



United Nations Entity for Gender Equality
and the Empowerment of Women

Developing gender transformative programmes in agriculture

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Gender mainstreaming is a process

- Gender mainstreaming is the **process** of assessing the implications for women, men and people with diverse gender identities of **any planned action**—including legislation, policies or programmes—in all areas and **at all levels**.
- It is a **strategy** for making the concerns and experiences of women, men and people with diverse gender identities an integral dimension of the **design, implementation, monitoring and evaluation** of policies and programmes.
- This is done so that all individuals may **benefit equally**—so that inequality is not perpetuated.

Definition from OHCHR

*“Equality of opportunities and - **of outcomes.**”*

Gender mainstreaming is not “women only”

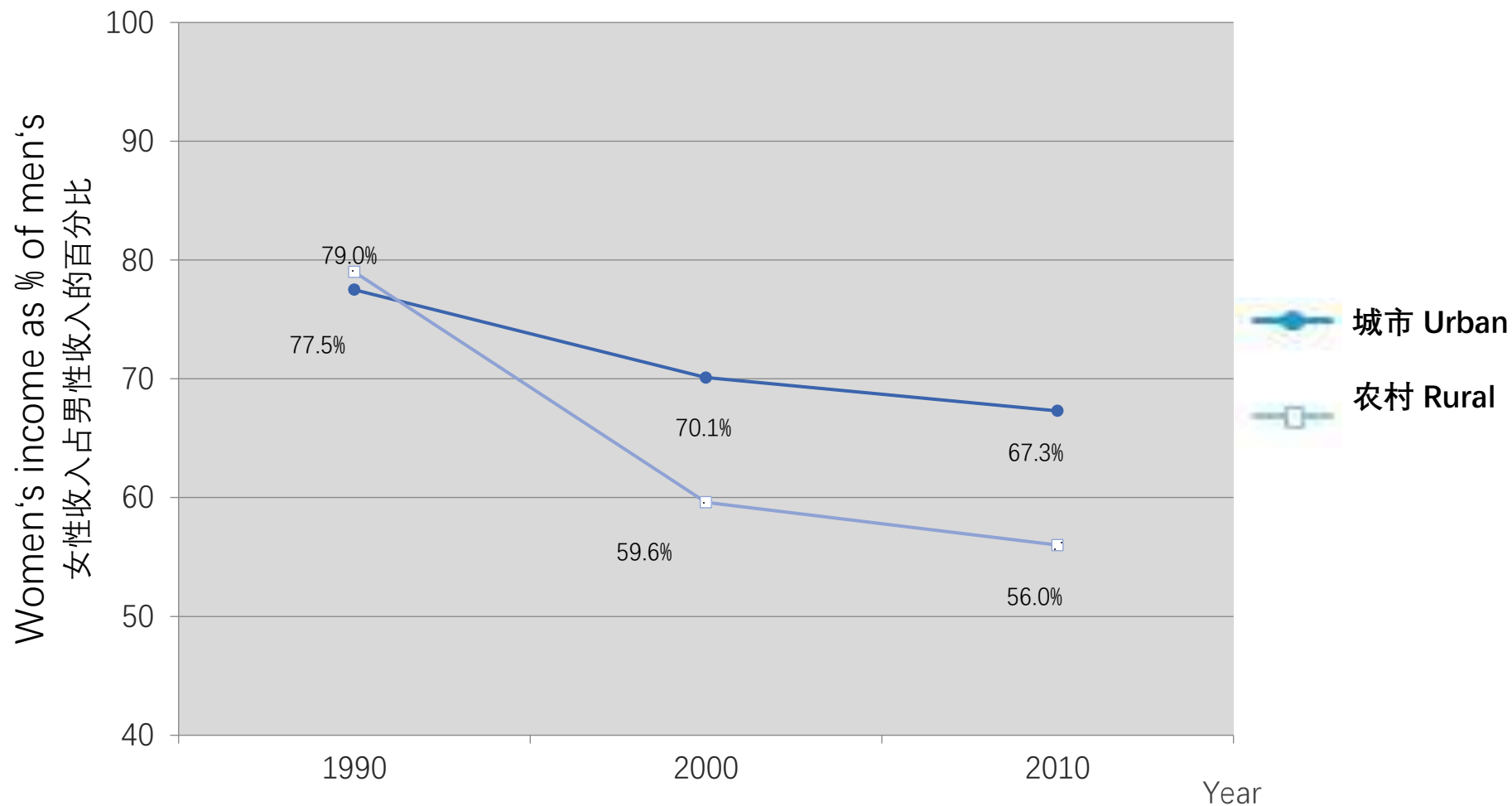
It is not...

- X About adding a “women’s component” or a “gender equality component” into an existing activity.
- X Only about increasing women’s participation.

It is...

- Bringing the **different experiences, knowledge and interests** of women, men and people with diverse gender identities, on policy and development agendas.
- Considering **rethinking and modifying our development planning**, to ensure all people will benefit equally- and not perpetuate inequalities.
- Working towards **transforming social and institutional structures** for gender equality.

Data in a nutshell



Data Source: All China Women's Federation, 1st, 2nd, 3rd Survey on the Status of Chinese Women
数据来源: 全国妇联 第一次, 第二次, 第三次妇女地位调查

Avoid perpetuating inequalities and reinforcing gender stereotypes

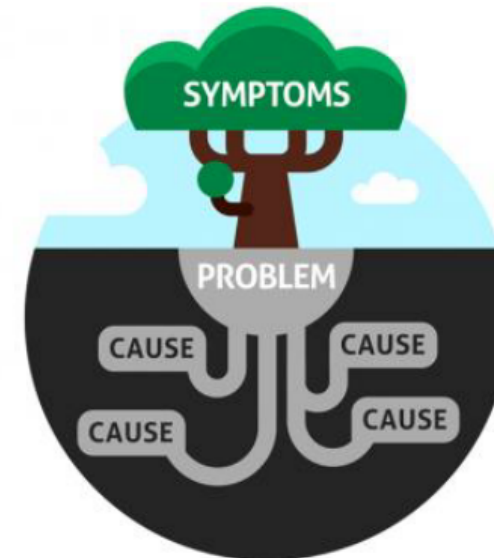
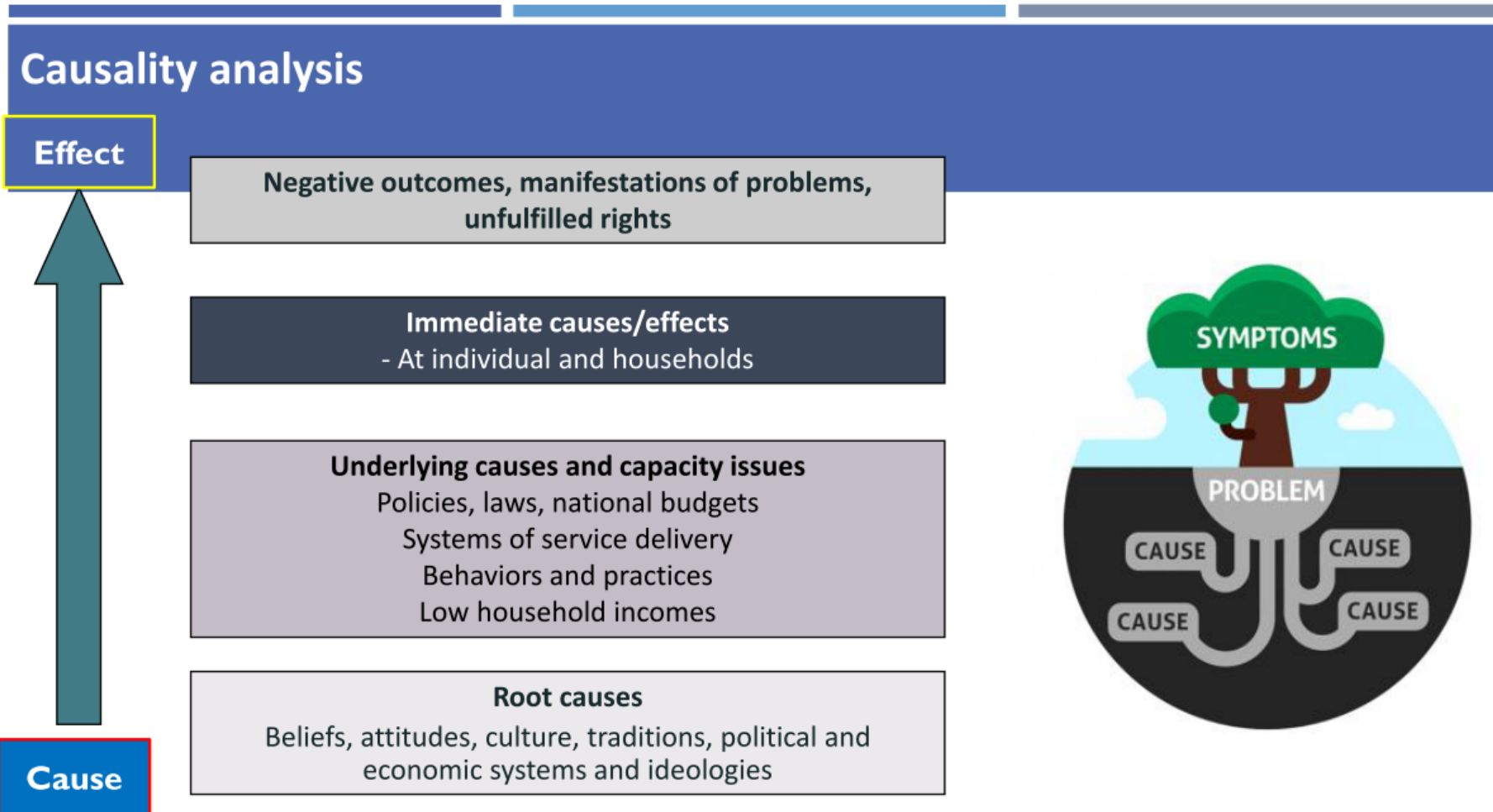
Women's and Children's Family



Praising between mother-in-law and daughter-in-law



Gender Analysis



Gender mainstreaming requires an analysis of how gender impacts the human rights of everyone

Gender Analysis Framework

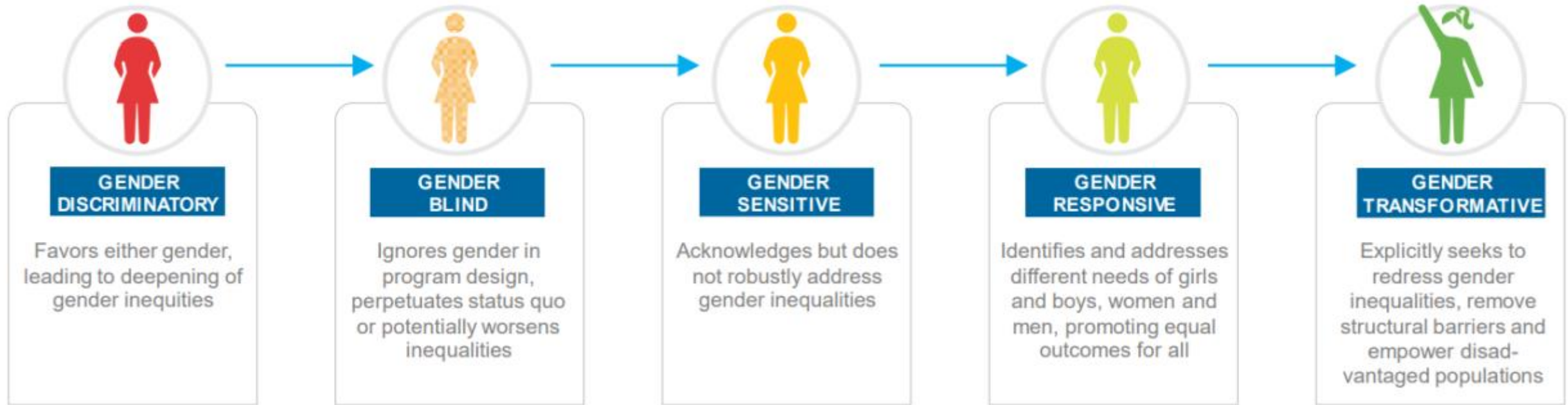
JHPIEGO GENDER TOOLKIT: A GENDER ANALYSIS FRAMEWORK (GAF)

*Source: A practical guide to
measuring women's and girl's
empowerment in impact
evaluations*

Domain	Focus
Access to assets	How gender relations affect access to resources and includes tangible assets (land, capital, and tools) and intangible assets (knowledge, education, and information)
Beliefs and perceptions	Informal societal norms - and systems which define access to assets (above), roles, responsibilities, and abilities to lead and/or participate in decision-making processes. ' Applies at individual, household, community and national levels.
Practices and participation	Norms that influence men and women's behavior, the types of activities they engage in and their roles and responsibilities. Impacts capacity to participate in different types of economic, political, and social activities, and their decision-making.
Institutions, laws, and policies	Differences between women and men in terms of how they are represented in, participate in and benefit from policies, rules governing institutions, and the services (relevance, accessibility (incl . Affordability), acceptability) delivered.
Power	Who has, can acquire, and can expend assets and decisions e.g. take advantage of opportunities, can exercise rights, freedom of movement and to associate with others, to enter into legal contracts, to run for and hold office, to vote. Determines the way men and women are treated by different types of institutions, policies, and laws.

- Differences in roles
- Difference in needs
- Different levels of power
- The impact of these difference in their lives

Gender Integration Continuum



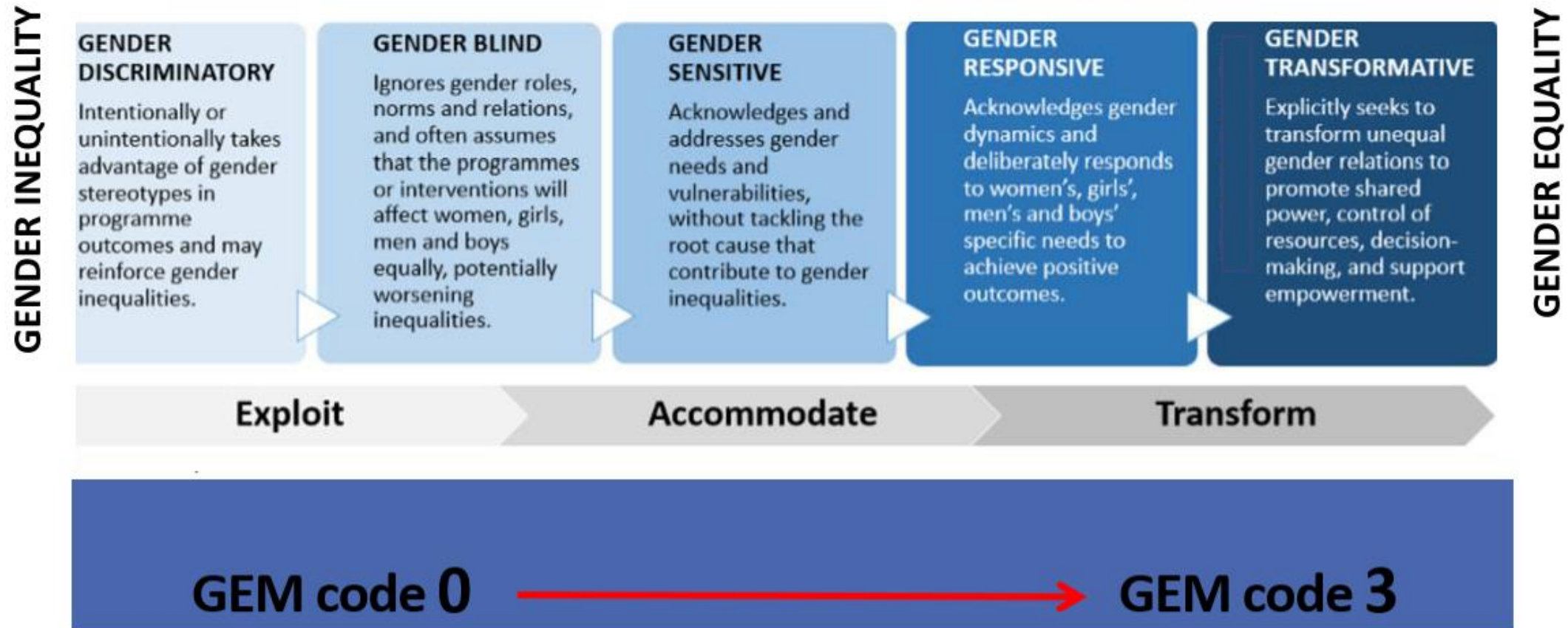
Take economic empowerment as an example:

1. No considerations of different needs
2. Targeted skills training to women and men
3. Cultivate women-led businesses
4. Favorable and enabling environment

- *Results*
- *Process: all actions, all levels, always*

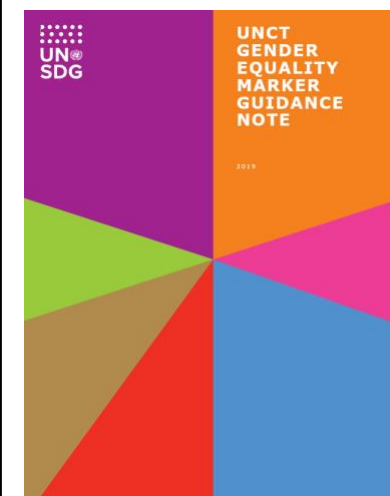
Gender Equality Marker

<https://unsdg.un.org/resources/unct-gender-equality-marker-guidance-note>



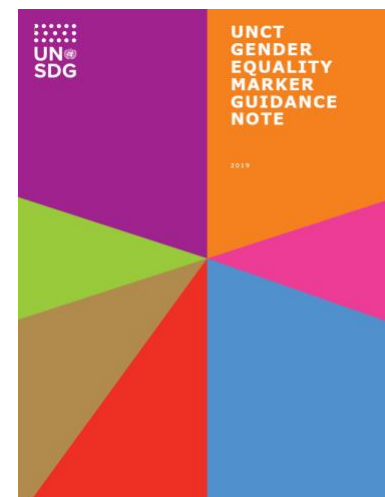
UNCT Gender Equality Marker Guidance Note

Code	Code Definition	Criteria for Use of Code
GEM0	The Key Activity is not expected to contribute to GEWE	<p>-The Key Activity is “Gender Blind”. In other words, <u>there is no consideration of gender equality issues in the Key Activity, its indicator or its activities.</u></p> <p>-GEM0 may be used in those rare instances where there are no possible gender equality dimensions to the intervention.</p> <p>In the case of the latter, it is essential that the UNCT outline in the UNCT GEM Justification Column of the Joint Annual Work Plan (AWP) why the Key Activity has been assessed as having no possible gender dimensions.</p> <p>-If an UNSDCF Outcome area has over 70% of its Key Activities coded at GEM0s each year – or if a Key Activity which the GTG determines as essential to advancing GEWE but remains at GEM0 - then the Chairs of the GTG and RG should report back to the Heads of Agencies/UNCT on this point. The UNCT would then discuss how/if the Outcome’s intended areas of work can be made more gender responsive. Measures which could take an GEM0 Key Activity towards a GEM1 Key Activity include, but are not limited to:</p> <ul style="list-style-type: none"> • <u>Incorporating a gender analysis as a component of the Key Activity</u>, with the intention that the gender analysis inform the future years’ Key Activities; • Increasing the targeting of the disadvantaged sex in the work captured in a Key Activity, and <u>making this measurable through revising the associated indicators</u> (where present); • Seeking to link the works under a GEM0 Key Activity to those of other areas of the UNSDCF which may have much stronger focus on GEWE;



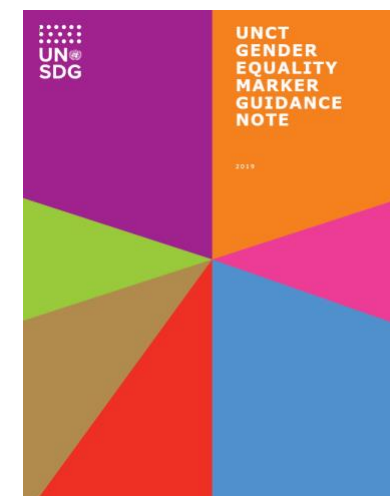
UNCT Gender Equality Marker Guidance Note

<p>GEM1</p>	<p>The Key Activity contributes to GEWE in a limited way</p>	<p>-GEM1 indicates that there are planned actions targeting the disadvantaged sex as a specified beneficiary, and this is also reflected in the <u>Outcome and Key Activity Indicators and/or Targets</u>.</p> <p>For example, in coding GEM1, while women and/or girls may be one of the specified target audiences, the work under the Key Activity does not include a focus on the root causes of gender inequalities which may be holding women and girls back in that sector. If the intervention did, then the code would be GEM2.</p> <p>For example, if there are capacity development interventions planned for farmers around <u>environmentally-friendly irrigation practices and the UNCT intends to ensure XX% of trainees are women</u>.</p> <p><u>-Stating “women and men” in Key activities does not allow for a GEM1 coding. The Key Activity must indicate that there is some level of focus on GEWE in order to have GEM1 code applied.</u></p> <p>-GEM1 would be applied if there is some intent to include an aspect of gender analysis in a broader Research/Knowledge Product Development or Policy review under the Key Activity. Generally, in this instance GEWE would still be minor to the overall anticipated Key Activity;</p> <p>-Measures which could determine a change from a GEM1 Code to a GEM2 Code include but are not limited to:</p> <ul style="list-style-type: none"> • Deepening the planned gender analysis under the work of a Key Activity, with the intent of using the results of the gender analysis to inform the interventions under the remaining years of the UNSDCF; • Focusing some advocacy efforts on raising awareness among decision-makers and rights holders on the root causes of gender inequalities in the sector covered and the specific needs of the women, men and girls, boys; • Incorporate Actions – and add indicators – targeting increasing the voices of the disadvantaged sex in the policy/service access processes which are covered under the Key Activity; • Setting gender-responsive targets within the Key Activity’s Indicators;
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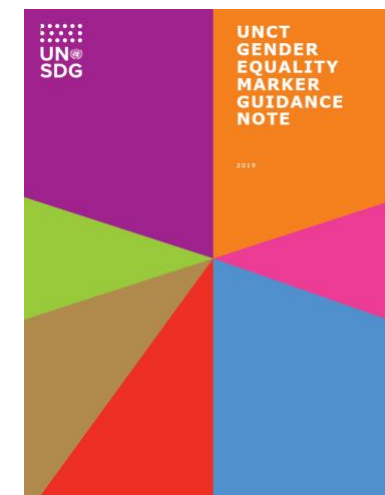
UNCT Gender Equality Marker Guidance Note

GEM2	GEWE is a significant objective of the Key Activity's overall intent	<p>- <u>Key Activity and its accompanying indicators clearly capture that gender equality is significantly mainstreamed into the broader work planned.</u></p> <p>-<u>For example, targeted trainings of women and girls within broader sectoral/thematic/process areas captured in a Key Activity does not warrant a GEM2 unless the trainings factor in the root causes of why women are disadvantaged in that sector; and unless the trainings also incorporate increased awareness of women and men of their respective rights and needs within the topic area/sector.</u></p> <p>-For GEM2 to be applied, the results languages of the Key Activity and Indicators should reflect one or more of the following:</p> <ul style="list-style-type: none">a) That a thorough gender analysis has or will be done relating to the Key Activity and/or Outcome, and that the analysis will inform the work under the Key Activity;b) The Key Activity articulates that there is intent to advocate for the elimination of root causes of gender inequalities in that sector;c)The Key Activity illustrates – through its language or that of the Indicators – that policy support will be provided targeting the reduction of gender inequalities within the areas covered;d) The Key Activity illustrates serious investment in increasing voices, participation and influence of the disadvantaged sex in the processes covered;e) There is serious investment planned under the Key Activity in supporting the Government's collection of sex- and age-disaggregated data (and applying a gender equality lens in interpreting data) in support of measuring normative commitments – including the CEDAW, the SDGs, BPfA and others.
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UNCT Gender Equality Marker Guidance Note

<p>GEM3</p>	<p>GEWE is the principal objective of the Key Activity</p>	<p>-For GEM3 to be applied, <u>narrowing gender inequalities, transforming prejudicial gender norms, or the empowering of women and girls</u> is the main reason the Key Activity is being undertaken.</p> <p>-Gender equality results must be accompanied by indicators that will track the proposed changes;</p> <p>-Simply put, when applying a GEM3 code, the UNCT is saying that without a gender equality focus, this Key Activity could not be undertaken.</p> <p>-A Code GEM3 would typically be applied in the following cases:</p> <p>a) Key Activities which reflect Joint Programmes/Programming/Coordination around gender equality including <u>ending gender-based violence</u>; b) increasing women and girls voice, participation and leadership in policy processes; increasing <u>socially inclusive economic empowerment</u>;</p> <p>c) Key Activities which reflect <u>long-term investment on GE and/or on ensuring the disadvantaged sex – most commonly women and girls – equal and equitable access to quality services in a sector</u>;</p> <p>d) Key Activities which strongly capture the need for <u>enhanced leadership and representation of the disadvantaged sex – most commonly women and girls - to overcome inequalities</u>;</p> <p>e) Key Activities which focus on establishing <u>long-term monitoring and/or data collection mechanisms</u> which would considerably deepen the Country’s knowledge of the situation of women and girls and gender equality when monitoring the implementation of the SDGs.</p>
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Twin-track approach


A twin-track (or dual-track) approach to gender mainstreaming:

Targeted Approaches



- Developing targeted interventions or actions that focus on specific gaps and challenges to gender equality.
- Targeted Interventions are those where gender equality is the principle or primary objective.

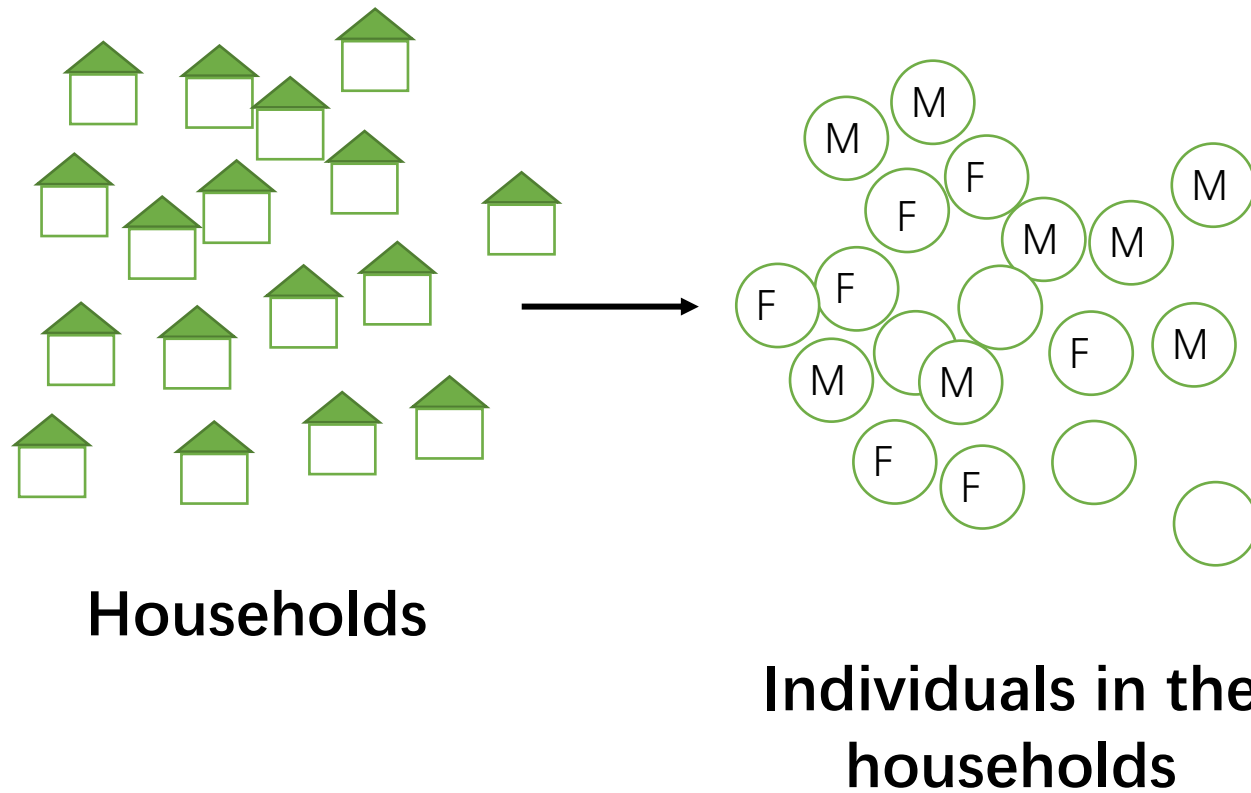
Integrated Approaches



- Integrating attention to relevant gender equality issues as a regular, routine part of policies and programmes in all areas – making policies and programmes gender-responsive.
- Integrated action describes *interventions where the principle goal is related to another sector or policy area, such as health, agriculture, or energy, but where gender equality is a significant objective.*

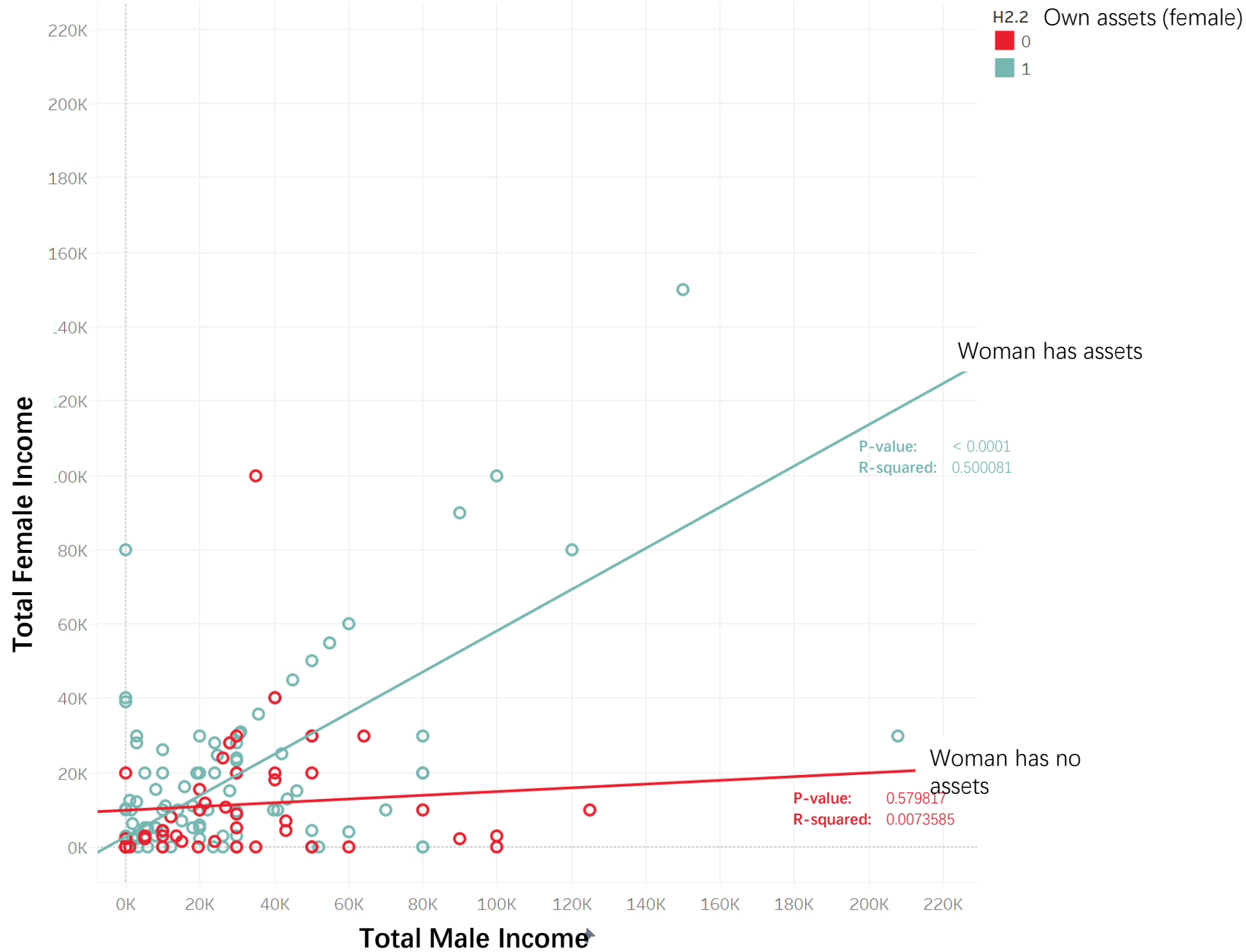
From paper to practice

Gender disaggregated data collection



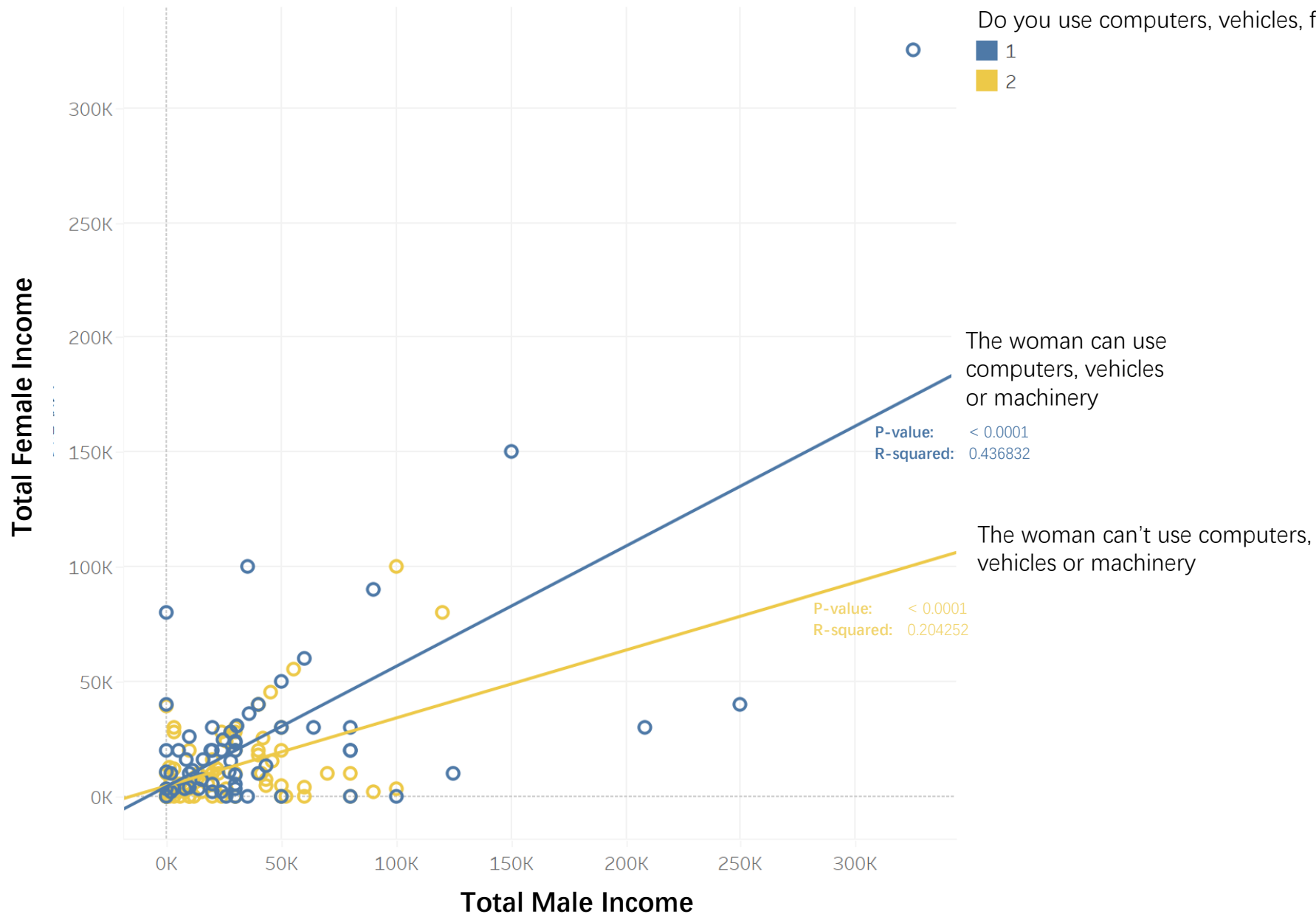
- No family member can answer for you.
- Family members, village officials, friends and neighbors should not be in the same room as much as possible during the interview.
- Ensure that interviewees, especially vulnerable groups, women, and other groups, are interviewed in a comfortable, private environment with a sense of trust and security.
- The interviewees are distributed as evenly as possible across income classes and social groups.

Total independent income (color-coded by whether the woman owns assets)



In households where women own assets, their income is closer to that of men.

Total independent income (by whether the woman can use computers or vehicles and other machinery)



In households where the women can use computers, vehicles or machinery, their income are closer to that of men.

Substantive equality is needed

Women's role in agricultural cooperatives



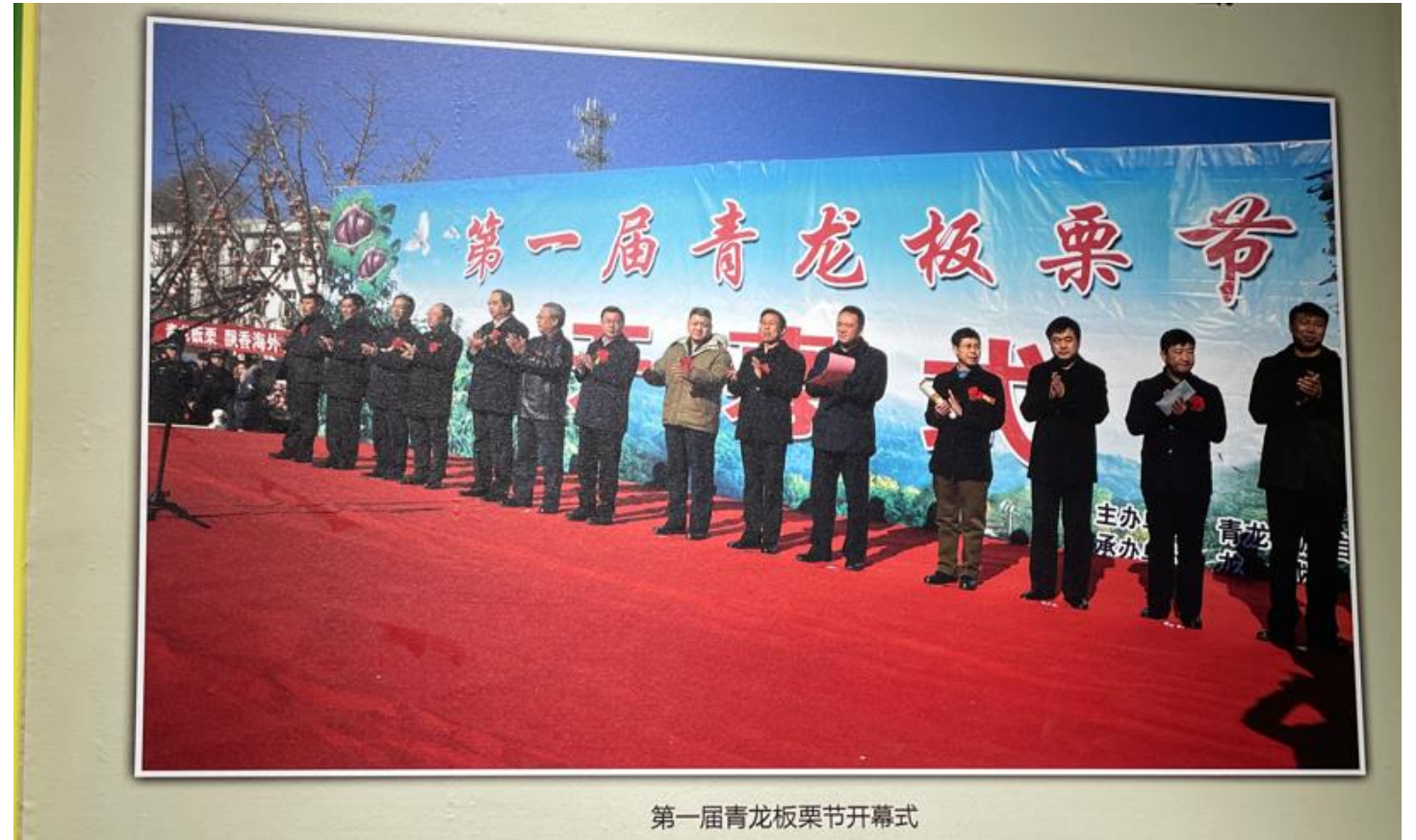
- Numbers of women who owns bank accounts (household owner in charge): 9/37
- Women as board members: 3/5- but all are family members



- Image on the cover page
- Not the board members of the cooperative

Enabling environment is needed

- Biased social norms
Lack of gender awareness
- Unfavorable policies and regulations
- And more...



Women's needs are clear

- Women's ability or desire to use and control productive assets is generally low. Even women in households own machineries and vehicles, they generally do not know how to use them.
- The inability to use machineries sometimes impairs their resilience to risks: a woman reported giving up growing food crops after husband died, who was the only person who knew how to handle a rice grinder in the family.



Thank you

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