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DATA | RESEARCH | ADVISORY

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What do people  
do about gender  
inequality?

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IGNITE TRAINING



*Image shows a smiling woman with a baby on her back, squatting down doing work. Image source: AdobeStock*

## RECALL

An **equity** approach is needed for gender equality.

*Illustration shows three people (one man, one woman, and one child) standing side by side. All of them stand on differently sized boxes and appear to be at the same closeness to the branch on top which they are trying to reach*



**Gender integration *seeks to* address imbalances *so that* all people can benefit equitably.**

**Integrating gender means**  
considering *how* program or  
organizational strategies, practices,  
activities, or interventions might impact  
people differently and foster power  
relationships

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

Consider men  
and women's  
**time to  
participate.**



*Image shows a row of men sitting on a bench outside working on printed training materials, and a woman sitting next to them and listening while she is also pounding grain and caring for a child : Axel Fassio / CIFOR via flickr.com (CC BY-NC-ND 2.0)*

Consider *what*  
men and women  
**work on.**



*Image shows a woman with a child wrapped on her back picking tea. Image source: Georgina Smith/CIAT via flickr.com (CC BY-NC-SA 2.0)*

THINK

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





# Gender integration...

is intentional

reduces gender gaps

addresses barriers

Transforms power relations

...in participation and access to, and control over, resources.

## A gender analysis...

Is a systematic methodology

looks at differences in roles, norms, constraints, needs, power and opportunity

considers access, decision making and availability

... to an individual or group based on their **gender.**

THINK

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



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

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

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.

**Empowerment**  
happens in many  
places, at many  
levels.



*Image shows a man and woman sitting together at a desk or table. The woman has a laptop and also a notebook that she is showing to the man: Stefano Bruno / ILRI via flickr.com (CC BY-NC-ND 2.0)*

THINK

What aspects of empowerment are important for women in agriculture, specifically?

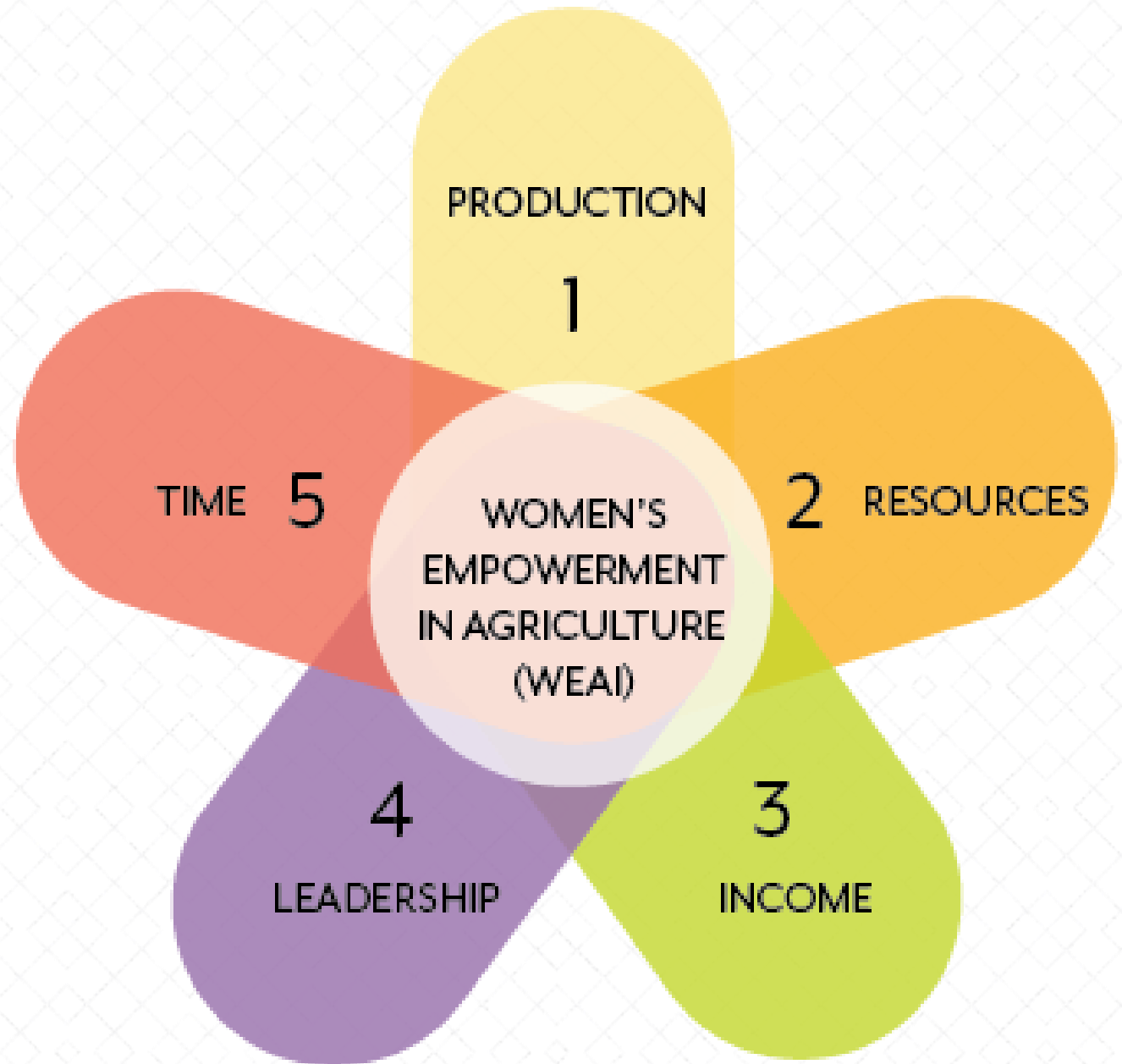




WEAI

# 5 areas of women's empowerment in agriculture

<https://www.ifpri.org/project/weai>



# 1. PRODUCTION

Decisions about  
agriculture production

**How much decision-  
making input do  
women have in  
agricultural  
production?**



*Image shows a man and woman in a field holding farm tools and looking at a phone together. Image source: AdobeStock*



## 2. RESOURCES

Access to and decision-making power about productive resources

**How much ownership do women have over assets and access to credit?**

*Image shows two men and one woman looking over the rails into a pig pen. Image source: Axel Fassio / CIFOR via flickr.com (CC BY-NC-ND 2.0)*

### 3. INCOME

Control of use of  
income

**How much control  
do women have  
over the use of  
income?**



*Image shows a smiling woman swiping a credit card in a pay point machine. Image source: AdobeStock*



## 4. LEADERSHIP

Leadership in the community

**To what degree do women participate as members and leaders in groups?**

## 5. TIME

Time allocation

**How much time do women allocate to productive and domestic tasks?**



*Image shows a row of men sitting on a bench outside working on printed training materials, and a woman sitting next to them and listening while she is also pounding grain and caring for a child : Axel Fassio / CIFOR via flickr.com (CC BY-NC-ND 2.0)*

THINK

Do any of the areas of women's empowerment stand out to you as being especially important or relevant to your work?



**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.

<http://genderstandards.org/standards/>







**Gender mainstreaming and gender integration requires everyone in an organization.**

**Gender  
equality**  
requires both  
men *and*  
women.



Image shows multiple men and one woman sitting at a long table with water, papers and various business materials in front of them. Ollivier Girard / CIFOR via flickr.com (CC BY-NC-ND 2.0)

## LET'S REVIEW

- Gender integration
- Gender analysis
- Women's empowerment
- The 5 domains of women's empowerment in agriculture (WEAI)
- Gender mainstreaming

AS YOU GO, THINK...

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

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





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Thank you!