

What do people do about gender inequality?

FACILITATOR GUIDANCE



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Learning objectives

- Become familiar with general concepts of gender integration.
- Define and understand women's empowerment.
- Identify areas for women's empowerment within agriculture.
- Become familiar with the concept of gender mainstreaming.

Time

This is designed as a 45-minute pre-recorded session appropriate for self-paced learning.

Facilitated learning in real-time

The session script and PowerPoint slide deck, or the pre-recorded session, can also be used as standardized content for use real-time (synchronous) facilitation.

When delivering this content in a facilitated, real-time mode—either remotely or in-person—plan to double the time (90 minutes) and design the learning session with experiential learning activities to make the session more interactive. You can find ideas for activities in the compendium guidance.

Using the session talking points

REMINDER: The session notes / talking points are meant as a guide and should not be read verbatim. You can—and should—customize the talking points to suit your facilitation style.

You will see notation throughout these notes, including directions to you, the facilitator, that are not meant to be shared with the learners. These are italicized and in square brackets [*like this*]. Key concepts are in **bold text**.

Notes / talking points

Slide

Notes / talking points



In this session, we will begin to talk about how we can work toward greater gender equality. We will:

1. Become familiar with general concepts of gender integration.
2. Define and understand women's empowerment.
3. Identify areas for women's empowerment within agriculture.
4. Become familiar with the concept of gender mainstreaming.



In modules 1 and 2 we discussed how gender is a social construct and gender roles (ideas about what men and women should do) and biases (conscious or unconscious ideas about what men and women are capable of) result in gender inequality.

We take a gender equity approach, one that is fair and takes the context and different starting positions into account, to move toward equality for men and women.



Gender integration is a process which looks at and addresses differences in how people experience policies and programs because of their gender.



Gender integration works to identify gaps between men and women in access to and agency over resources, as well as power imbalances that may affect possible solutions to a problem. Gender integration means considering how people might experience a problem or situation differently because of their gender.

It is a process that seeks to ensure all people benefit equitably from intervention. Gender integration also means incorporating strategies to address those differences at all levels of the design, implementation, and monitoring and evaluation of a policy or program.

When we aren't intentional about **gender roles and dynamics**, we can often make matters worse.

Gender roles and dynamics affect our work, whether or not we consider gender with intention.

Even if we aren't intentional about integrating gender, it's still there, and so are the impacts.

When we don't intentionally look at a situation from the perspective of both men and women, we often end up exacerbating the unequal gender dynamics that exist as our default.

Consider men and women's time to participate.



For example, if we schedule an agricultural training without thinking of when women are available, they might not be able to attend.

Men may be available at times, for example, while women are preparing meals or caring for children. Men may also have more flexibility to prioritize their tasks. The impact is that the training could be unintentionally biased toward men who have greater availability to attend and focus.

Consider what men and women work on.



Or, perhaps when looking to improve a value chain, if we don't think through which crops and value chains affect women's livelihoods as much or more than men's, we might select value chain improvements for crops that primarily benefit men.

The unintentional impact is that women do not have equitable opportunities to expand or improve their agriculture methods and experience the benefits of such improvements.

THINK
When have you noticed that women were not participating in an activity or intervention as much as men?



In these instances, it's not that anyone was trying to negatively impact women, but by *not* considering gender and men's and women's different situations, women are unintentionally, but disproportionately left out.

Can you think of examples of situations like this from your own experience? Why was there a difference in men's and women's participation?

Did the men and women have different needs? Did the intervention specifically seek to engage both men and women?

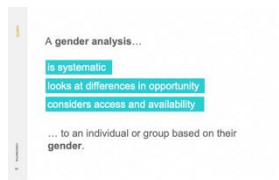


To keep from unintentionally perpetuating service and resource gaps between men and women, we have to **intentionally think about and integrate gender**.

Gender integration is the intentional design for reducing gender gaps/ barriers in participation and access to/control over resources and transforming power relations.

It is a strategy for making the concerns and experiences of women and men an integral part of how an initiative is designed, implemented, and measured.

An initiative may also go beyond this to address the root causes of gender gaps and barriers in access. Programs can also work to address the social relationships between men and women and the social structures that perpetuate inequality in the first place.



While any time is a good time to work toward gender equality, starting a program by analyzing gender allows us to understand the gender issues at play right at the start, before doing anything else!

Remember, **it takes being intentional to integrate gender** and to be equitable and inclusive of women. An important place to start is understanding their context.

A gender analysis is a systematic look at the differences in the opportunities available to an individual or group based on their gender. It is a good first step toward integrating gender and helps identify who may be included or excluded because of their gender.¹

A gender analysis during program design ensures that women can participate and benefit from program activities, like training, producer organizations, entrepreneurship accelerators, etc. It allows you to address gender gaps and opportunities one by one to make sure that both women and men can benefit from activities.

¹Bill and Melinda Gates Foundation, 2011.

This process takes time, resources, and assistance from someone with specialized gender expertise. It typically includes background research and data collection in order to identify the different needs and interests of men and women.



THINK
In what areas would a gender analysis help to increase your understanding or inform design decisions?

THINK

In what areas would a gender analysis help to increase your understanding or inform design decisions?

What factors would you want to know about or design for?

What questions come up for you around the impact of gender in your initiatives that are interested in investigating further?




A gender analysis helps increase our understanding about how experience differs by gender across...

- Levels of participation
- Experiences of specific challenges
- Outcomes from the same intervention
- Barriers and constraints to full participation
- Specific vulnerabilities and inequalities

Common areas in which a gender analysis helps increase our understanding include: ²

- Levels of participation and involvement of women and men, (e.g. in the labor market, community decision-making, and use and control over natural resources)
- Different experiences of specific challenges
- Different outcomes from the same intervention (e.g. education, health services, land titling)
- Barriers and constraints to full participation by different groups
- Specific vulnerabilities and inequalities, e.g. single-female headed households, rural women, women with disabilities etc.



Women's empowerment is a **process of change** that gives women greater influence, control and freedom of choice and actions of their own lives and future.

A gender analysis may show that gender norms are very limiting to women's decision-making power and agency.

When gender norms are limiting women's agency or power, a women's empowerment approach helps to promote gender equality along with gender integration efforts.

²UNDP Bureau of Policy and Programme Support Gender Team, 2016.

Women's empowerment is a targeted approach to promote gender equality.

Women's empowerment is the process of change that gives women greater influence, control and freedom of choice and actions of their own lives and future.

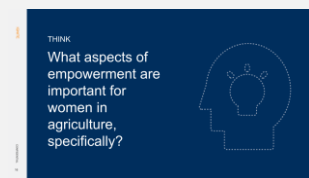


What do we mean by women's empowerment?

Empowerment is a broad concept.

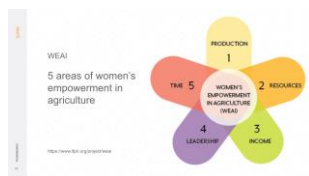
Remember, most cultures and institutions are shaped, currently and historically, by a system that gives power to men, so that women have less choice and agency over their bodies and lives.

Women can be empowered in high levels of government and policymaking, in large organizations, in community groups, small businesses, and even within their own households. A focus on women's empowerment is needed in many places and at many levels in order to benefit from women's participation and to reach a more equal distribution of power.



Looking at women's empowerment in the agricultural sector means asking specific questions about the roles women fill in agriculture and the social norms that negatively affect their access and agency to resources within the sector.

In your experience, where have you seen barriers for women, or gaps between men and women within agriculture?



There are many frameworks and models for looking at women's empowerment both broadly and in specific sectors.

Here we are using the Women's Empowerment in Agriculture Index, the WEAI [pronounced "weee ahhh"].³

³ International Food Policy Research Institute, n.d.

You may already be familiar with this tool or with one of the advanced WEAI tools such as the A-WEAI or Pro-WEAI. If you are already familiar with this tool, great! We encourage you to listen for something new, and share the tool with your colleagues. There are a number of resources available for learning about and using the WEAI. Here we are covering just the basics, the core factors of women's empowerment.

In order to narrow and address women's empowerment specifically in agriculture, the WEAI identifies five key areas to look at and measure.

Briefly they are:

1. Decisions about agriculture production
2. Access to and decision-making power about productive resources
3. Control of use of income
4. Leadership in the community
5. Time allocation

We will go through each of these five in more depth.

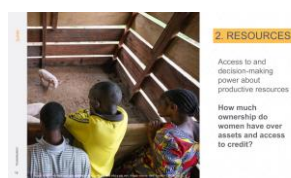


Let's talk about decisions around agriculture production.

Assessing women's empowerment in production means looking at whether or not women have input and autonomy (freedom of choice) in what they produce and how they produce it.

These kinds of decisions include which and how much food crops and cash crops to grow, whether and what to raise as livestock, what inputs to buy, what technologies and practices to use, and what to take to market.

It may be that women make these decisions jointly with their spouse. That is still empowerment, as long as the woman has input that is sought and heard, and freely comes to her opinions.



Let's look at access to and decision-making power about productive resources

Measuring women's access to and control of productive resources means looking at whether women have equitable ownership, access to, and decision-making power over productive resources.

This includes whether women are included in decisions about credit and whether they have input on decisions around the purchase, sale, or transfer of:

- land and major assets
- livestock
- agriculture technology and equipment
- consumer durables (e.g., refrigerators)



What about the control of income?

Women often work hard to help earn income for their household, whether by producing crops that are sold or through other income generating activities.

But they often do not have a say in what happens with those financial resources, a clear example of gender inequality.

Women are empowered when they can make decisions (solely or jointly) about how to spend their household's income, especially the income they earned through their own labor.



Are women leaders in their communities?

Women often have low participation in agriculture groups.

This may be because they face barriers to entry ranging from social norms, membership requirements, to time constraints.

Such groups as producer organizations and cooperatives, trade associations, and business networks often provide access to information, services, resources, suppliers, and contacts that have significant impacts on productivity and income.

Any group that helps create a social support network can be of benefit, such as a women's group, maternal and child health group, or a religious group.

It is also important that women feel comfortable fully participating in these groups, meaning they can speak up and share their thoughts, experiences, and opinions, and that groups, in turn, validate those experiences with examples that reflect women's lives.

Women's participation in groups strengthens agriculture (and nutrition outcomes) by:

- enabling women to have access the services provided in this format, and to key information circulated through the groups
- giving group members, men and women, an opportunity to understand and meet the needs of their women members
- providing important social support

Is it enough for women to just participate? What about women's leadership?

Another important element to group participation is the opportunity for leadership. It is also important to assess women's level of participation as leaders within those groups, and within their communities.



How do women and men use their time? Are women free to choose how they spend their time?

When looking at gender roles, we see how women have many tasks including caring for children and the many responsibilities of running a household, in addition to her income-generating work. These add up to be a significant number of hours in the day. Women often work from before dawn to well after dusk.

Assessing whether women have a reasonable workload means examining how much time is allocated to productive tasks and how much is allocated to domestic tasks. It also includes considering how much of her day is spent in drudgery, and if women feel they have sufficient time for rest.

This might mean exploring how to reduce drudgery for women, how to lighten the emotional and physical labor of caregiving, and the nature of rest.

Does rest look the same for men and for women? Are women able to rest without doing another productive activity such as a craft, household chore, or caring for children? Do they have time for socializing and friendship? Do they have time to nourish their minds as well as their bodies?



Using these five measures, we can begin to assess and understand areas to focus women's empowerment interventions within agriculture.

Do any of these areas stand out to you in particular as being especially important or relevant to your work?



We have talked now about gender integration and women's empowerment.

Another thing people do to work toward gender equality is examine institutions and organizations through a gender lens. This is the work of gender mainstreaming.

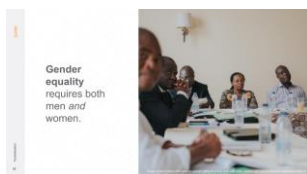
Gender mainstreaming is the process of using a gender lens to examine all aspects of an organization's strategies and initiatives, and within its culture, systems and operations. It requires capacity and accountability across the internal operations of an organization.⁴

Like gender integration and women's empowerment, the ultimate goal of gender mainstreaming is to achieve gender equality for all.



Everyone has a role to play in bringing this awareness into their work. From extension advisors and agronomists to M&E experts. From human resources, to grants and contracts officers, to project directors, to operations staff.

Each person can bring a gender lens to their work and identify how differences in men's and women's experiences can impact outcomes.



Remember, these initiatives are not just about making things better for women! Men have a lot to gain from gender equality- better outcomes and business in agriculture overall, healthier and more-equal relationships, and less-restrictive gender norms that free men to be and do more things.

⁴ Bill and Melinda Gates Foundation, n.d.

Whether addressing gender gaps or root causes of gender inequality, empowering women, or gender mainstreaming, the goal is to understand men's and women's concerns and experiences so that we can identify what gender gaps exist, increase women's empowerment where it is needed, and make progress toward achieving gender equality in the agricultural sector.

This takes everyone's input, and also is to everyone's benefit! ⁵



This has been a lot of information. Let's review some of the key things we have discussed today.

Gender integration: Adoption of a gender lens across programs and projects to accelerate progress towards addressing men and women concerns and experiences in order to achieve gender equality

Gender analysis: A gender analysis is a systematic look at the differences in the opportunities available to an individual or group based on their gender.

Women's Empowerment: The expansion of choice and the strengthening of voice through the transformation of power relations so that women and girls have more control over their lives and futures.⁶

Domains of women's empowerment in agriculture

1. Production: How much decision-making input do women have in agricultural production?
2. Resources: How much ownership do women have over assets and access to credit?
3. Income: How much control do women have over the use of income?
4. Leadership: To what degree do women participate as members and leaders in groups?
5. Time: How much time do women allocate to productive and domestic tasks?

⁵ CARE, 2020. "Gender and power relations can only be tackled through the proactive and voluntary engagement of men. Changes in gender norms, relationships and power dynamics between men and women are successful when they engage men and women as equals and aim to build the confidence of women while increasing the agency and self-esteem of men at the same time."

⁶ Bill and Melinda Gates Foundation. 2011.

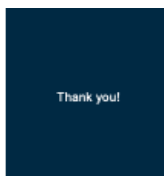
Gender mainstreaming: the process of integrating a gender lens into all aspects of an organization's strategies and initiatives, and into its culture, systems and operations.



What is a time when I saw a program or situation that did not work well for women or did not have equal participation from women? What could have been changed?

What role do I play in integrating gender equality into my work?

What role do I play in mainstreaming gender equality at my organization?



Thank you.

[Add contact info here if desired. Wrap up and set up for what's next]

Module references and further reading

Bill and Melinda Gates Foundation. 2011. Gender Equality Lexicon. <https://www.gatesgenderequalitytoolbox.org/definitions-concepts/gender-equality-lexicon/>.

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