General: "to continue co-operation with other organizations of the UN System in the implementation of the Nairobi Forward Looking Strategies (NFLS) and the System-Wide Medium Term Plan for Women in Development" (SWMTP) ...; and ... "to submit to the 94th Session of the Council a Plan of Action for the integration of women in development".
2. The NFLS, to the preparation of which FAO has duly contributed, constitutes a framework for action at the national, regional and international/global levels to promote, in all spheres, greater equality and opportunity for women in the years to come. It is a commitment of the family of nations to take concrete steps by the year 2000 to eliminate all political, economic, social and cultural forms of sex-based discrimination.
3. The SWMTP translates the developmental dimensions of the NFLS into tasks at the sub-programme level that the UN System should be able to accomplish during the period 1991-96. Components of this Plan, in particular the one on food and agriculture, is based on FAO work.
4. The present FAO Plan of Action for Integration of Women in Development is an adaptation and amplification of the objectives and strategies in FAO's specific areas of responsibility. It is an application of the NFLS principles to the sector of agriculture, food and rural development (AFRD) sphere as it concerns FAO. This Plan of Action has its anchors, of course, also in an older yet not less relevant document, the Declaration of Principles and the Programme of Action of the World Conference on Agrarian Reform and Rural Development, that addressed in a very specific manner the issues of women in agricultural and rural development. Since receiving that mandate in 1979, FAO has gathered considerable experience. The lessons learnt have contributed to shaping the present Plan.
5. Purposefully, this Plan of Action is structured in such a way as to allow easy comparison with the SWMTP. This will facilitate reporting to the UN Commission on the Status of Women, the Economic and Social Council (ECOSOC) and the UN General Assembly in the System-wide framework to which FAO, like the other organizations of the System, is committed.
6. The present Plan of Action is by necessity indicative. It will, however, assist governing bodies and organizational entities in planning the biennial PWB that has to provide the basic means for effective implementation of the Plan. The period of reference for this Plan is 1990-95 so as to coincide with the three biennia of the same period.

II. THE STRATEGY FRAMEWORK

1. The issue of women for FAO, as an organization of global mandate in the field of AFRD, is twofold: first, the fact that women in FAO's sphere of responsibility are not accorded equal rights and equal chances contradicts the principles of universal human rights and human dignity for which FAO, by definition, stands. Second, women who are not offered the best possible opportunities and conditions, cannot participate in AFRD activities commensurate to their talents and potential, a loss both to the individuals concerned and to the societies.
2. Considering that the majority of women do not yet enjoy equal rights and equal treatment, FAO faces a major challenge to alleviate women's suffering and burdens whenever possible and to try to change the basic conditions in order to prevent the occurrence of undue hardships. This implies changing traditions, economies and societies in a profound way. Therefore the basic preoccupation of this Plan is to bring about this change.
3. The change has to be managed at various levels: the body of knowledge and understanding on WID/AFRD has to be systematically enriched; based on that knowledge, policies allowing and conducive to development have to be introduced and promoted; in that policy framework adequate programmes, with multiplier effects by preference, have to be developed. These components work hand in hand but identifying each of them distinctly is essential for defining FAO's approaches and for clarity in its priority setting.
4. FAO by definition has to take the responsibilities for the very central concerns of this endeavour. It should itself architect this change and rely on governments to join in to manage the actual work. In concrete terms, FAO will consequently:
 - (a) review, monitor the main events, have at any given time an overview of global issues and have a vision of the future orientations required;
 - (b) work on the women in development (WID) policy concepts at global level, give thought (and assistance) to its national application, promote joint action, i.e., international agreements on standards and co-operation;
 - (c) assist in making the implementation machinery work: identify research needs at global level, orient programmes of work and mobilize resources.
5. The FAO WID/AFRD programme will have a distinct profile if the above strategy is also applied within FAO in a consequential manner. For this to happen:

- the entire FAO staff itself has to be convinced of the cause;
 - the internal machinery for WID has to be reinforced; this should include effective monitoring devices;
 - a more systematic and intensive dialogue with and advice from FAO's governing bodies is to be established;
 - a network of working relations to external partners in the WID endeavour has to be built; this should imply a strengthened working relationship with research institutions, women's associations, NGOs and the other agencies in the UN system;
 - FAO will have to integrate WID concerns into its general development concepts; specific programmes for women should not be excluded but might be used either to fill the gap of knowledge about the situation, behaviour and needs of women or to intervene to alleviate extensive hardship because only gender-specific measures could bring about a solution; the principle of integration will apply on the macro level, that is to the programme as a whole, and on the micro-level, i.e., to programmes and projects that generally will endeavour to integrate WID concerns into their activities, but should not exclude special components in the project for women if the opportunity offers itself to derive special benefits.
6. As a corollary:
- activities at the national level would focus on (a) policy design, (b) training, and (c) support to key authorities and institutions;
 - FAO will also progressively endeavour to work with national agencies, research institutes and NGOs in terms of case studies, pilot operations, and special intervention in the delivery of WID projects.
7. Substantively the major thrust of FAO's activities will continue to be directed at supporting women in their role as agricultural producers. Within this framework, future activities will give greater recognition to women's special needs for (i) income-generating activities and control of income, (ii) educational and training opportunities and (iii) technologies and other means to both ease the burden and increase the productivity of women's work.
8. Part of what is proposed can be traced to the basic approach and initiatives in earlier FAO programmes. What the present Plan of Action aims at is to order, to set the accents and to intensify. Annex I lists the milestones in the development of FAO mandates and activities.

9. Depository of the basic responsibility for implementing this Plan of Action is the Service for Women in Agricultural Production and Rural Development (ESHW) in the Human Resources, Institutions and Agrarian Reform Division of the Economic and Social Policy Department (ESPD). An Inter-Departmental Working Group on WID (IDWG/WID) chaired by the Assistant Director-General of the ESPD functions under the guidance of the Office of the Director-General, to ensure internal organization-wide co-ordination.
10. Implementation of the above strategy involves many steps. The main ones are described in what follows hereunder. Organization of work and co-operation of the various FAO units is given in Annex 2.

III. THE CIVIL STATUS SPHERE

Similar to the SWMTP, this Programme focuses on eliminating the legal and attitudinal bases of discrimination. It deals with what, for other parts of the Plan, are preconditions: a legal environment that permits women to contribute to and benefit from development and the fostering of attitudes that would favour the advancement of women. Basic to this programme are the principles laid out in the "Convention on the Elimination of All Forms of Discrimination Against Women".

1. Legal Standards

(a) Issues

- in many countries and institutions, equality of women is legally not recognized; this affects access of women to productive resources, their opportunity to enjoy benefits of economic progress, their access to social advantages, their possibility to participate in decision making and their human dignity.

(b) Objectives

- to increase awareness of governments and the public of international standards concerning the status of women to which almost all governments are committed;
- to promote compliance with those standards.

(c) FAO Actions Envisaged

- efforts will be made to develop an inventory of national legal instruments as they pertain to women in AFRD, identifying areas that require improvements; special areas of attention will be on land tenureship, access to credit and membership to development organizations and co-operatives with particular emphasis on:

- . right to land and water
- . right to contracting (credit, leases etc.)
- . right to full membership and equal voting in people's organizations such as tenants' associations, labour unions, co-operatives and credit unions;
- . right to have access to new technologies;
- promotion of awareness of women's rights among rural populations;
- promotion of sharing of experience among states in the application of international agreed legal instruments;
- provision of advisory and training services to developing countries who desire to bring national legislation into conformity with international standards.

2. Attitudes

(a) Issues

- de jure equality does not guarantee alone de facto equality of women; attitudes of men and women have to change positively to recognize the merit of equality.

(b) Objectives

- to diminish discriminatory perceptions and attitudes towards women and to promote a more positive approach to WID.

(c) FAO Actions Envisaged

- FAO will, in particular, concentrate on the elimination of prejudice and the change of image about women through promotion of agricultural professions among women, among decision-makers and the general public; elements of the campaign will include:
 - . producing publications profiling successful women in various agricultural professions; the publications will be aimed at the mass-media, at educators and government officials;
 - . preparing and distributing radio programmes of similar basic message, in the official languages;
 - . providing in-service staff training orientation and redesigning curricula at institutions of higher education and strengthening women's enrolment in agricultural degree programmes.

IV. THE ECONOMIC SPHERE

The group of measures that follows aims at enhancing women's role in the agriculture and rural economy and at maximizing the support that economic activities provide to women. Some women in agricultural areas are wage earners; others are agricultural producers or a combination of both. Most women participate in economic life in one way or another. FAO is to contribute to raising overall economic efficiency by increasing the capacity and productivity of women and by expanding their economic opportunities.

1. Agricultural Production

(a) Issues

- due to legal or attitudinal barriers many women farmers and workers do not have equal access to land, credit, agricultural inputs, technology, extension services, etc;
- due to male migration (particularly in the Near East, part of Asia and Southern Africa and in some Latin American and Caribbean countries) the number of female headed households is considerable and is increasing; with the impediments women continue to face, this has a double impact on these households and the economy;
- women carry a bigger share of the burden of agricultural work than is generally recognized; societies indeed have an economic interest to invest more into building up and to support more effectively this important segment of the labour force; societies also have a moral obligation to acknowledge the vital contribution women make to the economy and in return to allow them to enjoy fully and freely their fair share of the benefits;
- promotion of agricultural production for decades supported male farmers as target groups and it focussed on functions males usually perform neglecting women, their labour and specific activities.

(b) Objectives

- to acquire broader knowledge about discrimination of women as regards the various aspects of access to the means of production and a better understanding of the division of agricultural labour between men and women;
- to provide policy guidance to governments for introducing equitable regulations, incentives and adequate institutional mechanisms to govern and

facilitate women's access to resources and to promote a more fair and rational division of labour;

- to promote activities, programmes and projects resulting in equitable resource use and more effective support to women.

(c) FAO Actions Envisaged

- steps to obtain a clearer global picture and to this end analysis of gender issues in land tenure, landlessness and survival strategies of the landless and in migration, access to agricultural credit and inputs, technology, extension services, etc; guidance and support to similar enquiries at national level; assistance to countries to make women beneficiaries of agrarian reform and settlement programmes;
- assistance to countries to re-orient agricultural extension systems to include women and their concerns in the development and dissemination of policy guidelines and training materials on extension; development of curriculum guidelines for pre- and in-service extension training programmes; promotion of a broader extension message to respond to household and farm management responsibilities of women;
- sensitizing governments and through them the financial institutions to open up adequate credit sources to women; developing viable credit schemes in favour of women farmers as part of a delivery system containing other technical and commercial services; simultaneous promotion of saving programmes;
- promotion of generation, improvement and transfer to women of technologies related to their agricultural roles, especially concerning: labour productivity in farming activities, varieties and cultivation techniques and livestock production; establishment of stronger linkages between research and technology development institutions and women's needs; orienting farming system development and its application to intra-household dynamics and division of labour; preparation of research and training material to reflect gender issues in small farm development; urging transfer of farm production technology with the view of increasing women's labour productivity in land preparation, planting, weeding, plant protection, harvesting and transportation of crops and in the production and

care of livestock; strengthening of nutrition components in farm management as well as in food production at large; re-orienting support and extension towards women engaged in fishery production, particularly in regard to aquaculture; addressing women as forestry workers and producers, particularly their role in community forestry and as regards tree-cropping and forest based small-scale enterprises;

- ensuring the participation of women in irrigation programmes, focussing on training rural women in small farm irrigation works and management;
- assessing both the involvement of women in cash crop production and the impact of its modernization on agricultural work of women; assisting governments in designing strategies for adequately involving women or at least for preventing negative impact of modernization on rural women;
- extending horticulture development activities, especially training, related to fruit trees, vegetable crops, mushrooms, roots and tubers, increasingly to women;
- promoting livestock activities such as small ruminants (sheep, goats), small stock (pigs, rabbits, poultry) near family dwellings and cattle in zero grazing;
- strengthening fishery and forestry programmes and projects for full integration of women as participants of these activities as well as beneficiaries;

2. Food Processing and Marketing

(a) Issues

- Routine, non-mechanized food processing seems to be the responsibility of women; both women and men participate in marketing activities leading to income; however discrimination of women seems to be customary in many parts of the world in the use of food processing, marketing and transport facilities: men usually seem to enjoy the privilege of using the better tools, the more adapted technologies and the more powerful means, working on the capital intensive side where the treatment of women is unequitable, elimination of these discriminatory regulations and practices would improve the overall economic performance.

(b) Objectives

- to promote improvement of food processing techniques and technology;
- to promote equal and adequate opportunities for women in marketing and micro-enterprises;
- to promote better market infrastructure and remove discriminatory regulatory policies in the markets.

(c) FAO Actions Envisaged

- encouragement of development, promotion and dissemination of low-cost techniques and technology, as regards food processing, food conservation, storage, marketing and safety regulations; giving prominence to nutritional considerations in this context;
- socio-economic study of marketing by women and men in given economic systems, of marketing channels and exchange of skills concerning food marketing and rural-urban linkages in networks and transportation; promotion of marketing organizations where women can equally participate; provision of more adequate facilities for marketing by women (e.g., infrastructure, child care centres, storage facilities);
- promotion of financial facilities for marketing and other micro-enterprises by women; access to credit, revolving funds, vehicles, etc.;
- strengthening the capacity of national agencies to conduct basic training in improved marketing practices.

3. Employment and Informal Sector

(a) Issues

- women often are forced to accept lower wages than men;
- the participation of female labour force in agricultural production, especially in cash crops is not documented enough; and in the urban retail trade, food processing and vending women are, in many countries, replacing the male labour force at household level and/or increasing their temporary participation in rural labour markets in order to get extra income.

(b) Objectives

- to analyse rural labour market trends and their impact on women's employment as well as the participation of women in informal sectors (rural-rural and rural-urban migration);
- to provide assistance to women's organizations in the informal sector;
- to promote employment - creating policies and adequate income to wage-earners.

(c) FAO Actions Envisaged

- development of studies of women's participation in the labour market (in collaboration with other UN agencies, especially ILO);
- assistance to countries in macro-economic assessment of the impact of migration, seasonal labour market fluctuations, wage trends etc., on women and households and in designing adequate policy response;
- support to women working in the informal sector, through income-generating activities and projects carried out with the participation of women's organizations.

4. Income Control and Economic Adjustment(a) Issues

- measures of economic adjustment as well as emergencies have put further pressure on rural poor households, obliging women to widen their range of activities in order to obtain extra income, with diverse consequences on their health and their capacity of taking care of family members;
- only some women had control of their household's income, their share of that income or even of their personal income; similarly decisions and initiatives as regards mutual aid or self-help arrangements were usually those of the men; organization of the community-level economy is overwhelmingly in the hands of men.

(b) Objectives

- to promote the generation and control of regular incomes by women, through both agricultural and non-agricultural activities;

- to assess the impact of crisis and economic adjustment on rural women's working and living conditions;
- to influence economic policy design/adoption with the view of protecting rural women from negative impacts.

(c) FAO Actions Envisaged

- carrying out studies at both national and regional level on the effect of economic crisis and adjustment on rural women in collaboration with other UN Organizations;
- promoting the inclusion of income-generating components in projects and programmes where women are beneficiaries, as well as sensitizing household members to the importance of women's participation in both income and expense decisions.

V. THE SOCIAL SPHERE

This group of measures is designed to develop and adapt social services to the specific needs of women. There is a wide variety of activities in the social sphere, all inter-related; only those of special and direct concern to FAO are treated here.

1. Population Aspects

(a) Issues

- population factors such as family size, composition, decision-making processes, migration, etc. interact with aspects of rural/agricultural development, e.g., the adoption of new production techniques and technologies that directly or indirectly affect women's productive potential, their role as family food producers, social position, family food security, income and their level of livelihood;
- lack of data and awareness of the inter-relationship between demographic factors, women's role/status and rural/agricultural development among policy makers and development planners hamper the design of development programmes.

(b) Objectives

- to promote systematic research on the relationship between demographic factors, women's roles and rural/agricultural development;

- to develop and institutionalize a research based approach and methodology for the systematic integration of population concerns and factors into agricultural/rural development projects;
- to sensitize policy-makers and planners and rural development agents to demographic issues in relation to women's position and their involvement in rural/agricultural development.

(c) FAO Actions Envisaged

- monitor international developments and provide global assessments including studies at international, national and project level on population aspects of WID; promotion of inter-country exchange of expertise and experience;
- implementation of population-related pilot activities in the context of existing agricultural, fishery and forestry projects;
- development of training materials and training through workshops;
- preparation and publication of a guidelines manual for project planners/designers on the development of integrated population/rural/agricultural development projects involving women;
- advise governments on population questions as they relate to WID.

2. Nutrition, Home Economics and Quality of Life

(a) Issues

- women have a decisive role in nutrition but in many parts of the world lack access to safe water and food, and often also lack knowledge as consumers;
- women's role in the domestic sphere is simultaneously affected and influenced by agricultural activities; improvement of women's economic productivity and of rural economies is a function of alleviating the burden of domestic tasks and problems such as food processing and preparation and water and wood fuel collection;

- women traditionally assume primary responsibility for dependent members of the family; they also bear a disproportionate responsibility for caring for dependent members of the community: the disabled, elderly, etc.;
- women have their own specific needs in terms of health care, nutrition (e.g., during pregnancy and lactation), etc.;
- poor housing conditions and sanitation, lack of energy, safe water, transportation and the absence of social services affect women's lives severely - their productive capacity and their availability for social activities thereby lowering the quality of life.

(b) Objectives

- to promote upgrading of nutritional planning and nutrition programmes at macro, and whenever possible, at micro level; to urge inclusion of nutritional considerations in production planning;
- to promote identification and transfer of methods and technologies to save women's time, energy and labour in activities related to home economics;
- to promote improvement of living conditions and the rural social infrastructure at large.

(c) FAO Actions Envisaged

- reviewing international and national rural development policies and programmes with special emphasis on the need for a balanced, integrated approach; stressing the special considerations required for correcting social, family and community based inequalities between men and women; importance will also be given to supporting, in the context of home economics and nutrition, measures not directly in the mainstream of FAO operations such as establishment of a health infrastructure based on primary health care, appropriate technologies to reduce health risks; adequate housing and sanitation schemes and social welfare services;
- providing advice and assistance to governments in development of national and sub-national food and nutrition policy and planning including aspects on food safety and consumer protection with particular emphasis on pregnancy and lactation of mothers;

- strengthening nutrition education and training with special attention to supplementary feeding programmes where the participation of women is high; development of training material for the integration of nutrition concerns in rural development planning and implementation;
- pursuing at project level, techniques of food processing, food preparation, food conservation, as well as transport of water, food and persons etc; promotion of pilot activities with special efforts towards ensuring that successful inventions are followed up by large-scale production schemes; co-operation with ILO and UNIDO and, above all, with NGOs in this respect.

3. Education

(a) Issues

- in most countries gender based discrimination is particularly reflected in access to formal education; this results in a high rate of female illiteracy and low participation of women in agricultural professions; formal education is an investment into human capital; many women are being denied this investment and consequently many of them cannot reach their optimal level of productivity;
- the education and training of women all too often focusses on their domestic roles only and does not address their economic roles and jobs.

(b) Objectives

- to improve the access of women to education including education in agriculture and rural development;
- to update and modernize programmes in home economics in institutions of higher education in line with changing conditions of families and economic systems;
- to improve teaching effectiveness by improving teaching methods and facilities.

(c) FAO Activities Envisaged

- keeping under constant review global and national educational trends with specific regard to WID/AFRD concerns;

- assisting governments in revising and rationalizing their educational system particularly as concerns education of women in AFRD related subjects;
- strengthening regional networks of higher and middle level educational institutions and ensuring increased attention to women's adequate participation; organizing, at regional and national level, training of educators and education planners; redesigning curricula in home economics;
- promoting equal chances for women in education, further co-education, functionality of education, better facilities for practical education especially in rural areas, and greater participation of women in agricultural professions.

VI. THE DECISION MAKING SPHERE

The measure of women's equitable participation in economic and social life is their participation in decision-making, in management, in the initiatives they take to unite and in the degree they are accepted as partners in public bodies as well as in people's organizations. This Programme focusses on raising their share of responsibility.

1. Participation in Decision-Making

(a) Issues

- without participation of women in decision making at all levels their proper rights and full sharing of economic and social life cannot be ensured; therefore it is fundamental to have women in decision making and managerial positions;
- at present women in most cultures do not fully share decision making responsibility in the household and are severely under-represented in the political, economic and social bodies.

(b) Objectives

- to promote women sharing the responsibility for design of standards and policies, for strategy development, for design of programmes and allocation of resources at all levels;
- to promote the education and training of women for such responsibilities in the field of AFRD;
- to raise the number and level of responsibility of women in the FAO field and headquarters, professional and managerial staff.

(c) FAO Actions Envisaged

- monitoring of the ratio of women in higher agricultural education institutions;
- increasing the participation of women in FAO training sessions by inviting governments and NGOs to present women candidates;
- giving preference to women in filling vacated and new FAO posts so as to raise the current 14.7 percent ^{1/} of women in FAO at the professional and managerial level, thereby making a considerable effort towards meeting the UN system target of 30%.
^{2/}

2. People's Organization

(a) Issues

- in most cultures women take care of household and family matters but live in isolated spheres which makes them less accessible for governmental or technical assistance programmes; in many developing countries women do not participate in the organization of communal affairs, and in economic and social organizations run by men seldom have full rights of membership and vote; mutual aid and leadership potentials of women are therefore mostly hidden and untapped while group actions and female middle persons and leaders could greatly facilitate communication, organization and ultimately equal participation.

(b) Objectives

- to promote grass root level and middle range organizations.

(c) FAO Actions Envisaged

- identification of obstacles to women's participation and women's collective action; encouragement of activities that result in facilitating household and farm work (time saving

^{1/} Headquarters, Regional Offices and FAO Permanent Representations, all funds, as of 30 June 1988

^{2/} General Assembly Resolution 40/258, 18 December 1985

technologies, day care centres, etc.) so as to permit women's greater participation in economic, social, educational and political activities;

- promotion of policies and programmes - not forgetting incentives - for the establishment of women's and mixed-gender local organizations such as co-operatives, farmers' self-help associations, credit and saving unions, consumer associations, labour unions and furthering their efficient and transparent management;
- promotion of training of organizers of women's associations especially with the view of strengthening the capacity of dialogue and negotiation of women's groups; promotion of dialogue between rural women's organizations and governmental institutions; promotion of community actions and collective initiatives especially those with strong participation and the leadership of women such as community forestry, communal fish farming and communal works.

VII. IMPROVING INSTRUMENTS OF ACTION

For improvement of the performance at the international as well as at the national level in the previously mentioned four domains: the civil status, the economic, the social and the decision making spheres, certain instruments are required that are common to all four. This chapter reviews these tools of action and advances plans for improving them.

1. Statistics and Indicators

(a) Issues

- knowledge and statistical data about the contributions of men and women, especially as they perform in AFRD, and on the effects of discriminatory laws, regulations and practices on WID are always necessary. Lack of knowledge or data hampers the design of remedial policies and programmes, their implementation and appraisal.

(b) Objectives

- to improve statistical concepts and methods in the AFRD field aimed at gender specific data collection;
- to speed up collection of reliable, comprehensive and unbiased data;
- to disaggregate by gender the standard data items collected by FAO programmes and projects;

- to develop a set of WID indicators and integrate them into the overall sectoral set of indicators.

(c) FAO Actions Envisaged

- reviewing at international level, particularly in the framework of the UN/ACC Sub-Committee on Statistical Activities, the possibilities of increased data collection regarding women in agriculture, especially through disaggregation by sex, in various existing statistic data collection programmes and mechanisms; recommending the introduction of a "module" in censuses and service on rural landlessness;
- setting up a global data base on WID/AFRD to facilitate compilation, retrieval and dissemination of data for a wide variety of users;
- increasing the use of WID/AFRD indicators in FAO work starting with those contained in the FAO Guidelines on Socio-Economic Indicators; efforts to disaggregate these indicators by sex and ideally by male and female headed households in order to determine the differential impact of rural development policies and programmes on women;
- paying special attention to gender issues in preparation of statistical manuals and guidelines as well as in the organization of workshops and training centres;
- co-ordinating the generating, analysis and use of information and its disaggregation by sex; seeking ways to include gender-specific analysis in the Sixth World Food Survey of the 1990s;
- full analysis of the data by gender to be obtained from the 1990 round of World Agriculture Census;
- provision of assistance, to the extent possible, to national statistical activities with priority to their planning and training of statisticians on WID related work;
- full analysis of FAO project data on participants, beneficiaries and inputs.

2. Training and Public Information

(a) Issues

- progress will remain slow unless special efforts are made to make the public aware of the problems and potentials of WID and to provide appropriate training to government officials and FAO staff;

(b) Objectives

- to feed the mass media useful information on WID;
- to enhance training at the regional and national level;
- to train fully FAO staff in WID issues.

(c) FAO Actions Envisaged

- providing WID related printed and audiovisual material to the mass media at regular intervals; this would include special efforts through FAO country representatives to reach mass-media at national level also in the developing world;
- implement a Staff Training Programme on WID/AFRD to involve the entire FAO Headquarter staff during the period 1990-95;
- design a specific training course about the technical aspects of agricultural development with particular attention to WID issues, using modern methods on communication and learning, preparing it in the official languages;
- providing advice to governments on training policy and programmes and assisting in training key officers at regional, and wherever possible through the field staff, at national level.

3. International Agreements and Arrangements

(a) Issues

- international agreements and arrangements are a useful instrument for bringing about and guaranteeing application of certain lines of conduct; they have an effect on national attitudes; this is the very area in which the UN System can and should excell; in this context FAO has a unique role to play with relation to AFRD.

(b) Objectives

- to assist in the establishment of international standards with regard to WID in the AFRD area, to promote adherence thereto and to monitor developments; to assist in harmonizing national policies with these standards;
- to assist in bringing about international co-operation in the form of joint programmes in this field.

(c) FAO Actions Envisaged

- promotion of FLS principles and SWMTP objectives throughout the FAO programme; reporting to the UN bodies concerned as required;
- pursuance of WID issues in the framework of the ACC Task Force on Rural Development; promotion of both economic and technical co-operation among developing countries (ECDC and TCDC) in WID/AFRD terms.

4. Technical Assistance

(a) Issues

- while technical assistance to WID/AFRD will still be needed for many years to come, there is a shortage of resources, but wastage occurs at all levels by poor targeting, duplication of efforts, repeating negative experiences, lack of communication between authorities and beneficiaries, lack of use of NGOs especially the local ones, disregard of cultural sensitivities, erroneous methodology or approach, lack of absorptive capacity and of women as middle-persons etc.; some objective reasons such as considerable gaps in terms of supportive structures and institutions exist, too; in any case, the handling of technical assistance is to be re-examined;
- also, technical assistance was heavily biased in the past focussing on men as main actors of agricultural and rural development;
- women are often not included in mainstream project activities and technical staff do not understand how gender issues can be incorporated into project design or why they make a difference.

(b) Objectives

- to intensify technical assistance to WID in the AFRD field both to benefit women and to involve them as participants;
- to improve the quality of such technical assistance, particularly:
 - . by increasingly using the integration approach, that is to make the WID concerns permeate other activities,
 - . by employing technical assistance personnel who are knowledgeable about gender and agriculture topics,

- . by using more women in technical assistance operations as part of mainstream agricultural projects.

(c) FAO Actions Envisaged

- modifying the conceptual base of the FAO technical assistance in WID/AFRD along the lines of the foregoing strategy framework; actual streamlining of the field programme accordingly;
- identification of international and national, public and private agencies and institutions who are capable of well targetted delivery and could thus be used in project execution; establishing and enlarging a pool of agents/partners who would increasingly participate in the WID/AFRD field programme with FAO becoming step by step a de facto co-ordinator; reviewing procedures with the view of facilitating arrangements for sub-letting project work;
- focussing on substantive agricultural topics and projects to assist women farmers (e.g., integrative pest management, seed selection programmes, irrigation, etc.) rather than only focussing on women's groups for small-scale income generating activities or limited technologies;
- mobilizing international resources for WID concerns; a function that would gain importance as FAO's co-ordination role grows; assisting governments in designing WID/AFRD projects including those which are a component in agriculture or rural development credit/loan schemes;
- completion of a set of guidelines on how to incorporate WID concerns into projects; obligations of all FAO officers and experts to use and report on the use of these guidelines; completion of a manual on new concepts of reaching women in field activities: (this manual is to be part of the FAO internal training programme on WID);
- coding of all FAO projects on gender basis and estimations regarding impact on women;
- holding a special roster of women candidates for technical assistance project assignments in the FAO units with operational responsibility and half-yearly review of these by ESHW for turnover and use;
- assessing impact on women as routine procedures in project appraisal, monitoring and evaluation procedures.

VIII. COMPREHENSIVE APPROACH TO WOMEN IN DEVELOPMENT

This chapter aims at ensuring that intra-sectorial and inter-sectorial linkages of WID/AFRD are properly established and women's issues are seen and related activities conducted in context rather than isolation.

1. Cross-Sectoral Analysis of WID

(a) Issues

- WID is a multi-dimensional issue; it requires a comprehensive approach; sectoral or sub-sectoral solutions might provide adequate responses to given problems at that level, yet might not be satisfactory in the overall context; AFRD intra-sectorial and inter-sectorial coherence is therefore of great importance; consequently, good understanding between agencies and institutions involved is essential.

(b) Objectives

- to have at any given point in time a fairly comprehensive view of WID and gender issues, WID obstacles and potentials in the world;
- to keep a multi-sectoral coherence and equilibrium in the FAO WID programme (Regular and Field operations);
- to achieve, at international level, an increasing importance and reach in coordinating WID/AFRD activities.

(c) FAO Actions Envisaged

- improving the structure and coverage of the WID/AFRD reports to the UN system and inter-agency bodies; establishing the basis for historical comparability developing and using indicators for better illustrating and measuring inter-relationships;
- rationalization and intensification of the work of the IDWG/WID with priority, in this order of preference, to:
 - re-enforcing the internal mechanisms;
 - launching the staff training programme;
 - putting into place the monitoring and appraisal mechanism;
 - examining the selection of FAO activities following priorities dictated by the overall strategy framework;

reviewing external linkages for enhancing FAO's international orientation and coordination role;

- inducing the ACC Task Force on Rural Development and its Panel on People's Participation to systematize their dealing with WID/AFRD issues; providing the lead for this.

2. Support to National Planning and Policy Making

(a) Issues

- the level at which the need for a comprehensive view of WID issues is most needed, is the national one, as legislations originate, executive decisions are made and jurisprudence is exercised at that level; moreover, most countries present some or many sorts of internal homogeneity so that action can be better initiated in that framework; it is hence of crucial importance that national authorities and institutions have an appropriate understanding of the various inter-linkages WID and gender issues have;
- national authorities and institutions need also the capacity for comprehensive policy design, programme planning, as well as for programme implementation and evaluation.

(b) Objectives

- to monitor overall government policies and programmes as regards WID;
- to consult with and guide governments on comprehensive approaches to planning and policy making in WID;
- to assist governments in their relationship with women's organizations and NGOs.

(c) FAO Actions Envisaged

- maintaining contact with the situation of WID/AFRD in member countries, including government actions through the reports of the FAO country representative;
- providing assistance to governments in WID related multi-disciplinary policy and planning; strengthening national institutions dealing with WID, particularly through training;

- organization of a meeting of the major NGOs involved in WID activities in order to clarify FAO's role as a co-ordinator and to agree on principles of a working relationship.

3. Monitoring and Appraisal

(a) Issues

- attitudes of people, societies and national administrations are difficult to change, but evolve over time; progress needs monitoring, not only in order to exercise pressure, but also to detect possible negative effects and make adjustments as appropriate; monitoring and appraisal has to be an integrated part of any implementation process; it cannot be different with WID issues where entire societies and administrations have to learn a new approach.

(b) Objectives

- to monitor and, at regular intervals, assess every aspect of the implementation of the present Plan of Action;
- to contribute adequately to the monitoring exercise of the UN System-wide effort;
- to orient national governments towards systematic assessment of changes and to assist them in so doing.

(c) FAO Actions Envisaged

- introduction of a gender code into FAO's Regular Programme planning and evaluation system, allowing biennial assessments and reporting to governmental bodies, in particular in terms of programme impact on female beneficiaries;
- introduction of a monitoring system in the Field Programme to ensure that gender considerations have indeed been given due attention, notably at every stage of the project cycle: identification, formulation, implementation and evaluation;
- appointment of a WID focal point in every division; and devote at least one session yearly of the IDWG/WID to overall appraisal of the FAO Regular and Field Programme and in particular to the assessment of the implementation of this Plan of Action;

- full co-operation in the COPA (Cross-Organizational Programme Analysis) exercise of the UN Committee on Programme Coordination as regards UN System-wide activities;
- reporting of the Secretariat to the FAO governing bodies on implementation of this Plan of Action.

IX. CONCLUDING NOTE

1. Women's economic roles are fundamental to the development of all societies. The role of FAO ought to be fundamental to the development of opportunities of women particularly in areas of its mandate.
2. This Plan is intended as a medium-term undertaking with given resources both financial and human. Therefore objectives and actions envisaged had to be set for that timeframe and with those realities in mind. Throughout, effectiveness through selectivity rather than trying to encompass all has been the guiding principle.
3. If the Plan is found relevant, coherent, realistic and forceful, member countries may wish to consider supporting it through extra-budgetary resources, which would assist in financing some of the areas of activity and supplementary efforts described. A suitable package could be, for instance, preparation of the training course about "The Basics of Agricultural Development with Particular Attention to WID Issues".
4. Without the interest and commitment of governments, the actions envisaged and FAO's efforts to integrate women in development will be in vain.
5. This Plan of Action will be monitored and the progress will be included in the WCARRD Report which will be submitted to the FAO Conference every second year starting in 1991.

MILESTONES OF THE FAO MANDATE AND ACTIVITIES ON WOMEN IN DEVELOPMENT

- Universal Declaration of Human Rights, 1948
 - Establishment of the Home Economics and Social Programmes Service in FAO, 1949
 - International Covenant on Civil and Political Rights, 1966
 - International Covenant on Economic, Social and Cultural Rights, 1966
 - UN Declaration on the Elimination of Discrimination Against Women, 1967
 - FAO Council Resolution 2/66 "Integration of Women in Agricultural and Rural Development and Nutrition Policies", 1975.
- World Conference on the International Womens' Year, Mexico 1975
 - FAO Conference Resolution 10/75 "The Role of Women in Rural Development"
 - Establishment of FAO IDWG/WID, 1976
 - World Conference on Agrarian Reform and Rural Development, Peasants' Charter, 1979
 - Convention on the Elimination of All Forms of Discrimination Against Women, 1979
 - Establishment of ESHW/FAO by restructuring the former Home Economics and Social Programme Service, 1983
 - FAO/COAG: "The Role of Women in Agricultural Production", 1983
 - Expert consultation on "Women in Food Production", Rome, 1983
 - FAO/SOFA: "Women's Participation in Agriculture", 1983
 - FAO/Government Consultation on Women in Food Production and Food Security in Africa, Harare 1984
- Nairobi Forward Looking Strategies, 1985
 - FAO Conference Resolution 12/85 "Rural Women"
 - FAO Regional Conferences in Latin America and the Caribbean, Asia and the Pacific, Near East and Africa, each considering an item on rural women and agriculture, 1985/86
 - UN System-Wide Medium-Term Plan for WID, 1987
 - FAO policy paper "Women in Agriculture and Rural Development: FAO's Programme Directions", 1987
 - FAO Conference: Resolution 3/87 requesting FAO Plan of Action on WID.

THE IMPLEMENTATION OF THE FAO PLAN OF ACTION FOR THE
INTEGRATION OF WOMEN IN DEVELOPMENT

ACTION AREA		
Section	Substantive Area	Main Responsibility Co-operation of
III <u>CIVIL STATUS</u>		
1.	<u>Legal Standards</u>	
	Inventory of legal instruments	LEG AGL, AGS, ESH
	Promotion of awareness	ESH ESP, GII
	Application of international instruments	LEG ESH
	Advisory services to countries on changes in national legislation	LEG ESH
2.	<u>Attitudes</u>	
	Campaign for change of image	GII ESH
IV <u>ECONOMY</u>		
1.	<u>Agricultural Production</u>	
	Land tenure and settlements	ESH)
	Extension	ESH)
	Credit	AGS)
	Technology	AGA, AGL, AGP,) Various tech- AGR, AGS, FIR, FOR) nical units
	Water	AGL) concerned with
	Farming systems	AGS) agricultural
	Cash crops	AGP) development,
	Horticulture and food crops	AGP) coordinated by
	Livestock	AGA) the IDWG/WID
	Fishery	FID, FIR)
	Forestry	FOD, FOR)

ACTION AREA		
Section	Substantive Area	Main Responsibility Co-operation of
2.	<u>Food Processing and Marketing</u>	
	Technology on food processing storage, etc.	AGS)
	Food safety	AGS, ESN)
	Post harvest losses	AGS)
	Studies on food marketing and transportation	AGS)ESH
	Marketing organizations	AGS)
	Financial facilities for marketing and micro-enterprises	AGS)
	Institutional capacity for training in marketing)
3.	<u>Employment and Informal Sector</u>	
	Studies of women in labour market	ESH ESP
	Women in informal sector - organization	ESH ESP
	Assistance on policy design	ESP ESH
4.	<u>Income Control and Economic Adjustment</u>	
	Income generation	Joint Joint
	Effect of economic crisis on WID	ESP ESC, ESH
	Policy advice	ESP ESC
V.	<u>SOCIAL</u>	
1.	<u>Population</u>	
	Monitoring international trends	ESDP ESS
	Studies on population aspects of WID	ESDP, ESH
	Implementation of population activities in on-going projects	ESDP, ESH AGS, FI, FO, GII
	Training	ESDP, ESH ESP, GII
	Manual for project planners	ESDP, ESP ESH
	Advice to governments	ESDP, ESH
	Exchange of experiences	ESDP, ESH GII

ACTION AREA		
Section	Substantive Area	Main Responsibility Co-operation of
2.	<u>Nutrition, Home Economics and Quality of Life</u>	
	Assessment of policies and programmes	ESH ESN
	Data generation and analysis	ESH, ESN, ESS
	Interagency food and nutrition programme	ESN
	Advice to governments in national food and nutrition policy	ESN ESC, ESP
	Training	ESH
	Technologies of home-based food processing	AGS, ESN ESH
3.	<u>Education</u>	
	Review of educational trends and WID	ESH
	Assisting governments to revise systems of agric. training	ESH
	Regional network of higher level education	ESH
	Training teachers and planners; redesigning curricula in home economics	ESH ESP
	Promoting opportunities for rural women's education	ESH
VI.	<u>DECISION MAKING</u>	
1.	<u>Participation in Decision-Making</u>	
	Monitoring women's participation in higher agricultural education institutions	ESH
	Participation of women in FAO training sessions	ESH, AGO, FIDO, FODO and tech. divisions
	Raising ratio of women in FAO, at professional and managerial level	AFP All Units

ACTION AREA		
Section	Substantive Area	Main Responsibility Co-operation of
2.	<u>People's Organization</u>	
	Identification of constraints to women's participation	ESH All technical and operational units
	Increasing women's participation by facilitating household and farm work	AGA, AGL, AGP, AGR, AGS, ESH, ESN, FIR, FOR
	Equal rights of women in people's associations	ESH LEG, GII
	Promotion of women's and mixed organizations furthering their efficient management	ESH AGS, ESN, FIR, FOR
	Training of organizers of women's associations	ESH AGS, ESN, FIR FOR
	Dialogue between women's organizations and governments	ESH ESP
	Women's leadership in community actions	ESH, FIR, FOR
VII	<u>IMPROVING INSTRUMENTS OF ACTION</u>	
1.	<u>Statistics and Indicators</u>	
	Global database on WID	ESS ESH w. support of IDWG/WID*
	Data collection at international level	ESS All Units
	Guidelines and training	ESH ESH, ESP
	Increasing WID/AFRD indicators	ESH ESDG, ESH, ESD
	Gender variables in analysis of 1990 Agric. Census	ESS ESH
	Assistance to national statistics institutions on WID	ESS ESH
2.	<u>Training and Public Information</u>	
	Communication materials on WID to mass media	GII ESH, IDWG/WID*
	Designing training course on WID issues in agricultural/rural development	ESH, GII All Units
	Training FAO staff	AFP, DDF, ESH AGO, FIDO, FODO
	Advice on training policy	ESH ESP

* IDWG/WID Members

ACTION AREA		
Section	Substantive Area	Main Responsibility Co-operation of
3.	<u>International Agreements and Arrangements</u>	
	Promotion of NFLS and SWMTP objectives and principles	ESH IDWG/WID*
	Reporting to UN Bodies	IAA ESH, IDWG/WID*
	WID issues in ACC TF on Rural Development	ESD ESH, IDWG/WID*
	Promotion of ECDS and TCDC on WID	ESH ESH, IDWG/WID*
4.	<u>Technical Assistance</u>	
	Alignment of FAO technical assistance to strategy framework	ESH IDWG/WID*
	Identification of project delivery agents	ESH IDWG/WID*
	Reviewing operational and administrative procedures mainstream agricultural technical assistance	ESH AGO, FIDO, FODO AFP, AFF with IDWG/WID*
	Mobilization of international resources	DDC, DDF ESH, IDWG/WID*
	Assisting governments in design of WID/AFRD projects and women's integration into larger projects	ESH DDC, DDF
	Guidelines on incorporating WID concerns into projects	ESH DDF, IDWG/WID*
	Focus on substantive agric. topics	
	Manual on new concepts of reaching women in field activities	ESH IDWG/WID*
	Coding FAO projects on gender basis	AGO, ESH, DDF, PBE, FIDO, FODO
	Holding roster of women candidates	AFP, ESH IDWG/WID*
	Assessing impact on women in project appraisal, monitoring, evaluation	ESH, DDF, PBE All tech. units involved in project cycle

* IDWG/WID Members

ACTION AREA			
Section	Substantive Area	Main Responsibility	Co-operation of
VII. <u>COMPREHENSIVE APPROACH TO WID</u>			
1.	<u>Cross Sectoral Analysis of WID</u>		
	Improving reporting to UN system	ESH, IAA	IDWG/WID*
	Rationalisation and intensification of work of IDWG/WID	IDWG/WID*	
	Systematizing WID/AFRD issues in the ACC TF on rural development	ESD	ESH
2.	<u>Support to National Planning and Policy Making</u>		
	Reports from FAO country representatives	DDF	ESH
	Assisting governments in WID related multi-disciplinary policy and planning	ESP	ESH, ESN, FI FO
	Meeting of major NGOs	ESH	DDF
3.	<u>Monitoring and Appraisal</u>		
	Coding RP planning and evaluation by gender	PBE	ESH, all FAO units implementing RP activities
	Monitoring system in field programme related to WID	AGO, ESH, DDF	
	Appointment of a WID focal point in each FAO Division	FODO, FIDO, PBE	
	Overall appraisal of FAO RP and field programme as regards the implementation of this Plan of Action	ESD	IDWG/WID*
	Cooperation in the COPA exercise on the advancement of integration of women	ESH, ESH	
	Reporting to FAO governing bodies on implementation of this Plan of Action	IDWG/WID*	
		PBE	ESH, IDWG/WID* IDWG/WID* and focal points on WID

* IDWG/WID Members