

conference

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS ROME

C 91/14
August 1991

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Twenty-Sixth Session

Rome, 9-28 November 1991

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

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I. BACKGROUND

A. The 25th Session of the Conference

1. It will be recalled that the Plan of Action for the Integration of Women in Development was originally requested by the 24th Session of the Conference and approved by the 94th Session of the Council in 1988. The 25th Session of the Conference in November 1989 unanimously approved the Plan of Action and endorsed specifically its objectives and strategy confirming FAO's three basic functions with regard to women in development, namely (1) the general assessment and monitoring of women in development activities; (2) the elaboration and promotion of suitable policies; and (3) the preparation, support and implementation of appropriate programmes.

2. The Conference requested that progress on the implementation of the Plan be monitored and reported upon, at departmental and country levels, to the 26th Session of the Conference in 1991.

3. The Conference also approved the intent of the Plan to raise women's agricultural productivity and income-producing capacity and to emphasize the need to support women's contribution to agricultural, forestry, fishery and rural development, and their participation in population programmes.

B. Conference Resolution 7/89

4. Through Resolution 7/89 the 25th Session of the Conference endorsed the Plan of Action and the priorities identified in the Progress Report on the Implementation of the Plan of Action for Integration of Women in Development (C 89/14). It requested the Director-General to make efforts to maintain the level of resources allocated to the WID sub-programme within the Regular Programme.

5. The Director-General was also requested to: continue efforts to integrate women into all aspects of FAO's regular and field programmes; carry out the two-year staff WID training plan discussed in the Progress Report; make all efforts to achieve significant results in the execution of the identified priorities; and implement the suggested strategies to increase the access of women to professional posts within the Organization.

6. Resolution 7/89 further requested Member Governments to make the necessary efforts to implement the Plan of Action and to report periodically on progress achieved at the country level, as part of the WCARRD reporting process. It also urged Member Governments to provide extra-budgetary resources in order to contribute to the implementation of the Plan of Action as suggested in the Progress Report.

C. Plan of Action for the Integration of Women in Development

7. 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. Substantively, the focus of activities is to support women in their roles as producers in agriculture, including fisheries and forestry. With this aim, activities are designed to give greater

recognition to women's requirements for increased access to: income-producing activities and control of income; extension services and training opportunities; appropriate technology; land, credit, markets, and other productive resources; health and educational opportunities; population and nutrition information; membership in development organizations and cooperatives, especially at management and decision-making levels; and natural resources and environmental conservation information.

II. PRIORITIES FOR IMPLEMENTING THE PLAN OF ACTION

A. Programme Priorities

8. The Plan of Action is for the medium term, period 1989-1995. The first Progress Report defined seven programmatic priorities whose content or activities have been refined and updated during the 1990-91 biennium. A new priority is proposed for inclusion with these original seven priorities (see para. 86), namely, Sustainable Development, Natural Resource Management and Environment. This is in line with the expanded WID focus that is given in the FAO Medium-Term Plan (1992-97). These eight priorities are:

- (1) Training on Women in Development
- (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 Women in Development
- (8) Sustainable Development, Natural Resource Management and Environment

B. Administrative Priorities

9. In addition to these eight programmatic priorities, five administrative priorities were endorsed to strengthen FAO's institutional support of the Plan of Action. These administrative priorities are as follows:

- (1) Undertaking organization-wide efforts of awareness and compliance
- (2) Increasing financial resources for WID activities
- (3) Increasing female staff
- (4) Enhancing and strengthening internal actions on WID
- (5) Strengthening external working relations

C. Developments and Trends

10. The wide range of interventions outlined in the following pages reflect an increasing awareness of the many problems impeding the full participation of women in the social and economic development processes. In brief, women's low access to credit, markets, training, basic social services, land, extension services, technology, and employment opportunities continues to present severe constraints to their integration into development activities.

11. The increased awareness of women in development issues and concerns - engendered through such FAO efforts as WID training programmes, research and data collection, and public information dissemination - has the intention of creating an environment that encourages the formulation and implementation of policies, programmes and projects that specifically address women's constraints. This is particularly true in terms of appropriate revisions to civil, agrarian reform, and other pertinent legislation that will increase women's access to and control of such important resources as land, credit and education.

12. At the same time, specific FAO programme and project efforts are assisting women in a number of critical areas.

- (1) Extension services are being made aware of women's specific conditions and needs, taking into account their productive roles, time and mobility constraints, and needs for appropriate technology.
- (2) Women's access to credit is being broadened through support for alternative channels adapted to the types of enterprises women manage and constraints they confront; credit programmes are being coupled with savings and reinvestment incentives, management training and technical assistance.
- (3) Improved market access for women is being encouraged through cooperatives and other means to increase the bargaining power and direct access to consumers. The development of new products and new markets, or the improvement of existing goods and market channels, is seen as a means to achieve this end.
- (4) Technology and inputs geared toward increasing the productivity of women's tasks and releasing women's labour time for productive activities are being developed and disseminated, with special emphasis on reducing women's work loads in water and fuelwood collection, transport and processing.
- (5) Women's concerns are being incorporated into stabilization, structural adjustment and agricultural and rural development policies as these are broadened to include human needs, environmental protection and sustainable development objectives. Non-tradeables and locally traded sectors are being highlighted in structural adjustment schemes in order to assure greater benefits to women and resource poor farmers; and gender disaggregated data are being generated for monitoring purposes.
- (6) Women's increasing involvement in environment, natural resource and forestry management is being encouraged through research, training of extension personnel, user group formation, environmental education and development of incentives for women's participation.

13. In addition to these efforts, FAO is playing a leading role in the identification of statistical indicators relevant to women in agriculture and rural development and in the incorporation of necessary revisions in census and survey forms. Guidelines are being formulated at global and regional levels for use by Member Governments and technical assistance is available to incorporate the necessary revisions. Guidelines are being

developed for generation of the data needed to perform gender analysis at the sub-national (project) level, and baseline data are being developed for purposes of project formulation, monitoring and evaluation.

14. Also, the coding system currently being implemented will permit rapid identification of those activities that have the greatest relevance to rural women as agents and beneficiaries of development, giving special attention to mainstream activities. This will permit the identification and planning of the use of expertise and resources directed to activities that have the greatest implications for women, with a view to increasing the effectiveness of FAO's women in development efforts.

III. REVIEW OF SUBSTANTIVE PROGRAMME ACTIONS TAKEN IN PURSUIT OF THE PLAN AND CONFERENCE RECOMMENDATIONS

A. Training Programme on Women in Development/Gender Analysis for FAO Staff Members

15. Objective. An important aspect of the first programme priority, Training on Women in Development, is to increase the ability of FAO staff to understand WID issues and apply gender analysis (which considers both men and women in the development process) to activities in their respective technical fields. The intended result is greater integration of WID issues in policy, programme and project planning, implementation, monitoring and evaluation. Training for FAO staff members at Headquarters and in the Regional offices is being undertaken under the Regular Programme.

16. Content and Methodology. In responding to this priority, the Human Resources Division of the Economic and Social Policy Department (ESH) undertook three need assessment studies within FAO, and prepared a state-of-the-art paper on WID training programmes in the United Nations system and at other institutions between December 1988 and May 1989. Three pilot workshops were held between June 1989 and April 1990 to learn about and benefit from methods and strategies being used elsewhere. During this period, activities concentrated on developing training materials specific to FAO needs, training and testing trainers and resource persons, preparing case studies, addressing logistical problems, and holding several workshops to further refine the training programme. All cases were redesigned to be specific to the FAO project cycle and project documents.

17. By June of 1990, the Gender Analysis Workshop format was finalized and the workshops were regularly scheduled. Each workshop was conducted by two trainers skilled in the methodology developed for and by FAO. In March 1991 the P4 post earmarked for the WID Training Officer was filled and this officer now coordinates the training programme.

18. As finally designed and tested, the Gender Analysis Workshops focus on FAO projects and programmes and are tailored to the specific needs of FAO professional staff. Workshop materials and case studies use FAO projects from various regions, and cover diverse technical areas. A video on the workshops was developed for purposes of explanation and promotion.

19. Each workshop was evaluated by the participants and the evaluations have been used to modify materials and/or presentations. A computerized system was established for tabulating participant evaluations carried out

at the end of each workshop, and data from all past workshops have been entered. In addition, a six-month, follow-up evaluation form was developed in conjunction with the Office of Programme, Budget and Evaluation (PBE) and sent to past participants beginning in the second quarter of 1991. Its purpose is to measure the impact of the workshops on staff members' understanding of the concepts and tools introduced, and on their application by them in their own areas of work.

20. Participants and Timetable. As of 31 July 1991, 35 Gender Analysis Workshops had been held, including the pilot workshops. Thirty were held at Headquarters, five at FAO Regional Offices, two in Santiago, Chile (in Spanish), two in Bangkok, Thailand, and one in Accra, Ghana. Of the 30 workshops at Headquarters, 25 were in English, two in Spanish and three in French. Finally, a workshop is planned at the Regional Office for the Near East in Cairo, for which two region-specific case studies will be developed.

21. Staff participation at Headquarters and the Regional offices has numbered 592 professionals, or about 58% of FAO professional staff, as of 31 July 1991. Attendance was monitored through a computerized system and monthly updates were provided through PERSYS on new hires and terminations. This same system permitted recent screening of the number of FAO professional staff, taking into consideration retirements, vacancies and elimination of purely administrative personnel. This therefore resulted in a downward adjustment in the total number to be trained to around 1 025 professional staff. It is anticipated that between September and December 1991, an additional 433 staff members will attend, for a total of 1025 trained in the biennium. Table 1 summarizes the major activities of the training programme.

B. The Integration of WID Concerns into FAO Regular and Field Programme Activities for the Present Biennium, 1990-91

22. In keeping with the Conference's recommendations and with Resolution 7/89, particular efforts have been made to ensure that FAO responds to requests from Member Governments concerning the implementation of the Plan of Action. During the 1990-92 biennium, approximately eighty such requests were received and acted upon. Five of these requests were related to WID training, seventeen to WID policy and strategy advice, twenty-seven to project development and monitoring, six to home economics and agricultural curricula, ten to data collection and research, and twelve to population education and WID. The FAO responses to these requests are presented in more detail in the following sections.

23. The First Progress Report in November 1989 (C 89/14) indicated examples of areas where FAO technical divisions could take the lead or cooperate in activities to carry out the stated priorities. For this Progress Report, the technical divisions provided information on relevant programmes and projects that are currently under way or planned. The information presented below indicates organization-wide interest and support of the Plan of Action. The activities are organized according to the eight priorities listed in Section II.

TABLE 1

FAO STAFF TRAINING PROGRAMME IN WID

Title of the Course	Origin of Participants	Number of Courses	Participants	Date	Comments
Stage one: Preparatory Phase				Dec. 88	
Needs assessment, strategies development				June 89	
Stage two: Design of Materials/Courses					
A. First Pilot Workshop	ESHW AG Dept.	1	20	June 89	1.5 days - Evaluation of gender planning tools
B. Second & Third Pilot Workshops	Training teams from outside FAO; HQ staff	2	40	Feb. 90 Apr. 90	1.5 and 2 days
C. Preparation/adaptation of training materials	ESHW staff and consultants			Oct. 89 to Sept. 91	Continuous development of new case studies
D. Training of Trainers	ESHW staff and consultants	4		Oct. 89 to Apr. 91	Training skills on gender issues
Stage three: Implementation of Training Programme to 31 July 1991					
A. Training for FAO Staff at HQ	HQ staff and FAORs	22 English 2 Spanish 3 French	420	June 90 to July 91	2 day workshops
B. Training in regional offices	RLAC staff RAPA staff RAFR staff	2 Spanish 2 English 1 French & 1 English	48 40 24	June 90 Nov. 90 June 91	
Total FAO staff trained:			592		
Stage four: Planned Implementation to End-of-Biennium					
A. Training of HQ, RNEA, REUR staff	HQ staff, FAORs, and regional staff	14	433	Sept. to Dec. 91	
Total FAO staff covered by Programme:			1 025		

(1) Technical Training for Women and Training in WID

24. The training here refers in part to efforts to include women participants in FAO-sponsored training programmes at Headquarters, Regional Offices and in member countries. For example, in various professional-level training programmes sponsored by the Agriculture Department (AG) in 1990, 33 of 407 trainees in animal production and health programmes were women, 18 of 154 in land and water development, 17 of 95 in remote sensing, 11 of 94 in research management, 5 of 52 in rural energy planning, and 5 of 55 in environmental workshops.

25. Also, following a survey in Yemen on the role of women in livestock development, the Animal Production and Health Division (AGA) designed a training programme on basic animal production and health for 180 women livestock owners, with three Yemeni women as trainers.

26. In the Agriculture Department, the Animal Production and Health Division (AGA) is promoting women's participation in its activities including information dissemination and credit programmes. Because of women's significant contributions to animal health care and production, AGA is encouraging governments to nominate more women for training in basic animal health care and husbandry - for production systems and associated processing and marketing. Timing, location and duration of courses take into account the particular needs of women. Participation of women in expert consultations is now estimated to be about 10 percent. AGA is also promoting women's participation in future small animal vaccination campaigns for poultry, and is designing workshop materials to train animal health and production data-gatherers to be cognizant of gender issues in field communications, interviews and questionnaire formulation.

27. However, training here also refers to efforts to train concerned government officials at various levels in women in development issues. For example, the Economic and Social Policy Department (ES) has responded to requests for training in gender analysis from the Governments of Ethiopia, Thailand, Indonesia, Chile and Honduras. Thus, the Human Resources, Institutions and Agrarian Reform Division (ESH) has developed a training project in gender analysis for extension staff in rural areas and in the Ministry of Agriculture in Ethiopia, for which funding is being sought. In Thailand, a project has been developed to train extension staff in gender and agricultural issues. In Indonesia, Trust Funds received will be used for a project on integrating gender issues for the Ministry of Agriculture. A mission was fielded to Chile to discuss two training projects for senior officers of the Ministry of Agriculture. Two gender analysis workshops for governmental staff of the Agricultural and Planning Ministries were undertaken in Honduras, with donor support.

28. Training programmes to improve the quality and safety of street foods for food handlers, mainly women in Colombia, Nigeria and Peru were carried out in 1990 by the Food Policy and Nutrition Division (ESN).

29. All training programmes of the Policy Analysis Division (ESP) under project PROCAPLAN (Italy/FAO Programme for Training in Agricultural/Rural Development Policies and Projects in Latin America and the Caribbean) called attention to gender issues. The document "Peasant Women: Situation and Policies in their Regard", prepared in 1990, was used as training material in PROCAPLAN network courses for national and regional training institutions.

30. A UNDP-supported regional training project in sub-Saharan Africa led by the Training Service of ESP gives special attention to the role of women in agriculture and the impact of agricultural policies on women. In the Sudan, FAO and UNDP are also supporting a training project designed to involve more women in agricultural activities, both as beneficiaries and decision-makers.

31. Also, in professional level training programmes sponsored by the ES Department, 11 of 73 trainees in commodities and trade programmes were women, 98 of 432 in policy analysis, and 817 of 1 696 in food policy and nutrition.

32. In training programmes at the professional level sponsored by the Fishery Department (FI), 104 of 1 040 trainees were women, as were 148 of 1 198 trainees in Forestry Department (FO) programmes.

33. The Development Support Communication Branch of The Information Division of the Department of General Affairs and Information (GII) trained women as communication specialists; in Mexico, where half the audio-visual specialists trained by an FAO project were women, and where audio-visual training packages on income-generation, health and nutrition and appropriate technologies were shown to village women. In Mali, a multi-media training package on nutrition for pregnant women was produced. In Nigeria, training courses in radio production, utilization, and evaluation included five women communicators out of 31 national extension staff trainees.

34. A social forestry development project in Ecuador identified the need for training materials on women in forest management. GII, with national consultants from Andean countries, designed the field methodology and advised on the use of audio-visual materials (10 filmstrips and a video programme).

(2) Policy Advice to Member Governments

35. Gender aspects need to be introduced systematically in policy-oriented studies, training, advice and follow-up activities in agricultural, forestry and fisheries sector reviews, strategies, policies and plans for individual countries or sub-regions. The need to give special attention to women's roles, constraints and potentials, especially in those sectors where women predominate, is now increasingly recognized. Gender concerns also need to be considered in providing policy advice in such areas as nutrition, commodity price and marketing, and agro-industries, credit and financial services, agrarian reform and agrarian legislation, especially focusing on improving women's access to land, and legal reforms to ensure the application of legal rights for rural women. Women's concerns should also be integrated into stabilization, structural adjustment and agricultural and rural development policies as these are broadened to include human needs, environmental protection and sustainable development.

36. FAO has undertaken a number of activities in this area. The Investment Centre (DDC), in its project formulation work for international financing institutions, advised governments on the design of support services for rural women in Burundi, Central African Republic, China, Djibouti, Egypt, Guinea, India, Indonesia, Mexico, Mozambique, Niger, Nigeria, Pakistan, Turkey, Viet Nam, Yemen and Zaire.

37. ES Department activities have centered on establishing or strengthening WID units in agriculture and/or planning ministries in Chile, Congo, Egypt, Morocco, Sudan, Syria, and Tunisia. Additionally, ESH has been working with a number of Member Governments to analyse, revise or establish national WID strategies, especially for the areas of agricultural extension and rural development. These countries have included Chile, Benin, Rwanda, Niger, the Central African Republic; Argentina, Ethiopia, Lesotho, Madagascar, Mauritania, Sierra Leone, Thailand, Tunisia, Nigeria and Zaire. The Regional Office for Latin America and the Caribbean (RLAC) will hold three sub-regional workshops in 1991 - one for English-speaking countries in the Caribbean region and two for Central and South American Spanish-speaking countries - on the Plan of Action with the aim to identify technical assistance needs and mechanisms for the implementation at national and sub-regional level. A Regional Workshop, which took place in Malaysia, assisted the Member Governments in policy formulation for mainstreaming gender concerns into programmes/projects of the Ministries of Agriculture in the ASEAN Region.

(3) Project Development and Monitoring

38. FAO is pursuing a policy both of undertaking projects specifically targeted to women and of integrating women as participants and beneficiaries in mainstream projects, though more emphasis is being given to the latter. Gender concerns are being addressed in the planning, implementation, monitoring and evaluation of projects.

39. In the Agriculture Department, in recognition of the crucial role of women in large and small animal production and care, the Animal Production and Health Division (AGA) has been working to place more women in management and decision-making roles. Through various project interventions, AGA has been instrumental in the appointment of: two women as district veterinarians in Afghanistan; a woman livestock extension and WID specialist in Yemen to strengthen extension to women and to train six women as livestock development agents; a women poultry specialist in Somalia to strengthen extension to women poultry raisers; a woman as director of a livestock distribution scheme in Uganda; a woman in Gambia as a trainee in laboratory operations in a milk plant; a woman APO to develop rural women's groups in Ethiopia; and women as project managers and three senior technologists in an animal products and by-products training centre in the Philippines.

40. AGA also directs specific project resources to women. For example, women are the principal beneficiaries of a small animal distribution project in Zaire, an indigenous cheese production project in Niger, and a goat milk production and processing project in Peru. Other AGA projects include smallholder dairy development in Pakistan with a component for improvement of buffalo milk production by women's groups; a regional model project for integrated dairy development in Ecuador with a module dealing specifically with women, employing female promoters; and a regional project for women on combined livestock/tree cropping in Indonesia, the Philippines, and Sri Lanka.

41. The Agriculture Department has a regional project in Asia and the Pacific to facilitate timely provision of credit to women, as part of an effort to simplify rural banking procedures; a project in China to strengthen the national agricultural technology extension centre and improve extension, especially to women farmers; and a project in Nepal in which the great majority of beneficiaries are women, which includes vegetable growing and marketing and seed production.

42. Of 37 Prevention of Food Losses projects currently operational in the Agricultural Operations and Agricultural Services Divisions (AGO/AGS), 27 specify output and activities that target women or women's groups. In India a project to limit post-harvest food losses introduced new processing and storage techniques through female village-level workers. Of 56 projects in the Prevention of Food Losses pipeline, all gave special consideration to women's involvement in post-harvest activities.

43. In Gambia, a horticultural development project of the Agricultural Services Division (AGS) promoted marketing of fruits and vegetables by women's groups by making customer contacts, building packing facilities and providing market information. The group marketing approach for rural women was also promoted in a project in Northern Thailand. A number of UNFPA-financed projects in Eastern Asia improved the status of rural women. A major component of the projects was a revolving credit fund for rural enterprises that provided employment and utilized local resources. In Sierra Leone a vegetable production/extension project had a credit component that enabled women farmers to buy improved seeds. FAO then drew up a model for transferring the credit component to a commercial bank.

44. AGS backstopped 147 field projects, about one-fourth of which had gender as a special consideration. Among these were: more efficient energy supplies for water pumping in Somalia (using wind), for cooking in Ethiopia (with biogas), and for crop curing in Malawi (using fuelwood); land forming and water conservation by women in Niger; crop storage and processing by women in Ghana; encouraging women in Malawi to make greater use of draught animal technologies; and introducing pack animals for hill transport in Burundi.

45. The Freedom From Hunger Campaign (DDA) involved women in projects in Bangladesh, Benin, Bolivia, Ethiopia, Ghana, Mauritania, Mexico, Peru and Sierra Leone. These included activities in food production, women's group formation, and income generation.

46. The Investment Centre (DDC), has increasingly incorporated gender analysis into those projects that require a sociological or target group analysis. For the biennium, over 90 percent of all projects designed on behalf of IFAD incorporated a gender analysis, as did about 20 percent of projects designed for other agencies such as World Bank, African Development Bank, the UN Capital Development Fund and UNDP.

47. Of 28 projects prepared by the Investment Centre and approved in 1990, 13 had explicit WID activities; this pattern continued in 1991. Projects with specific activities for rural women included agricultural or rural development projects in Egypt, Niger, Nigeria, Turkey and Zaire (all funded by IFAD); a sand-dune stabilization project in Yemen (an IFAD project); an integrated hill farming project in Pakistan (World Bank); an integrated development project in Uganda (United Nations Capital Development Fund); and a soil conservation project in Comoros (IFAD). The

Investment Centre also assisted in designing a number of projects where mainstream components (such as credit, training or small ruminants) are targeted to women as well as men. Examples include the Upang Delta project in Indonesia; two IFAD projects in China, and others in Burundi and Mozambique.

48. The Field Programme Development Division (DDF) initiated several programme and sector reviews in 1990. For example, DDF fielded a mission to South Pacific countries, that resulted in project ideas that included assistance to nutrition and the development of the family farm system in Western Samoa, reorganization of agricultural extension services in Cook Islands, assistance to women in agriculture in Vanuatu, and a regional women's extension programme.

49. A rural women's development component was recommended in a DDF review to strengthen agricultural extension in Nigeria. A marketing project in Gambia assisted horticultural producers who are mainly women. In Namibia, one of the Government's priorities for technical assistance was a baseline survey of women's integration in food production and rural development. In Comoros, a strategy was developed for gender-oriented programmes. A review of fish processing in Gabon emphasized activities for women's involvement. In Madagascar, a national strategy is being worked out for better integration of women in field programme activities. A FAO/UNDP mission in Pakistan will look into gender issues and formulate WID programmes. DDF and concerned technical divisions will field several missions to Guinea-Bissau in particular: a) to identify women's projects that can be presented to donors; b) to evaluate current women's projects; c) to make a feasibility study for the creation of cereal banks for women's groups; and d) to provide food processing equipment and training to women's associations. In Zambia, a project was developed for the Ministry of Agriculture to help support women refugees from Mozambique.

50. A number of Member Governments received or are receiving assistance from the Economic and Social Policy Department in formulating projects and programmes for women in agricultural and rural development. These often have strong training and extension components. A regional project has been designed and approved by UNDP for execution during the 5th cycle, which will focus on transfer of improved farming techniques to women farmers in the Africa Region. This project also aims at strengthening national institutions and promotes TCDC activities among the countries in the Region. In Tanzania, a technical review mission of the Human Resources Division worked to incorporate technical training activities into the second phase of a women in agriculture and nutrition project. Similar projects have been carried out or are ongoing in Chile, Mauritania, Nicaragua, the Philippines, Togo (with UNDP and UNIFEM), Turkey, and Zimbabwe. A UNDP-funded mission in El Salvador developed a project to promote women's access to rural extension services. A mission in Honduras prepared the second phase of a promotion and training programme for the incorporation of women in rural development; the aim is to improve the methodology and content of rural extension for women. A TCP project in Egypt supported the training of women agricultural extension workers, including training for trainers, so that the entire staff would be prepared in the methodology of extension for women farmers. In Malawi, a TCP mission assisted in establishing a documentation service for the National Commission on Women in Development.

51. In Burundi, an ongoing project of the Human Resources Division with UNDP funding, involves women in food crop processing and introduces improved technologies for animal traction in hilly areas. A related pipeline project will focus on processing of animal products as intensive animal husbandry replaces extensive large-scale animal production. Under Phase II of a UNDP-funded project in Kenya, assistance was given to disadvantaged women in dryland areas. A large UNDP-funded regional project in Africa will improve women farmers' access to appropriate agriculture technologies for Africa. Enhancing rural women's productivity for food security goals is the objective of a project in Nepal, with funding from Norway.

52. Income-producing activities for women are the theme of a growing number of ESH projects. In Cape Verde, FAO will participate in a multi-agency mission organized by UNDP to identify income-producing activities for women. In the Dominican Republic, the Belgian Government financed a mission with a local non-governmental organization to develop a project to assist farm women with income-producing activities, social organization, and management training. In Jamaica, a formulation mission designed a project to advise women farmers on food processing and marketing. Under a rural development project in Niger, funded by Italy, a functional literacy component was developed to train female members of the project's village mill "management committees". In India and Malawi, projects are being developed on women and watershed management/irrigation.

53. A People's Participation Project in Ghana involved women in grain, root and vegetable production, operation of a processing plant for cassava, and the marketing of their products. In Swaziland, an ongoing People's Participation Project promoted women's self-help groups with access to credit and training in organization and leadership skills. In total, the ESH Division operated seven pilot People's Participation Projects (in Ghana, Pakistan, Sri Lanka, Swaziland, Tanzania, Zambia and Zimbabwe), where women made up about 51 percent of the approximately 12 000 direct beneficiaries. About 40 percent of local project coordinators and group promoters were or are women. Thirty-four other rural development projects, with strong participatory elements (rural groups, cooperatives), have significant women's involvement. In 1992 and 1993, participation by women as beneficiaries and promoters is expected to receive even more attention as a consequence of greater support in that direction.

54. The Food Policy and Nutrition Division (ESN) collaborated with the Fishery and Forestry Departments to integrate nutrition and gender concerns into fisheries and forestry projects. For a regional project, "Training Network on Food Control in Asia", ESN undertook a gender-focused review and analysis and prepared a project proposal on nutrition and women in the forest environment of Nepal, Thailand and Viet Nam. ESN's food and nutrition interventions involved the education and training of skilled and unskilled people, at country and community level. The main components of those programmes often addressed women.

55. The Fishery Industries Division (FII) formulated and implemented regional and national projects integrating the improvement of living conditions of women and their families in fishing communities with population issues in the Bay of Bengal region, the Philippines, and in Tanzania. FII also formulated projects on women's fish processing activities and community development in Sierra Leone, on enhancement of

the role of women in inland fishery and aquaculture development in Southern Africa, and an interregional project on population dynamics of rural fishing communities. FII further incorporated women's special needs into sub-regional and national fishery credit programmes and plans in East Africa, India, Pakistan, Tanzania and West Africa. The Fisheries Department has had a Core Group on Women in Fisheries since 1986, whose members review project documents to ensure the inclusion of gender concerns and coordinate gender-oriented workshops and publications.

56. The Forestry Department has undertaken projects with tree planting, agroforestry, sylvopastoral and desertification control activities in Senegal, Cape Verde and Mauritania where a majority of the participants have been women. An evaluation of a sand dune fixation project in Mauritania noted this development and recommended that women receive special attention during the formulation of a new phase of the project.

57. The Office of Programme, Budget and Evaluation (PBE) evaluated a number of projects, with WID components, in 1990. These included: an integrated development project in Benin; a project in Ghana to promote rural people's self-help organizations; support to training centres for agricultural and rural development in Mozambique; extension training in Tanzania; and the training of agricultural technicians in the Sudan.

(4) Reorientation of Home Economics and Agricultural Curricula

58. Home economics and agricultural extension workers serve as important agents for promoting agricultural and rural development at the grassroots level. Through updating and integrating agricultural and home economics curricula, and including WID issues and women participants in agricultural courses, extension workers of both sexes can be better equipped to give appropriate advice and training to men and women farmers. Assistance is needed in developing training materials and in redesigning curricula to reflect WID concerns in home economics and agriculture at training schools and higher educational institutions.

59. In the Economics and Social Policy Department, workshops were organized by the Human Resources Division (ESH) at the Agricultural University at Abeokuta in Nigeria and in Malawi in collaboration with the Bunda College of Agriculture to test curriculum guidelines on rural households and resource allocation for development. The curriculum guidelines will be distributed to all agricultural and home economics institutions at university level.

60. In India, ESH organized a national workshop in Hyderabad in late 1990, for reorienting the home science curriculum to meet rural needs. Follow-up in 1991 included placing students in selected villages to assist them in better understanding the needs of rural families, and to revise the home science curricula to meet those needs. A project in Sudan is introducing an agri-home economics curriculum and aims to increase female enrolment to 30 percent at an extension college.

61. The Human Resources Division operated a multi-country project that explored the extension needs of rural women, in order to improve women's access to agricultural information, inputs and markets. Workshops were held to review and revise extension policy and strategies, discuss training needs, and prepare action plans to improve the level of extension services for rural women. Working with a Rome-based NGO, ESH produced an instructional unit for extension personnel on gender issues and extension practice related to reaching rural women with appropriate information.

62. Directions in agricultural education for women in Asia and the Pacific were a topic at the Regional Round Table on Strategies for Agricultural Education and Training held in Bangkok in 1990. A paper prepared for ESH proposed a holistic approach to agricultural education curricula - one that would integrate production technology, consumption technology and resource-use skills - thus moving away from the earlier approach that addressed agriculture to men and home economics to women. Another paper prepared made specific recommendations for redefining the role of home economics in development, proposing a "human ecology paradigm" focused on the totality of women's roles and the local realities that women in developing countries face.

(5) Preparation and Promotion of WID Guidelines and Manuals

63. Guidelines and manuals are needed on WID and the subject also needs to be integrated into general manuals. Envisaged guidelines will deal with statistical indicators, population and development, fertilizer utilization, horticulture, irrigation, plant protection, animal husbandry and fisheries, among others.

64. A brochure on Farming Systems Development (FSD), and Guidelines for the Conduct of a Training Course in FSD, both containing substantial gender coverage were produced. Farm data handbooks prepared for the Agricultural Services Division (AGS) included analyses by gender, whenever possible. A joint effort by the Agriculture and Economic and Social Policy Departments (AG/ES) will lead to development of guidelines for the incorporation of women in dairy development programmes. In the Animal Production and Health Division (AGA) a manual on primary animal health care is under preparation, and guidelines are being finalized for the integration of women farmer's concerns into mainstream plant protection programmes in Africa by the Plant Production and Protection Division (AGP).

65. The Food Policy and Nutrition Division (ESN) undertook a number of studies and produced various reports and manuals that addressed gender issues and concerns, including a manual on human energy requirements that will allow gender issues to be taken into account in food and nutrition planning.

66. Guidelines published by the Fishery Industries Division (FII) discussed women in fishing communities as a special target group of projects. The Division also revised its selective annotated bibliography on women in fisheries.

67. The Forestry Department (FO) published documents relating to women in forestry concerns, including guidelines on integrating nutritional concerns in forestry projects, on forestry and food security and on monitoring women's concerns in sector review missions - especially under

the Tropical Forestry Action Plan. FO and the Inter-divisional Working Group on Women in Development (IDWG/WID) provided guidance on the preparation of a field guide for forestry project design and implementation in relation to women.

68. The Regional Office for Latin America and the Caribbean (RLAC) produced guidelines on the evaluation of income-producing projects with rural women and developed a manual on a research methodology that aims to support rural women's organizations.

(6) Data Collection, Research Studies, Communication and Public Information

69. The objectives of this priority include the development of guidelines for generating the data for gender analysis at the project level, and for collecting the baseline data needed for project formulation, monitoring and evaluation. The priority also calls for FAO to strengthen its database on women in agriculture, provide Member Governments with statistical indicators, analyse standard agricultural data disaggregated by sex, and carry out studies on women's issues related to agricultural and rural development.

70. In the Development Department, studies were undertaken on the role of women in Technical Cooperation among Developing Countries (TCDC) activities, and on WID concerns in project formulation.

71. In the Economic and Social Policy Department (ES), studies included: potential income-producing activities for rural women and youths; a 154-country survey of women serving in and reached by extension services; gender issues in access to land, agrarian reform and rural development in Asia and the Pacific, and intraregional labour mobility and agricultural development in the Near East.

72. Many technical units have undertaken research and produced reports in various sectoral and technical areas that have focused on or included gender issues. In the Agriculture Department, for example, the Animal Production and Health Division (AGA) undertook studies in management skills and production activities in poultry-raising in Togo, and dairy development, training and extension in Tanzania, Kenya and Thailand; the Research and Technology Development Division (AGR) in science and technology research and technology transfer, and women in agriculture and the environment; and the Agricultural Services Division (AGS) in technology transfer guidelines and training manuals for the prevention of food losses (fruits, vegetables and grains) on small-scale farms and rural women's access to financial services.

73. Many of these activities are undertaken by and for the technical units, with ESH assisting in the review process. ESH together with ESS is playing a leading role in identifying statistical indicators relevant to women in agricultural and rural development and to the incorporation of the necessary revisions in national censuses and surveys. FAO will hold an Inter-Agency Consultative Meeting on this subject for purposes of coordination and orientation. Guidelines are being formulated for use by Member Governments and technical assistance will be provided for making necessary revisions. ESH has also been involved directly in preparing information for public distribution and in undertaking research studies. For example, in collaboration with the Information Division of the

Department of General Affairs and Information, an illustrated booklet was prepared in English (6 000 copies), French (2 000) and Spanish (2 000) on the Plan of Action for distribution to donor agencies, government departments, NGOs, and educational institutions. The intent of the booklet is to spread information on WID to a broader population.

74. ESH was the lead unit in developing a series of case studies for use in the gender analysis workshop training sessions. These research studies covered a variety of countries and topics: Thailand (Social Forestry); Gambia (Weed Control); Mali (Forestry Management); ASEAN (Regional Small-Scale Fisheries); Viet Nam (Agricultural Sector Review); Ecuador (Integrated Dairy Development) in English and Spanish; Burundi (Agricultural and Rural Sector Review), in English and French; Benin (Integrated Rural Development), in both English and French; Guatemala (Watershed Management) in Spanish; and Honduras (Social Forestry), in Spanish.

75. A study of the involvement of women in a project that increased agricultural production and conservation in Rwanda was prepared by ESH in 1991. Another study focused on attempts to expand extension services to women and youth in Senegal, while a third study detailed the situation of women farmers in India. Studies were undertaken on women in intensified agricultural production and soil conservation in Rwanda, rural extension strategies for women in Senegal, rural women's legal status in nine Latin American countries for a round table held in Chile, rural women's organizations in five Andean countries for a workshop in Ecuador (ESH with the Regional Office for Latin America and the Caribbean, RLAC); women in agricultural production and development for a variety of inter-agency meetings and for expert consultations: on migration, vulnerable women, the status of women, structural adjustment in Africa, and databases in Asia (with the Regional Office for Asia and the Pacific, RAPA);

76. The Nutrition Division (ESN) undertook problems surveys on food vendors in Nigeria and Uganda; prepared promotional materials in the form of audio-visuals and guidelines on food vendors for Latin America, Africa and Asia, promoted the disaggregation of data and gender analysis in nutrition country profiles, and researched women in food security and nutrition in Malawi, Nepal, Kenya, Mexico, Philippines and India. The Statistics Division (ESS) produced reports on women, statistics and databases in agricultural and rural development; the information sector; household resources in agricultural production.

77. In the Department of General Affairs and Information, the Information Division (GII) used a multi-media approach for women nurses and social workers in Comoros to create awareness of the need for birth control for better mother and child care. In Burundi, innovative group methods were used to encourage discussion among women and men on interpersonal communication techniques and use of media were organized for field extension staff (including women) and women leaders in order to create an awareness of population issues among rural people.

78. The Library and Documentation Systems Division (GIL) produced a bibliography of FAO Headquarters and field documents on women in agricultural and rural development, and the Division extracted from AGRIS the references on women in agricultural and rural development to prepare a worldwide bibliography. For the CARIS system, GIL is including the gender identification of research leaders and researchers to evaluate the participation of women in agricultural research programmes.

79. The Fisheries Department (FI) prepared studies and reports on women in fisheries and aquaculture for workshops/round table meetings held in Benin, Chile, Indonesia, Kenya, the Philippines, Tanzania, and Zimbabwe; and case studies of the role of women in the production, processing and marketing of fish in Senegal, Togo, Côte d'Ivoire, Nigeria, Ghana and, more generally, in the Arab countries.

80. In the Forestry Department case studies were carried out on women and forestry-derived enterprises for training/information purposes; a slide presentation on Tanzanian women and forestry was produced. Studies of women and forest enterprises in India, and on women and forestry extension activities, and general papers for regional and international meetings were also prepared.

(7) Population Education and Women in Development

81. Through population education activities that explicitly incorporate WID issues, FAO seeks to improve the economic and decision-making status and quality of life of rural women and their families so that women have greater access to information and greater control over reproductive aspects of their lives. Innovative approaches for integrating population education into key technical areas that affect women and rural development need to be explored in agriculture, fisheries and forestry, in training materials and workshops, and in guidelines for project planners. Additionally, more information on the relationship between women and demographic factors in agricultural development is being collected for planning and monitoring purposes.

82. In the Agriculture Department, a project in Nepal encouraged women farmers to form groups for training in credit and marketing systems, labour-saving technologies, and population concepts.

83. The Economic and Social Policy Department has a number of ongoing population-related projects funded by UNFPA - in China, Ghana, Morocco, Uganda, and Viet Nam. In China, income-production and population education are the twin goals of a project that covers three provinces. Another project in China seeks to improve the status of rural women through family planning, mother-and-child health care and income-producing activities. Projects in Ghana and Uganda are promoting family life education through support to women's income-producing activities. In Morocco, population education and income-producing activities are aimed at women in rural areas and low-income, peri-urban areas. The main phase of a women's income-production and family planning project in Viet Nam, with UNFPA, is in preparation.

84. A global project on Interregional Advisory and Technical Backstopping Services on Population, Women and Agricultural Development was initiated by ESH. The Division commissioned detailed, pre-project case studies in Indonesia, Malaysia, Nepal, the Philippines and Thailand to contribute to the improvement of rural women's physical and socio-economic conditions. A Regional Expert Consultation held in Malaysia reviewed the findings of the country studies, developed guidelines on project formulation at country and regional levels, strengthened inter-country exchanges on population, agricultural development and women, and identified areas for collaboration. Case studies were prepared in Lesotho, Sierra Leone, Tanzania and Zimbabwe on "Women, Agricultural Development and Population".

85. ESH also sponsored the production of draft guidelines, to be tested at field level, on how to integrate population education into field projects that aim at providing comprehensive technical services to women farmers. Further, ESH funded an analytical study "Women, Population and Agricultural/Rural Development in sub-Saharan Africa" that was prepared as a contribution to a better conceptual and empirical understanding of the relationships between the reproductive and productive roles of women in smallholder agricultural family/households. The complex relationships involved in the socio-cultural, socio-economic, technological and environmental conditions affecting and determining the women's positions and roles were analysed. Major trends and constraints with regard to a reconciliation of women's roles towards both their own economic independence and an improvement in the life-standards of rural family/households were highlighted. Also, a number of action-oriented recommendations, practical solutions and priority areas for project activities aimed at integrating/women population components in rural/agricultural development were offered in this study.

(8) Sustainable Development, Natural Resource Management and Environment

86. In keeping with the 1990 Recommendations of the Commission on the Status of Women that women and the environment be presented as an additional priority theme for development in 1992, (also adopted by the Economic and Social Council in Resolution 1990/213, and in follow-up to the UNEP Global Assembly on Women and Environment planned for November 1991) this item has been added to the other seven priorities. FAO's aim is to address WID issues in sustainable development, natural resource management and environmental activities. This includes preparing a state-of-the-art paper on Women and Environment, and promoting research on such issues as: the impact of environmental degradation on women's livelihoods, the proper use and consideration of women's indigenous technical knowledge, women's roles in resource management and prevention of degradation, and women's roles in soil conservation, irrigation and watershed management, shallow waters and coastal resources management, integrated pest management, land use planning, forest conservation and community forestry.

87. For the 1992-1993 biennium, the issues of women and sustainable development, natural resource management and environment will receive more systematic attention. Nevertheless, FAO has already been working in the area of women and sustainable development, natural resource management and environment, as indicated by the following description of activities. By recognizing the role of rural women in the management of the environmental

issues, FAO has scheduled a Regional Workshop for the Africa Region, with the financial support of UNFPA, which will develop guidelines on environmental protection measures and training activities to be undertaken by programmes and projects that will have rural women participants.

88. In recognition of the importance of knowledge to long-term sustainability in economic development, the Research and Technology Development Division (AGR) is planning additional studies on gender issues in research and technology transfer. In the documentation prepared for the FAO/Netherlands Conference on Agriculture and the Environment, 15-19 April 1991, aspects related to women and sustainable development were analysed. Thus, in Background Document No. 5 - "Social and Institutional Aspects of Sustainable Agricultural and Rural Development" - a special sub-chapter was devoted to the status of rural women in the developing world. Emphasis was put on women's role as major users and managers of natural resources and their importance for resource conservation. The Agricultural Services Division (AGS) participated in a workshop in Bangkok to discuss guidelines on rural savings and credit options for women and other disadvantaged groups. At the same time, considerable effort has been directed to incorporating gender issues into the design of numerous watershed management efforts in India by the Agricultural Services Division.

89. In the Fisheries Department's (FI) Medium-Term Plan on Fisheries Policy, gender considerations in community-based fishery resources management are among the emerging issues, women being direct or indirect resource users. Gender differences in perceptions of resource management, impact of management measures on women's production activities (processing, marketing and other ancillary industries) and the role of women in coastal resource management are to be considered in all relevant activities. In terms of programme/project sustainability, credit emerges from the Department's field experience as the single highest priority for women in fisheries and aquaculture, as they normally are self-employed. A greater proportion of credit in projects will be addressed to women and a higher proportion of resources directed to the support of alternative institutional channels to help women overcome obstacles to obtaining credit.

90. A new programme in the Forestry Department on local community planning of land and forest resources is being developed in conjunction with ESD, to highlight the carrying capacity of these resources and implications for community and family size. A new type of education project is under way and expanding in Latin America. It deals very successfully with the teaching in rural schools of the balanced use of natural resources in the corresponding cultural context; the contents of the curricula are geared in particular to avoid perpetuating discrimination against women in forestry activities.

IV. REVIEW OF ADMINISTRATIVE ACTIONS TAKEN IN PURSUIT OF THE PLAN AND THE CONFERENCE RECOMMENDATIONS

91. In addition to the eight programmatic priorities, five administrative priorities were endorsed by the Conference to strengthen FAO's institutional support of the Plan of Action.

(1) Undertaking Organization-wide Efforts of Awareness and Compliance

92. The Director-General drew the attention of the FAO staff to the importance of implementing the Plan of Action in a Bulletin issued in February 1990 (No. 90/11). The significance of women in development activities was further underscored by the Director-General who stressed that the Plan of Action was one of nine overall priorities for the Organization in the Programme of Work and Budget for 1990-91, and one of the six priorities in the Programme for 1992-93.

93. In terms of awareness, as indicated in Section III.A., FAO professional staff are participating in the Gender Analysis Training Programme. As part of this training, the nature, content and scope of the Plan of Action are described.

94. The formal Plan of Action has been distributed widely at Headquarters and in the field, and the illustrated version has been distributed to a much wider audience.

95. Sectoral guidelines have been or are being prepared for a variety of technical areas, as indicated in Section III B. An important intent of these guidelines is to help technical staff address women in development issues systematically throughout the project cycle.

(2) Increasing Financial Resources for WID Activities

96. (1) Regular Programme. During 1990-91, there was a 9 percent programme increase in the resources of the WID Coordinating Unit over 1988-89. This compared with a 5 percent increase for the Rural Development Programme and only 1 percent growth in the overall budget.

97. The pattern of use of the Regular Programme funds available in 1990/91 reflects the priority items and the thrust of the Plan. For example, the training programme and support to other Units on the integration of WID issues in mainstream activities have received important portions of the Regular Programme budget.

98. (2) Extra-Budgetary Resources. In 1989, it was anticipated that extra-budgetary resources would provide important contributions to the Women in Agricultural Production and Rural Development Service over the 1990/91 biennium. At the time, the needed Extra-Budgetary resources were estimated to be US\$780 000 for the biennium. In fact, these resources have amounted to approximately US\$1 900 000, which is quite indicative of Member Government support for the WID programme.

99. Among other things, these extra-budgetary resources have been important for the Coordinating Unit in accomplishing its activities. For example, to strengthen project development and monitoring, the Government of the Netherlands provided a P-5 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. This position was filled in 1991.

100. Also, UNFPA funds supported a P-4 post, also filled in 1991, to undertake population and rural development activities. The Governments of Finland and Canada assisted the Coordinating Unit through extra-budgetary funds to support two Associate Professional Officers (APOs).

101. (3) Field Programme. During the 1990-1991 biennium, ESHW has also taken the lead, or joined with other technical units, to backstop approximately eighty-five projects worldwide that have a combined budget of nearly US\$46 000 000. These projects are supported by Trust Funds, UNDP, UNIFEM and UNFPA, and include the agricultural, forestry, and fishery sectors.

(3) Increasing Female Staff Levels

102. A third area identified for urgent administrative attention was securing an increase in the number of women professional staff as called for by the Plan of Action. A strategy to increase the recruitment and promotion of female professional staff was developed by the Recruitment, Planning and Staff Development Service (AFPR), and action has been taken on points of the strategy.

103. There has been some progress in increasing women's access to professional posts in the Organization, although slow. The number of women among Headquarters professional staff increased by 0.4 percentage points (2.2% growth) during the two-year period ending in December 1990 (from 17.8 to 18.2%). In the Regional Offices and FAO Representations, the increase was more significant: from 5.7% in 1989 to 9.3% in 1990. The proportion of field staff positions filled by women, however, remained stagnant at 3.4%. The overall percentage in the Organization as a whole, is far from the UN target of 35%, although individual departments fare better, such as General Affairs and Information (41%) Administration and Finance (25%) and Economic and Social Policy (21%). Lower percentages in other departments reflect the situation in many of the member countries, where in the past fewer women than men pursued technical studies and accumulated relevant experience.

104. In 1989, 8.8% of the consultants hired by FAO were women. In 1990 this proportion rose to 10.8%. However, the percentage of women candidates on various consulting rosters has remained low generally, ranging at present from 6.0% for the roster for agriculture, to 7.0% in forestry, 7.1% in fisheries, to a high of 17.0% for economic and social policy.

105. During the past year, the Organization received disappointingly few applications from women qualified in FAO's technical areas of expertise. This is in spite of the fact that FAO wrote to the Permanent Representatives of all Member Nations requesting the assistance of their governments in identifying qualified female candidates from among nationals of their countries and encouraging them to apply for positions in the Organization. Several governments have acknowledged the Organization's efforts to recruit women professionals and a number have transmitted information about female candidates either for specific vacancy announcements or to be considered as open applications.

106. The Organization continues its efforts to increase the percentage of women in its programmes and has urged all those in positions of responsibility throughout the Organization, to strive to identify qualified women candidates. Vacancy announcements stress that positions are open to male and female candidates, and they indicate that applications from qualified women candidates are encouraged. Roster searches of field staff and external candidates are being made and qualified male and female candidates are invited to submit applications for headquarters and regional office positions.

(4) Enhancing and Strengthening Internal Actions on WID

107. A fourth important priority endorsed by the 25th Session of the Conference was the strengthening of internal actions on WID. The Inter-Departmental Working Group on WID (IDWG/WID) formed of divisional representatives as designated by the different divisions, has been upgraded in terms of its membership.
108. Another activity designed to strengthen internal actions on WID has been the collaborative effort to produce WID-oriented technical papers for the recent Committee meetings on Food Security (CFS/90/4), Forestry (COFO/90/4), Fisheries (COFI/91/4) and Agriculture (COAG/91/9).
109. At the Fifteenth Session of the CFS, held in March 1990, a paper on women and food security was presented that emphasized the significance of women to efforts to alleviate poverty and to improve household food security. Subsequently, FAO has sponsored studies on the effects on women of stabilization and structural adjustment programmes, and it has sponsored research into the linkages between poverty and the especially acute problems that women face in obtaining access to land, credit, extension and training, market information and agricultural inputs. Moreover, programmes and projects directed to post-harvest transport, storage, marketing and food losses have focussed on the crucial roles and responsibilities of women in these areas.
110. At the Tenth Session of COFO, held in September 1990, a paper on Women and Forestry was presented. Recognizing the importance of women's knowledge of forest products, FAO has continued to integrate women as equal partners in the design and implementation of forestry activities. Work has been carried out on linkages between forestry and food security, land and tree tenure as well as on participatory approaches. These pertain to issues such as women's access to forest and forest products, land inputs and credit, the crucial role of non-timber products and small-scale forest-based enterprises as well as to the better integration of women in forestry policy, research and field activities. This work is documented in Community Forestry Notes, Field Manuals and Guidelines, and distributed through the Forests, Trees and People Network. Work has also been carried out on developing field project reporting in order to improve the generation of information on women.
111. The Nineteenth Session of COFI, held in April 1991, discussed the role of women in fisheries development. COFI recognized that women were involved in both subsistence and commercial fishing as well as in harvesting and marketing. While there was limited scope for increasing the number of women in capture fisheries due to labour-saving technologies, there was scope for more employment of women in aquaculture. It pointed out a number of gender-related constraints, namely, lack of access to technical training, extension and credit, traditional and cultural bias, exclusion of women from statistical surveys, and limited numbers of women in fishery professional organizations.
112. The Eleventh Session of COAG, held in April 1991, discussed the integration of women in agriculture and rural development. COAG acknowledged that women comprise a large proportion of the populations engaged in agriculture and rural development and were the main source of labour for small-scale agricultural and livestock production, storage, processing and marketing. Because of male migration, their role as

breadwinners and heads of households was also increasing. To improve the status of women, COAG recommended the revision of legislation to improve women's access to land and credit and that research and technology should take into account women's special needs.

113. Monitoring the implementation of the Plan will be facilitated by a system to code FAO projects for the inclusion of gender considerations. This coding system, developed by the Coordinating Unit in conjunction with the IDWG/WID, PBE and DDF, and now being introduced, covers both Regular and Field Programmes and is integrated into the new FAO computerized coding system of all projects.

114. At country level, two main categories of monitoring are envisaged: (1) a reporting system to follow up on advisory assistance to governments on national WID strategies and (2) the measurement of the impact of projects and programmes on women through the standard review, appraisal and evaluation missions.

(5) Strengthening External Working Relations

115. The UN system has established several mechanisms to coordinate actions related to WID. First and foremost, global declarations such as the Nairobi Forward-Looking Strategies (NFLS) and the System-Wide Medium-Term Plan (SWMTP) establish policies on women for the System. Responsibilities have been assigned to each Agency according to its specific mandate. FAO has been preparing, or contributing to the preparation of, reports for the following sub-programmes of the SWMTP:

- Food and Agriculture
- Health, Nutrition and Family Planning
- Housing, Settlement, Water, Energy and Transport
- Development of Statistics and Indicators
- Information Dissemination
- Technical Cooperation, Training and Advisory Service
- Science and Technology
- Coordination of a System-wide Approach to Women and Development

116. FAO works in conjunction with the Division of the Advancement of Women (DAW), which is the UN Secretariat to oversee inter-agency coordination, to prepare appropriate submissions.

117. The ACC Task Force on Rural Development, for which FAO is the lead agency, has on its agenda a regular item to discuss the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women.

118. FAO also cooperates with INSTRAW, UNDP, UNFPA, UNIFEM, UNSO and ILO, especially through the development of joint studies and projects. FAO actively cooperates with non-UN agencies, particularly through FAO-sponsored and other meetings with international NGOs, federations and unions and through people's participation projects and women's projects executed by NGOs.

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In light of the Progress reported above, in the priority areas of the Plan of Action for the Integration of Women in Development, since its adoption by the Conference in 1989, the Conference may wish to provide its comments and guidance.