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C 89/14
September 1989

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS ROME

Twenty-fifth Session
Rome, 11-30 November 1989

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PROGRESS REPORT ON THE IMPLEMENTATION OF THE
PLAN OF ACTION FOR INTEGRATION OF WOMEN IN DEVELOPMENT

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I. BACKGROUND

A. Conference Resolutions 3/87 and 4/87

1. The vital role of women in agricultural production and rural development was reiterated during the 24th Session of the FAO Conference held in Rome in November 1987. In keeping with this, the Conference adopted Resolution 3/87 in which it requested that a plan of action for the integration of women in development be prepared and submitted to the 94th FAO Council, including a staff training programme on how to integrate women in development issues in the work of FAO.

2. As a complementary action, the Conference adopted Resolution 4/87 in which it requested the Director-General to convene a meeting of experts to discuss how to put into practice strategies to integrate women into the process of rural development and into the various activities of the Organization. This meeting, held in September 1988, provided the Organization with examples of institutional mechanisms that could help in implementing the Plan of Action for Integration of Women in Development.

B. The Plan of Action for the Integration of Women in Development

3. Accordingly, a Plan of Action for the Integration of Women in Development (WID) was drawn up and submitted to the 94th Session of the FAO Council in November 1988.

4. The Plan's objective is to bring about change in order to ensure that, in FAO's sphere of responsibility, women are accorded equal rights and opportunities and that their potential contribution is put to use by their societies.

The strategy proposed is to work for this change at three levels: (a) augmenting the information base on women in agricultural development; (b) formulation and promotion of policies based on this knowledge; and (c) development of adequate programmes.

5. Substantively, the focus of activities should be to support women in their roles as producers in agriculture, including fisheries and forestry. With this aim, future activities should give greater recognition to women's special needs for income-generating activities and control of income; for obtaining extension services and training opportunities; and for the introduction and development of technologies and other means to ease their burden and to increase their productivity and their access to markets.

6. The Plan is basically a comprehensive and multi-faceted charter. It identifies measures in the civil, economic, social and decision-making spheres. For each of these spheres, it proposes a wide range of activities.

7. In the civil status sphere, the Plan calls for efforts to improve legislation on women's access to land, credit and membership in development organizations and co-operatives. As a means to this end, the Plan foresees FAO advisory and training services to countries that desire to bring national legislation in conformity with standards being suggested by various UN bodies.

8. In the economic sphere, the measures foreseen aim at enhancing women's role in the agriculture and rural economy and at maximizing benefits from economic activities to women. FAO is to contribute to raising overall economic efficiency by increasing the capacity and productivity of women and by expanding their economic opportunities.

9. In the social sphere, activities are to be geared to improvement of rural women's access to education at all levels and to modernization of agricultural and home economics training and degree programmes. The integration of population and nutritional considerations and of social components in sectoral policies and programmes is also to be given systematic emphasis.

10. In the decision-making sphere, efforts are to concentrate on improvement of women's participation in institutions and in people's organizations. In this

respect, the Plan envisages promotion of specific policies and programmes including leadership and management training to women in key positions.

11. To carry out the actions indicated in these four spheres, the FAO Plan of Action also reviews the instruments and tools needed and advances plans for improving (1) the collection and utilization of statistics and indicators; (2) the types of training and public information; (3) the interaction with other UN agencies and Member Governments; and (4) the delivery of technical assistance. It also provides a framework for monitoring and appraisal. Annex II of the Plan indicates the responsibilities of the various technical units in implementation of the Plan.

C. Council Recommendations

12. The 94th Session of the FAO Council unanimously approved the Plan of Action for the Integration of Women in Development and agreed that it be implemented in a step-by-step process. However, it also requested that the Plan of Action be submitted to the Conference for approval.

13. It recommended that FAO identify concrete priorities and a timetable of activities for implementation. Priority should be given to the training of FAO staff in integrating gender concerns in FAO's activities. Special attention should also be paid to strengthening the technical aspects and institutional linkages between Regular Programme and field projects, to reorienting home economics and agricultural curricula and to developing information on gender issues.

14. The Council also recommended that high priority be given to the strengthening of the Women in Agricultural Production and Rural Development Service (ESHW), that all technical divisions of FAO participate fully in including Women in Development (WID) concerns in their programme of work and that focal points, with clear responsibilities, be designated in appropriate technical divisions.

15. The Council stated that Member Governments should take into consideration the full integration of women in their development programmes, that FAO provide assistance to Member Governments in introducing WID concerns in policy formulation, in development projects and particularly in

training decision-makers, and that strong central focal points in related ministries of government be promoted.

16. In those countries which so requested, research should be continued on the juridical and legal situations that affected women in their activities as rural producers. The Council also stressed the promotion of employment opportunities for rural women, of working through women's groups and organizations and of the ways of encouraging rural women's access to credit programmes, training, marketing, and extension services.

17. The Council recommended a closer collaboration with the sister agencies within the UN system, other international organizations, national agencies and NGOs. It also suggested that efforts be made for the best and most efficient use of existing data studies, guidelines, and training programmes related to agricultural and rural development.

18. The Council stated that the implementation of the Plan should take place within the mainstream of FAO activities and should be funded from the Regular Programme, paying due attention to the implementation of other key aspects of FAO core programmes. However, this should not preclude the use of extra-budgetary resources. It asked FAO to prepare an updated document that would guide the Organization in clarifying more specific action areas needed, to be presented to the next Conference, taking into account the views expressed in the debate, with cost estimates that would particularly reflect the work to be carried out using Regular Programme resources and extra-budgetary funds. Systematic monitoring of progress was also considered to be important as implementation of the Plan was undertaken.

19. The Council expressed the view that the training programme should be completed by 1991 and that the Plan should become fully operative by 1995.

D. Council Resolution 1/94

20. The FAO Council adopted Resolution 1/94 that endorsed the Plan of Action and urged the Director-General to oversee that all units concerned perform the tasks in accordance with the guidelines contained in Annex II of the

Plan and that the staff of the Organization, both at Headquarters and in the field, were made aware of its content as soon as possible.

21. The Council considered that within existing resources, priority should be accorded to bringing FAO's operational and administrative processes in line with the terms of the Plan; establishing basic guidelines for actions to be taken by the various units at Headquarters and in the field; drawing up a training programme following the guidelines of the Plan for the concerned professional staff; adopting measures to increase the access of women to professional posts toward reaching the target of 30 percent of the total by 1995 without affecting the principles of professional quality and equitable geographical distribution; making special efforts for promoting women; designating WID focal points in each technical unit; and ensuring, in collaboration with Governments, that the Sixth World Food Survey for the 1990's and the World Census of Agriculture 1990 include an analysis of data by gender.

22. The Resolution further requested that WID issues be included in the agenda of FAO's main committees. It asked Governments to make all possible efforts to contribute to the implementation of the Plan and to put forward suitable women candidates for posts falling vacant in the Organization.

II. PRIORITIES FOR IMPLEMENTATION OF THE PLAN DURING 1989 AND 1990/91

A. Programme Priorities

23. The Plan of Action covers the medium term that is three biennia. In order to begin to tackle the range of activities outlined by the Council, a selection of programme priorities for the preparatory year 1989 and the first biennium (1990/91) is presented below. Subsequently, these will be reevaluated in terms of accomplishments and for setting goals for the next two biennia (1992-93 and 1994-95). The main substantive priorities identified for this purpose are:

- (1) FAO staff training in WID;
- (2) policy advice to Member Governments;
- (3) project development and monitoring;
- (4) reorientation of home economics and agricultural curricula;

- (5) preparation and promotion of WID guidelines and manuals;
- (6) data collection, research studies, communication and public information;
- (7) population education and WID.

24. It may be noted that these priorities cut across technical units requiring their participation in the conception, preparation and implementation of the selected activities. This would be the best way to ensure that WID concerns get into the mainstream of the FAO programmes.

25. (1) FAO Staff Training in WID: The aim of the training activities is to increase the capability of FAO staff to understand and take account of the concerns of women in agriculture in their respective technical fields and to integrate gender issues into project and programme planning. The training programme will use a mix of methods including the case study method based on project documents from various FAO technical units. Appropriate materials and courses will be developed for training.

26. (2) Policy Advice to Member Governments: The basic orientation of each country as expressed in its legislation and government policies is a decisive factor for the improvement of the status of women, for their degree of participation in economic and social life, and for the effectiveness/efficiency of WID-related programmes. Policy advice to Member Governments has therefore a central place in FAO's work.

27. Policy advice is conveyed either on a sub-sectoral basis addressed to a technical government agency, in which case it is usually delivered by one FAO technical unit and is thus part of that unit's overall policy programme; or policy advice is needed in a multi-disciplinary context, in which case various technical units work jointly on formulating a wider-ranging policy or programming package. Examples of the latter are advice regarding food security, price policies, rural development, agricultural sector planning etc. There is no doubt that efforts will have to be made on both fronts to do justice to the magnitude and the urgency of the task.

28. (3) Project Development and Monitoring: Projects are a main instrument in delivery of development assistance. The inclusion of gender considerations and WID concerns in the planning, implementation, monitoring, and evaluation of projects consequently merits particular attention. Improvements can be

achieved by such means as clear identification of beneficiaries, the disaggregation of data by sex, the inclusion of WID concerns in terms of reference of and/or of WID specialists in formulation missions, the anticipation of obstacles to women's participation, systematic review of gender specific pipeline projects, etc. While the two-pronged approach of specific projects or components for women on one hand and of integrating women into the mainstream of projects on the other will be maintained, more emphasis will be given to the inclusion of women in mainstream project activities related to the economic and technical aspects of agricultural production, forestry and fisheries. The IDWG/WID, together with WID focal points, will focus on ways to include WID concerns through all the project stages.

29. (4) Reorientation of Home Economics and Agricultural Curricula: Home economics and agricultural extension workers are important agents for promoting agricultural and rural development at grassroots and project levels. The re-design of home economics and agricultural curricula in training institutions is therefore a key to development. This will enable extension workers of both sexes to extend appropriate advice and training to rural farmers, especially women, based on their real needs. The Sub-Programmes on Women in Agricultural Production and Rural Development and on Agricultural Extension and Training are co-ordinating this task with contributions from many other technical units.

30. (5) Preparation and Promotion of Women in Development Guidelines and Manuals: Guidelines and manuals are practical tools to help decision-makers, advisors and technical assistance staff at national and international level to integrate WID concerns in policy and programme development, implementation and evaluation. The development of such tools will be given special emphasis where deemed necessary, integrating WID guidelines into existing general manuals used for project analysis where practical, and in other cases developing new approaches. A strategy will be designed for the use of such guidelines by project design, implementation, monitoring and evaluation teams.

31. (6) Data Collection, Research Studies, Communication and Public Information: In order to improve the basis for policy making and the design and implementation of agricultural and rural development programmes and projects, it is necessary to improve knowledge on gender issues and women in development. Efforts will be intensified to strengthen the database on women in

agriculture and to catalyze and carry out studies on women's participation in agriculture and access to rural services and technology.

32. (7) Population education and WID: In order to integrate into development projects those demographic concerns that affect women in agricultural and rural development planning and programming, innovative approaches to integrate population concerns into key technical areas will be explored. As well, population components will be promoted in on-going and pipeline projects, in pilot activities in agriculture, fishery and forestry, in training materials and workshops, and in modules and guidelines for project planners. The purpose is to create projects to improve the quality of life and status of rural women and their families, as well as to collect more grass-roots level information on the relationship between women and demographic factors in agricultural development.

B. Administrative Priorities

33. For effective implementation of the Plan, the action in the substantive priority areas needs to be supported by certain administrative and operational arrangements. One is the requirement of making the staff aware of the importance of and the priority accorded to the Plan. Connected with this is the need to monitor compliance with the general and sectoral guidelines issued.

34. A second important requirement is the provision of financial resources. The Director-General has proposed an increase of US\$218,000 (9%) in the budgetary allocation for ESHW, which is FAO's focal point on WID, for the 1990/91 biennium. In addition, staff and other resources from other technical units will also support WID activities even if these additional inputs are not always visible at the sub-programme and programme element levels. Evidently, the need for extra budgetary resources is great and specific proposals for obtaining them will have to be elaborated.

35. A third area of urgent administrative attention is the increase in the number of women professional staff as called for by the Plan. Accordingly, a strategy to increase the recruitment and promotion of female professional staff has been developed by the Recruitment, Planning and Staff Development Service (AFPR).

36. Efforts will also be co-ordinated with other UN agencies using a number of inter-agency mechanisms. These are: (1) the System-Wide Medium-Term Plan for Women and Development (SWMTP/WID), in which FAO has the major responsibility for several sub-programmes and which will become operational in 1991 and cover a five-year period; (2) the Inter-Agency meeting on Women in Development that takes place yearly after the session of the Commission on the Status of Women (CSW); and (3) the Administrative Committee on Co-ordination (ACC) Task Force on Rural Development in which FAO has the leadership role.

37. A summary of the activities carried out in 1989 and proposed for the 1990/91 biennium and beyond, for each of the priority areas, is given below.

III. REVIEW OF ADMINISTRATIVE ACTIONS TAKEN IN PURSUIT OF THE PLAN AND THE COUNCIL RECOMMENDATIONS

A. Organization-Wide Efforts of Awareness and Compliance

38. In keeping with the Council's recommendations and with Resolution 1/94, efforts have been made to ensure that the staff of FAO, both at Headquarters and in the field, are aware of the content of the Plan and that all units in FAO comply with it.

39. The Director-General has instructed all departments and divisions at Headquarters and Regional Offices to initiate the implementation of the Plan in their respective fields. In order for the implementation to start without delay, the Director-General has requested (a) identification of the personnel and other resources that could initiate the implementation of the Plan of Action for WID in 1989; (b) provision for the implementation of the Plan of Action within the 1990/91 PWB; and (c) identification in due course of the financial provisions required for the following two biennia.

40. In addition, the FAO Representatives and UNDP Representatives (in countries where there are no FAORs) have been apprised of the Plan, and the Council Resolution 1/94 and recommendations and requested to notify Member Governments that FAO was ready to consider requests for assistance within the

limits of available resources in implementing the Plan in (a) the training of decision-makers in incorporating women into mainstream projects; (b) strengthening planning units in mainline ministries on WID concerns; (c) strengthening or installing units for women in agricultural development through support missions; and (d) holding regional consultations with women leaders of rural organizations.

41. The Plan of Action has also been distributed widely at Headquarters and in the field, including to all the technical units and the FAO Representatives, during and after the 94th Session of the Council and on other occasions, such as meetings, consultations, etc.

42. In addition, the Women in Agricultural Production and Rural Development Service (ESHW), in collaboration with the Information Materials Production Branch (GIII), is preparing an illustrated booklet in English, French and Spanish on the Plan of Action for a wider audience, including donor agencies, government departments, NGOs, and educational institutions.

43. A seminar series on Women in Agriculture was begun in April 1989. Subsequently, presentations by consultants, visiting experts and FAO staff on research, project experiences, new methods/theories are being given on a monthly basis.

B. Increasing Female Staff

44. A strategy has been developed by the Personnel Division (AFP), in collaboration with the Human Resources, Institutions and Agrarian Reform Division (ESH), to increase the access of women to professional posts in order to make progress toward reaching the United Nation's target of 30 percent by 1995 and to encourage the promotion of women within the Organization, without affecting the principles of professional quality and equitable geographical distribution.

45. The strategy is as follows:

- i. The Administration and Finance Department (AF) will, in a more formal and systematic way, draw the attention of all department heads to the contents of the Resolution and will request them to continue to pursue

their serious efforts to increase the percentage of women within their departments and to submit an annual progress report.

ii. The Personnel Division (AFP) will draw attention of the Professional Staff Selection Committee to the directives given by the Director-General to select a woman candidate where two equally qualified male and female candidates are short-listed, without affecting the principle of equitable geographical distribution.

iii. AFP will notify the focal point officers in divisions requesting them to give special consideration to all applications from female candidates, either for field posts or consultancies. The highest possible number of qualified female applicants will be included on the rosters.

iv. Vacancy announcements will be modified to encourage applications from women, and the vacancy announcement distribution list will be reviewed in order to ensure the widest possible dissemination to known sources of female candidates.

v. AFP will cooperate with Permanent Representations of FAO Member Nations in identifying suitable female candidates.

vi. AFP will request DDF and operations and technical divisions to underline to FAO Representations and project managers the importance of recruiting qualified women professional officers and senior managers in their countries of accreditation.

C. Internal Machinery for WID

1. Interaction with FAO Governing Bodies

46. The Council expressed the desire for an on-going interaction on WID concerns with FAO's governing bodies and main committees. To carry this out, in accordance with the directives of the Council, several FAO Committees plan to include in their agendas the examination of the issues arising from the participation of women in the sectors of their concern.

--Committee on Agriculture: A section on "Women in Agricultural Production and Rural Development" was included in the Report of the Implementation of the Programme of Work 1986-88 presented to the 10th Session of COAG. The 10th Session in April/May 1989 decided to put Women in Development as a selected item on the agenda of the 11th Session.

--Committee on World Food Security: At its 14th Session the Committee on World Food Security discussed the issue of the effect of adjustment on women and children in the general framework of the examination of the effects of stabilization and structural adjustment programmes on food security. The broader subject of women in food security issues will be covered at the next session of the Committee in compliance with Council Resolution 1/94, for the implementation of the Plan.

--Committee on Commodity Problems: The background paper entitled "International Action Relating to Agricultural Commodities Developments in other organizations" discussed at the 57th session considered some aspects of the role of women in the context of the Plan of Action.

--Committee on Fisheries: The document "The 1984 World Conference Plan of Action: Progress and Future Priorities", discussed at the 18th Session of COFI, stressed the importance of women in fisheries and described the role of the Core Group on Women in Fisheries.

--Committee on Forestry: The 9th Session of the Committee on Forestry on "Forestry Small-Scale Enterprises in Development: Problems and Potentials", recommended that specific attention be given to women who are usually

involved in this type of enterprise in order to allow them equal access to training, organizational support, raw materials, credit and markets.

2. IDWG/WID

47. The Inter-Divisional Working Group on Women in Development (IDWG/WID), that was established in 1976 by the Director-General, is being strengthened in order to increase its capacity to coordinate the promotion and monitoring of the implementation of the Plan of Action. Focal points and core groups have been or are being formed in various divisions and units.. These will help develop a common focus and strategy within divisions and be called to contribute in case of multi-disciplinary efforts.

3. Strengthening ESHW, the WID Coordinating Unit

48. The task of implementing the Plan of Action is co-ordinated by the Women in Agricultural Production and Rural Development Service (ESHW), with the participation of technical divisions and units with a view to including WID concerns in their programmes of work.

49. In accordance with the recommendations of the Council, ESHW has been strengthened by filling two vacant posts (P5 and P4) that were frozen due to financial stringency. An additional P4 post is proposed for the 1990/91 biennium; this will be earmarked for the WID training officer. Recruitment is being speeded up in order to have this officer in place soonest in 1990 to commence the staff training programme detailed below.

4. Resource Considerations

a. Regular Programme

50. Table 1 shows the estimated resource needs including staff time for the Women in Agricultural Production and Rural Development Service (ESHW) to implement the Plan of Action over seven years, 1989 to 1995. Regular Programme resources available in 1989 and proposed for the biennium 1990/91 are indicated and the estimated requirements for the extra-budgetary resources are also shown. It should be noted that the RP resources shown in the table refer only to those of ESHW and do not include budget allocations for WID

Table 1 - Estimated Requirements for Coordinating Unit to Implement Plan (in 000's US\$)
SUMMARY 7 YEARS

Programme Element Title	1989		1990-91 (2 years)		1992-1995 (4 years)	TOTAL 7 years
	Budgeted RP	Actually Allotted RP	Proposed RP	Extra Budget Resources Needed	Indicative Estimates of Resources needed incldg. Extra Budget. Resources	
Training on WID (for Hqs, ROs, FAORs and Country Offices Staff)		279	572		360	1,211
Project Development & Monitoring	(383)	227	392*	125	1,314	2,058
Policy and Planning on WID (including guidelines and checklist)	(284)	142*	425	85	1,323	1,975
Population and Rural Development	(12)	91	74		318	483
Revitalize Home Economics and Agricultural Training	(264)	177	263	80	720	1,240
Assistance to Member Governments on WID	(84)	89	383	138	1,262	1,872
Documentation, Data Collection and Data Bases, Popular Version of Plan		142	265	55	585	1,047
General Support including Coordination of Plan, Technical Support to other Units	(228)	125	354	297	1,158	1,934
TOTAL	(1,255)	1,272	2,728	780	7,040	11,820

* In addition to the Regular Programme resources, extra budgetary funds have been obtained for preparing guidelines and manuals (\$82,000), and for funding a post to strengthen project development and monitoring (\$150,000) - see para 56.

activities in other divisions and units. Furthermore, figures in Table 1 do not include extra-budgetary resources for funding field projects with WID concerns.

51. The Women in Agricultural Production and Rural Development Service (ESHW) has reoriented its activities in 1989 to reflect the priorities summarized above. Moreover, these priorities have also been reflected in the proposed Programme of Work and Budget for the 1990/91 biennium.

52. The Regular Programme funds available in 1989 to ESHW have been slightly augmented and the pattern of their use has been adjusted to reflect the needs for the implementation of priority items of the Plan. Thus, for example, out of a total \$1,272,000, some \$279,000 have been allotted for the training programme -- a priority activity that is foreseen to be completed by the end of the 1990/91 biennium.

53. For the biennium 1990/91 the amount in the proposed budget for ESHW is \$2,728,000. The training programme for FAO staff at Headquarters, Regional Offices, and for FAO Representatives and their staffs amounting to \$572,000 will be financed in its entirety from the Regular Programme budget. An amount of \$780,000 from extra-budgetary sources will be required in 1990/91 in order to support activities for project monitoring, assistance to Member Governments, policy and planning on WID, Home Economics curricula design and for technical support to WID-related activities in other units besides the coordinating unit.

54. Estimated requirements for the next two biennia (1992-93 and 1994-95) are \$7,040,000. The Regular Programme resources that would be available in 1992/93 and 1994/95 will obviously depend on the Programme of Work and Budget that would be approved by the Conference for these two biennia and as such cannot be anticipated at this stage. However, on the assumption that the level of RP resources available for 1990/91 will be maintained in 1992/93 and 1994/95, the requirements for the extra-budgetary resources for this period will be \$1,580,000. As training activities of staff will diminish, there will be greater focus on Project Development and Monitoring, Assisting Member Governments, Policy and Planning on WID, and Documentation.

55. The total resource needs for the coordinating unit for implementing the Plan of Action over the seven years will be some **\$11,820,000**, including both Regular Programme and extra-budgetary resources. On the assumption stated above, Regular Programme resources could be **\$9,460,000**. On this basis

the requirements for extra-budgetary resources can be estimated to be **\$2,360,000.**

b. Extra-budgetary Resources:

56. Because of the multifaceted nature of the Plan, funds from both Regular Programme and Extra-budgetary sources are necessary. To assist with the development of guidelines and manuals, the Government of Norway has provided funds that are being used to stimulate the preparation of such documents in several technical units. Funds from Norway also were used in 1989 to carry out a survey of the women in agriculture database within FAO, and to design a comprehensive programme for improving data collection and analysis.

57. Further, to strengthen project development and monitoring, the Government of the Netherlands approved a project that would provide a P4 Officer based at Headquarters to work with the technical units and the IDWG/WID to support and coordinate the integration of women into mainstream projects. To strengthen field level endeavours in project formulation and policy advice, negotiations with other donors are in process. To carry out the priority on women and population, UNFPA has supported efforts to design and backstop projects.

58. The initial collaboration with the technical units for the inclusion of WID in their Regular Programme activities will be followed-up annually. However, in order to assist these units to carry out various activities (some of which are detailed in Section IV B), some extra-budgetary resources are needed. This will speed-up the process for carrying out women in development activities and projects throughout the Organization.

59. In addition, it is expected that the Plan will stimulate requests from Member Governments for assistance and for comprehensive projects that will include many of the priorities. These will also require support from extra-budgetary sources.

4. Monitoring the Plan

60. As recommended by the Council Resolution 1/94, this progress report has been prepared for consideration by the Council in 1989. In subsequent years starting in 1991 progress in the implementation of the Plan will be included in the framework of the WCARRD report to be presented to the FAO Conference.

61. Monitoring of the Plan will be carried out through a reporting system, developed by the Coordinating Unit in conjunction with the IDWG/WID and by the coding of FAO projects for the inclusion of gender. Additionally the improved data collection systems will provide sex-disaggregated data that will assist Member Governments to measure the status of women.

62. Coding of FAO activities and projects in respect of the extent they benefit women will be pursued, both for the Regular and Field Programmes. For the former, the programme planning and monitoring system (PLANSYS) will continue to be used. For field activities, coding will require the involvement of operations units and the Development Department. In this regard, the Agricultural Operations Division proposes that an organization-wide review be undertaken of the current coding system for projects including those with WID elements with a view to including these codes in a new global FAO computerized coding system of all projects.

63. At country level, two main categories of activities are envisaged: (1) advisory assistance to governments on the development of WID in national plans with a reporting system to monitor progress and (2) the measurement of the impact of projects and programmes on women through the standard review, appraisal and evaluation missions.

64. Furthermore, the improved data collection techniques when introduced at the country level will provide disaggregated data, especially on the following areas: activity and income, facilitating factors (education, health, nutrition), women and the family, women in society. These data will be analysed, along with results of surveys and research activities in order to get a general overview of global issues and to help Member Governments in deciding on future orientations.

D. External Working Relations

65. Within the United Nations system, the yearly Inter-Agency meeting for the Advancement of Women and the ACC Task Force on Rural Development are the coordinating mechanisms for the cooperation on the implementation of the Nairobi Forward-Looking Strategies (NFLS). In terms of meetings and seminars in 1989, FAO participated in the WID Inter-Agency meeting, the ACC/RD Task Force meeting, the Expert Group Meeting on the Update of the World Survey on the Role of Women in Development, the 33rd Meeting of the Commission on the Status of Women (CSW), and the Seminar on Women and Rural Development at the Division for the Advancement of Women (DAW) in Vienna. Also FAO participated in the UNFPA seminars on Population, Environment and Women in New York and the NGO meeting in Rome. Informal meetings were held with UNDP and UNESCO. Both the Plan of Action and the list of priorities were presented to these agencies.

66. FAO participated in joint programmes on WID with UN sister Agencies on the System-Wide Medium-Term Plan (SWMTP) and the Convention on the Elimination of all Forms of Discrimination against Women.

67. In the spring of 1989, the UN Committee for Programme and Co-ordination considered a Cross-Organizational Programme Analysis (COPA) of the activities of the United Nations system for the advancement of women. At FAO, coding instructions for the identification of beneficiaries of Regular and Field Programme activities by gender were sent to all divisions in order to monitor cross-sectoral priorities, qualitatively as well as quantitatively. FAO provided this information for the COPA analysis, emerging as one of the most active organizations in this endeavour.

68. FAO is also co-ordinating with UNDP, UNIFEM, UNIDO, UNESCO and UNFPA's WID units, in order to identify areas of cooperation (projects, training) and to avoid duplication. FAO also provides UNIFEM with technical comments on its field projects benefiting rural women.

69. At regional and national levels, efforts have been made to coordinate activities with other organizations and with the regional commissions (joint project

formulation or evaluation missions). Through the Investment Centre, FAO has given support to IFAD in the integration of women's concerns into projects at the formulation stage.

70. FAO has worked extensively with the Division for the Advancement of Women (DAW) which is the UN's co-ordinating unit on women, to gather information systematically from all UN and specialized agencies to be stored in its data base. In 1989, FAO provided DAW with several inputs: the Chapter on Women in Food Systems and Agriculture for the World Survey on Women and Development; a paper on Women in Agricultural and Rural Development for the DAW's Seminar on Rural Women; a review and appraisal of the implementation of the NFLS at national, regional, international levels report to the Commission on the Status of Women; information on the FAO target to increase female staff at professional and higher level; information on disabled women.

71. Concerning the exchange of information and documents, two additional FAO contributions were: a synthesis of inputs from 18 agencies/organizations for the ACC/RD and a paper on the impact of Structural Adjustment on Rural Women as a basis for the SOFA report.

72. Finally, the Plan of Action was presented to major donors either through the regular review meeting or through informal contacts. In addition, meetings were held with International and local Non-governmental Organizations to acquaint them with the Plan and priorities.

IV. REVIEW OF SUBSTANTIVE ACTIONS TAKEN IN PURSUIT OF THE PLAN AND THE COUNCIL RECOMMENDATIONS

A. Training Programme

1. Objectives

73. As stipulated in Council Resolution 1/94, the training programme in Women in Development for FAO staff, both at Headquarters and in the field, is necessary for the implementation of the Plan. The aim of the training activities is to give FAO staff the required skills and tools to understand and integrate gender planning and the concerns of women in agriculture. The development of the training programme is a process that will tailor the content of the courses to the

participants' needs, and involve preparation time, material development, and subsequent follow-up or networking to assist participants to integrate the knowledge and tools into their programmes and projects. The training programme will be specifically geared for the needs of FAO staff members and will consist of two components. First, new courses will be developed for the staff members at Headquarters and in the Regional and country programme offices. Second, the possibilities of strengthening existing training courses, as appropriate, to include gender variables are being examined.

2. Training Content and Methodology

74. The WID training courses will introduce the basic concepts and critical issues in the theory and methodology of gender, development and planning and their inter-relations, and the methodological tools to translate them into practice in the staff's everyday work. The methodology of gender planning, tested in developed and in developing countries over the past five years will be highlighted through practical exercises using selected FAO rural development programmes and projects.

75. The case method, adapted to the individual needs and procedures of each institution, is reported to be the most used by multilateral, bilateral and private organisations for WID/gender training. In that framework, four case studies from FAO projects were developed for the pilot training course in June 1989. They will be refined and additional ones added during the period October 1989 to April 1990.

76. Various participatory training techniques, such as group discussions, informative sessions, practical exercises, and readings will be used. At the same time, research on other methodologies and didactic techniques on the issues and elements of gender analysis will be carried out. The Staff Development Group of the Recruitment Planning and Staff Development Service (AFPR) will collaborate on the training methodology.

3. Participants and Timetable

77. The training programme is divided into three sequential stages. Table 2 shows the stages in terms of course development, participants at Headquarters and FAO staff in the Regional and country programme offices, and timetable.

78. In Stage One, the Preparatory Phase, which has already been completed, FAO, with the help of three separate teams and an independent consultant has carried out a needs assessment, strategy design, pilot training course and a review of WID training courses in order to organize the entire programme. The review of WID training experiences at selected United Nations agencies, international institutions, private organisations and educational institutes showed that a team of two trainers is necessary to handle groups of 20 participants when using any participatory approach for adult trainees. A pilot course was held in June for 20 participants from ESHW and the AG department to test duration of course, materials, content, and methods.

79. During Stage Two, which will last from September 1989 until April 1990, the design of materials and courses will take place. Four training courses for 20 participants each, for a total of 80 participants will be organized; one will train resource people from the IDWG/WID members and focal points and three will train senior staff. It is anticipated that the courses will have various durations as required, and new case studies and pedagogical techniques will be utilized.

80. Beginning in May 1990 and continuing throughout the biennium, Stage Three, Implementation of Training Programme, will focus on training the remaining 760 professional staff members at Headquarters as well as some 325 professional staff members from Regional Offices and FAOR offices. Training will take place at Headquarters and in the Regional Offices. FAORs and their professional staff will be trained when they are in Headquarters; for this purpose, approximately three places will be reserved in each training course held in Headquarters during 1990/91.

81. In the following two biennia attention will be focused only on training any new Headquarters' and regional offices' staff, with the anticipation that the training will be carried out at FAO Headquarters.

Table 2 **FAO STAFF TRAINING PROGRAMME IN WID**

Title of the Course	Origin of Participants	Number of		Date	Comments
		Courses	Participants		
Stage One: Preparatory Phase (Completed)				Dec.'88 to June '89	
A. Training Needs Assessment				Dec. '88 to Apr.'89	
B. Review of Training on WID				May '89	State of the art paper
C. Training Strategies Developed.				Jan/May 1989	
D. Pilot training	ESHW AG Dept.	1	5 15	June '89	1.5 days - Evaluation of gender planning tools
Stage Two: Design of Materials/Courses				Oct. '89 to Apr. '90	
A. Refinement of Training Materials				Oct. '89	
B. Training for trainers and resource persons	IDWG/WID Members and Focal Points	1	20	Oct. '89	Resource persons to help training specialists: training skills on gender issues
C. Training for Gender Planning	HQs Staff	3	60	Dec.'89 to April '90	Various durations and technical topics in selected areas of FAO's competence
Stage Three: Implementation/Training Programmes				May '90 to Dec. '91	
A. Training for FAO staff at HQs	HQs Staff & FAORs and programme officers from FAO field offices	4/mo. for 12 mos.	907 in total {760 Hqs & 147 FAORs & POs from FAO offices}	May '90 to Dec. '91	Mixed Groups 20/group, among them: about 17 from Hqs & 3 from FAO offices including FAORs. The training programme will be carried during 8 months/year.
B. Training in various regions	RLAC Staff	2	48	July '90	During part of remaining 4 months of the year
	RAPA Staff	2	40	Nov. to Dec.'90	
	RAFR Staff	2	49	July '91	
	JAFRA Staff	1	18	July '91	
	RNEA Staff	1	20	Nov./ Dec. '91	
Total			175		

82. With a view to internalizing WID/gender training, an inside team of two staff members with strong WID/gender professional experience will be trained to manage and backstop the FAO training programme. They are the partners, among other things, of outside consultants, and provide content and continuity to the training. Two training specialists will be hired in 1990/1991. One will be hired using the new P-4 post that is earmarked for the biennium. Funds for the second trainer and support positions will come from ESHW's Regular Programme. They will be assisted, occasionally, by resource persons either from FAO or outside.

83. In addition, in late 1989, the Staff Development Group in AFPR in collaboration with ESHW will revise the Project Formulation Course to make specific reference to gender issues, as well as in restructuring the WID session that already is a standing item of the National Project Directors' course given several times each year.

B. The Integration of WID Concerns into the Mainstream of FAO Programmes during 1989 and 1990/91

84. Annex II of the Plan of Action suggests in which areas the different technical units could take the main responsibility or provide cooperation in carrying out various activities in the four spheres of action. Technical units have provided information on their programmes and projects that are underway or planned. Although Annex II was used as a guide to potential involvement, it should be noted that without further information about gender analysis and planning that the training programme will provide, the activities outlined by the technical units may not be complete and are subject to revision. Nevertheless, the information available on in-House collaboration on what the technical units have done or might do is indicative of the organization-wide interest and support of the WID Plan. It is expected, however, that after the training, additional suggestions will be forthcoming that will be more related to the general framework of Annex II.

85. The activities of the units in pursuance of the Plan are given below in terms of the priorities listed in Section II.

1. Training of FAO staff in WID

86. See section IV.A. above for a complete description of the training programme.

2. Policy advice to Member Governments

87. a. CIVIL STATUS SPHERE

- --Upon request, assisting interested Member Governments to adjust agrarian legislation to meet guidelines given by the Convention on the Elimination of All Forms of Discrimination against women (LEG -- Legal Office 1990/91).

88. b. ECONOMIC SPHERE

-- Adopting dairy policies for small-scale producer organizations that support women (AGAM -- Meat and Dairy Service 1989; 1990/91).

-- In collaboration with the FAORS and upon request, assisting Member Governments to introduce WID concerns in policy formulation and development projects with the advice of the technical units (ESHW -- Service for Women in Agricultural Production 1989 and continuing).

-- Including WID concerns in two efforts aimed at assisting and advising developing countries upon request (a) on their national food security policies and programmes and (b) on the design and implementation of their commodity-specific policies (ESC --Commodities and Trade Division 1989; 1990/91).

-- Paying specific attention to gender issues in the development of national food and nutrition policies; preparing a policy position paper on economic adjustment and women (ESNA -- Nutrition Planning, Assessment and Evaluation Service 1990/91).

-- Offering a programme of technical assistance to ministries of planning, and agriculture and rural development, to build or strengthen WID units (ESHW -
- Women in Agricultural Production and Rural Development Service 1990/91).

-- Paying careful attention to gender issues in the sectoral plans prepared in collaboration with governments, and reviewing the policy scenarios employed in computer models used in planning exercises to include indicators for gender analysis; inserting gender concerns into training programmes for national planning units (ESP -- Policy Analysis Division 1990/91).

-- In line with the Strategy for Fishery Management and Development approved by the 1984 World Fisheries Conference, continuing to emphasize the integration of women in aquaculture, fish utilization and marketing, fish production, small-scale fisheries development and enhanced contribution of fisheries in the alleviation of malnutrition (FI -- Fisheries Department 1989, 1990/91).

-- Through adherence to Tropical Forestry Action Plan, assuring that women's issues are reflected in overall national forestry strategies (FO -- Forestry Department 1989; 1990/91). A policy paper on women and forestry issues was released and distributed in 1989

-- In collaboration with ESHW, a popular version of the Plan of Action for the Integration of Women in Development to be prepared; this publication is intended to make overall policy on WID more accessible to planners, policymakers and the general public (GII -- Information Division, to be produced in 1989).

89. c. *SOCIAL SPHERE*

-- Initiating a strategy to increase female staff at FAO (see above, Section III-B) (AFP -- Personnel Division 1989 and continuing).

-- Collaborating with the ESHW Service in providing policy advice to Member Governments on women and population concerns to other technical divisions (ESDP -- Population Programme 1989; 1990/91).

-- Preparing a proposal for a training programme, in collaboration with ESHW Service, for consultants in social and gender analysis (DDC -- Investment Centre, 1990/91).

90. *d. DECISION-MAKING SPHERE*

-- Taking particular account of the position of women when providing assistance to governments on people's organizations, cooperatives and other rural people's groups (ESHA -- Rural Analysis and Organization Service 1989; 1990/91).

3. Project development and monitoring

91. *a. CIVIL STATUS SPHERE*

-- Assisting governments through an "umbrella project" to promote women's rights to resources and services (LEG -- Legal Service 1990/91).

92. *b. ECONOMIC SPHERE*

-- Continuation of planning and implementation of integrated dairy development activities for small-scale-milk producers including activities/projects specifically for women's groups involved in milk production (AGAM -- Meat and Dairy Services 1989; 1990/91).

-- Setting up small animal production pilot projects in Africa and Asia, channeled through NGOs (AGAP -- Animal Production Service 1990/91).

-- Promoting energy-related technologies (in food processing, and provision of water and fuel) to alleviate women's burdens (AGS -- Agricultural Services Division; AGL -- Land and Water Division, and FO -- Forestry Division 1989; 1990/91).

-- Involving women in concrete ways in fertilizer programmes, promoting their participation in input supply, credit, trials and demonstrations. Including women in integrated plant nutrition projects related to home gardens in Lesotho, The Gambia and Tanzania, as well as in programmes for storekeepers in agricultural service centres in Rwanda, Ethiopia and Bolivia (AGLF -- Fertilizer and Plant Nutrition Service 1990/91); providing support to local women's groups through funds raised from the sale of fertilizer made available by the International Fertilizer Supply Scheme (AGLF 1990/91).

-- Including women in soil conservation activities such as tree-planting and terrace construction in Ethiopia and Lesotho (AGLS--Soils Resources, Management and Conservation Service 1989).

-- Providing continued support to women in irrigation project activities in particular in Tanzania, and disseminating experiences gained to other African countries through preparation of information materials (AGLW -- Water Resources, Development and Management Service 1989, 1990/91).

-- Continuing assistance and cooperation for the coding of projects on a gender basis (AGO -- Agricultural Operations Division 1990/91). A specific chapter on WID matters and projects will be included in the AGO Annual Review and Appraisal (1990 onwards).

-- Designing specific programme elements for the formulation of field projects, addressing women beneficiaries in particular (AGP -- Plant Production and Protection Unit 1990/91). Stimulating women's participation in home and school garden projects and promoting suitable commercial enterprises such as as market garden programmes in floriculture, herbs, spices, and medicinal and oil plants as income-producing activities for women (AGP 1989).

-- Offering project advice on small-scale industries and enterprises that target women as well as men, such as improvement of indigenous flours, apiculture, sericulture, development of hides and skins, and processing of natural fibres and animal byproducts; introducing techniques and equipment to reduce human labour and energy consumption (AGSI -- Agricultural Industries Service 1989; 1990/91).

-- Reviewing all agriculturally based income-generating projects that target rural women to assess marketing aspects (AGSM -- Marketing and Credit Service 1989). Improving marketing services for female horticulture producers in Nepal, Swaziland, the Gambia and the Eastern Caribbean; working on projects for rural bankers to inform them about WID concerns, and, in cases where traditional financial institutions do not exist, identifying alternative credit channels for women farmers, including the placing of credit facilities within productive activities or the utilization of traditional informal credit schemes (1989; 1990/91). Continuing market improvement projects to provide improved

infrastructure for market women in the Caribbean, and reintroducing marketing extension training workshops for women in several regions (1990/91).

-- Emphasis on gender issues in farming systems projects (AGSP -- Farm Management and Production Service 1989;1990/91).

-- Incorporating WID concerns in project formulation and development (DDA -- Freedom from Hunger Campaign 1990 and continuing).

-- Continuing the inclusion of gender analysis in the design of investment projects for IFAD and other international financing institutions (DDC -- Investment Centre 1989 and continuing); establishing a regular programme post to act as a focal point for special concerns, including WID (1989)

-- Continuing the inclusion of WID concerns in commodity programmes and projects at the country level ; several projects already include attention to women's situation and interests (ESC -- Commodities and Trade Division 1989; 1990/91).

-- Integrating of gender issues in projects for promoting peoples' participation, cooperatives and other rural peoples' organizations (ESHA -- Rural Development and Organization Service 1989; 1990/91).

-- Integrating nutrition and gender concerns into both fisheries and forestry department projects, especially by holding national workshops; strengthening the capacity of national agricultural and development planners to integrate nutrition objectives and gender concerns into their planning process through the provision of training courses (ESNA -- Nutrition Planning, Assessment and Evaluation Service 1989; 1990/91).

-- Continuing the regular review of pipeline projects and ideas by the Core Group on Women in Fisheries for inclusion of WID concerns (FI -- Fisheries Department 1989, 1990/91). Designing projects to identify appropriate strategies for enhanced participation of women of artisanal fishing communities in Chile and Peru (FI and ESHW 1989). Organizing a workshop on the roles, constraints and prospects for women's participation in fisheries development (FI 1990/91).

-- Formulating two projects: the first one is global and is aimed at promoting and encouraging women's activities related to non-wood forest products to expand their share in income-generation and the second one for Latin America is focused on improved wood energy systems for rural industries involving women dealing with forest-based industries (FO.-- Forestry Department 1989; 1990/91).

93. *c. SOCIAL SPHERE*

-- Including women in the training of retailers who sell fertilizers, seeds, etc., in Indonesia, Sri Lanka and Thailand (AGLF -- Fertilizer and Plant Nutrition Service 1989).

-- Improving training materials and promoting educational opportunities for women, including nomination of women candidates for training courses ; creating fellowships for women at the M.Sc. level in various disciplines related to crop production and protection (AGP -- Plant Production and Protection Service 1990/91).

-- Cooperating with other organizations in upgrading and transferring improved technologies in food processing through TCDC to assist small-scale rural enterprises where women predominate.(AGSI -- Food and Agricultural Industries Service 1989 and continuing).

-- Assisting women in resource and environment conservation and in taking initiatives toward sustained use of the resource base (AGR -- Agricultural Research and Technology Division 1990/91).

-- Training programmes to be held for development agents in South Asia, many of whom are women (DDA -- Freedom from Hunger Campaign 1989; 1990/91), as well as workshops on women and development; developing a women-and-media network as well as consultancies to support women's group activities (DDA 1990/91).

-- Facilitating the enrolment of women in agricultural training courses, in collaboration with ESHW (ESHE -- Agricultural Education and Extension Service 1990/91). Offer training seminars in French- and English-speaking Africa focused on improving the level of agricultural extension support for women

(1989; 1990/91); a similar exercise is planned for Latin America in 1990/91. Together with ESHW, review training curricula in two regions to include WID concerns (ESHE 1990/91).

-- Examining women's access to land in terms of their ability to obtain credit, and therefore, investment capital to produce, transport and market their products (ESHL -- Agrarian Reform and Land Settlement Division 1990/91). In collaboration with the Statistical Service (ESS), the draft questionnaires currently being prepared for national land commissions will suggest the inclusion of attention to women's access to land (ESHL 1989).

-- Linking nutrition education as well as other nutrition interventions to agricultural and rural development projects in order to improve the population's nutritional status and to prevent malnutrition and nutritional deficiency diseases. Where appropriate, these interventions will address the needs of women and children as the major at-risk groups (ESN -- Food Policy and Nutrition Division 1989; 1990/91).

-- Continuing training activities for women in regional programmes in Africa and Asia in small-scale industries (fishers and fisheries-related) in credit, people's participation, education and health (FI -- Fisheries Department 1989, 1990/91)

-- Continuing the training of women in nursery work, tree cultivation, harvesting and marketing of wood products (FO -- Forestry Department 1989; 1990/91).

-- In collaboration with ESHW Service, building national capacity to use communications media and techniques to inform, motivate and train women in several regions, particularly at grass roots levels; will give special attention to production and use of audio-visual training materials (GIIS, Development Support Communication Branch 1990/91).

94. *d. DECISION-MAKING SPHERE*

-- Including household studies with emphasis on women's role in agriculture and domestic labour in farm management surveys (AGSP -- Farm Management and Production Service 1990/91)

-- Emphasizing the organization of women's groups as a regular feature of many projects (DDC -- Investment Centre 1989; 1990/91).

-- Promoting access to services for organization of women's groups and cooperatives (ESHA -- Rural Development Analysis and Organization service, in collaboration with ESHW 1989; 1990/91).

4. **Reorientation of Home Economics and Agricultural Curricula**

95. *b. ECONOMIC SPHERE*

-- Reorienting of extension systems to include WID concerns; producing training materials (ESHE and ESHW 1989; 1990/91).

96. *c. SOCIAL SPHERE*

-- Assisting Member Governments to carry out in-service staff training and to redesign curricula to reflect WID concerns in home economics and agriculture at training and higher education institutions (ESHW -- Women in Agricultural Production Service, in collaboration with ESHE -- Agricultural Education and Extension Service 1989; 1990/91).

-- Offering in-service gender-sensitive nutrition training to field staff from governmental institutions and lecturers from agricultural colleges and universities (ESNP -- Nutrition Programmes Services 1989, 1990/91). Supporting nutrition training activities for women in Honduras and Colombia (ESNP 1989). Training women involved in street foods (ESNS - Food Quality and Standards Service 1990/91).

97. d. *DECISION-MAKING SPHERE*

-- Preparing materials for training members of women's groups in management of income-earning activity (ESHW -- Women in Agricultural Production Service 1989; 1990/91). Preparing materials on the impact of new technologies on labour patterns, resource allocation and decision-making in the household (1990/91).

5. **Preparation and Promotion of Women in Development Guidelines and Manuals**

98. b. *ECONOMIC SPHERE*

-- Using methodologies developed in pilot projects carried out in The Gambia and Tanzania, produce guidelines on fertilizer utilization by women's groups (AGLF -- Fertilizer and Plant Nutrition Service 1990/91).

-- Developing very simple irrigation training manuals that give attention to women's special problems (AGLW -- Water Resources, Development and Management Service 1989).

-- In collaboration with the Women in Agricultural Production Service (ESHW) preparing guidelines on women's participation in horticulture, seed selection and integrated pest management, animal husbandry, etc. (AGO -- Agricultural Operations Division; AGA -- Animal Production and Health Division; AGP -- Plant Production and Protection Division; AGS -- Agricultural Services Division 1990/91).

-- Publishing a technical manual on appropriate small-scale mushroom cultivation technologies for the tropics and subtropics that will have particular relevance for women and women's groups (AGP -- Plant Production and Protection Division 1989); prepare a position paper on women in horticulture (AGP 1990/91).

-- Preparing practical booklets and manuals on improved traditional technologies used by women in small-scale rural enterprises (AGSI -- Food and Agricultural Industries Service 1990/91).

-- Issuing guidelines on gender analysis (integral part of "Briefing Notes on the Role of Sociological Analysis in Investment Centre Work" for IFAD (DDC -- Investment Centre 1989).

-- Collaborating with the ESHW Service in developing standard guidelines to ensure that gender concerns are addressed in project review, and in briefing of country programming and project formulation missions (DDF -- Field Programme Development Division 1990). DDF also intends to use existing or modified checklists to ensure that WID issues are considered at all project stages (1989 and continuing).

-- Preparing a manual on human energy requirements that will enable gender issues to be taken into account in food and nutrition planning (ESN -- Food and Nutrition Policy Division 1990/91).

-- Publishing "Guidelines on Socio-Economic Indicators for Monitoring and Evaluating Agrarian Reform and Rural Development" with emphasis on women's issues (collaboration between ESS -- Statistics Division and ESH -- Human Resources Division 1989).

-- As follow-up to the guidelines on women in fisheries prepared in 1988, completing research and baselines studies for the various continents in the light of experience and use (FI -- Fisheries beginning in 1990).

-- Developing guidelines for project designers and implementors to incorporate women's concerns in forestry activities (1989 and continuing); integrating nutritional concerns in forestry projects (FO -- Forestry Department, published in 1989); developing materials useful in project design for the involvement of women in extension, employment, work with women's groups and identification of women's issues (FO 1990/91).

99. c. SOCIAL SPHERE

-- Guidelines on WID and Population will be produced with the collaboration of ESDP -- Population Programme, and ESHW -- Service for Women in Agricultural Production (1990).

6. Data collection, research studies, communication and public information

100. a. CIVIL STATUS SPHERE

-- Reviewing case studies to detect the legal problems hindering women's participation in rural development; study legal standards and accessibility of women to resources in Latin America and Africa (LEG -- Legal Service 1989/90).

101. b. ECONOMIC SPHERE

-- In collaboration with national development institutions in developing countries, preparing a study on rural women and fertilizer use for consideration by the 1990 Session of the Commission on Fertilizers; producing a video tape on women's fertilizer block demonstrations in The Gambia (AGLF -- Fertilizer and Plant Nutrition Service 1990). Carrying out and analysing case studies on women in irrigated agriculture in four countries in southeast Africa, and integration of the outcomes in ongoing and planned African irrigation-related projects (jointly AGLW -- Water Resources, Development and Management Service, and ESHW -- Women in Agricultural Production Service 1989, 1990/91).

-- Emphasis on women's importance in relation to studies on the environment, and on fuelwood, biomass fuels and other forms of rural energy (AGR -- Agriculture Research and Technology Division 1990/91). Examine research and technology in relation to women's function as agricultural producers (1989 and continuing).

-- Including reference to gender-linked tasks, access to resources and decision-making patterns in FAO farm data handbooks (AGSP -- Farm Management and Production Economics Service 1989; 1990/91).

-- Carrying out a study of street foods, largely sold by women, in Nigeria (ESNP -- Food Policy and Nutrition Service 1990).

-- Setting up a data base on women in agriculture in 1989 (ESS -- Statistics Division, in collaboration with the ESHW Service). Preparing a manual for the collection of statistics on women in agriculture (ESS), in collaboration with the Policy Analysis Division (ESP); organizing two national training centres and preparing software for WID programmes (1990/91). Working with Member Governments toward a full analysis of data by gender for the 1990 round of the World Census of Agriculture.

-- Initiating pilot programme on data bases to analyze gender and agriculture, as well as publications, country needs assessments and base line survey formats (ESDP -- Population Programme 1990/91).

-- Carrying out case studies on women and farming by region (ESHW -- Women in Agricultural Production Service 1989).

-- Analyzing technological change in agro-processing and its impact on women's employment in the Asia region (1989); carry out additional field-level investigations in 1990/91 (ESHA -- Rural Development and Organization Service).

-- Updating bibliography on women in fisheries and producing publications and audio-visuals for staff information and sensitization on WID (FI - Fisheries Department 1989; 1990/91).

-- Preparing case studies/film strips of projects that have overcome constraints to women's participation in forestry projects in the Sudan, India, Nepal, Peru, Thailand, etc.; complete a manual on the Integration of Women into Forestry Activities (FO -- Forestry Department 1989; 1990/91).

-- Preparing population information, education and communication (IEC) projects, in collaboration with ESHW, which have women as prime beneficiaries (GII -- Information Division 1989 and continuing).

-- Promoting the further collection and dissemination of information on women in agricultural development in AGRIS and CARIS (AGRIC and CARIS coordinating centre is GIL, ESHW and the members of AGRIS/CARIS throughout the world, 1989 onwards); publication of bibliographies on WID extracted from

FAO documents database (1989) and from AGRIS (1990); selected dissemination of a bi-monthly AGRIS profile on WID (1989; 1990/91).

102. c. *SOCIAL SPHERE*

-- Highlighting areas of specific concern to women, such as the effects of environmental pollution on nutrition and health in collaboration with the Food Policy and Nutrition Division (ESN) (AGR -- Agricultural Research and Technology Division 1989; 1990/91).

-- Continuing to promote gender analysis in the Nutrition Country Profiles series (ESNA -- Nutrition Planning, Assessment and Evaluation Service 1989; 1990/91).

-- Studying the effects on women's condition in specific areas of analysis such as labour mobility, migration, impact of structural adjustment, and decentralization (ESP -- Policy Analysis Division 1990/91).

-- Sending out special instructions to the 40 experts currently being backstopped in 100 field projects throughout the world, reminding them to include WID issues in these data-gathering efforts (ESS -- Statistics Division 1989 and continuing).

-- Ensuring an analysis of data by gender in the Sixth World Food Survey (collaboration between ESN -- Food Policy and Nutrition Division and ESSA -- Statistical Analysis Service, early 1990s). Including in this analysis an estimation of the proportion of households, as well as the sex of household heads, where food consumption levels are in the undernourished category.

-- Promoting fisheries projects targetted particularly to alleviating under-nutrition, where women are the direct beneficiaries (FI -- Fisheries 1989 and continuing).

7. Population Education and WID

103. b. ECONOMIC SPHERE

-- Strengthening TCDC, conducting country visits, and giving technical support on WID to projects with population components (Population Programme Coordination Unit in ESD [ESDP] 1990/91).

-- Conducting case studies on women and population; providing technical backstopping assistance/advisory services to Member Governments on the integration of population and environmental concerns/factors into agricultural, forestry and fisheries development projects that involve rural women (ESDP in collaboration with other technical units 1989; 1990/91).

-- Designing population components for integration into existing and pipeline rural, agricultural, fisheries and forestry development projects in which women participate (ESDP 1989; 1990/91).

104. c. SOCIAL SPHERE

-- Collaboration with ESHW Service in sponsoring four regional training workshops on population, women in rural development, and women and environmental concerns (1989; 1990/91).