



Gender in Agriculture Sourcebook



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Gender in Agriculture

SOURCEBOOK

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Telephone: 202-473-1000
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FOREWORD

Three out of every four poor people in developing countries live in rural areas, and most of them depend directly or indirectly on agriculture for their livelihoods. In many parts of the world, women are the main farmers or producers, but their roles remain largely unrecognized. The *2008 World Development Report: Agriculture for Development* highlights the vital role of agriculture in sustainable development and its importance in achieving the Millennium Development Goal of halving by 2015 the share of people suffering from extreme poverty and hunger. Climate change and rising food prices are reminders of the need to focus on food security and agriculture for development; and the material presented in the *Gender in Agriculture Sourcebook* suggests that accounting for the different roles of women and men and gender equality in access to resources and opportunities is a necessary condition for doing so.

Gender inequalities limit agricultural productivity and efficiency and in so doing, undermine development agendas. Failure to recognize the different roles of men and women is costly because it results in misguided projects and programs, forgone agricultural output and incomes, and food and nutrition insecurity. It is time to take into account the role of women in agricultural production and to increase concerted efforts to enable women to move beyond production for subsistence and into higher-value, market-oriented production.

This *Sourcebook* is a particularly timely resource. It combines descriptive accounts of national and international experience in investing in agriculture with practical operational guidance on to how to design agriculture-for-

development strategies that capitalize effectively on the unique properties of agricultural growth and rural development involving women and men as a high-impact source of poverty reduction. It looks at gender equality and women's empowerment, and the associated principles have the potential to make a difference in the lives of hundreds of millions of rural poor.

This *Sourcebook* is a joint project of the World Bank, the Food and Agriculture Organization (FAO) of the United Nations, and the International Fund for Agricultural Development (IFAD). We are grateful to the teams in these organizations for their tremendous efforts to bring over 100 experts together and to produce this significant contribution to our development work.

Juergen Voegelé

Director
Agriculture and Rural Development
The World Bank

Marcela Villarreal

Director
Gender, Equity and Rural Employment Division
Food and Agriculture Organization (FAO) of the
United Nations

Rodney Cooke

Director
Technical Advisory Division
International Fund for Agricultural Development
(IFAD)

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Holding-Anyonge (Consultant); Module 16—Riikka Rajalahti (World Bank) and Pamela White (Consultant).

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ABBREVIATIONS

ACE	civic extension association
ACT	African Conservation Tillage network
ADB	Asian Development Bank
ADR	alternative dispute resolution
AET	agricultural extension and training
AIDS	acquired immune deficiency syndrome
AIS	agricultural innovation systems
AL	alternative livelihood
ALMP	active labor market program
ANADER	Agence Nationale d'Appui au Développement Rural
APC	Asian-Pacific countries
APDPIP	Andhra Pradesh District Poverty Initiatives Project
APRPRP	Andhra Pradesh Rural Poverty Reduction Project
ASCA	accumulating savings and credit association
ASNAPP	Agribusiness in Sustainable Natural African Plant Products
ATM	automatic teller machine
ATMA	Agricultural Technology Management Agency
AusAID	Australian Agency for International Development
AWLAE	African Women Leaders in Agriculture and Environment
AWM	agriculture water management
B2B	business to business
BINP	Bwindi Impenetrable National Park
BLGWIP-III	Bhairahawa Lumbini Groundwater Irrigation Project
BRAC	Bangladesh Rural Advancement Committee
CA	conservation agriculture
CATIE	Centro Agronomico Tropical de Investigacion y Enseñanza
CBD	community-based development; Convention on Biological Diversity
CBDP	community-based disaster preparedness
CBNRM	community-based natural resource management
CBO	community-based organization
CeC	community e-center
CDD	community-driven development

CDF	community development fund
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEM	Country Economic Memorandum
CGA	country gender assessment
CGIAR	Consultative Group on International Agricultural Research
CIAT	International Center for Tropical Agriculture
CIFOR	Center for International Forestry Research
COHRE	Centre on Housing Rights and Evictions
COREMAP	Coral Reef Rehabilitation and Management Program
COVERCO	Commission for the Verification of Corporate Codes of Conduct
CREPA	Centre for Low-Cost Drinking Water Supply and Sanitation (Burkina Faso)
CSR	corporate social responsibility
CWANA	Central and West Asia and North Africa
DAC	Development Assistance Committee
DANIDA	Danish International Development Assistance
DEWA	Division for Early Warning and Assessment
DFID	Department for International Development (U.K.)
DLS	Department of Livestock Services
DOF	Department of Forests
DPIP	District Poverty Initiatives Project
DTW	deep tubewell
EALA	East African Legislature Assembly
ECLAC	Economic Commission of Latin America and the Caribbean
EDI	Economic Development Institute
EFTA	European Fair-Trade Association
ENAM	Enhancing Child Nutrition through Animal Source Food Management
ESW	economic and sector work
FAC	farmer advisory committee
FAESIS	Food and Agriculture Education Information System
FAO	Food and Agriculture Organization
FARC	Revolutionary Armed Forces of Colombia
FARM	Farmer-Centered Agricultural Resource Management
FEDEV	Femmes et Développement
FFS	Farmer Field School
FIAS	Foreign Investment Advisory Service
FLG	functional literacy group
FLO	Fair-Trade Labelling Organisations International
FLS	Farmer Life School
FRIEND	Foundation for Rural Integrated Enterprises N Development
FSVGD	Food Security for Vulnerable Group Development Women and Their Dependents
FTD	farmer training demonstration
GAL	Gender in Agricultural Livelihoods
GAP	Gender Action Partnership
GBI	gender budget initiative
GDP	gross domestic product
GEF	Gender Environment Faculty
GENRD	Gender and Rural Development Thematic Group

GGA	gender and growth assessment
GM	genetically modified
GNAEP	Greater Noakhali Aquaculture Extension Project
GNI	gross national income
GOLDA	Greater Options for Local Development through Aquaculture
GoSL	government of Sri Lanka
GOWE	Growth Oriented Women Enterprise
GRBI	Gender Responsive Budgeting Initiative
GRTI	Gender and Rural Transport Initiative
GTZ	Gesellschaft für Technische Zusammenarbeit (also German Technical Cooperation)
HIV	human immunodeficiency virus
HLFFDP	Hills Leasehold Forestry and Forage Development Project
HPAI	highly pathogenic avian influenza
IADB	Inter-American Development Bank
IAP	indoor air pollution
IASC	Inter-Agency Standing Committee
ICECD	International Centre for Entrepreneurship and Career Development
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICM	integrated crop management
ICRAF	World Agroforestry Center (International Council for Research in Agroforestry)
ICRC	International Committee of the Red Cross
ICT	information and communication technology
IDA	International Development Association
IDP	internally displaced person
IDRC	International Development Research Centre
IFAD	International Fund for Agricultural Development
IFAT	International Federation for Alternative Trade
IFC	International Finance Corporation
IFPRI	International Food Policy Research Institute
IGA	income-generating activity
IIM	Indian Institute of Management
IISD	International Institute for Sustainable Development
IK	indigenous knowledge
IKP	Indira Kranthi Patham
ILO	International Labour Organization
IMF	International Monetary Fund
IMT	intermediate means of transport; irrigation management transfer
INCAGRO	Peruvian Agro-Innovation and Competitiveness Project
INSTRAW	International Research and Training Institute for the Advancement of Women
IPCC	Intergovernmental Panel on Climate Change
IPM	integrated pest management
IPPM	integrated production and pest management
IRAD	Integrated Research and Action for Development
IRAP	integrated rural accessibility planning
IRRI	International Rice Research Institute
JFFLS	Junior Farmer Field and Life School
JSA	joint staff assessment
KARI	Kenya Agricultural Research Institute

KRC	Kabarole Research and Resource Centre
KWDP	Karnataka Watershed Development Project
LAC	Latin America and the Caribbean
LACOSREP	Upper East Region Land Conservation and Smallholder Rehabilitation Project (Ghana)
LADEP	Lowlands Agricultural Development Programme
Lao PDR	Lao People's Democratic Republic
LARC	Legal Assistance to Rural Citizens
LCC	Land Claims Court
LDW	local development window
LEAF	Livelihood Empowerment and Agroforestry
LinKS	Local Indigenous Knowledge Systems
LPG	liquid propane gas
LSA	livelihood support activity
LTTE	Liberation Tamil Tigers of Eelam
M&E	monitoring and evaluation
MACEMP	Marine and Coastal Environment Management Project
MADER	Ministry of Agriculture and Rural Development (Mozambique)
MAMS	Maquette for MDG Simulations
MARENASS	Management of Natural Resources in the Southern Highlands Project (Peru)
MBFO	membership-based financial organization
MDG	Millennium Development Goal
ME	marketing extension
MEA	Millennium Ecosystem Assessment
MENA	Middle East and North Africa
MFA	microfinance association
MFI	microfinance institution
MIGEPROFE	Ministry of Gender and the Promotion of Women (Rwanda)
MINECOFIN	Ministry of Economics and Finance
MIS	management information system
MOA	Ministry of Agriculture
MS	<i>mandal samakhyas</i>
NAADS	National Agricultural Advisory Service
NABARD	National Bank for Agriculture and Rural Development
NCEUS	National Commission for Enterprises in the Unorganized Sector
NCU	national coordination unit
NERICA	New Rice for Africa
NEWS	Network of European World Shops
NGO	nongovernmental organization
NOPEST	New Options for Pest Management
NPIU	national project implementation unit
NPM	New Public Management
NRM	natural resource management
NSSO	National Sample Survey Organisation
NTFP	nontimber forest product
NWFP	nonwood forest product
ODI	Overseas Development Institute
OECD	Organisation for Economic Co-operation and Development
OECD/DAC	Development Assistance Committee of the OECD

PA	protected area
PACTA	Proyecto Acceso a la Tierra (Land Access Pilot Project)
PAF	performance assessment framework
PALS	Participatory Action Learning System
PARIMA	Pastoral Risk Management on East African Rangelands
PARPA	Action Plan for the Reduction of Absolute Poverty (Mozambique)
PBAEP	Patuakhali Barguna Aquaculture Extension Project
PCUWA	Policy Coordinating Unit for Women in Agriculture
PER	public expenditure review
PL	post-larvae
PMU	project management unit
PNASA	Projet National d'Appui aux Services Agricoles
PO	producers organization
PPB	Participatory Plant Breeding
PRA	participatory rapid appraisal
PRGA	Participatory Research and Gender Analysis
PRMT	Poverty Resource Monitoring and Tracking
PRS	poverty reduction strategy
PRSC	Poverty Reduction Support Credit
PRSP	Poverty Reduction Strategy Paper
PTD	Participatory Technology Development
RCU	regional coordination unit
RDC	rural development society
RDI	Rural Development Institute
ROPPA	Reseau des Organisations Paysannes et des Producteurs Agricoles de l'Afrique de l'Ouest
ROSCA	rotating savings and credit association
RPO	rural producer organization
SACEP	South Asia Cooperative Environment Programme
SADC	South African Development Community
SAFE	Safe Access to Firewood and Alternative Energy
SARD	Sustainable Agriculture and Rural Development
SARI	Selian Agricultural Research Institute
SASKI	Sustainable Agriculture Systems, Knowledge, and Institutions
SDC	Swiss Agency for Development and Cooperation
SEAGA	Socio-Economic and Gender Analysis Programme
SEI	Stockholm Environment Institute
SEWA	Self-Employed Women's Association
SFLP	Sustainable Fisheries Livelihoods Programme
SHG	self-help group
SIDA	Swedish International Development Agency
SIEMBRA	Servicios Integrales a Mujeres Emprendedoras
SIMS	sectoral information and monitoring system
SLA	Sri Lanka army; Sustainable Livelihoods Approach
SMC	site management committee
SMS	short message system
SOPPEXCCA	Sociedad de Pequeños Productores Exportadoras y Compradores de Café
SSA	sub-Saharan Africa
SSDP	Seed Systems Development Project

STFC	SEWA Trade Facilitation Centre
SWAP	sectorwide approach
SWOT	strengths, weaknesses, opportunities, threats
T&V	training and visit
TA	technical assistance
TRIPS	Trade-Related Aspects of Intellectual Property Rights
UER	Upper East Region
UN	United Nations
UNCCD	United Nations Convention to Combat Desertification
UNDAW	United Nations Division for the Advancement of Women
UNDHR	Universal Declaration on Human Rights
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNFCCC	United Nations Framework Convention on Climate Change
UNFF	United Nations Forum on Forests
UNHCR	United Nations High Commission for Refugees
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
UNIMAS	University of Malaysia Sarawak
UNPF	United Nations Population Fund
USAID	U.S. Agency for International Development
UWA	Uganda Wildlife Authority
VAC	vuong/ao/chuong (garden/pond/animal husbandry)
VD	village development (association)
VDC	village development committee
VFFP	Village and Farm Forestry Project
VO	village organization
VREL	Volta River Estates, Ltd.
VSHLI	Village Self-Help Learning Initiative
WFP	World Food Programme
WHO	World Health Organization
WID	Women in Development
WIEGO	Women in Informal Employment: Globalizing and Organizing
WIN	Empowerment of Women in Irrigation and Water Resources Management for Improved Food Security, Nutrition and Health
WIND	Work Improvement in Neighbourhood Development
WOUGNET	Women of Uganda Network
WRDS	women's rural development society
WUA	water user association
WUG	water user group
WWF	World Wildlife Fund

Currency is in U.S. dollars unless otherwise noted.



Sourcebook Overview

Agriculture is central to the livelihoods of the rural poor and in the attainment of the Millennium Development Goals (MDGs). Agriculture can be the engine of growth and is necessary for reducing poverty and food insecurity, particularly in sub-Saharan Africa (IFAD 2001; World Bank 2007a). Understanding the dynamic processes of change is crucial to better position the sector for faster growth and sustained development, which is vital for food and livelihoods security for millions of men and women worldwide.

The rapid changes occurring in the agriculture sector present opportunities and challenges for the sector's central role in poverty reduction and food security. Markets and the demand for agricultural commodities are changing rapidly, especially for higher-value products. These changes may create opportunities for greater market participation for both women and men; however, for women in particular, to date, equal access to these markets is still limited. Advances in agricultural knowledge and technology that accompany the changes in the sector are creating an array of new choices for producers, altering what is produced, where it is produced, and how it is produced. Factors outside of the sector, such as widespread environmental change, are also altering agricultural potential throughout the world. In particular, climate change is now affecting water supply and weather conditions and consequently is impacting agricultural production.

The composition of rural households is changing considerably as a consequence of HIV and AIDS, with deaths of

young adults and farm households left in the hands of children and grandparents with subsequent impacts on agriculture. Migration, arising mainly from poverty or prompted by natural disasters or violent conflict, now forms a dynamic force, changing the landscape of the rural population. Remittances sent back home by migrants form substantial sources of funds supporting household consumption and productive investments in rural areas. Migration shows stark gendered differences. In some regions, men more than women are likely to abandon agricultural work at home and migrate first to seek income in other sectors. Women are being left to carry the full burdens of agricultural production, but often with no legal protection or rights to property ownership.

Although the changes in agriculture create new sources of opportunities for livelihoods and food security, they also pose significant uncertainties. Equity concerns are being raised. Poor and small producers, often women, may be excluded from the lucrative high-value markets because they may not be able to compete in terms of costs and prices with larger producers. Globalization and trade liberalization have opened more market opportunities internationally and have induced greater innovations and efficiencies in many cases. But, at the same time, globalization has led to painful transition periods for some economies and has favored the producers who have more resources and the information, education, and capacity to cope with increasingly stringent market demands. Thus, these changes may increase the vulnerability of individuals with few resources, especially poor women, who have traditionally had limited access to crucial

services and opportunities because of persistent cultural, social, and political biases.

Within the development community, a renewed interest has been expressed in support of agriculture. The *World Development Report of 2008: Agriculture for Development* has helped spearhead renewed thinking about the sector, calling for more and better investments in agriculture. Increased investment in the sector is also flowing from the private foundations (such as the Bill and Melinda Gates Foundation). In light of such renewed interest and resources, this is an opportune time to rethink agriculture strategies for better development outcomes. Concerted efforts are required to use fully the strengths and diversity among the rural people and their institutions, to manage innovatively the risks and challenges associated with rapid changes in the sector, and to ensure that growth reaches poor women and men. For instance, women play a major role in agriculture, but these roles are often unrecognized. The design of many development policies and projects continues to assume wrongly that farmers and rural workers are mainly men (World Bank 2007b). Failure to recognize the roles, differences, and inequalities poses a serious threat to the effectiveness of the agricultural development agenda.

WHY GENDER EQUALITY IS IMPORTANT IN AGRICULTURE

Gender equality is crucial for agricultural development and the attainment of the MDGs. The definition of *gender* used in the *Sourcebook* is the economic, social, political, and cultural attributes and opportunities associated with being man or woman. The *Sourcebook* uses the definition in the *Global Monitoring Report 2007* on gender equality, which means equal access to the “opportunities that allow people to pursue a life of their own choosing and to avoid extreme deprivations in outcomes,” highlighting gender equality in rights, resources, and voice (World Bank 2007c: 106).

Gender issues must be addressed in development. First, gender dimension is crucial for economic reasons and from the efficiency point of view. This is especially true in the agriculture sector, where gender inequalities in access to and control over resources are persistent, undermining a sustainable and inclusive development of the sector. Second, equity or distributional issues are related to gender differences in outcomes. Gender differences, arising from the socially constructed relationship between men and women, affect the distribution of resources between them and cause many disparities in development outcomes. Third, gender

roles and relations affect food security and household welfare, critical indicators of human development. Last, but not least, gender equality is a basic human right, one that has value in and of itself.

In many parts of the world—for example, sub-Saharan Africa (SSA) and South Asia—despite women being the main farmers or producers, their roles are largely unrecognized. In Uganda, broadly illustrative of SSA, 75 percent of agricultural producers are women.¹ In other areas, where migration and HIV and AIDS are affecting rural demographics, agriculture is becoming feminized as women increasingly become major actors in the sector. Women also play active roles as traders, processors, laborers, and entrepreneurs, despite facing many obstacles (compared to their men counterparts) in market access. However, the design of many development policies and projects continues to assume incorrectly that farmers and rural workers are mainly men (World Bank 2007b).

Significant gender inequalities can be found in peoples’ access to other key productive assets and services: land, labor, financial services, water, rural infrastructure, technology, and other inputs. Available evidence indicates that the distribution of land ownership is heavily skewed toward men. For example, roughly 70 to 90 percent of formal owners of farmland are men in many Latin American countries (Deere and Leon 2003), and similar patterns are seen in SSA (Doss 2005; Quisumbing, Estudillo, and Otsuka 2004). Evidence also suggests that strengthening women’s land rights can significantly increase income and families’ welfare (for example, a new law adopted in several countries in SSA certifying women’s title to land had a positive impact on women’s and household welfare). In many countries, providing land titles is not enough because complementary services (such as in the Lao Peoples’ Democratic Republic and the Philippines) also need to be in place (see Module 4).

The poor, especially women, face obstacles in making their voices heard even in democratic systems and in increasing accountability and governance reforms in many areas (World Bank 2007a). For instance, recent studies stress that women’s representation and gender integration into national plans and agricultural sector strategies remain a challenge (World Bank 2005b).²

Women face considerable gender-related constraints and vulnerabilities compared to men because of existing structures in households and societies. Property grabbing from women and children is common, particularly in communities affected by HIV and AIDS. Also, exposure to risk arising from violent conflicts or natural disaster is different for men and women; it is often influenced by existing gender-based inequalities in the allocation of food within the household,

mobility restrictions, and other sociocultural factors. For example, in the aftermath of Hurricane Mitch in Honduras and Nicaragua in 1998, women's household tasks and care responsibilities increased to such an extent that they found it difficult to return to work. Women's participation and voice in organizations are limited, they are less likely to receive critical information for emergency preparedness, and they have limited savings or assets to ensure them against external shocks (see Module 11).

The World Bank (2001) documented that ignoring gender inequalities comes at great cost to people's well-being and countries' abilities to grow sustainably and thereby reduce poverty. Not taking gender issues into account may result in projects that are technically successful but that negatively affect both women and children and augment social and economic stratification. In SSA the "missed potential" in agriculture is considerable, as evidenced in country studies by the World Bank (2005a):

- *Burkina Faso*: Shifting labor and fertilizer between men's and women's plots could increase output by 10 to 20 percent.
- *Kenya*: Giving women farmers the same inputs and education as men could increase yields by more than 20 percent.
- *Tanzania*: Reducing time burdens of women could increase cash incomes for smallholder coffee and banana growers by 10 percent.
- *Zambia*: If women enjoyed the same overall degree of capital investment in agricultural inputs, including land, as their men counterparts, output in Zambia could increase by up to 15 percent.

As is evident from just the few preceding examples, efforts to reach the MDGs—especially the goals of halving poverty and hunger (MDG 1) and promoting gender equality (MDG 3) and maternal and child health (MDG 4) by 2015—must fully address and integrate gender into operations in the agriculture sector. Growth and development in the sector simply cannot be done while ignoring women, who are the major actors.

Recognizing the role of gender equality, key development organizations have engaged in a process of mainstreaming gender into agricultural development. The World Bank, Food and Agriculture Organization (FAO), and International Fund for Agriculture Development (IFAD) have made some progress in their gender-mainstreaming strategies and have recently embarked on more action-oriented processes of gender integration (Curry and Tempelman

2006; FAO 2007; IFAD 2003; World Bank 2006, 2008). Analytical capacity is being strengthened, and data collection and analysis have been improved to include gender-specific variables and indicators in these three agencies. The Gender and Development Program of the International Food Policy Research Institute has contributed significantly toward this strengthening of analytical capacity (see also IFPRI 2007a, 2007b; Quisumbing and McClafferty 2006a, 2006b). Capacity building of staff has also been implemented (see Module 2) with the development community, and improvement has occurred in the way gender issues and women's empowerment are addressed throughout the project cycle, starting with project design (GENRD 2006, 2007; IFAD 2003; World Bank 2006). However, studies have highlighted the need to ensure greater continuity between design and implementation to integrate women more fully into mainstream development activities, and the current challenge is to shift the emphasis toward actual implementation and supervision (GENRD 2006, 2007; IFAD 2003).

One of the often-cited reasons for inadequately addressing gender is that practitioners lack the tools, know-how, and good practices to integrate gender perspectives in their work, especially now that the sector itself is undergoing profound changes. Some cite the abundance of tools, the many available handbooks and toolkits, but often one wonders where to start. Others mention lack of training of development practitioners in using the tools, lack of accountability in processes to show results on gender equality, and lack of resources: budget and competent human resources to deliver well-thought-out design, implementation, and monitoring. Although these concerns can be addressed effectively only through concerted efforts, the *Gender in Agriculture Sourcebook* is developed to respond to some of these needs. The *Sourcebook* compiles the good practices and innovative activities that successfully integrated gender into their project and program design for sharing and learning. It synthesizes in one place knowledge, experience, and tools, which are currently scattered in many different places, and it provides an up-to-date understanding of gender issues and the complexities linking gender equality, sustainable livelihoods, and food security in one volume, especially in the context of the rapidly changing agriculture sector.

GENDER IN AGRICULTURE SOURCEBOOK

The *Sourcebook* is the outcome of joint planning, continued interest in gender and agriculture, and concerted efforts by the World Bank, FAO, and IFAD. The purpose of the *Sourcebook* is to act as a guide for practitioners and technical staff in

addressing gender issues and integrating gender-responsive actions in the design and implementation of agricultural projects and programs. It speaks not with gender specialists on how to improve their skills but rather reaches out to technical experts to guide them in thinking through how to integrate gender dimensions into their operations. The *Sourcebook* aims to deliver practical advice, guidelines, principles, and descriptions and illustrations of approaches that have worked so far to achieve the goal of effective gender mainstreaming in the agricultural operations of development agencies. It captures and expands the main messages of the *World Development Report 2008: Agriculture for Development* and is considered an important tool to facilitate the operationalization and implementation of the report's key principles on gender equality and women's empowerment.

The *Sourcebook* focuses on agricultural livelihoods, with *agriculture* defined broadly as “agriculture, forestry, fisheries, livestock, land and water, agro-industries, and environment,” following the FAO definition.³ The *Sourcebook* is grounded in the notion of agriculture's central role in providing rural livelihoods, food security, and broad-based poverty reduction. Although the *Sourcebook* focuses on the agriculture sector, it is also aware of the fluctuations of agricultural livelihoods so that poverty reduction and rural development require a holistic approach. Both nonagriculture-specific sectors, such as rural finance, rural infrastructure, and rural labor with a reference to agriculture-driven activities, and social protection policies are addressed in the *Sourcebook*.

The *Sourcebook* is targeted to key actors within international and regional development agencies and national governments, specifically, operational staff who design and implement lending projects and technical officers who design thematic programs and technical assistance packages. The *Sourcebook* can also be an important resource to the research community and nongovernmental organizations.

The *Sourcebook* is one of a few interorganization partnerships to take advantage of complementarities in moving toward greater coherence and harmonization of development support, particularly in the area of gender mainstreaming in agriculture. The *Sourcebook* capitalizes on the comparative strengths of the three organizations to lead the development of the Modules. In addition, it uses the expertise in each organization for technical contributions, good practice selection, innovative project examples, and a series of reviews and quality control. The contents are assembled from across all the geographic regions, with inputs from the experiences of the African Development Bank, the Asian Development Bank, the Inter-American Development Bank, and many other development organizations.

SUSTAINABLE LIVELIHOODS THROUGH A GENDER LENS

The *Sourcebook* adopts the Sustainable Livelihoods Approach (SLA), popularized by the U.K. Department for International Development (DFID) to provide a conceptual framework for the complexities and synergies of gender equality, livelihoods, food security, and poverty reduction.⁴ The SLA's holistic concept of livelihood strategies—based on human, physical, financial, natural, and social assets—is a helpful approach in understanding the livelihoods of the poor. Livelihoods have been defined as comprising “the capabilities, assets (including both material and social resources) and activities required for a means of living. A livelihood is sustainable when it can cope with and recover from stresses and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base.”⁵

The following factors are the central defining ones in the SLA used by the *Sourcebook*:

- **Assets:** Sustainable livelihoods depend on the access to and control over assets, namely, human, social, physical, natural, and financial capital. Gender differences in access to and control over assets dictate power asymmetries and negotiating power between men and women within the household and community.
- **Markets:** Access to agricultural markets is an important source of income, assets, and factors of production and consumption to sustain the needs of the household and welfare of the family. Agricultural markets include product, input, labor (in agriculture and agribusiness), financial, land, and water markets. In many areas, participation in lucrative markets is often dependent on access to and control of capital, mobility, and sociocultural factors, where potential gender asymmetries persist.
- **Risk and vulnerability:** Risks include natural hazard risk, human conflict, human and animal disease epidemics, food insecurity, agroecological and geographic factors such as water variability and drought proneness, and market and price risks (including trade shocks). Vulnerability to these risks is a result of poverty and socioeconomic position, influenced by social dimensions such as income levels, asset ownership, ethnicity, age, class, and gender.
- **Knowledge, information, and organization:** Access to and engagement in organizations affect access to assets and markets as well as risk and vulnerability and, thus, impact sustainable livelihoods. Gender asymmetries in organization and information often reinforce or intensify gender

asymmetries in these three areas. Information includes market information, information on risks and hazards, legal rights, and skills to use to develop the rights to access markets, improve income, and manage risks. Organization includes formal and informal forms of collective action, including the political and governance structures.

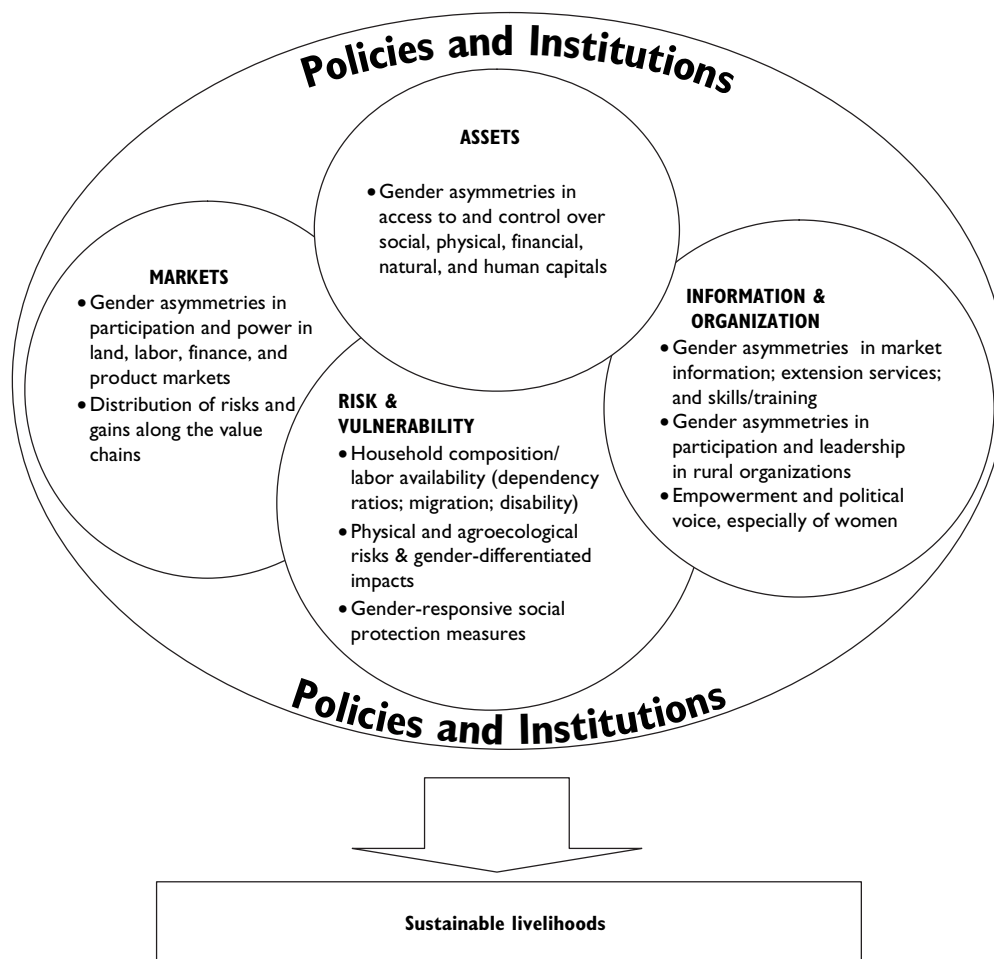
The gender perspective has been structured, using the SLA, to capture the gender inequalities in these four factors. Gender inequalities in rights, resources, and voice addressed in the *Sourcebook* specifically look at the following:

- Gender asymmetries in access to and control over assets
- Gender asymmetries in participation and power in land, labor, financial, and product markets

- Gender-differentiated distribution of risks and gains along value chains
- Gender asymmetries in market information, extension services, skills, and training
- Gender asymmetries in participation and leadership in rural organizations
- Gender asymmetries in rights, empowerment, and political voice
- Gender asymmetries in household composition and labor availability (dependency ratios, migration, and disability)
- Physical and agroecological risks and their gender-differentiated impacts and vulnerability.

A simplified framework of analyzing agricultural livelihoods through a gender lens is presented in figure O.1, in

Figure O.1 Sustainable Livelihoods through a Gender Lens



Source: *Sourcebook* task force.

which sustainable livelihoods are conceptualized as influenced by access to and control over assets, access to markets, access to information and organization, and effective management of risk and vulnerability, and by the interaction of these factors with policies and institutions at the global, national, and local levels.

Policies are defined as actions or strategies that directly influence rights and equity as well as prices of goods and services (World Bank 2005a). Institutions are defined as a set of formal rules (for example, law and regulations) and informal norms, as well as their enforcement characteristics (North 2005); they also include processes guiding interactions between groups of people. The *Sourcebook* looks at livelihoods at the household level, and the policies and institutions (at the global, national, and local levels) are discussed in terms of their impact on the processes affecting livelihood outcomes. The *Sourcebook* also focuses on design of agricultural projects and programs at the country level, although important regional and global issues specific to those projects and programs are also covered. Different forms of support—transformative, mainstreaming gender perspectives, and targeted project approaches⁶—are discussed, explicitly in some cases and implicitly in others. At the project level, recommendations and guidelines are made on what approaches and strategies can be implemented at different stages of the project cycle, and at different levels of development support (for example, national, local, and project levels).

KEY CONSIDERATIONS IN THE CREATION OF THE SOURCEBOOK

Several principles govern the writing of the *Sourcebook*:

Focus on people

The *Sourcebook* puts people at the center of the discussion. This focus on people is equally important at both the higher levels (when thinking about the achievement of objectives, such as poverty reduction, economic reform, or sustainable development) and at the micro- or community level. Assets, resources, markets, infrastructure, and political structures are discussed in relation to their impact on people and their livelihoods.

Holistic approach

The *Sourcebook* recognizes the importance of an integrated and multisectoral approach in promoting sustainable livelihoods. It attempts to bring together different aspects

of people's livelihoods in relation to development planning, implementation, and evaluation by exploring the possibilities of unifying different sectors and stakeholders toward a common framework. Emphasizing holistic approaches, the *Sourcebook* discusses trade-offs accompanying the different sector changes and varying responses of stakeholders. Although the *Sourcebook* reflects on the various options available to the readers, it attempts to provide balanced analysis, guidance, and key principles to inform their decisions.

Macro-micro links

Development activity tends to focus on either the macro- or the microlevel. The *Sourcebook* attempts to bridge this gap by emphasizing the importance of macrolevel policy and institutions to the livelihood options of communities and individuals. It also stresses the need for higher-level policy development and planning to be informed through lessons learned and insights gained at the local level. This simultaneously gives local people a stake in policy and increases overall effectiveness. The treatment of the different topics and themes aims at comprehensive inclusion by drawing in relevant partners active in rural areas (the government, civil society, and private sector; local, national, and international levels).

Building on strengths

The *Sourcebook* focuses on strengths and opportunities, rather than on needs and weaknesses. This implies recognition of potentials, such as strong social networks, access to physical resources and infrastructure, the ability to influence core institutions, or any other factor that has poverty-reducing potential. The *Sourcebook* provides strategies on assisting women to become even stronger and more effective partners and major players in agricultural development.

Timing matters

In response to the dynamics of agricultural development, the *Sourcebook* includes anchoring the present in past developments, describing the main drivers of change, and providing a vision for the future. This discussion can help in understanding the sequencing of development support. The *Sourcebook* seeks to understand and learn from changes so that it can support positive patterns of change and help mitigate negative patterns. It explicitly recognizes the effects on livelihoods of external shocks and trends, which are more

predictable than shocks but not necessarily less damaging. The *Sourcebook* aims to uncover the nature of complex, two-way cause-and-effect relationships and iterative chains of events and to provide feedback mechanisms.

Context matters

The *Sourcebook* also brings forth the diversity and heterogeneity of the poor. The context—who they are, where they are, and what they do—matters in how effectively gender integration and development goals are achieved. Particular attention is paid to regional differences in the *Sourcebook*. The policy environment and governance structure are important determinants of what development support will work. Projects with gender components will be effective only if current structures are in place. Transformative approaches and changes in institutions in many instances are necessary to break the structural gender-related constraints in societies. The *Sourcebook* aims to look at modes of providing support to the rural poor that best fit the specific structural conditions and development priorities of their area or country instead of the one-size-fits-all strategies that were adopted in the past in some cases.

Heterogeneity of the rural poor

One of the largest groups of the rural poor consists of *market-oriented smallholders*, who have small pieces of land for economic activities but are largely constrained by liquidity, risk, and transactions costs (Berdegue and Escobar 2001). With improved market opportunities and greater support services, many of these farmers can build their asset base, adopt production processes that are more suitable to the environment, and make the transition to commercially oriented farming (World Bank 2005a). These groups are the ones with the greatest potential for growth; close attention thus must be paid to associating both women and men in smallholders' programs to correct the current bias in favor of men. As illustrated by many examples in the *Sourcebook*, several gender-specific constraints limit women's active participation; and assessing and easing these constraints are vital not only for equity but also for an efficiency perspective (see Module 5). Another of the large groups, the *subsistence-oriented farmers*, frequently operates in less-favored and marginal production environments with poor access to markets; this group is made up of a large proportion of women. The major development challenge is promoting stable production and food security among these people. Another important group consists of *laborers*

on farms and agribusinesses. Occupational segregation by gender is particularly strong in many countries in South Asia, Southeast Asia, and Latin America, where a high prevalence of women in casual, low-paid employment with limited security leads to other abuses (see Module 8). The *Sourcebook* pays attention to providing options for development support differentiated by these groups of rural poor.

STRUCTURE OF THE SOURCEBOOK

Using the agricultural sector strategies and gender policies of the three partner organizations, the *Sourcebook* addresses the subsectors and topics that would foster the realization of the development objectives. The *Sourcebook* addresses agricultural livelihoods in specific investment or programmatic areas of the World Bank, FAO, and IFAD (table O.1). The Modules are selected based on themes of cross-cutting importance for agriculture and rural development with strong gender dimensions (policy and governance; agricultural innovation and education; food security; product and input markets; rural finance; rural infrastructure; water; land; labor; natural resource management; and crises) and specific subsectors in agriculture (crops, livestock, forestry, and fisheries). A separate Module on monitoring and evaluation is included, responding to the need to track implementation and development outcomes.

The Modules use the conceptual framework of agricultural livelihoods by discussing assets, markets, information and organization, and risk and vulnerability in the subsectors and themes. Political economy is intertwined throughout the *Sourcebook*, especially in Module 2, and the sociocultural dimension is captured in all Modules.

Table O.1 The Sourcebook Modules

1	Gender and Food Security
2	Gender and Agricultural Livelihoods: Strengthening Governance
3	Gender and Rural Finance
4	Gender Issues in Land Policy and Administration
5	Gender and Agricultural Markets
6	Gender Mainstreaming in Agricultural Water Management
7	Gender in Agricultural Innovation and Education
8	Gender Issues in Agricultural Labor
9	Gender in Rural Infrastructure for Agricultural Livelihoods
10	Gender and Natural Resource Management
11	Gender and Crises: Implications for Agriculture
12	Gender in Crop Agriculture
13	Gender in Fisheries and Aquaculture
14	Gender and Livestock
15	Gender and Forestry
16	Gender Issues in Monitoring and Evaluation

Source: World Bank, FAO, and IFAD 2009.

Each Module contains three different types of subunits and can function as a stand-alone document:

- A *Module Overview* is intended as a broad introduction to the topic and provides a summary of the major development issues in the sector, key gender considerations, the rationale of looking at gender dimensions in the sector, and a presentation of the framework that guides the analysis and links different themes, issues, and examples in the Modules.
- *Thematic Notes* provide a brief but technically sound guide in gender integration in selected themes within the Module topic. These Notes summarize what has been done and the success and lessons learned from projects and programs. They provide guidelines in terms of key considerations, checklists, organizing principles, key questions, and key performance indicators that would guide the design and implementation of projects.
- *Innovative Activity Profiles*⁷ describe the design and innovative features of recent and exciting projects and activities that have been implemented or are ongoing and can be considered for scaling up or replication. Activities profiled here have often not been sufficiently tested and evaluated in a range of settings to be considered “good practice,” but they should be closely monitored for potential scaling up. These Profiles provide the important details about the design and implementation that have contributed to the budding success of certain activities or projects, which technical experts can adopt into their operations. These Profiles are aimed at igniting the imagination of task managers and technical experts about possibilities that they can explore and adopt in their project designs.

The *Sourcebook* draws on a wide range of experience from donor agencies, governments, institutions, and other groups active in agricultural development. However, in this first edition of the *Sourcebook*, the initial contributions draw mainly from the World Bank, FAO, and IFAD experiences.

The themes and topics covered in the *Sourcebook* are not always comprehensive and are constrained by both the availability of materials and specialists and experts willing to contribute examples and share experiences. The Modules generally address the priority issues within a thematic area or areas in which operational guidance is needed, but important gaps exist that should be filled in future editions. Migration, rural-urban interlinkages, bio-fuels, genetically modified foods, agricultural finance, and food safety are a few areas only briefly mentioned in the

Sourcebook that need to be more thoroughly addressed in future updates.

THE PROCESS OF THE SOURCEBOOK

The *Sourcebook* is not a primary research product, advocacy piece, or toolkit; it capitalizes on the real development experiences of task managers and operational staff in designing and implementing gender-responsive agricultural projects. The Modules have undergone an iterative process of development and review:

- *A review of existing toolkits and checklists on gender:* A preliminary evaluation of existing toolkits on gender revealed that a few toolkits are available. However, the organizers felt that a distinct need exists for a more operationally relevant, updated, concise reference source to assist task managers and technical officers in their efforts toward greater gender inclusion in agricultural policies, projects, and programs. A more detailed review of these existing toolkits was done as part of the *Sourcebook* preparation to distill relevant information.
- *Subsector reviews:* The *Sourcebook* examines key gender issues present across the concerned subsectors at the conceptual level. It identifies the range of project design emphases and approaches implemented in the sector to date. Sources of data and information include the use of secondary sources and the experiences of task managers and technical officers. Project lessons learned and challenges encountered are also identified.
- *Consultative sessions with technical experts:* Although the main sources of information are project documents and studies as well as the experience of the Module coordinators, authors, and contributors, consultative sessions and discussions were used to draw on the experiences of a wide range of experts in the World Bank, FAO, IFAD, and other relevant organizations. This process was very useful in identifying and verifying project examples with strong gender components, in documenting good practices, and in describing the context into which these practices and innovations would fit best in future operations.

LESSONS LEARNED AND WAYS FORWARD

The *Sourcebook* is a good practice example of the potential of interorganization cooperation. The gender and sector expert teams in the World Bank, FAO, and IFAD worked very well together. The interest and willingness of over 100

technical experts to provide input and reviews are admirable. The *Sourcebook* also witnessed great complementarities in approaches, expertise, and networks in the three organizations. The preparation of the *Sourcebook* encountered difficulty in getting good practice examples that are based on sound impact assessment. Not many projects have incorporated gender-disaggregated impact assessments. Good practices and innovative projects used in the *Sourcebook* relied largely on the expert judgment of the authors and thematic experts and on a rigorous review process involving experts in the three organizations to check and verify the examples. Intensifying efforts to undertake sound gender-disaggregated impact assessment is an area of great importance for further partnership.

The *Sourcebook* is a living document that provides a good start but that remains open to dialogue and new, imaginative ways of doing gender-responsive agricultural development. The authors expect the *Sourcebook* to be expanded and updated as new experience is gained and new approaches and initiatives arise. Most Module Overviews and Thematic Notes should be valid for a number of years. Individual Modules can be used as stand-alone documents, and it may be expected that in time some of the Modules will be developed into their own *Sourcebook*.

To ensure the material in the *Sourcebook* is updated, a wide dissemination strategy is planned with easy access for readers to provide updates and experiences from their development projects. The authors encourage readers to update, verify, offer feedback, and, most important, adapt key principles and relevant guidelines to individual agricultural projects and programs.

NOTES

1. "Gender and 'Shared Growth' in Sub-Saharan Africa," briefing notes on critical gender issues in sub-Saharan Africa, <http://siteresources.worldbank.org/EXTABOUTUS/Resources/GenderGrowth.pdf>.
2. See also Elaine Zuckerman, "Poverty Reduction Strategy Papers and Gender," background paper for the Conference on Sustainable Poverty Reduction and PRSPs—Challenges for Developing Countries and Development Cooperation, www.generationaction.org/images/PRSPs&Gender-GTZ.pdf.
3. See www.fao.org/unfao/bodies/council/cl115/w9751e.htm. Manufacturing of agricultural inputs and machinery, regional and river development, and rural development, which are also part of FAO's definition, are not discussed in this *Sourcebook*.
4. For more details on the Sustainable Livelihoods Approach (SLA), see www.ifad.org/sla/about/index.htm

(IFAD n.d.) and www.livelihoods.org/info/guidance_sheets_pdfs/section1.pdf.

5. Robert Chambers and Gordon Conway, "Sustainable Rural Livelihoods: Practical Concepts for the 21st Century," IDS Discussion Paper 296 (1992), cited in www.livelihoods.org/info/guidance_sheets_pdfs/section1.pdf.

6. Transformative programs are designed to transform gender relations by tackling the underlying structural causes and effects of inequality, such as initiatives to change inheritance laws and related practices (at the community level). Mainstreaming gender perspectives in macro- or regular programming and strengthening the capacity of institutions to mainstream gender are crucial in supporting changes in policy and legal frameworks. Targeted project approaches through agricultural initiatives can be specifically focused on either women only or men only to redress inequalities and lack of access or skills (see Module 11).

7. The selection of the Innovative Activity Profiles was largely based on the expert judgment of relevant technical staff in the three organizations on projects and programs, with a strong gender dimension or component, that worked or has a strong potential of success. These suggested projects and programs were then traced, and more information and details were gathered. However, not many of these have good documentation, and only a few have gender-disaggregated impact assessments, which meant that there were not many actual project examples for these Profiles.

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