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FOREWORD

Women play a critical role in agriculture in the developing world, accounting for about 70 to 80 percent of household food production in Sub-Saharan Africa, 65 percent in Asia, and 45 percent in Latin America. Men's movement into off-farm employment is strengthening women's role as agricultural managers and decision makers. Increasingly, the farmer in the developing world is a woman.

Recent decades have witnessed substantial gains in agricultural productivity and rapid advances in agricultural technology. These advances have often by-passed women farmers and reduced their productivity: women are thus underperformers in agricultural production. They face a variety of gender-based constraints as farmers and managers of natural resources. Countries must find ways to overcome this productivity gap, in order to meet the challenges of food production for the increasing population.

Despite increased awareness, well-documented research findings and the availability of more information on women's roles in agriculture at the country level, gender is not yet mainstreamed in the agriculture-related work of the World Bank and its borrower countries. In fact, women's pivotal role is still not sufficiently reflected in the design of agricultural programs and projects. One reason is that practitioners often lack the tools and know-how for integrating gender perspectives in their work. The present toolkit on gender issues in the agriculture sector is designed to partly fulfill this need.

The toolkit is part of a series of toolkits being designed as tools for assisting task managers in improving project performance by incorporating gender into their work. It comprises ready-to-use material designed expressly for World Bank task managers working in the agriculture and natural resources management sector. It presents a range of tools for gender analysis and practical "how-to" strategies, collected from program and project experience from around the world.

This toolkit is to be seen as a first edition, which will be tested for its usefulness by all Regions. It will be updated and revised to incorporate lessons learned as well as new developments and issues, more regional perspectives and additional examples of good practice.

We are confident that staff in the Bank who are grappling with the day-to-day issues of gender sensitive programming in the agriculture sector will find the toolkit useful and applicable in their day-to-day work. To increase its usefulness in the future we would welcome feedback and suggestions about how the toolkit can be improved. Comments and suggestions should be sent to Monica Fong in the Gender Analysis and Policy Group, Poverty and Social Policy Department.

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ACRONYMS

AFTHR	Africa Technical Department, Human Resources Division
ASAL	Agricultural Sector Adjustment Lending
ASTHR	Asia Technical Department, Human Resources and Social Development Division
CAS	Country Assistance Strategy
CFSOC	Official Cofinancing and Trust Funds, Cofinancing and Financial Advisory Services Department
CGIAR	Consultative Group on International Agricultural Research
CO	Country Operations Division
COS	Country Operations Support Facility
CTF	Consultant Trust Fund
CTFP	Consultant Trust Fund Program
ESW	Economic and sector work
FAO	Food and Agriculture Organization of the United Nations
GAP	Gender Analysis and Policy
GNP	Gross national product
GTZ	Gesellschaft für Technische Zusammenarbeit
IDA	International Development Association
IDF	Institutional Development Fund
INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
IWTC	International Women's Tribune Center
M&E	Monitoring and evaluation
NGO	Nongovernmental organization
NRM	Natural resources management
O&M	Operation and maintenance
PSP	Poverty and Social Policy Department
TOR	Terms of reference
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCO	United Nations
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Fund for Women
WIA	Women in agriculture
WID	Women in development

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CHAPTER I: GENDER IN AGRICULTURE

A. Purpose of Toolkit

This toolkit is designed to help Bank staff incorporate gender concerns into their agricultural sector work and the project cycle. Although no single strategy or package of interventions can cover the many different country situations that exist, the toolkit demonstrates:

- Why attention to gender is important
- How such attention can be ensured.

Development activities affect men and women differently; specific steps are often needed to make sure women are included and benefit in efforts to increase growth in the agriculture sector. Despite increased gender awareness, well-documented research findings, and the increasing availability of information on women's roles at the country level, attention to gender is not yet mainstreamed in ways that maximize the impact of policies and programs in the agriculture-related work in the Bank or borrower countries.

The following sections describe why, based on key findings from research, attention to gender in agricultural sector and project work is necessary. *Chapter II* shows how to ensure attention to gender in the Bank's lending and nonlending operations. Because the different steps of the project cycle are being revised in the different regions, the toolkit provides a basic, generic guide rather than a step-by-step approach geared to the project cycle. This chapter also distills lessons from project and sector work experience and draws examples of successful strategies, interventions, and promising approaches. *Chapter III* details the steps for including gender issues by agricultural sub-sectors. *Chapter IV* highlights some prominent agencies—international, bilateral, governmental, and nongovernmental—and Bank staff that constitute useful resources to which task managers can turn for expertise and advice on gender issues in agriculture. *Chapter V* presents samples of general terms of reference for gender experts hired at various stages of the project or business cycle. Task managers can adapt these to suit the particular country context in which they work. Because incorporating gender can entail costs for which funds have not been budgeted, *Chapter VI* lists additional financial resources that are available within the Bank for task managers to tap. For task managers who want to delve further into the subject, *Chapter VII* furnishes a list of useful publications, all of which are available in World Bank libraries. *Appendix I* to this toolkit contains a PowerPoint slide presentation giving an overview of gender issues in agriculture and outlining the main issues covered in this toolkit. Task managers can use this presentation to help build consensus for including gender in agricultural policy, programs, and projects. *Appendix II* includes the Bank's operational directive 4.20) on the gender dimension of development.

B. What Is Gender?

In all societies men and women play different roles, have different needs, and face different constraints. *Gender roles* differ from the *biological roles* of men and women, although they may overlap in nearly all societies. Women's biological roles in child bearing may extend their gender roles to child rearing, food preparation, and household maintenance. In agriculture, women are actively involved in production in most countries; however, men's and women's roles differ widely across regions. Among some groups, for example, women are responsible for milking; in others, men do this work.

Gender roles are socially constructed. They demarcate responsibilities between men and women in social and economic activities, access to resources, and decision-making authority. Biological roles are fixed, but gender roles can and do shift with social, economic, and technological change. For example, the introduction of new crops and technologies, mounting pressure on land, or increasing poverty or migration can change the roles of men and women in agriculture.

Social factors can reinforce or decrease gender-based disparities. These factors include:

- *Institutional arrangements* that create and reinforce gender-based constraints or, conversely, foster an environment in which gender disparities can be reduced. For example, where women primarily grow food crops, institutions providing agricultural credit for food crop production can either promote or discourage women's access to credit.
- *The formal legal system* that reinforces customary practices and gives women inferior legal status in many countries. Women are discouraged—and in some countries legally barred—from owning land, property, and other agricultural assets; opening bank accounts; or contracting for credit in their own names.
- *Sociocultural attitudes* and ethnic and class/caste-based obligations that affect farming systems and determine which crops men and women grow, who drives tractors or gives livestock vaccinations, or whether women need their husbands' approval to sell their cattle or the products of their labor.
- *Religious beliefs and practices* that limit women's mobility, social contact, access to resources, and the types of activities they can pursue. Religious law, for example, often stipulates gender-based differences in inheriting land.

Gender is only one of many constraints to increasing agricultural productivity; indeed, resource endowments such as farm size or social factors, such as tribe or caste, may have a greater influence on factors of production than gender. But, within each social and economic group, gender roles will mediate the response to change and can reinforce the constraints on women. For example, women farmers generally face more barriers than men in operating effectively in factor markets. As a result, they incur

higher effective costs for information, technology, inputs, and credit and their productivity is lowered. Women also lack incentives to increase productivity: food crop prices are low, their access to markets is poor, and husbands often control the income from the products of women's labor.

C. Why Gender Makes a Difference

Women are, of course, an integral part of farming households. They produce over half the food in many developing countries, bear most responsibility for household food security, and contribute to household well-being through their income-generating activities. Yet, women usually have more limited access to resources and opportunities and *their productivity remains low relative to their potential*. In some regions, men and women have different farming systems, different domains—for example, crops or livestock—different access to resources, and different status. In general, compared to men within the same household, women have:

- A wider range of tasks and enterprises
- Different production objectives
- Dissimilar production constraints.

Econometric evidence on gender differences in agricultural productivity points to the importance of investing in women by increasing their human capital through education and extension, and by increasing their access to physical and financial inputs. Key findings are:

- *Women farmers are as efficient as men farmers, once other characteristics and input levels are controlled for.*¹ Simulations using Kenyan data (see Table 1) suggest that increasing women's physical and human resource capital to the level of men's would bring significant gains in agricultural production. Limited access to inputs combined with cultural constraints on women's farmwork tend to reduce women's labor productivity and their participation in high-productivity agricultural work.²
- *Women farmers underperform* in agricultural production because they lack access to information, credit, extension, inputs, and markets and by household and child care tasks limit the time they have available. This underperformance oc-

¹ A. Quisumbing, 1994, Gender Differences in Agricultural Productivity: A Survey of Empirical Evidence, Discussion Paper Series No. 36, Education and Social Policy Department, World Bank, Washington, D.C.

² A. Quisumbing (1994).

curs despite the longer hours they work than men in traditional farming systems.³

- The gradual *feminization of agriculture* in many countries makes attention to women farmers necessary in implementing agricultural policy and programs. As men move out of agriculture into other sectors, women remain on the farm, gradually feminizing the agricultural labor force.
- *Attention to gender facilitates economic and social objectives.* As the research findings summarized in Table 1 show, improving women's access to resources, control over income, and education, while reducing their time burden generates both efficiency and welfare gains.
- *Conversely, ignoring gender concerns can lead to project failure.* Ignoring gender issues can result in projects that are technically successful but negative affect both women and children. Cotton projects funded by the International Development Association (IDA) in three francophone African countries, for example, achieved their production objectives and benefited farmers. The impact evaluation,⁴ however, showed the projects had affected women and children adversely, reinforced the power of men household heads, and increased social and economic stratification. In households growing cotton, women's labor input increased, polygamy increased, and some women became financially less self-sufficient.

³ L. Brown and L. Haddad, 1994, *Time Allocation Patterns and Time Burdens: A Gendered Analysis of Seven Countries*, International Food Policy Research Institute, Washington, D.C.

⁴ World Bank, 1987, *Impact Evaluation of Cotton Development Programs in Burkina Faso, Côte d'Ivoire, and Togo*, Report No. 6878, Operations Evaluation Department, Washington, D.C.

Table 1: Returns to Increasing the Human and Physical Capital of Women Farmers

	When women farmers have the following:	Yield increases by this percent:
Maize farmers, Kenya, 1976	The age, education, and input levels of men farmers	9.0
	Primary schooling	24.0
Food crop farmers, Kenya, 1990	The age, education, and input levels of men farmers	22.0
	The same land area as men farmers	10.5
	The fertilizer level used by men farmers	1.6

Source: Mook 1976; Saito, Mekonnen, and Spurling 1992.

Table 2: Positive Results When Attention Is Paid to Gender Equity

When:	Positive Results Are:
Women have better access to and control over resources.	<ul style="list-style-type: none"> • They often have a greater increase in productivity than men. • They employ credit more efficiently than men and have excellent repayment rates. • They invest more than men in productive activities.
Women have more free time.	
Women have better access to and control over their income.	
	<ul style="list-style-type: none"> • Production increases. • Birth rate decreases as fast as their income increases. • Children's education increases.

D. Gender Analysis in Project Design

Evidence from many countries shows that women usually do not benefit automatically from agricultural development projects. Gender-neutral programs can sometimes bypass or be detrimental to women. Gender analysis as defined below will, therefore, more often need to focus on women than on men. Special steps to include women and overcome constraints to their participation are usually needed.

Gender analysis can significantly increase efficiency, sustainability, and equity in interventions for rural and agricultural development. *The aims of using gender analysis in agriculture* are to:

- Generate economic and social gains
- Improve overall project performance
- Overcome gender barriers that constrain agricultural productivity
- Promote equality of opportunity according to gender differences and needs
- Increase the participation of both men and women in project activities
- Ensure that new technologies will not adversely affect women.

At its simplest, gender analysis entails *seeing what our eyes have been trained not to see*. It is asking questions about the differences between men's and women's activities, roles, and resources to identify their developmental needs. Assessing these differences makes it possible to determine men's and women's constraints and opportunities within the farming system. By doing this, gender analysis can help ensure the provision of agricultural services that are needed by men and women farmers and are appropriate to their circumstances. This requires understanding men's and women's roles in farming by analyzing quantitative and qualitative information about the following:

- *Activities*
 - Who within the household carries out which agricultural tasks and how rigid is the gender division of labor?
 - What are the daily and seasonal variations in labor availability?
- *Resources and constraints*
 - Who has access to and control over productive resources, such as land and finance or human capital resources such as education, knowledge, time, mobility, and energy?
 - What are the implications for those with limited access or control?
 - What decisions do men and women make in the family and community?
 - How do constraints under which men and women operate differ?
- *Benefits and incentives*
 - Who controls production?
 - Who receives wages or benefits from production?
 - Who controls income—that is, what are the incentives for different family members and who receives them?
 - Which expenditures are men and women responsible for?

Box 1: Gender Analysis in a Natural Resources Management Project

Identification of interests of various stakeholders in use of land area, resources, and products.

- Who uses what area of land for what purpose?
- Who owns or takes care of which livestock?
- Who participates in decisionmaking at individual, household, and community levels?

Monitoring of:

- Gender differences in participation in project activities, such as:
 - Consultation on land-use patterns
 - Decisionmaking on the community action plan
- Gender differences in constraints to participation:
 - Time availability
 - Cultural restrictions on attendance and speaking at community discussions
- Gender differences in receipt of benefits: to what extent the project meets the different needs of men and women.

Table 3 highlights some typical but erroneous perceptions that often constitute pitfalls in incorporating a gender-balanced approach in project and sector work in agriculture. It also suggests some “escapes” or ideas that counter these frequently visited pitfalls.

Table 3: Seven Frequent Pitfalls in Design

Pitfall	Escape
1. Adding gender issues will make the project into a Christmas tree.	Gender is not an add-on but a mode of analysis to ensure responsiveness, sustainability, and beneficiary ownership of the project.
2. Funds are too tight or time is too short to allow a gender expert on the project.	Removing constraints to women’s productivity can be a good investment, and attention to gender can improve project sustainability at low cost.
3. A woman on the project team assures attention to gender.	All women are not experts in gender analysis. A woman on the team will facilitate <i>access</i> to women but will not ensure gender <i>expertise</i> , unless she is trained in gender issues.
4. Working with NGOs in a participatory	Participation or work with NGOs will not

approach ensures that women's views are heard.	necessarily include the participation of women unless specific steps are taken to do so.
5. The husbands speak for the whole family, so the women's views have already been taken into account.	Many women don't have husbands. Husbands are often poorly informed about women's choices and preferences, and agreement within the household is not automatic.
6. Women are already taken care of by the home economics department	Home economics usually excludes women's economic roles as agricultural producers.
7. Women have no interest in project activities, because they don't come to the meetings or make themselves heard.	Timing and location of meetings may preclude women's participation; social custom usually prevents them from disagreeing with men in public.

Helping all farmers—men and women—achieve their full productive potential requires designing strategies that respond to gender needs. Of particular importance are:

- Overcoming existing productivity constraints for women farmers by removing barriers to their access to information, inputs, credit, and services
- Drawing on women's knowledge base in agricultural production in research and extension to improve productivity
- Increasing the participation of farmers of both sexes in the design and implementation of agricultural policies, projects, and programs.

E. World Bank Agricultural Action Plan

The World Bank's recently formulated Agricultural Action Plan *From Vision to Action in the Rural Sector* articulates the Bank's strategic vision for its rural, agricultural, and natural resource activities. Gender analysis and action presents an opportunity to operationalize the action plan more effectively and create a level playing field for all players. The plan is based on the recognition that sustainable agricultural growth and rural development can make a powerful contribution to three critical goals:

- Global and national food security
- Rural income growth and poverty reduction
- Sustainable natural resources management.

The World Bank group will assist partners in achieving agricultural growth and rural development in accordance with the goals of:

- Widely shared rural farm and nonfarm growth with private and competitive agriculture and agribusiness as the main engine of growth

- Ample remunerative employment opportunities for men and women through family farms and nonfarm enterprises
- Sustainable management of soils, water, forests, grasslands, and fisheries by rural people
- Linkage of rural people to well-functioning markets for products, inputs, and finance
- Rural people's access to medical care, clean water and sanitation, educational opportunities, and sufficient nutritious foods
- Essential legal frameworks, public investment, productive, and social services provided and financed in a pluralistic, decentralized, and participatory manner.

F. World Bank Gender Policy

The World Bank recognizes that:

- Persistent gender disparities hamper economic efficiency and growth.
- Public policy can make a difference in closing the gender gap.

The Bank's gender policy⁵ aims to reduce gender disparities and enhance women's participation in the economic development of member countries. To this end, the Bank—through its analytical work, policy advice, and lending programs—assists member countries to:

- Design gender-sensitive policies and programs by:
 - Identifying barriers women face
 - Assessing costs and benefits of strategies to address these barriers
 - Ensuring effective program implementation
 - Establishing effective gender-disaggregated monitoring and evaluation systems
- Reviewing and modifying, as necessary, the legal and regulatory framework
- Strengthening the data base for gender analysis
- Obtaining necessary financing to support these policies and programs.

To analyze gender issues in each country, the Bank uses country poverty and gender assessments, public expenditure reviews, other economic and sector work, and country

⁵ The Bank's policy on gender is defined in World Bank, 1994, *Enhancing Women's Participation in Economic Development: A World Bank Policy Paper*, Washington, D.C. and in OD 4.20 "The Gender Dimension of Development" (see Appendix 2.)

dialogue. The analysis and strategies are incorporated into the country assistance strategy and reflected in the lending program.

CHAPTER II: IMPROVING AGRICULTURAL DEVELOPMENT PROJECTS THROUGH GENDER ANALYSIS

A. Gender Roles in the Farming System

Women and men have distinct roles within the farming system. Gender differences in rural farming households vary widely across cultures (see Table 4), but certain features are common. Women tend to concentrate their agricultural activities around the homestead, primarily because of their domestic and reproductive roles; they play a critical role in food production, post-harvest activities, livestock care, and increasingly in cash cropping. Certain tasks, activities, or enterprises are regarded as “male” or “female.” In some settings, a rigid division of labor exists between men and women: household members have separate incomes and expenditures and reciprocal or skewed rights and obligations. In others, the division of labor and specialization of tasks is less rigid and not as skewed. In general, however, women tend to have a wider range of activities and enterprises than men. On the one hand, they have productive activities in agriculture and livestock management; on the other, they have chief responsibility for reproductive activities, that is, the bearing and rearing of children and maintenance of the household. Although the gender-based division of labor in the farming system varies widely, it still affects responses to agricultural innovation everywhere.

Table 4: Gender-Based Differences in Agriculture

Access to:	Gender-Based Differences:
Land	Land title and tenure tend to be vested in men, either by legal condition or by sociocultural norms. Land reform and resettlement have tended to reinforce this bias against tenure for women. Land shortage is common among women. Compared to men, women farm smaller and more dispersed plots and are less likely to hold title, secure tenure, or the same rights to use, improve, or dispose of land.
Extension and training	Women farmers have less contact with extension services than men, especially where male-female contact is culturally restricted. Extension is often provided by men agents to men farmers on the erroneous assumption that the message will trickle “across” to women. In fact, agricultural knowledge is transferred inefficiently or not at all from husband to wife. Moreover, the message itself tends to ignore the unique workload, responsibilities, and constraints facing women farmers.
Technology	Women generally use lower levels of technology because of difficulties in access, cultural restrictions on use, or regard for

	women's crops and livestock as low research priorities.
Finance	Women have less access to formal financial services because of high transaction costs, limited education and mobility, social and cultural barriers, the nature of their businesses, and collateral requirements, such as land title, that they cannot fill.
Time	Women face far greater time constraints than men. They may spend less time on farmwork but work longer total hours on productive and household work and paid and unpaid work, due to gender-based division of labor in child care and household responsibilities.
Mobility	Women are less mobile than men, both because of their child care and household responsibilities and because of sociocultural norms that limit their mobility.
Education and training	Women are less educated in parts of Africa, Asia, and the Middle East. Their illiteracy hampers their access to and ability to understand technical information. Worldwide, women have less access to education and training in agricultural subjects.

Women's agricultural activities are changing with mounting pressure on land, environmental degradation, increased rural poverty, and male out-migration. Female-headed households, in particular, may suffer from labor constraints, especially for the typically male task of land preparation. In addition, household data often underestimate the proportion of de facto female-headed households. The identification of female-headed households depends to a large extent on how surveys are designed and administered. Most households are traditionally described as male-headed, but further questioning reveals that many male heads are very young, very old, or absent (see Box 3). This underestimation can have two effects:

- Women may not be considered farmers.
- Female-headed households may not have access to resources and services.

It is important to ensure that assistance is given to both men and women, including those women who are heads of farming households.

<p>Box 2: New Commodities and Technologies Often Increase Demand for Women's Labor</p> <ul style="list-style-type: none"> • Irrigation of crops requires increased labor. Gender-specific labor patterns result in the increased labor demand falling disproportionately on women.

- Animal traction increases the area cultivated and so increases women's work in weeding, unless weeding by animal-drawn weeders is also adopted.
- Sedentarization of pastoral societies increases women's work: women often assume new responsibilities for crop production; the new grain-based diet requires more processing, cooking, and, therefore, collection of water and fuel than did the previous meat-based diet.
- The introduction of modern hybrid varieties requires additional, seasonal, and timely labor inputs and increases female labor requirements for maximum yields.

Box 3: Underestimation of De Facto Female-Headed Households

In a survey of 3,405 households in the Senegal Valley, 95 percent of all households were identified as male-headed; however, a baseline survey of 365 households in the same area found only 91 percent of households to be headed by men. A breakdown of these figures shows that of these male heads of households:

- 8 percent were under 8 years old
- 4 percent were 8 to 14 years old
- 26 percent were over 14 years old but absent

In fact, 47 percent of households were headed by men who were adult and present.

Similarly, in a Mauritanian survey, although 77 percent of households were headed by men, only 53 percent had the traditional profile of a husband, his wife or wives, and children present on the farm.

Constraints common to men and women farmers can be addressed by generally improving the agricultural environment and the responsiveness of agricultural services to all farmers. But often, *merely gender-neutral policies are not adequate*; a more proactive strategy is required to ensure that projects take into account existing gender imbalances, promote equitable access to resources and benefits, and motivate both men and women to participate in project activities. Moreover, gender roles change over time. These changes must be reflected in the design and implementation of agricultural projects. Sector work and project preparation become crucial in this regard.

B. Borrower Country Ownership

Gender issues are more complex and difficult to address than technical or managerial issues; they may need more time, sensitivity, and resources. The World Bank's policy is to:

- Review legal and regulatory frameworks
- Assist member countries to design gender-sensitive policies and programs
- Strengthen the data base for gender planning and monitoring

- Obtain financing if necessary.

This cannot be done without country consultation and ownership. The Bank, thus, undertakes actions to *encourage country-level ownership* of gender-related policies and programs in the borrower country (see Box 4). To encourage ownership, the gender policy paper recommends that the Bank:

- Assist borrowers in developing the institutional capacity to formulate national policies
- Build a consultation process with governments, NGOs, and other donors on gender issues and so ensure the relevance of the Bank's country assistance strategy (CAS)
- Enhance awareness and expertise by employing local consultants in data collection, surveys, and analyses
- Increase women's participation in the decisionmaking phase of project design

It is, therefore, important for the task manager to take the opportunity to introduce gender early in the country policy dialogue and programming discussion at all levels. Understanding of gender issues and commitment to implement gender analysis at the highest level is essential but must be complemented by ownership by technical-level staff as well.

Appendix 1 provides a set of generic slides on gender issues in agriculture to assist task managers in introducing the issues. This set of basic slides covers gender-based differences in agricultural production, the rationale for gender analysis in agriculture, and the Bank's role in promoting a gendered approach.

Box 4: Encouraging Country Consultation and Ownership

The World Bank's gender policy emphasizes the importance of country dialogue and ownership. Methods of building a consensus between the Bank and government on the gender strategy vary by country. The following actions have been successful in several projects:

- Conduct gender studies and workshops to inform and sensitize policymakers and staff
- Elicit opinions through stakeholder workshops and policy dialogue to emphasize gender concerns in developing farmer-centered strategies
- Involve staff with gender experience in CAS preparation, portfolio reviews, and discussions during country implementation reviews, discussions with development agencies, and country-level assessments of gender issues
- Send officials on study tours to countries where gender-aware policies are in place
- Set specific objectives to reduce gender disparities that are particularly acute or demonstrably costly, for example, increasing women farmers' access to productive inputs or credit.

Sources: J. Murphy, 1994, *Gender Issues in World Bank Lending*, World Bank, Operations Evaluation Department, Washington, D.C.; World Bank, 1994, *Enhancing Women's Participation in Economic Development: A World Bank Policy Paper*, Washington, D.C.

Adopting a participatory approach can promote a sense of ownership among various stakeholders toward a proposed project. In the context of Bank-supported activities, stakeholders are those affected by the outcome—negatively or positively—or those who can affect the outcome of a proposed intervention. They may include government and directly and indirectly affected groups. Getting the right stakeholders is essential to producing good results; however, because of existing gender-based differences in roles, needs, and constraints, women cannot be assumed to automatically benefit from efforts to involve local communities. In fact, experience shows that specific steps must be taken to ensure that women participate and benefit; otherwise, they usually do not. Consulting women stakeholders directly yields rich and detailed information about their perceptions, priorities, and constraints and helps understand their situation (see Box 5).

Box 5: Consulting Women Directly: Participatory Approaches to Information Collection

Participatory approaches are valuable in the information-gathering phase or when strategies are being identified. They also enable communities to identify and express their interests in the design, management, and expected outcome of the project. Under *participatory rural assessment*, multidisciplinary teams of insiders and outsiders, men and women, learn from a small sample size of local people through observation, interviews, discussions, and diagrams. They use semistructured techniques (including the village-level methods listed in Table 5 to gather qualitative descriptions. The discussions are wide ranging. Little statistical analysis is done or conclusions drawn in the village; however, it is often difficult to obtain women's opinions without the (possibly constraining) presence of male elders. Several strategies can be used to increase participation by rural women:

- Negotiate early with male village elders to obtain their support.
- Hold separate meetings. For example, in preparing the *Egypt: Matruh Resource Management Project* (Cr. 2504) a woman consultant and a woman Bedouin veterinarian held meetings with women in parallel with all-male meetings. The final project design included a rural credit component based on the needs identified by women in the participatory rural assessment. A similar process is being used in the preparation of the *Philippines Natural Resources Management Project*.
- Identify a village woman to act as a spokesperson for the other women in a public meeting.
- Employ women enumerators to gather data. For example, in developing the *Women on Development Sector Strategy* in Morocco, local women from ministries and NGOs were trained to carry out participatory rural assessment. They were always

careful to include and work with the village men. The information was used to identify needs and develop a strategy.

- Consult women staff for information on women farmers. As the result of a workshop to develop action plans for implementing an extension program under the *Nigeria Women in Agriculture program*, former home economists working in rural areas were redeployed as agricultural extension agents.
- Consult NGO representatives and experienced local consultants as surrogates. Under the *Andhra Pradesh Forestry Project* (Cr. 2573) in India, workshop participants identified rural women as among those to be affected by the proposed project. As a result, gender was mainstreamed into the following project components: institution strengthening by increasing women staff in number and grade and providing gender training to all staff, increased participation of rural women in training and village committees, and a special study on fuel-efficient stoves.
- Meet women in their fields. Fields are often a better location for discussions with rural women, because cultural restrictions on women expressing opinions there may be less severe than in official village meetings.
- Photograph the lives of rural women and then discuss the pictures with them, as was done during a poverty assessment in Burkina Faso.

Strengthening the institutional capacity of the government and other partners to undertake gender-related actions under a Bank-supported agriculture project may be necessary. To enhance local institutional capacity and understanding of gender issues, task managers can:

- Initiate policy dialogue to broaden the agenda
- Increase resources for gender
- Appoint national or regional gender coordinators
- Promote affirmative action to increase women staff
- Develop gender training programs for staff
- Improve gender-disaggregated data collection and analysis.

Table 6: Gender Issues for Agriculture Sector Work

Information Needed/Questions to Ask	Benefits of Gender Analysis
<p><i>Clarify gender implications of the main economic issues in agriculture:</i> What are the gender roles in these issues? Will proposed reform strategies have different impacts on men and women?</p>	<p>Actions to further development objectives can be more reliably identified. Men's and women's ability to respond to incentives can be addressed. Actions can be designed to minimize negative impact on one gender and maximize overall results.</p>
<p><i>Clarify gender equality in laws and government</i></p>	<p>The proposed actions may be designed to</p>

Table 6: Gender Issues for Agriculture Sector Work

<p><i>policies:</i> Is there legal equality in:</p> <ul style="list-style-type: none"> • Property law, land title, and tenure? • Access to credit and savings? <p>Is gender explicit in:</p> <ul style="list-style-type: none"> • The national development plan? • The agricultural development plan? <p><i>Assess gender relations in the household:</i> How do women participate in family and community decisionmaking? Is male-female contact culturally restricted? What are the gender differences in customary law?</p> <p><i>Determine number of de facto women heads of farming households and women's role as farmers:</i> What are traditional attitudes to women as heads of households? Are census/survey data available on women as heads of farming households? Do they agree with data from smaller intensive surveys? How did methodologies differ? How were questions worded or administered? What are the rate and characteristics of male out-migration? How much farmland (titled or customary) do women, especially heads of households, hold?</p> <p><i>Identify expertise and pressure groups for gender:</i> Is there a gender unit in the ministry of agriculture? Is there a special women's ministry or unit? Are these units effective? Which NGOs are working on gender?</p> <p><i>Assess gender representation in the civil service:</i> What are the percentages of staff by gender in</p>	<p>correct de jure gender bias. This helps ensure a gender-balanced approach and prevents compromising the success of actions or worsening of women's situations.</p> <p>Gender analysis can uncover actual inequality that may be masked by legal equality. It can reveal the views of both men and women, particularly from rural areas. Then, actions can be based on their expressed needs, rather than imposed top-down.</p> <p>The importance of women as farmers and as heads of farming households is known. Special actions to ensure that women's access to farming resources, services, and opportunities can be designed as needed.</p> <p>Potential partners, implementers, and sources of information can be identified.</p> <p>Having more women staff at the field level can promote attention to gender, es-</p>
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Table 6: Gender Issues for Agriculture Sector Work

agricultural ministries? Are women in support, technical, administrative, or managerial positions? Are staff knowledgeable about rural women?	pecially where male-female interaction is restricted. Having more women staff at higher technical levels promotes such attention in technical and policy matters.
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C. Collecting Information on Gender

Appropriate strategies to achieve desired country, sector, or project objectives can only be identified when good baseline information and gender-disaggregated data are available. Data are needed, on the one hand, to identify issues and, on the other, to determine prevalence and practice in the population in the intended project area. Data are also needed during implementation so that improvements can be identified and interventions monitored and evaluated from a gender perspective.

The Bank's operational work, whether country assistance strategies, poverty- or gender-focused assessments, economic and sector work, or projects, requires economic, technical, and social information. Much background information has little or no gender significance—such as rainfall, technical feasibility, unit cost of inputs or training, or operating costs of a research program. Some appear not to but may be gender-specific on close scrutiny—such as legislation or its interpretation, the availability of particular technologies or varieties, or the affordability of equipment or transport. Other information will be strongly gender-differentiated, particularly when broken down into tasks or seasonal profiles—such as access to irrigated land; responsibility for specific crops or livestock; labor availability; and the labor demand of new technologies.

1. Where to Look for Information

Much available data may already be published or summarized. For example:

- National or sample surveys (many surveys are not fully exploited and further analysis may provide valuable information at a reasonable cost)
- Studies reported in local and international journals, university theses, or agency publications
- Reports, monitoring data, and evaluations of projects by NGOs, donors, and other agencies
- Women in development (WID) and poverty assessments carried out by the Bank or other agencies.

Checking the sources and validity of available information is advisable. The following are other possible sources of data:

- The National Statistical Office
- The Census Bureau
- Relevant ministries
- Training or research institutions
- Local universities, including sociology departments
- Local NGOs, women's organizations, and women's political forums
- U.N. agencies, donors, and other development agencies in the country
- Overseas universities and agencies with ties to the country
- World Bank central vice-presidency departments (such as Poverty and Social Policy, Agriculture, Human Development, and Environment), and the Country Operations and Population and Human Resources divisions within the regional department

2. How to Gather Data and Information

Some information or data gathering is needed to verify data from other sources or when other data are not available. The approaches and benefits of a range of survey methods or tools, most of which are suitable for village situations, are summarized in Table 5.⁶ The aim is to provide a statistical background, portray gender roles in farming, highlight possible issues, and suggest strategies and actions acceptable and appropriate for the country.

Table 5: Suggested Methods of Data Collection for Gender Analysis

Tool	Methodology	Output/Benefits	Time Required
AT NATIONAL LEVEL			
Policy inventory	List major policies affecting sector	Gives overview of recent sectoral performance; helps assess gender impact of policy	1–3 months
Household sample survey	Structured questionnaire for a representative sample	Although time consuming and expensive, produces good quality data if well conducted and analyzed	Agricultural year
Household record keeping	From representative households	Useful to determine family labor contributions; in	Agricultural year

⁶ For a more detailed discussion of some of these methods, see World Bank, 1996, *The World Bank Participation Sourcebook*, Environmentally Sustainable Development, Washington, D.C.

		nonliterate societies, pictures of activities can be substituted	
AT DISTRICT/VILLAGE LEVEL			
Agricultural calendars	On a monthly basis, identify by gender, family position, and wage status, the person(s) responsible for, among others, field operations for all crops, livestock, agroprocessing, collection of forest products, fuel and water, marketing, and hiring out as labor.	Qualitative picture of activities for all enterprises and operations	Agricultural year
Seasonal labor profiles	Estimate person/days or months for each task during average farming season by gender	Useful for showing quantitative changes in farming cycle and labor allocation when new crops or techniques are introduced	Agricultural year
Walking tours	Conducted by interdisciplinary team of farmers and scientists, with farmers taking the lead and pointing out major features and problems. Separate walks with men and women can be informative.	Yields map locating main agroecological zones, farming systems, social groups, and infrastructure; identifies main problems of community and key informants for various issues.	Team and farmers for half a day to 1 day
Spatial maps	Indicate by gender on maps of fields/enterprises who is responsible, provides labor, and controls resources and outputs or benefits	Yields a clear visual picture of constraints, participants, and beneficiaries.	Half a day to 1 day
Focus group interviews	Semistructured interviews, usually taped, and conducted separately with women	Preplanned but informal, in-depth investigation of processes, social networks, values, and beliefs	1–2 hours/group (of up to 20 people)
Group and community interviews	Open-ended questioning of group representing more than one household	Quick, inexpensive overview of conditions and practices across villages	1–2 hours/village
Community portraits	Of a variety of project villages with women and men	Compare and contrast beliefs and practices	1–2 hours/

across villages

village

Choice of method. In general, surveys are used for data that need to be extrapolated to larger populations, whereas the other methods are more suitable for descriptive information and for identifying relevant issues (see Box 6). Quantitative data are useful for sector work and to convince skeptics of the need to address gender issues. Project identification and appraisal requires information on gender-roles and gender-specific barriers in the rural economy. Such information should be supported by data on the focus of the project or program, from the monitoring and evaluation (M&E) or agricultural statistical units. The project design should include the collection and evaluation of gender-disaggregated data for monitoring and evaluation. Involving ministry staff, such as extension agents, in organizing, collecting, and analyzing information is a good awareness-raising and training tool.

Box 6: Household Surveys Compared with Rapid or Participatory Appraisals: Different Goals and Results

- Large household surveys are costly and time consuming; the data are not always equally reliable. Surveys may, however, be needed for impact studies or for more detail—for example, when planning a credit program targeting women or studying female-headed households. Gender-disaggregated questions should be included (and exploited) whenever surveys are conducted.
- Objectively conducted, less exacting methods, such as rapid or participatory rural appraisals, are preferable. Many different rapid appraisal techniques exist, such as focus groups, key informant interviews, village discussions, mapping, transect walks, seasonal analysis, trend diagramming, matrix ranking, wealth ranking, and strength/weakness/opportunity/limitations (SWOL) analyses (for details, see Table 5).
- The method chosen depends on the type and amount of information needed. Walking tours, spatial maps, and group interviews are especially suitable for natural resources management projects. Focus group interviews are useful for learning about gender roles in agriculture; they may be supplemented by calendars and labor profiles, if new technologies or commodities are being promoted.

Two main *sources*—experienced staff and the rural population—should be used as cross-checks. Whenever possible, information should be collected directly from rural women (see Box 5). Experienced women agents can provide a cross-check or be the main source of information. The sample size should be decided after consulting extension staff on the homogeneity of gender roles in the farming system and of women's other productive activities.

The information needs for gender analysis in sector work and project preparation are summarized in the following sections. Chapter III presents the information needs for gender analysis by subsector in greater detail.

D. Incorporating Gender Issues in Agriculture Sector Work

This section outlines key gender issues in economic and sector work in agriculture, poverty- and gender-focused assessments, and country assistance strategies. As impact analyses of both project and structural adjustment programs have shown, actions to address the main national sector constraints may have different implications by gender. When men and women are affected differently by an intervention, they constitute separate categories of stakeholders and need to be accounted for as such in policy and project design. In addition, all women are not affected in the same way; like men, they will respond differently depending on age, class, ethnicity, and agricultural production system. Agricultural policymaking will, therefore, benefit from an analysis of the gender aspects of major economic indicators and key economic issues, both for the economy as a whole and the agricultural sector. Policymakers need to identify gender-based differences in the ability to respond to proposed policies and modify subsequent actions or include compensatory actions to liberalize markets and allow both men and women to benefit.

1. Gender Issues in Agricultural Sector Work, Poverty Assessments, and Country Assistance Strategies

Under the World Bank's gender policy, the main instruments for analyzing gender issues in each country are agricultural sector work, poverty and gender assessments, and CASs. Gender-related analyses and actions in agricultural projects should be drawn on and tied into both the agricultural and country assistance strategies. Table 6 gives a broad idea of gender issues to be raised during agricultural sector work.

Poverty assessments can be a good source of information and guidance on gender issues in the rural sector. Women's multiple roles and constraints to increasing their productivity overall and specifically in agriculture are often reported. Participatory poverty assessments, in particular, can shed light on national views of gender issues in the sector.

The CAS is prepared in consultation with governments and other sections of civil society. Coverage of gender issues is inevitably brief in CASs; however, they increasingly raise gender issues. During fiscal 1994–95, fifty-two of the total of 100 CASs prepared specifically addressed gender issues. The implementation of the country strategy is monitored during the country implementation review. Existing information on gender should be reviewed at an early stage to determine what steps are needed to ensure that the CAS statement on gender:

- Contributes to the policy discussion
- Is followed through in implementation reviews
- Is explicitly reflected in the design of projects.

E. Gender Issues in Agriculture Projects

Programs and projects that ignore gender-specific barriers to resources, opportunities, and benefits risk excluding a large proportion of farmers and the farming community. For example, studies of structural adjustment have found that gender differences have hindered women from responding to incentives.

It is never too early to include a gender perspective. The earlier a gender perspective is included, the greater will be the benefits. For example, the Asia and Africa regions in the World Bank systematically review initial executive project summaries to identify projects that would benefit from gender analysis. Projects with good potential, serious risk, or need of support from gender specialists are monitored throughout preparation and guidance, and technical inputs are offered as needed. At the same time, no point exists in the project cycle when it is too late to consider gender issues. Even at project completion, gender analysis can help explain success or failure and draw useful lessons for future interventions.

1. Project Preparation and Appraisal

The aim of ensuring attention to gender when designing a project and choosing interventions is to promote project objectives and increase efficiency. The key ingredient for successful project preparation is understanding men's and women's roles in farming, their needs, and how these needs can best be satisfied. Gender-related project interventions can serve as mechanisms for achieving different outcomes, such as, to:

- Increase project efficiency
- Increase borrower and community ownership of the project
- Overcome gender-based constraints that hamper productivity
- Increase gender equity in income or income-earning opportunities, for example, credit or microprojects targeting women
- Reduce the time or energy women spend on labor-intensive tasks, for example, rural infrastructure
- Promote more gender-balanced access to project activities or factors of production
- Promote men's and women's participation and decisionmaking at the community level
- Strengthen institutions and increase gender awareness
- Collect background data and information.

The main focus of the project—its geographic area, commodity, specific target group, or introduction of private extension—is chosen on agronomic and economic

grounds. Once this is agreed on, raising gender issues can ensure that gender is fully considered during the development of the design and that the actual (as opposed to the expected or desired) effects of the project can be assessed. Information and issues to consider during project preparation and appraisal are summarized in Table 7. The information is presented in generic form and is adaptable to any project orientation or component. Each question is open-ended and will raise more questions. A more detailed set of questions for project design by subsectors is given in Chapter III.

Table 7: Gender Issues for Project Preparation and Appraisal

Information Needed/Questions to Ask	Benefits of Gender Analysis
<p><i>Clarify gender roles and their implications for project strategies:</i> What are the gender roles and existing gender division of labor? What are their implications for project strategies?</p>	<p>Main actors can be identified and targeted. Labor constraints within the household will be recognized. Components and interventions to further project goals can be reliably identified.</p>
<p><i>Analyze eligibility to receive project inputs and services and to participate in project activities:</i> Are there gender differences in eligibility to receive project inputs and services and to participate in project activities or benefits?</p>	<p>Credit, inputs, and extension can be made available for those doing the activity being promoted. Incentives increase when the person doing the work benefits from the revenue.</p>
<p><i>Examine outreach capabilities:</i> Do institutions and services have direct contact with men and women farmers?</p>	<p>Research will be informed by the technology needs of all farmers; for example, drugs can be developed and made available for small ruminants and poultry kept by women.</p>
<p><i>Assess the appropriateness of proposed technical packages, messages, and technologies:</i> Are they appropriate for both men and women?</p>	<p>Greater acceptance of technical packages and activities will help realize the project's full potential.</p>
<p><i>Examine the distribution of benefits and its effect on incentives:</i> Will both men and women receive benefits and incentives from the project?</p>	<p>Women will be more likely to support the project if they benefit, for example, by gaining an independent source of income.</p>
<p><i>Consider the reliability of feedback mechanisms:</i> Will reporting and monitoring be gender-disaggregated? How reliable are feedback mechanisms?</p>	<p>Project planners need to know if the proposed interventions are acceptable to men and women. Technologies will be more suitable and adoptable where local women participate in selecting and testing tech-</p>

Table 7: Gender Issues for Project Preparation and Appraisal

<p><i>Anticipate changes in the gender roles and link these to expected project impact.</i></p> <p>How will men and women farm differently? How will their access to resources differ? Will workloads increase? What affect will the project have on women's and men's independent income, status, food security, household cash flow, and family health?</p>	<p>nologies and in evaluating results. Project managers will know the project benefits to men and women. Project objectives can be better served.</p> <p>Project planner will know the likely effect of the project on all members of the rural community.</p>
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a. Strategies to Promote Attention to Gender in Project Design

- Clearly integrate gender-related objectives with overall project objectives⁷
- Ensure that the project design:
 - Reflects the best information available on gender needs and issues. Find ways to involve both women and men as participants.
 - Addresses past experience on gender issues in the country, and remedies previous limitations. Start with a pilot if it is the first or if it is an innovative design.
- Include a gender specialist on missions, particularly if:
 - Information on gender roles is lacking
 - The project design contains many problems related to gender roles
 - A special impact on women is required.

The interest and ability of the person to work on gender issues is important, whereas their sex is not. A woman on the team should not automatically be given the gender terms of reference (TORs): she may be uninterested, untrained, and unwilling.

b. Choice of Project Design: Mainstreaming Gender Compared With Freestanding Components

Different project designs can be used to incorporate gender issues. These include:

⁷ For clear evidence on this point, see World Bank, 1995, *Gender Issues in the World Bank Lending*, Operations Evaluation Department, Washington, D.C.

- General or mainstream projects that are intended to give equal opportunities to men and women as participants and beneficiaries. Mainstreaming gender issues in sector projects is the Bank's policy, but monitoring by gender is equally important.
- Mainstreaming with identified budget and reporting lines by gender
- Self-standing WID projects or self-standing gender components in larger projects. These are advisable in short-term pilot projects or to stimulate women's participation where social norms constrain their participation. These WID activities should be integrated into sector ministry institutions as soon as possible.

Table 8 describes the potential strengths and caveats of each design strategy. Implementation, supervision, and monitoring are extremely important especially for the potentially weak areas of mainstreamed projects. Examples of approaches used by successful Bank projects are given in Boxes 7, 8, and 9.

Table 8: Mainstreaming Compared with Gender Components

Strategy	Potential Strengths	Caveats
Mainstreaming	<ul style="list-style-type: none"> • Draws on resources of all project components or ministry departments • More likely to be sustainable • Capacity building 	<ul style="list-style-type: none"> • Gender can have low visibility • Women can be marginalized • Difficult to monitor gender • Can remain limited to defining women only as recipients of services
Identifiable budget and reporting structure	<ul style="list-style-type: none"> • Able to be monitored • Visible • Fine-tuned to women's needs, for example, eligibility criteria for credit and training • Linkage to mainstream 	<ul style="list-style-type: none"> • Low priority for gender in nonspecific budgets • Low priority for gender if specific budgets are small • Without adequate monitoring, budgets can be pirated for other purposes
Separate women's components	<ul style="list-style-type: none"> • Visible • Finely tuned to women's needs, for example, eligibility criteria for credit and training • Linkage to mainstream • Ability to use other resources • Able to be monitored • Guarantee access to project benefits 	<ul style="list-style-type: none"> • Low priority • Marginalization • Small scale • Satisfies requirements without giving equal opportunities. Main project may ignore women • Small scale • Often focused on welfare rather than empowerment • Without adequate monitoring, budgets can be pirated for other purposes

Freestanding WID project	<ul style="list-style-type: none"> • Finely tuned to women's needs • Visible • Capacity building • Benefits more women 	<ul style="list-style-type: none"> • Difficult to tap line ministry resources • Gender marginalized from line ministry activities • Institutionalization of actions may be delayed • Small scale • Focus on welfare rather than empowerment
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Gender-related project actions, including special actions for women, must be congruent and integrated with the overall objectives of the project. For example, if a project activity is likely to increase the labor demand on women, then actions for women would include labor-saving technologies. *Targeting* is a strategy that can be used in many ways: targeting women participants by persuasion or quotas, employing more women agents, or focusing on women's activities.

Special activities for women to increase gender equity have a smaller constituency than projects with broader development goals. Many efforts to reach women, based on advocacy for gender equality, have had a limited response, in part because the number of stakeholders have been limited by this focus.

Box 7: Freestanding Gender Components: The Gambia WID Project

Background: Multidonor freestanding women's project with agricultural, health, and training/communications components. Implementing agencies report to six line ministries, and many subcomponents are linked to projects of other donors.

Main actions: The line ministry implemented the agricultural subcomponent. In effect, the WID project purchased the services of various units and departments for the benefit of women. For example, different units worked on manuals on women's crops; the health, housing, and nutrition of poultry and small ruminants; the processing and storage of vegetables; recruiting women as retailers of agricultural inputs; production of radio programs, videos, and posters on women's activities; and supply of video equipment and films to thirty villages. Targets were set for women's participation.

Results: Although the focus was on horticulture and livestock production, the subcomponent has resulted in the dramatic increase of women participants in crop extension from 5 percent to more than 60 percent in 5 years. Gender issues are now mainstreamed in the Ministry of Agriculture. The new IDA-funded *Agricultural Services Project* (Cr. 2141), for example, contains actions to encourage women's enrollment in agricultural courses.

Reasons for success and mainstreaming: The preproject WID assessment findings convinced ministry staff that women farmers were neglected. During the project, the

ministry, as the implementing agency, accepted the WID subcomponent as part of their normal work, especially since the dedicated funds from the WID project made a significant contribution to their operating resources. The subcomponent's office was in the Agricultural Services Project Office; for two years the deputy project manager of the Agricultural Services Project was the WID Project's subcomponent coordinator.

Box 8: Separate Pilot Project: Nigeria Women in Agriculture Program

Background: The project was a collaborative program with initial funding from the United Nations Development Programme (UNDP). Several ongoing World Bank-funded projects and loans were modified to support the program.

Main actions: Initially the separate women's extension service targeted women and their activities with extension, adaptive research programs, and appropriate technology. Home economists were given short training courses in agriculture and redeployed as agricultural agents. Federal and regional women in agriculture (WIA) coordinator posts were established. Annual workshops allowed for continual consultation and exchange of ideas among WIA staff and updating of three-year rolling action plans.

Results: Pilot projects in three states evolved in four years to a national program with the WIA component integrated into the existing extension services and into new projects. The number of women agents doubled, and the number of women contact farmers tripled in the first 18 months.

Reasons for success: After gender analysis revealed a bias against women farmers, the borrower and the Bank showed a strong commitment to the program.

- Both the government and Bank were flexible in allocating human and financial resources.
- Although the focus was on women agents, strategies were also developed to help men agents provide extension to women farmers.
- A local woman agriculturist recruited for the Bank's resident mission provided continuous input on gender to this initiative and other projects.

Box 9: Mainstreaming: The Xinjiang Agricultural Development Project (Cr. 1764) in China

Background: The large communal farms had been broken up; land was contracted to large groups who preferred to employ male labor. Women had few opportunities to participate in farming activities. After the project started in early 1987, contracts were made with farm families or individual farmers.

Main actions:

- The project permitted individuals to obtain land and resources for certain activities.

- Activities selected—growing grapes and raising small livestock—were traditionally carried out by women.

Results: The project has increased women's income and agricultural production. In Hami, more than 60 percent of grape production is now contracted to women. In Zhaosu, for example, where women keep small ruminants, one participant has raised 200 lambs and increased her income tenfold from 52 to 580 yuan/month. The benefits have not been confined to increased income. Women's social standing has increased due to their ability to contribute to and increase family income. In addition, women in the Hami project attend literacy and technical classes in the off-season.

Reasons for success: As part of overall assistance for poverty alleviation, the project followed the strategy of focusing on one of the poorer rural areas where most of the gender inequities prevailed. It opened up opportunities for women to participate in farm activities by promoting their access to productive resources. The activities chosen were economically viable. The project enabled women to contract land and to produce grapes for raisin production. As a result, women grew more than 60 percent of grapes produced in the project area.

c. Use of Project Conditionalities

Project conditionalities that include references to gender should be:

- *Linked to resources to facilitate the achievement of the conditionality.* For example, funds should be made available for actions such as training women students or offering gender awareness courses for men agents.
- *Realistic and adapted to local conditions.* Task managers need to consider, for example, what will happen if conditionalities—such as requiring that half of all new agents or half of the participants at public meetings be women—cannot be met (see Box 10).
- *Used with caution* after careful assessment about the likelihood of their implementation. For example, how will the conditions be monitored and enforced?

Box 10: Gender Conditionalities in Natural Resources Management in the Sahel

A Bank-supported *Natural Resources Management Project* (Cr. 2370) in Mali contained several gender-related actions and two conditionalities. Implementing the two conditions for a number of reasons proved unexpectedly difficult.

Half of the new agents employed under the project had to be women; however, women were found to be less likely to meet the selection criteria than men: these criteria included experience in rural areas, willingness to travel long distances on motorbikes, willingness to make a five-year commitment, and being between the ages of 25 and 45 years old. The project had to choose between either selecting ten each of the best men and women applicants, irrespective of how they ranked overall, or using different selection criteria for men and women applicants.

Male/female participation at public meetings had to be equal. This also proved difficult, since women do not traditionally talk in front of husbands in public. The project staff had to look for alternative ways to obtain the same inputs.

When specifying conditionalities appears to be an unfeasible option, the following alternative approaches can be considered:

- *More persuasive ways of achieving the same result.* For example, acceptance of a village community action plan on natural resources management can be made conditional on having women comprise 30 percent of those voting in favor.
- *Strengthening input on gender at supervision.* An Operations Evaluation Department evaluation found that 93 percent of projects with very good supervision of gender actions had satisfactory implementation. Thematic gender supervision—focusing on one component or issue and identifying common features and general trends for a group of projects—can strengthen institutional capacity and develop synergy (see Box 12).

2. Project Implementation

Strategies for addressing gender issues in project implementation need to be flexible so that mid-course corrections can be made in response to new and better information about gender or patterns of agricultural production. Projects should build in the ability to test promising approaches and expand successful strategies tried in pilot programs.

a. Strategies to Promote Attention to Gender in Project Implementation

- Establish *clear, explicit, and manageable objectives* for gender actions within the context of the project:
 - Draw up an implementation plan with gender-disaggregated performance indicators at set periods.

- Include gender issues in TORs of supervision missions.
- Assess progress on gender-related actions during mid-term reviews.
- Include gender-differentiated results in the lessons learned in implementation completion reports.
- Prevent *fade out*:
 - Emphasize gender issues in TORs of supervision, completion, and evaluation missions.
 - Include a gender specialist on missions, particularly if (a) information on gender roles is lacking, (b) the project design contains many problems related to gender roles, or (c) a special impact on women is required. The interest and ability of the person to work on gender issues is important, whereas their sex is not. A woman on the team cannot automatically be expected to take responsibility for gender: she may be untrained, uninterested, or unwilling.
- Build *flexibility* into projects, particularly when not enough is known at preparation, so project actions can be modified during the project cycle to take advantage of new information or opportunities.
- Include *safeguards*—such as timed implementation targets or mandatory reporting—to ensure that attention to gender issues continues during the remainder of the project cycle.

b. Modifications During the Project Cycle

Acknowledging gender issues is relatively new in the design of Bank projects, so it will often be necessary to modify or adapt existing projects or components. Projects need the flexibility to make mid-course corrections in response to changes in agricultural production patterns, deficiencies in the original design, and a better understanding of gender issues than was available at preparation. Flexibility also enables projects to test promising approaches and expand successful strategies.

Many actions to modify ongoing projects are included among the examples by subsector in Chapter III. These actions more often represent a change in emphasis rather than addition of major new activities. Where it is difficult to identify gender-related actions during project preparation because of inadequate information, the project can *include an unallocated fund* earmarked for such initiatives. Such a fund will enable borrowers to identify activities and request funds at any time during the project cycle. The fund should constitute resources over and above the components identified with detailed costing. Such an unallocated fund can give a project flexibility, enhance institution building, and ensure that gender issues remain visible.

3. Monitoring and Evaluation

Gender-disaggregated evaluation is important when addressing gender in monitoring and evaluation of agriculture projects, for which several selection criteria for gender-related indicators exist.

Attention to gender during supervision not only ensures that gender objectives are on track but can also identify deficiencies in the original design (see Box 11). Supervision can be thematic for selected projects in one sector or area. Country programs have found *thematic supervision* of gender issues in agriculture projects to be useful (see Box 12). Thematic supervision focuses on one component or issue and identifies common features and general trends for a group of projects. During such supervision, a gender specialist visits a group of projects in a country to assess implementation progress. Expert attention is paid to aspects that routine supervision may overlook and common institutional and other constraints are identified. Such supervision has several advantages: it can pay attention to issues that might be overlooked during supervision of individual projects, it provides the potential for knowledge transfer among projects, it identifies gaps in the supporting institutional structure, and it assesses whether constraints are unique to a particular project or shared by several projects. Thematic supervision has worked well for gender components in projects that:

- Constitute small or pilot-type components of the overall project and do not justify the cost of an expert on individual supervision missions
- Require highly specialized expertise
- Are innovative and require intensive supervision
- Are implemented in areas with gender segregation, where men staff have difficulty in supervising activities for women.

Box 11: Good Supervision Can Remedy Poor Design

An Operations Evaluation Department study of gender issues in World Bank lending found that, in general, a well-defined, gender-related action was more likely to be satisfactorily implemented and sustainable if three factors were present:

- Country commitment to the project
- Involvement of a gender specialist
- Good supervision of the gender-related action.

In the case of three projects, the evaluation found that, even where country commitment was inadequate, good attention to gender during supervision helped in satisfactory implementation.

The *Somalia Second Agricultural Extension Project* (Cr. 1794), which provided training for farmers, illustrates the usefulness of good gender-sensitive supervision. The first supervision mission stressed that, since women did mostly farmwork, they should be given extension advice in a culturally acceptable way. Subsequent supervisions monitored progress and offered consistent help and support. This was done, first, by increasing the number of women contact farmers, and second, by introducing more efficient implements for women's tasks.

Source: J. Murphy, 1994, *Gender Issues in World Bank Lending*, World Bank, Operations Evaluation Department, Washington, D.C.

Box 12: Thematic Supervision in Agriculture Projects in Yemen

Agriculture, the predominant sector in the Yemeni labor force, is estimated to employ 94 percent of female and 70 percent of men workers. Gender segregation has traditionally made it difficult for women to gain access to agricultural extension that is provided by men. To address the difficulties in implementing the first projects concerned with women's work in agriculture in Yemen, the Bank instated thematic WID supervision by experts on women in agricultural development. The supervision drew several lessons applicable to all the projects:

- To reach a critical number of women extension agents, providing more training programs and recruiting, training, and placing more women will be necessary.
- To maximize the potential of Yemeni women as agents of agricultural development, extension must focus directly on agricultural priorities by developing clearly focused extension messages and field support programs.
- Agricultural research needs to be linked specifically to the needs of women through a two-way process of communication.
- Funds and equipment must be earmarked to ensure that women extension agents are able to work effectively.
- Extension activities for women must be integrated into a nationwide agricultural strategy to take into account the gender implications of technical modernization, increases in productivity, and agricultural growth.

Implementation completion reports, impact studies, and evaluation reports specifically need to identify gender-differentiated results and draw out the lessons learned. They should also describe and evaluate special efforts used to increase the participation of women (or female-headed households or any other special social group). Evaluations need not be just within agriculture but can be in the form of cross-sectoral gender implementation reviews.⁸ Such a review is currently being undertaken for Yemen Country Operations. Drawing on data collected from missions, UNESCO and UNICEF sources, and household and 1992 demographic and health surveys the review will describe persistent gender disparities, discuss their causes, and make recommendations to help reduce them.

a. Strategies to Promote Attention to Gender During Monitoring and Evaluation

⁸J. Murphy, 1994, *Gender Issues in the World Bank Lending*, World Bank, Operations Evaluation Department.

- Establish monitoring and evaluation mechanisms that will record and track gender differences.
- Measure benefits and adverse effects on men and women separately whenever appropriate.
- Make/require specific and adequately detailed references to gender in supervision forms and project completion reports. Report any gender differences even when no mention was made of gender in project objectives.

b. Selection Criteria for Key Indicators

Examples of key gender-disaggregated indicators are given in Box 13. Such indicators need to be tailored to each project and should as far as possible be based on:

- The objectives of the project as well as the main key indicators of the project. Increased preproject analysis including gender analysis, which was promised in management's response to the Operations Evaluation Department evaluation of extension projects,⁹ should provide the benchmark data for these indicators.
- Data that are already being collected (units of measurement should be the same)
- Equity of needs (including what men and women want) rather than on equality of numbers
- Realistic, time-bound targets tied to the implementation plan
- Percentage of women among participants or staff. Providing the absolute numbers of women provide no comparison with the numbers of men.

Box 13: Examples of Key Gender-Disaggregated Indicators

- Percentage of participants or beneficiaries in project activities who are women. Examples are women as a percentage of:
 - Participants of extension activities (meetings, visits, radio groups, and demonstrations), diagnosis, extension planning, and evaluation (of farmer satisfaction)
 - Members, committee members, or managers of cooperatives or other associations
 - Participants in research/farmer consultations, users of land where on-farm tests and trials are located, or participants in evaluation of results
 - Recipients of credit (with mean amounts and repayment rates), inputs (with mean amount), irrigated plots (with mean area), or training (with type of training)
 - Those who adopt recommendations.

The percentage of all-female farmers or household heads who participate will be useful only if compared to the percentage of men farmers.
- Average production (or revenue) from and distribution of activities targeted by the

⁹ World Bank, 1994, *Agricultural Extension: Lessons from Completed Projects*, Report No. 13000, Operations Evaluation Department, Washington, D.C.

project by men and women participating in the project

- Average number, type, and distribution of animals owned by men and women participating in the project
- Average and distribution of revenue from processing animal products by women targeted by the project
- Views of men and women participants on the impact of project components on their and their families' revenue and well-being
- Percentage, specific posts, and specializations held by women in the ministry or other agency, by grade.
- Percentage of women recruited or trained by the ministry or project, by grade.

F. Policy-Based Lending

Policy-based Bank lending in agriculture usually takes the form of sectoral adjustment programs. Initially such policies were believed to be unaffected by gender; however, it is now recognized that rigidities in the agricultural production structure can include gender-based constraints to increased productivity. This is because of gender-based differences in access to information, transaction costs of changing production functions, the resource base, and the capital stock of individual farmers. Greater attention to gender in policy-related lending for agriculture may, therefore, be needed to ensure an improved supply response by women farmers, overcome built-in production constraints, and protect vulnerable groups such as poor women. Ways of incorporating gender concerns in policy-based agriculture lending are dealt with in Chapter III.

CHAPTER III: GENDER ISSUES BY SUBSECTOR

This chapter presents recommended strategies for incorporating gender concerns in the major subsectors in agriculture. Each section also contains a chart outlining the key gender-related information needs for each subsector and boxes illustrating good practices from project experience.

A. Agrarian Reform, Land Tenure, and Registration

1. Issues

In most countries, ownership of farmland is vested primarily in men. Women often have usufruct rather than ownership rights to land. Usufruct rights often entail less secure tenure and less ease in disposing of those rights by sale, lending, bequest, or mortgage. Where women own land, female-headed households tend to have smaller farms on average than male-headed households. Women who are not household heads are even less likely to have title to land than those who are. In some countries, women are not able to inherit land; in others, although they have the legal right, custom dictates that they do not inherit or should pass inherited land on to their husbands or a male relative. In many African countries, when a man dies, rights to the house, land, tools, and equipment customarily revert to his ancestral family.

Land ownership and legal title to land for women producers can sometimes be helpful in overcoming production constraints; however, experience suggests that agrarian reform, land tenure and registration, as well as settlement schemes have often permanently consolidated male ownership rights to land at the expense of women's usufruct and ownership rights under traditional and customary law. Usufruct rights entail less secure tenure and less ease in disposing of those rights by sale, lending, bequest, or mortgage. Whether land is allocated by traditional or government authority, ownership rights usually go to men. Many agrarian reform programs have failed to recognize the land ownership rights of:

- Married women
- Women household heads
- Women producers with partial or temporary land rights.

For men as well as women, lack of title usually implies lower productivity levels and yields because of:

- Weak incentives for land maintenance and improvement activities, such as irrigation
- Little interest in investing in permanent crops
- Lack of collateral for credit for improved inputs and fertilizer.

2. Approaches to Gender Analysis in Land Access and Ownership

Because more secure access to land can potentially enhance productivity, public policy has a role to play in promoting more gender-balanced access to ownership and control of land. Many strategies exist to effect this, for example:

- Preserve women's traditional, communal, or usufruct land rights through non-discriminatory registration and titling
- Promote the inclusion of women as sole or cobeneficiaries in land reform, titling, and settlement projects
- Review and simplify legal procedures to facilitate land titling for land held by all women, including household heads
- Explore ways to list women as co-owners of family land or conjugal land
- Where individual women have restricted access to land, explore creative alternatives to ensuring access, such as purchase or lease of land for use by women's groups.

To be most effective, the choice of options needs to be explored in close consultation about national and local preferences, in particular, with women's organizations.

Box 14: Giving Women Land Rights for Sericulture in India (Ln. 3065, Cr. 2022)

The World Bank-supported *Indian National Sericulture Project* includes several creative strategies to promote women's access to land for sericulture activities.

- Local departments prepare proposals supporting requests by women's groups for land to develop under a one-time assistance program.
- Provision has been made in Jammu and Kashmir for women to obtain joint title to their mulberry gardens with a "no objection letter" from their husbands or the landowner.
- State land-grant schemes in Andhra Pradesh promote women's access to land.
- In Karnataka, project funds are used to lease lands for women's groups.

Box 15 : Land Title for Women in Thailand

The Bank-financed *Land Titling Project* (Ln. 3797) in Thailand intends to benefit women in two ways:

- Some women will receive title to land in their own right, because women comprise 12 percent of rural and 20 percent of urban landowners.
- Ensuring title and registration for up to 3 million parcels will strengthen security of tenure for both women and men, because land sales cannot be registered without the spouse's approval and signature.

Table 9: Information Needed for Gender in Agrarian Reform, Land Tenure, and Registration Project

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information Needs	Sources	Action/ implications
<p>What are the differences between men and women heads of households in their:</p> <ul style="list-style-type: none"> • Actual ownership of land? • Ownership rights? • Access to land for usufruct? • Allocation of land? • Security of tenure? • Inheritance laws or customs? <p>In the agrarian reform, land tenure and registration scheme, what is percent of total plots (holdings) allocated to:</p> <ul style="list-style-type: none"> • To men? • To women? <p>Does this reflect the percentage of men and women in the farming community?</p> <ul style="list-style-type: none"> • As laborers before reform? • Using plots before reorganization? • Applying for plots? <p>Explain why not.</p> <p>Did the selection criteria discriminate against women? If so, how were the criteria biased?</p>	<p>Studies and surveys M&E components Administrative records of reform or settlement schemes National Statistical Office Focus groups Discussions with women's groups and NGOs Administrative records Studies and surveys National statistical office Discussions with staff Discussions with focus groups</p>	<p>Raise the issue with government. Conduct a study to document situation. Include steps to increase equity in projects.</p> <p>Determine if discrepancies can be rectified. Dialogue with government to amend relevant legislation. Publicize women's legal rights. Mobilize NGOs to assist women in claiming their legal rights. Modify selection criteria for next phase and/or future schemes.</p>

3. References

Carlioni, Alice. 1992. *Sociological Analysis on Agricultural Investment Project Design*, FAO Investment Center Technical Page No. 9, FAO, Rome.

Feder, Gershon, Tonroj Onchan, Yongyuth Chalamwong, and Chitra Hongladarom. 1988. *Land Policies and Farm Productivity in Thailand*, Johns Hopkins Press, Baltimore, MD.

Saito, Katrine. 1994. *Raising the Productivity of Women Farmers in Sub-Saharan Africa*, Discussion Paper #230, World Bank, Washington, D.C.

B. Agricultural Education and Training

1. Issues

In most borrowing countries, fewer women than men are agricultural technicians in agricultural ministry or development agency staff, particularly at higher levels. This absence of women technicians can have negative implications for women's agricultural production, especially in countries where contact between male agricultural staff and rural women is restricted. Experience shows that in such cases women's access to information and extension activities and to credit is significantly reduced. Agriculture staff have reduced opportunities to understand women's production systems and learn from women farmers.

Increasing the number of women with technical training in agriculture is, therefore, essential. At the same time, however, it is important to train men as well as women agriculture staff in gender issues; gender analysis needs to become an integral part of the curriculum in agricultural training institutions, both in the core courses and in refresher training for previously trained staff.

In most countries, fewer women than men enroll in agricultural training institutions. In the Sahel, for example, only about 15 percent of agriculture students overall are women, although higher proportions of women are enrolled in some countries in particular specialties such as horticulture. The gender differences in enrollment can be explained as follows:

- In countries where fewer girls than boys pass through the primary and secondary school system, fewer women than men have the educational qualifications required for entry into agricultural training institutions. Moreover, gender streaming¹⁰ makes it less likely that girls have taken the required science subjects.
- Women feel less welcome than men at training institutions. Many institutions lack adequate, separate facilities for women students. Often, women students, who are viewed as breaking out of the traditional gender mold, are sometimes actively discouraged, harassed, and teased. They may get little institutional support when facing such treatment.
- Women do not find careers in the ministry of agriculture attractive, because:
 - Postings and transfers in rural areas are difficult to reconcile with spouse/family commitments

¹⁰ Gender streaming refers to the phenomenon of women being underrepresented relative to men in some fields of study—agriculture, science, and engineering—and overrepresented in others—the humanities, fine and applied arts, home economics, and teacher training.

- Cultural norms prevent women from living or traveling alone in rural areas, particularly after dark, or using motorcycles in difficult terrain
- Family commitments make it difficult to accept the external graduate training necessary for career advancement.

2. Approaches to Gender Analysis in Education and Training

Task managers and project staff can consider strategies, such as the following to address gender issues in agriculture education and training components.

a. Increase Women's Enrollment in Agricultural Courses.

- Conduct campaigns in secondary schools to promote agriculture as a career for women.
- Increase girls' enrollment in secondary schools and particularly in science courses.
- Provide scholarships for women to attend agricultural courses at colleges or universities.
- Provide supplementary, pre-college courses in science and other subjects as needed. For example, the Gambia College started remedial courses for women agricultural students in 1994.
- Provide separate boarding facilities for women or a completely separate college if necessary.
- Encourage parents' visits to training colleges to help them ascertain that the facilities are suitable for their daughters.

b. Increase Training in Gender Issues for Everyone.

- Appoint a staff person with gender expertise as a teaching/training coordinator to review gender issues in all training modules.
- Insert modules on gender issues in agricultural college and university courses.
- Include gender issues in in-service training. Use information from gender studies or from Bank missions to prepare training sessions.
- Send teachers on short-term training courses in gender issues.
- Engage agricultural college staff and students in gathering project preparation data on gender issues.

c. Increase Training for Women in Projects.

- Include minimum targets for training of women agricultural technicians.
- Make study tours and training abroad accessible to women staff.
- Set minimum targets for training of women farmers (see Box 16).

d. Agricultural Training and Illiteracy

- Include a functional literacy component in agricultural training courses.
- Include specific targets for women and men participants in agricultural training, depending on their literacy levels.
- Collaborate with other ministries, agencies, or NGOs on functional literacy.
- Include a grassroots management training component to train rural women farmers in business management techniques, financial management, human resource management, marketing, and running small businesses, for example, as in the World Bank's pilot projects in Senegal, Burkina Faso, Nigeria, Malawi, and India, developed by the Economic Development Institute (EDI).

Box 16: Agricultural Training for Women in Sichuan, China

The *Sichuan Agricultural Development Project* (Cr. 2411) has the objective of increasing incomes in poor and remote areas with particular emphasis on poor women with limited access to credit and inputs.

The project provides for training of:

- More than 1,000 persons in hydrological analysis, irrigation system design, canal O&M, irrigation management, and construction supervision
- More than 9,000 farmer technicians in production
- Approximately 320,000 farmers in production and input utilization, including integrated pest management and fertilizer application.

for a total training package estimated at more than 1.7 million days.

To integrate women in this training, the US\$2.9 million training component explicitly includes assurances that:

- A *minimum* of 50 percent of farmers trained will be women
- A *minimum* of 20 percent of technicians trained will be women.



Table 10: Information Needed for Agricultural Education and Training Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
<p>Gender differences in educational levels Literacy of rural adults Primary school enrollment Secondary school enrollment</p> <p>Enrollment in agricultural education by gender Percentage of adult enrollment in:</p> <ul style="list-style-type: none"> • Certificate level • Diploma level • Degree level • Graduate level. <p>Coverage of gender issues in training Are gender issues covered in:</p> <ul style="list-style-type: none"> • Pre- and in-service training? • Routine training sessions? • Vocational training? • Civil service regulations? <p>Are extension agents trained in gender-sensitive communication methods? Are extension agents trained in how to involve men and women farmers in the diagnostic process?</p>	<p>World Development Report (World Bank series) tables, Population and Human Resources Division</p> <p>Training department of the Ministry of Agriculture; training institutions at all levels</p> <p>Review curricula of training department and training institutions Discuss with staff and trainers Attend training session</p>	<p>Adapt the type of communication used in project activities, and collaborate with education sector division on adult literacy</p> <p>Consider actions to increase female enrollment or consider in-service agricultural training of women rural agents from other ministries or disciplines</p> <p>Take actions to improve the coverage of gender issues in extension and training departments.</p>

C. Agricultural Extension

1. Issues

Women farmers have less contact with extension services than men. In most countries, extension services are predominantly staffed by men. Until recently, their services were often directed to men farmers or heads of households. Female-headed households, therefore, frequently had less access to extension services than households headed by men. Women members of male-headed households often had even less access to these services. Extension services erroneously assumed that messages delivered to men farmers would trickle “across” to women. This excluded a significant proportion of farmers—the women—from access to extension information, services, and sometimes also inputs and credit. The messages themselves frequently ignored the unique workload, responsibilities, and constraints of women farmers. Finding the means to reach this large, frequently overlooked group is necessary to improve extension coverage and to learn from local farming practice, as well as from the point of view of equity.

In many countries, agricultural extension services are being reoriented toward more demand-driven and sustainable services, with greater cost sharing between extension agents and farmers, greater control by local units, increasing private sector provision of services, and growing NGO and farmer group involvement. To be successful, these participatory and community-based approaches will require greater involvement of women, who constitute a significant proportion of active farmers in many parts of the world.

A number of strategies to reach women farmers have been found to work in different country settings. The first step is to increase awareness about gender differences in agricultural production systems among staff and management of ministries of agriculture. Next, extension services must be adapted to take account of these differences by training and employing more women agricultural extension agents as well as facilitating and increasing interaction between male extension staff and women farmers. Because men extension agents will outnumber women for some time to come, training men staff to work with women farmers will be a particularly significant strategy. At the same time, the quality of extension services must be improved as explained below.

2. Approaches to Gender Analysis in Agricultural Extension

a. Introduce Gender Awareness in the Ministry of Agriculture

Introducing gender as an analytical concept in agricultural extension at the ministry level is necessary if officials are unaware of gender roles in agricultural production: for example, who does what, who uses which produce, and who are the heads of households. Several strategies have been tried successfully, including:

- Discussions, workshops, and agenda items on gender

- Studies on farming systems
- Study tours and training courses in other countries.

b. Increase Contact with Women Farmers

1) Targeting Rural Women as Extension Clients

- Adapt selection criteria for contact farmers or contact group members, for example, changing from heads of households to active farmers, so that women are also included.
- Facilitate women's attendance at extension meetings:
 - Advertise meetings of particular interest to women
 - Hold meetings at times and in locations convenient and accessible to all
 - Arrange for child care (perhaps among the women themselves) during extension meetings or training sessions.
- Because women have less time available for extension activities than men, set the time, location, and day of activities to suit women's schedules as much as possible. For example, where women do certain work on set days of the week, liaise with women and with male elders to schedule around this work, that is, by holding evening meetings or training sessions.
- Provide separate facilities for women as necessary at training centers, in markets, or other public places.
- Where women are unable to attend residential training, provide training in one-day modules or provide a mobile training unit to visit central villages and transport women in from nearby villages.
- Where women cannot leave their homes for project activities, hold meetings in women's compounds or use other accessible means of communication, such as videos, cassettes, TV, and radio.
- Produce messages in written, oral, and visual media, targeted to women farmers and presented by women announcers and performers to supplement face-to-face extension efforts.
- Provide for informal social interaction at extension meetings to strengthen women's attendance.

2) Targeting the Extension Service

- Set targets for both men's and women's participation in extension activities:
 - Break national targets down to regional or smaller targets to take account of local variations and opportunities
 - Include such targets in extension agents' annual evaluations
- Include brief agricultural and livestock production messages in home economics, handicrafts, and nutrition extension activities for women
- Establish a network of female para-extension agents or village group technicians who:

- Are trained by the extension service in standard agricultural messages and in women's other economic activities
- Act as a liaison between the extension agent and the group/village and in turn train group members
- Are accountable to and paid by the village group (with perhaps some reimbursement from public funds).

3) Targeting Male Extension Agents

- Train men extension agents in culturally acceptable methods of delivering extension to women
- Engage a woman agent to start extension activities with a group to overcome initial resistance and hand it over to a male agent when the group is established and running.

4) Targeting Women Agents

- Recruit more women agents, and provide them with transport and other necessary resources. For example, the World Bank-supported *Tunisia NW Mountain Areas Project* appoints women extension agents at each extension development center to identify women's needs, develop contacts between the project and women, and ensure that the project responds to women's needs.
- Retrain home economics extension workers to convey key agricultural extension messages.
- Appoint coordinators at regional or national level to:
 - Ensure that training of extension agents includes analysis of gender roles and activities
 - Liaise with NGOs, other projects, and agencies so that the best use is made of the human, financial, technological, and information resources available for rural women.

c. Improve the Quality of Extension

- Conduct gender analysis of the farming system and use findings in:
 - Conducting training sessions
 - Adjusting research agenda
 - Planning extension messages and activities.
- Include rural women in planning future extension programs. They should prioritize their own extension needs. They may, for example, prefer extension on activities that give them some income to extension on traditional commodities or on commodities produced by both them and their husbands.
- Improve the relevance of the messages by the following:
 - Broaden the research agenda to cover men's and women's enterprises and tasks, resources, and use of end products.

- Recruit or train research and development staff in enterprises that women tend to carry out, such as horticulture, livestock, and agroprocessing.
- Enroll the extension or research services in networks such as Women in Rice Farming Systems (WIRFS) or the Information Center for Low External Input and Sustainable Agriculture.
- Increase the proportion of adaptive trials on women's fields and activities. For example, on-farm testing and extension activities under the *Lebanese Irrigation Rehabilitation Project* concentrate on small animal husbandry, agroprocessing, and handicrafts.
- Enable training and study teams of research and extension staff to visit successful farmer-focused research in other countries.
- Fund communications units to produce radio dramas or videos targeting women's farming activities.
- Attempt moving from individual to group extension to increase the number and proportion of women clients and to help overcome cultural restrictions on women's contact with men outside the household.
- Make special efforts to obtain women's opinions and active participation to the same extent as men's in extension and planning meetings.
- Consider separate groups for women farmers. Women in many societies are not expected to express their views (particularly opposing views) in mixed meetings, especially in front of husbands or older men.
- Identify and use quantifiable key indicators on attendance to monitor gender balance in extension.

Box 17: Improving Extension for Women Farmers: The Gambia WID Project (Cr. 2141)

This multidonor, freestanding, interdepartmental women's project has agricultural, health, training, and communications components. Implementing agencies report to six line ministries, and many subcomponents are linked to projects of other donors.

The agricultural subcomponents are implemented by the Ministry of Agriculture. Objectives include to:

- Strengthen extension for women's field and horticultural crops and livestock through:
 - Preparing manuals on women's crops and livestock
 - Providing logistical support and training for Livestock Extension Department staff in the areas of health, housing, and nutrition of poultry and small ruminants
 - Providing logistical support and training for horticultural and food and nutrition units
 - Funding operating costs for the processing and storage of vegetables
- Promote recruitment of women retailers for agricultural inputs
- Improve the supply of information by:
 - Supporting production of radio programs, videos, and posters on women's activities
 - Supplying video equipment and films to thirty villages
- Promote functional literacy and income-generation skills through a skills development pro-

gram.

Although designed to focus on horticulture and livestock, in five years the agricultural subcomponent resulted in a dramatic increase of women participants from 5 percent to over 60 percent in crop extension activities. Gender issues are now mainstreamed in the Ministry of Agriculture and the new IDA-funded *Agricultural Services Project* (Cr. 2453) contains actions to encourage women's enrollment in agricultural courses.

Reasons for success of project. An upstream WID assessment on women's participation in extension activities convinced ministry staff that women farmers were neglected. During the project, the ministry, as the implementing agency, accepted the WID subcomponent as part of their normal work; the dedicated funds from the WID project came toward the end of the agricultural services project.

Box 18 : Reaching Women Farmers in Nigeria

In Nigeria women make up between 60 and 80 percent of the agricultural labor force, depending on the region, and produce two-thirds of the country's food crops. As elsewhere in Africa, however, extension services had focused on men and their farm production needs.

The Nigeria Women in Agriculture (WIA) project was introduced to address this shortcoming in the extension system. Through a participatory, learning-by-doing approach, the project has succeeded in giving women a voice in the national policy reform process and in integrating women into mainstream agricultural extension and development initiatives in their localities.

Because of the shortage of women trained in agriculture, existing home economics agents have been retrained to become WIA agents. The formation of WIA farmer groups has facilitated the dissemination of agricultural innovations and provided women farmers with better access to farm inputs and credit than they would have had as individuals. Assisted by WIA agents, women now participate through these groups in all aspects of subprojects, from identification to planning and implementation.

Project planning and replanning has been carried out through national workshops with representatives of WIA groups. Both the Bank and the government have found this process effective in translating field knowledge into specific action for improving women's productivity in agriculture.

One of the greatest benefits of promoting participation in decisionmaking at both the local and national levels was found to be the momentum generated by the dynamism and resourcefulness of Nigerian women.

Source: World Bank. 1996. *The World Bank Participation Sourcebook*. Environmentally Sustainable Development. Washington, D.C.

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**Table 11: Information Needed for Agricultural Extension Projects**

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
<p>Gender roles in farming systems: Current roles and trends (See section A on gender roles in Chapter I).</p>		
<p>Gender differences in participation in extension Assess gender differences in participation in extension activities by estimating one or more of the following:</p> <ul style="list-style-type: none"> • Women as percentage of participants in extension activities (percent)¹¹ • Percentage of all farmers in contact with extension services: <ul style="list-style-type: none"> • Women farmers (percentage); men farmers (percentage) • Women household heads (percentage); men household heads (percentage) 	<p>M&E data, studies, or surveys; annual reports of extension offices at various levels.</p>	<p>If there are gender differences, for example, if women's participation is low compared to men's or compared to their farming activities, ask the next set of questions to ascertain why and identify actions to increase women's participation.</p>
<p>If possible break these participation percentages down by gender for:</p> <ul style="list-style-type: none"> • Different extension subjects (crops, livestock, and other activities) 	<p>If no data exist, try to get an indication from discussions with extension staff.</p>	<p>If no data are available, establish mechanisms to collect gender-disaggregated M&E data or mount informal survey.</p>

¹¹ Percentage of participants is the preferred unit of measurement. The percentage of farmers is of little value without comparable data for male farmers.

- Different extension methods (individual meetings, group meetings, visits to farmers, agricultural fairs, research planning, and so on)

Gender differences in staffing

Are there restrictions on men agents meeting with women farmers on one-to-one basis? How does this affect group meetings?

Discuss with focus groups and extension staff; review the list of in-service courses and curricula from training department and agricultural college.

Identify recruitment and training needs and alternative solutions (such as use of other rural agents or para-extension agents).



Information	Possible Sources	Actions or Implications
<p>Have men agents been trained in appropriate methods of approaching the community and interacting with women in this setting? Have they been trained in suitable extension/communication methodologies?</p>		
<p>Evaluating the quality of extension Do any of the following affect outcomes differently by gender?</p> <ul style="list-style-type: none"> • Criteria used to select contact farmers • Criteria for membership of groups or cooperatives receiving extension • Media used in extension • Location and timing of activities • Type of extension activities (one-day, residential, open meetings, meetings with individual farmers, and so on) • Content/subjects covered • Relevance of the messages • Other criteria 	<p>Judge based on participation data from M&E; review messages and media output; discuss with focus groups and extension staff.</p>	<p>Select components or actions that will help solve the problems identified.</p>
<p>Does the work program of men and women agents differ:</p> <ul style="list-style-type: none"> • In the subjects covered? • By the sex of their farmer clients? • Methods of extension? • Working conditions? • Resources available? 	<p>Discuss with men and women extension staff, review work programs.</p>	<p>Using the expressed/identified needs of rural men and women for extension, decide on the best combination of men and women agricultural agents, other rural agents, and para-extension agents.</p>
<p>Do women agents work more on nutrition and home economics than on agriculture?</p>	<p>Discuss with rural women.</p>	

<p>Is home economics or agriculture the extension priority of rural women?</p>	<p>Discuss with extension staff, agents from other ministries, and officials of the ministries concerned.</p>	<p>Identify the resources and training needed for this combination to provide appropriate extension services for rural men and women.</p>
<p>Does any of this work on nutrition/home economics/agricultural extension duplicate the work of other women rural agents?</p>		



Information	Possible Sources	Actions or Implications
<p>Could other rural women agents supplement the few women agriculture agents by having in-service training in agriculture and perhaps being “attached” to the Ministry of Agriculture?</p>		
<p>Is the use of para-extension agents selected by group members a possible strategy?</p>	<p>Discuss with rural women and extension officials.</p>	
<p>Feedback mechanisms Are the priority problems of men <i>and</i> women identified and fed back to research or other services?</p>	<p>Discuss with focus groups, extension and research staff and review of research agenda.</p>	<p>If priority problems are not identified and fed back, train staff in diagnosis and put in place a mechanism for feedback.</p>
<p>Communications Unit Does the overall output of the Communications Unit for both men and women farmers adequately:</p> <ul style="list-style-type: none"> • Address activities and interests? • Use suitable languages? • Use suitable media (words or pictures)? 	<p>Review the output of the Communications Unit; discuss with focus groups, and extension staff.</p>	<p>Based on judgment of suitability of content and media for men and women, decide if interventions to improve quality of products are needed.</p>
<p>How suitable for men and women farmers are:</p> <ul style="list-style-type: none"> • Radio programs? • Videos? • Posters? • Leaflets and written material? • Traditional music, plays, and so on? 		

Do women announcers, actors, and participants feature in the products?

- Women members as percentage of all members of radio (or similar) groups (percent)

D. Agricultural Research

1. Issues

Agricultural research is moving toward more demand-driven activities and greater decentralization, private sector involvement, and participation by farmers, extension agents, and NGOs.¹²

Gender issues enter into many aspects of agricultural research, such as:

- Setting the research agenda
- Selecting varieties for testing
- Promoting adoption of findings
- Evaluating results
- Improving research staff quality
- Enhancing research staff diversity.

They also enter into the employment equity concerns of the research institutions themselves. The ways in which gender is central to these activities are briefly outlined in the subsections that follow.

2. Approaches to Gender Analysis in Agricultural Research

a. Setting the Research Agenda

Since men and women often grow different crops, use different methods of cultivation, and make different use of the produce, they also have different areas of concern in improving yield or increasing resistance to disease. For example, women may grow maize in subsistence production, whereas men grow it as a cash crop; women may grow swamp rice, whereas men may grow irrigated rice, and women may derive significant income from by-products, such as straw to be used as fodder for livestock. Men and women farmers, therefore, often have different research interests and needs that can be captured only if gender issues are incorporated in setting the research agenda.

b. Developing the Research Methodology

1) Selecting Varieties for Testing

Attention to gender can enhance difficult stages of research, that is, selecting varieties for testing, promoting adoption of findings, evaluating results, and improving staff quality. Women often use different parts of the crop for subsidiary purposes: they often gain additional and crucial, personal income from livestock fed on straw or stubble, or from fish farming on irrigated land. Because they are usually responsible for weeding,

¹² See, for example, the Special Program for Agricultural Research (SPAAR).

harvesting, and processing the produce, their important considerations in choosing varieties will not be limited to yield or disease resistance but may also relate to peaks in labor requirements during the production cycle (see Box 19).

Box 19: Women's and Men's Preferences in Rice Farming

In Côte d'Ivoire rice is primarily a women's crop, which they harvest with a short blade. Higher yielding, short-stemmed varieties are preferred by men, but women continue to prefer taller varieties. An important reason for this is that they can harvest the long stem in the traditional manner with their babies on their backs. This is not possible with the short-stemmed varieties.

Source: A. Adesina, 1992, "Women Rice Farmers in West Africa: Implications for Gender Sensitive Technology Development Strategies," Chapter 4 in *Economics of Rice Production in West Africa*, West Africa Rice Development Association.

Box 20: Tapping the Knowledge of Women Farmers in Research

Tapping the knowledge of women farmers in research trials can clearly have substantial rewards in terms of yield as well as long-term adoption rates, as the following example shows.

Research on new varieties of beans at the Institut des Sciences Agronomiques du Rwanda (ISAR) in collaboration with the International Center for Tropical Agriculture in the 1980s compared yields of varieties chosen by farmers with those chosen by breeders in farm and station trials. Varieties chosen by women farmers consistently outperformed those chosen by breeders at the institute. This was true for farm trials and for station trials over several years and in different parts of the country. The varieties chosen by farmers also outperformed the existing local mixture in yield 64 to 89 percent of the time, whereas those chosen by breeders did so 34 to 53 percent of the time. On average, yield increases were 38 percent for farmers and 8 percent for breeders. Continued adoption was also better for breeder-selected varieties: 71 percent were grown six seasons later.

Source: CGIAR, 1994, *Partners in Selection: Bean Breeders and Women Bean Experts in Rwanda*, Washington, D.C.

2) Promoting Adoption of Findings

Gender analysis is also relevant to promoting research findings. In a participatory research approach, the involvement of women farmers in choosing the research agenda, selecting varieties for testing, and actively participating in field tests will be carried forward into promotion of research findings. Such an approach ensures that the messages relevant to men and women farmers will be known and ready for dissemination.

When both men and women are involved, gender-specific problems or difficulties encountered can be addressed and misconceptions corrected (see Box 21).

3) Evaluating Results

Gender analysis is relevant to evaluation, as well as to setting the research agenda, since men and women:

- Often use different methods of cultivation
- Do not have the same labor constraints
- Make different use of the products.

To assess adoption of new research findings, in the long term, for women's crops as well as men's crops for which women have labored or whose by-products they use, it is, therefore, important to ascertain the intrahousehold behavior and attitudes of both men and women, and also of female-headed households (see Box 21).

Box 21: Gender in the Adoption and Evaluation of Research

In trials conducted in Luzon in the Philippines, under the International Rice Research Institute's *Asian Rice Farming Systems* crop-livestock project, researchers recommended using the leaves of the *ipil-ipil* trees bordering the fields as cattle feed. Despite a previous record of good collaboration between the project and farmers, this recommendation was consistently ignored by farmers. In-depth research on women farmers revealed why; women in the community raised swine and poultry, a piece of information missed by the initial survey focusing on men farmers. Women had long ago discovered that *ipil-ipil* leaves caused sows to abort, and warned their husbands not to feed them to pregnant cattle. In fact, *ipil-ipil* does not have the same effects on cattle as on swine. Both men and women had to be convinced that it would be safe for cattle.

In another trial, rice bran was recommended as a fodder supplement for cows. This recommendation was not adopted, because, unknown to researchers, women by tradition used the rice bran to feed the swine and none was available for the cows.

Source: CGIAR, 1995, *From Field to Lab and Back: Women in Rice Farming Systems*, Washington, D.C.

c. Improving Research Staff Quality/Diversity

The need for competent researchers dictates a strategy of broadening the pool of candidates for recruitment. Part of this effective strategy is to include women researchers in the pool. This practice has the added benefit of providing role models and demonstrating career options for women in agricultural colleges and universities and may improve the recruitment of women students.

As researchers, men and women often have different styles and approaches to problem solving. Moreover, women researchers are often more aware and have a better understanding of the constraints and needs of women farmers. Drawing on both men's and women's knowledge base can modify day-to-day research strategies and add significantly to the quality of research results.

Box 22: Women Researchers in the Philippines

A study on women scientists and managers in agricultural research in the Philippines found that:

- Women faced little overt discrimination in the public sector, although significant obstacles remained in the private sector.
- Women did not resign on having children.
- Policies such as maternity leave, flexible work schedules, delegation, teamwork, and work at home helped attract and retain women researchers.
- Gender-based differences existed in the geographic location of research: women were concentrated more in central research stations.
- Differences were found in the vertical mobility of researchers: 10 percent of men and 3 percent of women were managers.
- Women and men published at equal rates.
- Gender did not inhibit productive working relationships among peers.
- Staff valued a diverse staff with complementary skills and approaches.
- Men, however, were less accepting of women in positions of power.

Source: Brush and others, 1995, Women Scientists and Managers in Agricultural Research in the Philippines, International Service for National Agricultural Research, The Hague.

Many institutions are at a loss on how to attract and retain women staff. Experience suggests that a consistent approach, including the elements mentioned in Box 23 can be helpful.

Box 23: How to Attract More Women to Research Staff

A number of approaches have proved effective in attracting women researchers to formerly all-male institutions. They include:

- Management commitment to change that increases the gender balance in staffing
 - Explicit policy on women's recruitment
 - Advertising explicitly addressing women as well as men
 - Job descriptions calling for men and women candidates in shortlists, including qualifications women are likely to have transparent career and promotion prospects
 - Spouse employment opportunities, Flex-time, job sharing, and split location jobs
- Increasing pools for recruitment by promoting participation and enrollment in post Promoting doctoral programs.



Table 12: Information Needed for Agricultural Research Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
Setting the Agenda		
What are the roles of men and women in crop and live-stock production or other activities that are the object of the project?	Studies and surveys, discussions, focus groups, and extension staff.	If not known, collect information or conduct a study.
Does the research program include the following to the extent they are important in the economy? <ul style="list-style-type: none"> • Commodities produced mainly by women • Women's post-harvest and value-adding activities • Women's main constraints and problems • Income-generating activities • "Invisible" home-consumed produce 	Review research agenda and prioritization process.	If research agenda neglects home- consumed or -used products or food security or if it is biased toward "male" commodities or activities, re-view prioritization criteria and consider adjusting the agenda.
Do research teams (particularly those for adaptive re-search) understand the farming systems of men and women farmers?	Judge after discussing with fo-cus groups and research and extension staff.	If research teams do not under-stand gender roles in the farming systems, consider conducting workshops on gender roles in agriculture.
Are men and women individually responsible for buying tools, seeds, fertilizers, and so on for the activities they control?	Review feedback mechanism.	Start/increase participatory dis-cussion with men and women farmers. Establish feedback mechanisms for needs of men and women farmers.



Information Needed for Agricultural Research	Possible Sources	Actions or Implications
<p>Selection of Topics</p> <p>Are men and women farmers consulted about their specific needs and ideas?</p> <p>Do women participate in on-farm trials, field days on research, and dissemination activities to the extent that they carry out the activity themselves?</p> <p>Do researchers take into account the economic and technical feasibility of the proposed solutions (e.g., input costs, input supply, credit availability, and labor/time availability)?</p>	<p>Discuss with focus groups. Review research reports and publications</p> <p>Discuss with research and extension staff.</p>	<p>If men and women farmers tend to have different resource bases, economic and technical analysis must be based on these differences. Feed information back to other support services so they can target their services appropriately.</p>
<p>Evaluation</p> <p>Do evaluation criteria for new products reflect not only field but also post-harvest characteristics such as perishability, ease of transformation, nutritional value, and taste?</p> <p>Are both men's and women's views sought in evaluating the proposed technologies (e.g., varieties, agroforestry techniques, and livestock feeding)?</p>	<p>Review evaluation process</p>	
<p>Staff Quality and Diversity</p> <p>Does the research staff include both men and women?</p>	<p>Administrative data</p>	<p>If low, determine reasons and open dialogue with borrower to determine need for women staff and set targets for recruitment</p>

<p>Do targets exist for recruiting and promoting women staff? How have these been implemented?</p>	<p>Administrative data Discussions with staff</p>	<p>If there is a lag, consider explicit steps to promote greater diversity by recruiting women researchers, for example, advertising, (shortlisting women, clear career path, post-doctorate positions and scholarships, flexible work/family arrangements.)</p>
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E. Agricultural Sector Adjustment Lending (ASAL)

1. Issues

Sectoral adjustment programs in agriculture are intended to enhance economic efficiency and promote more rapid growth in the sector. Although the mix of strategies in a given country depends on local circumstances, various measures chosen include:

- Improving incentives by decontrolling prices
- Reducing food and input subsidies
- Privatizing marketing
- Reducing public expenditure or making it more efficient through institutional reform
- Liberalizing trade policy.

Initially, such policies were believed to be unaffected by gender; however, delayed or absent supply response in ASALs in several countries have led researchers and policy-makers to examine the interface between gender and structural adjustment programs in agriculture more closely.

It has now become increasingly clear that agricultural supply response has often been hindered by gender-based rigidities in agricultural capacity. These include gender-based differences in access to information, transaction costs, changing production technologies, the resource base, and the capital stock of individual farmers. In promoting the more efficient use of resources, ASALs need to recognize and address gender-based distortions in production, including removing gender barriers to an improved supply response and addressing gender-based constraints to the control of resources and economic mobility. Evidence now exists, for example, that moving from food crops to cash crops may increase women's labor requirements without commensurate compensation to women themselves and may thereby result in slow uptake.

Greater attention to gender issues is called for to ensure an improved supply response, overcome built-in production constraints, and protect vulnerable groups in the course of adjustment. Several reasons exist for this:

- First, women farmers do not have the same production systems and strategies as men farmers. Existing constraints to increased production, discussed elsewhere in this toolkit, can also limit women's opportunity to take advantage of liberalization measures under adjustment and can result in a delayed or weak supply response.
- Second, the emphasis on tradables and export promotion often benefits men farmers more than women farmers. This is because men farmers tend to be involved in export crop production, with greater access to extension and modern inputs, whereas women farmers allocate more land to subsistence food production. In Malawi, for example, under reform, the supply of hybrid maize, which

is grown by men, doubled because of men's greater access to input and fertilizer; however, the bulk of maize, which is grown under subsistence production, mostly undertaken by women, remained stagnant under adjustment; thus, the efficacy of reform was hampered by the weak supply response by women.

- Third, adjustment programs sometimes require special inputs to address consumption needs of poor and vulnerable groups—in particular, women and children.

2. Approaches to Gender Analysis in Agricultural Sector Adjustment Lending

How can ASALs incorporate gender analysis? Given that gender-based constraints can affect the efficacy of the agricultural sector adjustment, identifying these through an analysis of the division of labor and access to resources by gender can help prioritize policy initiatives and mitigate negative impact. A number of ASALs have successfully addressed gender issues to compensate for the many constraints women face and permit them to benefit from adjustment through:

- Removal of legal barriers in securing access to land (see Box 24)
- Complementary assistance programs to improve women's access to credit, inputs, and markets (see sections C, F, H, and K in this chapter).
- Monitoring program impact on vulnerable groups, including women (see Box 25)
- Social programs to address the consumption needs of vulnerable groups
- Participation of women and women's groups in policymaking.

Box 24: Removing Legal Barriers

The World Bank's *Agricultural Sector Adjustment Credit Project* (Cr. 2540) in *Honduras* includes a land market study to determine land market dynamics in rural areas subsequent to implementation of an agrarian reform program and builds in safeguards for women's land ownership.

The action plan to improve land tenure policy under the *Somalia Second Agricultural Sector Adjustment Loan Program Project* (Cr. 2030) also includes specific steps to protect the rights of spouses, which was one of the conditions for the second tranche.

Box 25: Social Programs to Address the Consumption Needs of Vulnerable Groups

- The poverty reduction program under the *Honduras ASAL* (Cr. 2540) gives priority both to underserved areas and to women and girls. A regional unit for technical assistance to the social sectors complements the ASAL. Coupons for poor women heads of households, distributed through schools in the *Bono Mujer Jefe de Familia* program, reached more than 160,000 poor women and children. Simultaneously, the Honduran Social Investment Fund has addressed the social infrastructure, health, and nutrition needs of poor communities, together with some economic activities.
- In the *Somalia ASAL* (Cr. 2030), the complementary Agricultural Assistance Program II finances specific actions to address the costs of adjustment for vulnerable groups. This program also includes special provisions to monitor the benefits of social action.
- In making agricultural policy independent of food policy, the *Mexico ASAL* (Ln. 3357-ME) also includes poverty alleviation programs that target food, nutrition, and health programs to pregnant women, lactating mothers, and children under five years old.
- The *Ghana ASAL* (Cr. 2345-GH) establishes a system to monitor the spatial distribution of public expenditure for the poor and women.



Table 13: Information Needed for ASAL Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
Gender-based division of agricultural production		
<p>What is the existing gender division of labor in agricultural production? In the household? Who is responsible for which tasks? What are men's and women's time constraints? Have demands on women's labor recently increased? If so, how? Are there male out-migration and changing roles? Do roles and tasks vary with the season?</p> <p>What are the patterns of men's and women's access to factor markets, including land, inputs, credit, technology, and information? Are there structural gender-based differences in ownership of these factors of production? Specify by type of crop. Are there restrictions on women's capacity to own inputs of production, including land?</p> <p>Who controls the income from agricultural production? Are men's and women's incomes maintained and managed separately? Who is responsible for keeping the accounts?</p> <p>What will be the probable differences between men and women farmers' responses to macroeconomic policy changes relating to agriculture?</p>	<p>Studies, surveys, focus group discussions. Agriculture ministry staff. Technical, policy, and gender expert staff. Women and women's NGOs at the grass-roots.</p>	<p>If household division of labor in agricultural production and associated activities is not known, collect information or consider conducting a study.</p> <p>Take gender differences of roles, responsibilities, and rights into account when planning the ASAL project.</p> <p>Determine the different target groups of the project and project activities.</p> <p>If gender differences could affect the outcome of the project, identify measures to overcome these problems.</p>
Gender issues at policy level		
<p>What will be the possible gender-based differences in farmers' responses to incentives created by ASAL macro-</p>	<p>Studies, surveys, focus group discussions.</p>	<p>Determine if project needs gender-specific targeting or other targeted</p>

<p>level policy changes?</p> <p>Do women face structural handicaps that will reduce their ability to respond positively to incentives created by ASAL policies?</p> <p>How does current agricultural sector policy address these issues? What ASAL policy design interventions can be made to improve the likelihood of women's positive response?</p>	<p>Agriculture ministry staff.</p> <p>Technical, policy, and gender expert staff.</p> <p>Women and women's NGOs at the grass-roots.</p>	<p>components to protect women as a vulnerable group and improve their supply response.</p> <p>Consider assistance programs that complement the ASAL to improve women's access to factors of production.</p> <p>Build in gender-specific monitoring of impact.</p> <p>Involve women and women's groups in policymaking for the ASAL.</p>
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F. CREDIT AND FINANCIAL SERVICES

1. Issues

Women have more limited access to formal rural and agricultural financial services than men. Many factors limit women's access to credit and savings instruments. These include:

- Legal restrictions on credit for women, for example, giving women the status of legal minors, or requiring the husband's (but not the wife's) signature on loan applications
- Lack of information about credit availability
- Lack of security for loans in the form of land or fixed assets acceptable to lender. Women may lack title to jointly owned land or place savings in jewelry
- Credit tied to crops or activities in which women do not participate, for example cereal production rather than small-scale livestock
- Credit provided through extension services that do not target or otherwise reach women
- Women's greater transaction costs, including distance to lender, complex procedures and constraints on mobility
- Lack of complementary financial and business services; for example, women may also need savings, or require microenterprise consultancy services
- Limited credit for nonagricultural rural activities
- Lack of small-scale savings services suited to women

Consequently, women often rely on informal sources of credit and savings, including rotating savings and credit associations (ROSCAs) or *tontines*, money lenders and relatives. These sources can have various disadvantages, such as untimely access, small loan amounts, very high interest charges, and sometimes nonfinancial obligations. As a result, women's income and productivity are constrained.

There is evidence that women use credit as effectively as men, when it is available. Their repayment rates are generally much higher. To increase women's agricultural production and income, overcoming the constraints to their access to credit and credit-financed inputs is, therefore, essential.

2. Approaches to Gender Analysis in Credit and Financial Services

A variety of measures have been used successfully to overcome constraints in women's access to credit and financial services. These include steps to:

- Remove legal restrictions on women's borrowing
- Retail credit through branch offices, mobile credit officers, grass-roots institutions, and NGOs to increase information and reduce transaction costs for borrowers and lenders

- Allow alternative forms of collateral, such as savings records, social collateral, crops, machinery to be purchased, household assets, and personal guarantees
- Provide untied credit and let borrower propose activity to be financed, such as agricultural production as well as processing
- Provide credit through extension services only where women are explicitly and successfully targeted (e.g. *Ethiopia Small-Scale Irrigation Project* (Cr. 1765))
- Target special groups that include women (such as the poor)
- Reduce transaction costs through group-based lending (collateral may or may not be group based)
- Simplify borrowing procedures and application forms
- Broaden access to credit beyond household heads
- Adapt repayment schedule and/or location to time and space constraints of women borrowers
- Provide other financial services, in particular savings
- Build on women's indigenous savings and credit associations
- Encourage private or public sector financial institutions to give credit to rural women
- Encourage banks to:
 - Provide mobile services
 - Simplify forms and procedures
 - Explore the use of financial intermediaries
 - Monitor repayment rates by gender
- Provide supplementary assistance through the project or implementing agency, including:
 - Help to prepare and submit applications for individuals or groups
 - Assistance with conducting feasibility assessments for women's proposals
 - Provide special extension services related to the activity for which the credit was obtained after the loan is approved
 - Start-up costs for establishing a credit line for women borrowers.

Box 26: Promoting Women's Access to Agricultural Credit in Pakistan

Women constitute a major source of farm labor in agricultural households in Pakistan and contribute significantly to household income. Women participate in sowing, weeding and harvesting, as well as threshing, husking, and storage and are engaged in poultry and livestock production as well as cottage industries. Lack of access to credit for modern inputs is a major constraint to their productivity both on and off the farm.

To address both supply and demand constraints to women's access to agricultural credit in Pakistan, the Bank-financed *Agricultural Credit Project* (Ln.3226, Cr. 2153) established new lending initiatives to reach women through mobile credit officers and nontraditional collateral.

By recruiting and training husband-wife mobile credit teams, and mobile women credit officers, assisted by women village assistants, these initiatives aim to overcome the social constraints that prevent women from traveling to bank offices for financial services and working with male credit officers, cumbersome application procedures, and inhibitions of women bank staff about traveling alone in the countryside. In addition, a Women's Wing was set up in the Credit Policy Department of the Agricultural Bank of Pakistan to back-stop operations, develop loan packages, and provide support through training.

Group lending, sometimes through the intermediation of NGOs, and other forms of collateral were set up to overcome constraints to collateral. In addition, lending for women in the US\$14.2 million project component is envisaged:

- jointly, in the name of wife and husband
- in the name of the husband with the wife as beneficiary
- in the name of the woman alone.

Box 27: Gender Issues in Financial Services in Morocco

The Morocco National Agricultural Credit Project (Ln. 3088-MOR) has taken special steps to attract women clients.

In 1987, the Caisse National de Credit Agricole (CNCA) initiated a pilot project to increase its provision of financial services to rural women. As a first step toward building this program, CNCA conducted a study in the Province of Khemisset to determine rural women's participation in farm and nonfarm activities. CNCA set up a separate unit to implement and evaluate the pilot project. The unit's responsibilities are twofold: a branch that is responsible for studies and marketing and a branch that oversees the monitoring and evaluation of these activities. The project design includes several important elements catering to the needs of women borrowers:

- The project targets investment and working capital for many economic activities in which women are active, such as weaving, home-based textile workshops, livestock, and beekeeping.
- Highly motivated and competent staff have been appointed, including women credit officers. The Caisse Nationale de Credit Agricole has established a Women in Development Unit to plan activities and coordinate, monitor, and evaluate ongoing projects.
- Mobile and field facilities have been improved to bring credit and savings closer to clients.
- Clients have been given increased access because facilities operate at least six days a week and keep longer hours.
- Active marketing campaigns have been launched to offer banking services and extended outreach to women. Women credit officers visit *souks* to advertise and look for potential women borrowers. Women credit officers spend three days per week making field visits in mobile vans, which improve access to credit and minimize costs to the borrowers.
- Sound financial practices have been promoted by linking savings and credit. Mobile credit officers also promote and accept small deposits from clients.
- Interest rates have been set at the average market rate of 11 percent.
- More flexible lending procedures have been adopted, and paperwork has been simplified for loan appraisal and approval.
- Down payments have been reduced from 20 to 10 percent, and collateral requirements have been eased to allow personal collateral.
- Deposit mobilization has been more successful than lending and amounts to more than 2.5 times the loans disbursed in 1995.



Table 14. Information Needed for Credit and Financial Services Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible source	Action or implications
<p>Access to credit</p> <p>What are the present gender differences in access to credit in the formal sector:</p> <ul style="list-style-type: none"> • From various sources? • In the size of the loan? • In the duration of the loan? • In the use of the loan? • In repayment rates? <p>As far as possible, identify reasons for differences.</p> <p>What deposit services are available to men and women:</p> <ul style="list-style-type: none"> • In different institutions? • By size of deposit? • By duration of deposit? • By interest rates? 	<p>Preferably from records of financial institutions or studies and surveys. If data not available, form an impression of the situation for discussions with focus groups and ministry staff</p> <p>As above</p>	<p>Based on the information obtained, determine target group, and loan characteristics (size, duration, and use), determine measures to alleviate gender-specific barriers to access.</p> <p>Determine savings needs as above</p>
<p>Traditional and informal financial structures</p> <p>What informal systems of credit and savings can be tapped to bring women into formal financial sector?</p> <p>Do savings and credit groups or mechanisms exist (e.g., credit unit in ministry as intermediary to formal financial institutions) that can be used as the basis of a credit program?</p>	<p>Discussions with focus groups, extension staff, and financial institutions</p>	<p>Build on what is in place in informal sector to increase access to credit and to reduce constraints to women's participation in formal credit schemes</p>



Information	Possible source	Action or implications
<p>Eligibility criteria Do the eligibility criteria (commodity, collateral, size of loan, social factors, membership of cooperatives, and so on) result in men and women having unequal access to the credit?</p>	<p>Discussion with focus groups, extension staff, NGOs or other agencies supplying credit in the project area, and financial institutions</p>	<p>Identify modifications or new eligibility criteria that would allow greater or more equal access to credit without decreasing repayment rates. Widen access by:</p> <ul style="list-style-type: none"> • Nontraditional collateral • Small loans • Allowing nonmembers • Allowing members • Allowing different household members
<p>Tied credit If credit component is or will be tied to specific project activities:</p> <ul style="list-style-type: none"> • What activities is it tied to? • Do both men and women carry out these activities? • Do credit programs for agricultural and nonagricultural activities exist in the area? • Is this activity the main credit need of women? 	<p>Discussions with focus groups and extension staff, project M&E unit</p>	<p>Decide if the credit should be available for a wider range of activities. Ensure that men and women are both eligible for credit under the project.</p>
<p>Untied credit If credit component is not (or will not be) tied to specific project activities:</p> <ul style="list-style-type: none"> • Which agricultural or rural activities are most limited by the lack of men's or women's access to credit? • Do credit programs for agricultural and nonagricul- 	<p>Discussions with focus groups, extension staff, NGOs, or other agencies supplying credit in the project area, and financial institutions</p>	<p>Examine gender differences in access, eligibility, and number of loans. Identify actions to make access more equal. Ensure that the activities for</p>

tural activities exist in the project area?

which women really need
credit are not excluded.

G. Forestry

1. Issues

World Bank forest sector policy stresses:

- A multisectoral approach that includes development and conservation
- International cooperation
- Policy reform, including institution strengthening and private sector development
- Resource expansion and intensification
- Preservation of intact natural forests.

Building on local knowledge and participation in designing community, social, and other forestry programs is, therefore, taking on increasing importance. In gathering such information, differentiation by gender is necessary. Uses for forests and forest products include:

- Timber
- Fuelwood
- Fodder
- Food (fruits and berries, roots, and leaves)
- Medicine
- Sap, bark, leaves, seeds, and so on as raw materials for different types of manufacturing.

Men and women use different forest, tree, and wood products in different ways:

- *Women* typically gather forest products for fuel, fencing, food for the family, and fodder for livestock, medicine, and raw materials for income-generating activities. Women are often the chief sources of information on the use and management of trees and other forest plants. Nonwood forest products gathered by women frequently hold a significant place in the household, local, and regional economy.
- *Men* use many nonwood forest products but more often cut wood to sell or use for building materials.

This differentiation by gender has major implications for ownership and usufruct rights to the forest and its products, species chosen for new plantings, and management of the forest. Land ownership does not automatically imply ownership and control of the trees and different forest products. Different members of the community may have established usufructory rights to different parts of the forest or even of a tree. Effective participation of both men and women in the community in project design and implemen-

tation is, therefore, necessary to secure sustainable and equitable management of forest resources.

2. Approaches to Gender Analysis in Forestry

The following sections present some measures to address gender issues in forestry projects.

a. Community Consultation in Project Design and Implementation

The following strategies have been found effective in promoting community participation and consultation when designing and implementing forestry projects:

- Hold discussions with the community on the different needs of each section of the community.
- Ensure that all groups, including women, the landless, and tribal groups, are heard and included.
- Present forest management alternatives and advise the community on their implications.
- Involve NGOs in forming village project committees.
- Organize groups in homogenous units based on traditional forest-use patterns and established boundaries, ensure representation of women in leadership of such groups.
- Incorporate community control over forest protection and harvesting to limit illicit removal of forest products.
- Involve cooperative groups in commercial wood and other forest product industries.
- Prepare transparent mechanisms for distributing produce and revenues from sales.

b. Women's Participation in Project Management

Limiting women's participation in forestry schemes to wage employment will restrict the benefits they receive from the project simply to earning money and will marginalize their participation in decisions made concerning project design, management, and training; hence, it is necessary to:

- Include village women in management training
- Encourage women to be full members and officeholders in village forest protection committees
- Establish women's subcommittees to manage the processing of nontimber forest products.

c. Women's Participation in Project Activities

- Include in plantation activities those plant species preferred by men and those preferred by women (perhaps requiring separate plantings).
- Conduct research on management practices that maximize yields of different products.
- Consult women and women's groups on plans for credit, extension, and tools and equipment to ensure that these will be used by women.
- Ensure that women as well as men are trained in managing the new species.
- Involve women and women's groups in various activities including:
 - Nursery production
 - Seedling distribution
 - Planting
 - Credit and extension programs
 - Commercial expansion of nontimber forest products. Special care is needed to ensure that women are not displaced.
- Reduce constraints to women's full participation due to lack of access or ownership of public and private land by building in steps to:
 - Assist women's groups in gaining access to new land to establish a nursery or wood lot for fuel
 - Review legal and customary restrictions on women's ownership of forest land.
- Reduce constraints to participation posed by competing demands on women's labor by planning nursery production around women's time constraints.

d. Institution Building

- Update Forestry Department hiring policy to encourage recruitment of women as:
 - Forest guards
 - Foresters
 - Range officers
 - Researchers
 - Administrators.

In some countries, these positions are still staffed only by men. Examples of interventions to encourage recruitment are given in the section on staffing (see Chapter IV).

- Create a women's forestry group in the forestry department to coordinate and monitor gender sensitivity training, women's development activities, and attention to gender differences in project activities.
- Introduce gender issues in workshops for forest agents and other forestry department staff. Information gathered in gender studies during project appraisal can be put to use here.
- Hold workshops for the community on gender issues in forestry where demand exists.

- Commission a study on rural women's fuel requirements and preferences as input into the design of fuel efficient stoves.
- Include gender analysis in the core curriculum for foresters and particularly in refresher training for previously trained staff.

Box 28: Nontimber Forest Products in Lao People's Democratic Republic

The *Lao People's Democratic Republic Forest Management and Conservation Project* (Cr. 2586) looked into women's use of nontimber forest products and found that women depend heavily on the forest for food, fuelwood, and family income. The products women collected include:

- 37 different types of food
- 68 different medicinal products
- 18 types of products for other uses
- 18 different animal species.

They range from fruits, berries, bamboo, and mushrooms to rattan, resin, benzoin, shrimp, birds, squirrels, and rodents. These products play a significant role as a safety net in drought years.

The community participation process, therefore, took explicit steps to involve women in village consultations. Each roving community mobilization and training team was designed to comprise both a community participation specialist and a women-in-development specialist.

Box 29: Forest Resources Management and Monitoring in Zimbabwe

With over half of the 800,000 farm families living in the communal areas actually headed by women, the rural forestry component of the *Forest Resources Management and Development Project* in Zimbabwe (Ln-3179-ZIM) has a clear focus on women. Their participation is seen not in terms of equity but as an essential element in project success. Women's ownership and management of woodlots is expected to contribute significantly to project success and sustainability.

Consequently, women's participation is not limited to providing labor but actively involves women in decisionmaking regarding production, processing, and marketing of the produce. Women's groups at village level and NGOs will be mobilized to promote:

- Tree planting
- Nursery development
- Woodlot management.

Development of appropriate methodologies for reaching and involving both men and women and training of staff and NGOs in mobilizing both men and women are complemented by a strong monitoring and evaluation action program to identify special constraints to women for quick action to remove them.

3. For Further Information

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World Bank. 1994. *Review of Implementation of the Forest Sector Policy*, Agricultural and Natural Resources Department and Environment Department, Washington, D.C.



Table 15: Information Needed for Forestry Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information needed for forestry projects	Possible Sources	Actions or Implications
<p><i>Activities</i> Determine by gender:</p> <ul style="list-style-type: none"> • Different choice, ownership, use, and maintenance of trees • Other forest plant products • Animal products • Forestry activities associated with the proposed project. 	<p>Studies or surveys by forestry departments, ministry, or university.</p>	<p>If unavailable, then consider collecting information or conducting a gender analysis.</p>
<p>Do women gather products or forage animals on common property?</p>	<p>Discussion with focus groups and forestry staff.</p>	<p>Promote women's participation in community discussions.</p>
<p><i>Community Consultation</i> Will traditional users of the forest be able to harvest and use the trees and other forest products? Are there gender differences in the choice of species to be planted?</p> <ul style="list-style-type: none"> • Location • Use of the products • Who makes the decisions <p>Will they lose such access if the land is cleared and planted? Will this affect their income or their labor? Will they have to spend more time collecting these products?</p>		<p>Investigate women's rights. Consult men and women about species, and consider their preferences when determining plantings, and research agenda.</p>



Information needed for forestry projects	Possible Sources	Actions or Implications
<p><i>Participation</i></p> <p>What is the gender composition of:</p> <ul style="list-style-type: none"> • Membership of forest committees and forest users groups? • Users of project inputs and services (seedlings, credit, extension advice, training, fertilizer, pesticides)? • Labor in community plantations? • Beneficiaries of community plantations? 		<p>Promote women's participation in community discussions.</p>
<p><i>Institution Building</i></p> <p>Are there traditional women's work groups, or is there women's labor sharing in the target communities?</p> <p>Could women's groups in the area be partners in project activities?</p> <p>Do women or women's groups have available time or access to land and water in setting up nurseries or plantations?</p>	<p>Discussions with focus groups, forestry staff, NGOs, women's organizations, or ministry.</p>	<p>Involve such groups in project work and activities.</p> <p>Take women's time constraints into account in planning their work.</p> <p>Include project inputs that can be produced by women.</p>

H. Input Supply

1. Issues

In many countries, women smallholder farmers *underperform* in agricultural production, because they use fewer modern inputs than men, including improved varieties, fertilizers, pesticides, or motor traction; hence, increasing the productivity of women's production systems by overcoming barriers to their access to input limitations can be *highly cost-effective*. Existing research shows that women are at least as productive as men, when some of these limitations are removed.

Some of the barriers that women face in access to inputs are:

- Lack of information about availability and benefit of inputs
- Lack of knowledge on how to use technical inputs, for example, chemical spraying and mechanical land preparation
- Limited cash or limited access to credit to buy inputs
- Time constraints in securing inputs
- Transport difficulties in obtaining inputs
- Access to inputs being tied to a particular crop that women do not produce
- Production of crops or varieties that do not respond to inputs.

Consequently, efforts to increase women's access to inputs and thereby their productivity will need to address the above constraints.

2. Approaches to Gender Analysis in Input Supply

Project interventions to increase access to inputs. Experience from agricultural projects suggests a variety of measures to ensure that men and women alike enjoy easy access to inputs. Projects can:

- Encourage the establishment of producer groups for:
 - Cash and subsistence growers
 - Export and domestic crop farmers
 - Men and women
- Ensure that cooperatives or village or other associations supply inputs
 - For cash as well as on credit for specific crops
 - To members as well as nonmembers (perhaps with slightly higher charges)
 - To more than one member per family
- Identify/appoint both men and women as rural retailers of inputs (see Box 30)
- Encourage rural women to produce for sale inputs such as seeds, plants, and young livestock by:
 - Training both women and men in the production, selection, and storage of seeds

- Providing credit to women and men for tools, equipment, irrigation systems, and buildings
- Building village seed stores.
- Ensure that inputs are available in small quantities
- Include instructions suitable for women and for men, taking into account the generally lower literacy levels of women and the crops they farm
- Provide gender-balanced training in use of inputs or technologies through actions that:
 - Target women in training sessions
 - Target women's activities for input or technology promotion in agricultural shows on small ruminants and vegetable production
 - Use women role models in training sessions
 - Conduct adaptive research trials with women and men on crops and livestock.

Box 30: Women Retailers of Farm Inputs in Gambia

In the *Gambian WID* project (Cr. 2141-GM), the Agricultural Inputs Office of the Ministry of Agriculture acts as the wholesaler of fertilizers, pesticides, and seeds. Nearly all retailers under the first phase of the project were men, whose efforts were usually directed toward cash cropping “men’s crops.” At the initiative of the WID project, women and groups of women were recruited as the retailers. The range of goods retailed is now being widened to include small tools and equipment and spare parts suited to women farmers’ needs. Retailers receive the inputs on credit and have the option of selling them on for cash or credit. Because many women retailers prefer to sell to men for cash and to women for credit, this initiative has also increased women’s access to credit. After three years, only one woman retailer has defaulted, whereas virtually all the men retailers are defaulting.



Table 16: Information Needed for Input Supply Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
<p>Are there gender differences in use of production inputs? How are these related to gender differences in access to inputs?</p> <p>What are the main barriers causing gender differences in access?</p> <ul style="list-style-type: none"> • Physical • Financial • Cultural • No recommendations • Recommendations unsuitable or unprofitable for women's production systems 	<p>Studies, surveys, M&E unit.</p> <p>Discussions with focus groups and extension staff.</p>	<p>If doing a study, identify project actions to alleviate these barriers.</p> <p>If recommendations on input use are not suitable for women, refer back to research. If problems are cultural (e.g., animal traction), consider answers not known, consider or campaign to promote input use by women and establish training programs targeting women.</p>
<p>Are inputs (and credit) available in quantities suitable for use in small fields, such as those cultivated by women?</p> <p>Are use and dosage instructions understandable by women who are illiterate in the local language?</p>	<p>Discussions with focus groups and extension staff, visits to rural input retailer.</p>	<p>If inputs (and credit) are available in sufficient quantities, take actions to ensure the inputs are packaged with instructions and in quantities suitable for women.</p>
<p>What role do farmers and the informal, private and public sector play as seed producers and retailers of other inputs?</p> <p>How will these farmers be affected by project proposals?</p>	<p>Discussions with focus groups, extension and ministry staff, input retailers.</p>	<p>Ensure that project proposals will encourage (and not adversely affect) the income earned and role played by women (as informal retailers, seed or seedling producers).</p>



Information	Possible Sources	Actions or Implications
<p>Can inputs be purchased on credit?</p> <p>If inputs are to be supplied through village associations, are both men and women represented in membership and on committees?</p> <p>Are inputs available to all members or are they linked, for example, to credit or specific commodities or activities?</p> <p>Are inputs available to nonmembers?</p>	<p>Discussions with focus groups, extension and ministry staff, input retailers.</p> <p>Discussions with village associations, focus groups, and extension staff.</p>	<p>If they cannot be purchased on credit, the project should encourage changes to facilitate access by poor farmers.</p> <p>If access is inequitable, take actions to ensure it is made more equitable by modifying conditions that limit access and use of inputs.</p>

I. Irrigation

1. Issues

Irrigated agriculture can have a gender-differentiated impact in several different ways. For example, the introduction of irrigation frequently increases the demand for women's unpaid labor in one or more of the following tasks, depending on the region:

- *Bund* and channel maintenance
- Water control at field level
- Weeding
- Pest control
- Harvesting
- Post-harvest processing

Most of these tasks fall to women and the added responsibilities, thus, compete with other demands on women's labor on the farm and in the household. To help ensure a viable and sustainable irrigation scheme, it is, therefore, necessary to take into account the potential increased demand for women's labor in irrigation and irrigated crop production. Projects will need to accommodate competing demands and ease women's time constraints. These measures can also help maintain production in other areas, such as women's dryland crop and livestock production. Even where farms are jointly operated by the family, it is not safe to assume that individual family members have no independent economic role.

2. Approaches to Gender Analysis in Irrigation

Irrigation also affects *property relations and long-term security of tenure*. Projects frequently give access to irrigation to men household heads. This can have the unintended effect of:

- Bestowing private water rights on men through mechanisms such as the payment of water charges and bypassing women's claims
- Improving the quality of land, productivity, and income only from land belonging to men alone and not the entire farming community
- Reinforcing pro-male bias in access to credit, inputs, and extension services
- Enforcing men's land ownership at women's expense.

Representation on water users committees is usually limited to men household heads. *Women's participation in water users committees* is also useful to:

- Elicit information about women's and men's roles, labor constraints, problems, and preferred solutions on irrigation issues
- Elicit information on noncrop uses of irrigation water, such as animal production, household use, and manufacturing, and the wastage and health risks associated with these uses

- Ensure user support and ownership for operation and maintenance activities through the participation of women farmers

Where steps are needed to *monitor and prevent the adverse health impact of irrigation* schemes, women's central role in maintaining family health makes them essential participants in:

- Monitoring health conditions
- Vector control
- Health education.

The design and implementation of irrigation schemes can be improved through women's participation. Some strategies to consider include, for example, to:

- Consult and involve men and women, young and old, in project
 - Design
 - Construction
 - Operation and maintenance
 - Monitoring and evaluation
- Employ community organizers as facilitators to help form users associations, encourage wide participation, and provide advice to men and women farmers
- Promote more equitable distribution of water and irrigated land among men and women by suggesting that the community consider measures to:
 - Ascertain public and private water rights
 - Allocate irrigated plots to men and women in proportion to the allocation prior to irrigation
 - Allocate irrigated plots to women's groups
 - Allocate irrigated plots to women identified as de jure and de facto heads of farming households
 - Put title to irrigated plots in joint names of the couple
 - Divide family land between husband and wife/wives with individual titles
- Promote a range of both men's and women's farming activities within the new farming system by the following:
 - Provide the rural infrastructure needed to alleviate increasing demands on women's time, including household water supplies, wood lots, and fencing for livestock
 - Include value-added activities, for produce from irrigated farming, such as agro-processing, to promote economic activities for women and men
 - Provide improved irrigation for subsistence vegetable and fruit production
 - Include components that facilitate women's other economic activities, such as:
 - Fodder production
 - Water for livestock rearing

- Women's access to rainfed plots
- Technologies for rainfed areas and household vegetable plots
- Encourage women as well as men to serve on water users associations and include mechanisms to ensure that women are included in the membership, decisionmaking committees, and paid staff. Specifically, projects can:
 - Change rules to allow dual or multiple membership within a single household
 - Allow men to designate their wives as members and vice versa
 - Establish liberal membership recruitment procedures
 - Bring in women community organizers or extension agents
- Ensure men's and women's access to extension activities in proportion to their use of irrigated as well as nonirrigated plots through:
 - A focus on the labor inputs of both men and women
 - Particular attention to women's crops
 - Hiring women extension agents (for details, see section 3.3 on extension).

Box 31: The Philippines Communal Irrigation Development Project (Loan 2137-PH)

The positive impact of paying attention to gender issues is detailed in the project completion report of the *Philippines Communal Irrigation Development Project*. This project exceeded physical development targets and appraisal estimates of irrigation density and paddy yields. The project's success has been attributed to the full participation of the farmer-beneficiaries.

The project partly draws on a tradition of farmer-built irrigation systems and responds to a cultural context in which women exercise independent land rights in the community by:

- Recruiting community organizers, two-thirds of whom are women
- Ensuring membership of both spouses in water users associations
- Actively encouraging women to assume leadership roles.

It was also noted that women's membership facilitated the payment of fees, because women controlled family finances.

Source: A. R. Quisumbing, 1994, *Improving Women's Agricultural Productivity as Farmers and Workers*, ESP Discussion Paper No. 37, World Bank, Washington, D.C.

Table 17: Information Needed for Irrigation Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
What is the household division of labor for farming, livestock care, and other tasks for: <ul style="list-style-type: none"> • Irrigated crops? • The total farming system of the area? • The population to be settled on irrigated land? 	Studies and surveys, discussions with focus groups and extension staff.	Determine the effect of introducing irrigation on current farming practices.
What percentage of irrigated plots are owned by women?	Irrigation scheme records, studies, surveys, discussions with scheme and extension staff, focus group discussions.	Assess the effect of the proposed irrigated system on current divisions of labor.
What percentage are managed by women?		Promote equitable access to irrigated land for women through:
Do these percentages conform to women's importance as heads of households or as farmers?		<ul style="list-style-type: none"> • Modification of irrigation schemes at field level • Reassignment of plots.
Effect of previous projects		
What was the experience when other projects introduced irrigation: <ul style="list-style-type: none"> • Did women lose control of traditional "women's crops" when these crops were produced under irrigation? • Did women's unpaid family labor input on agricultural production increase or decrease? • What was the effect on men's and women's income (cash and kind) from: <ul style="list-style-type: none"> • Dry land? • Irrigated plots? 	Reports of previous projects, discussions with staff and farmers in previous projects, studies, and surveys.	

- Other income-earning activities?



Information	Possible Sources	Actions or Implications
<p>What were the effects of irrigation on land tenure and property ownership? What were the effects on community health?</p>	Discussions with staff members; studies and surveys	Include training for women on health implications of irrigation scheme.
<p>Proposed project What are the criteria for distributing irrigated plots? Will users associations be organized so that both men and women can express opinions:</p> <ul style="list-style-type: none"> • On distribution of plots? • On water management? 	Project proposals, discussions with the rural community, project or ministry staff discussions	<p>Recruit community organizers to facilitate full community participation.</p> <p>Take steps to ensure that the proposed irrigation project or component actively involves all affected sections of the community, including:</p> <ul style="list-style-type: none"> • Women members of households • Women household heads • Women's groups
<p>Will charges be applied to individuals or families? Will men and women be employed by the irrigation system? Are men and women members, officials, and voters of water users and other associations in roughly the same proportion as owners and managers of irrigated plots?</p>	Records of previous schemes and previous water users and other associations, discussion with staff, focus group discussions.	

J. Livestock

1. Issues

Across all regions, both men and women are engaged in livestock production; however, the division of labor, level of responsibility, and ownership differs widely among societies. Overall, men and women often:

- Own different animal species. Men tend to be responsible for cattle and larger animals and women for smaller animals, such as small ruminants and poultry.
- Have different responsibilities, regardless of who owns the animal. Women are often responsible for the care of young animals, for keeping stalls clean, or milking and men for herding, breeding, and slaughtering; or, women may be responsible for day-to-day care and men for management and administration.
- Use different animal products. In many societies, women use animals for milk and dairy products, whereas men use them for meat, hides, and traction.

These responsibilities can and do change. For example, with male out-migration, women may take over men's roles, decentralization may shift emphasis from milk to meat production, and mechanization may involve men in what were formerly women's production systems. Privatization of communal livestock may have different effects on gender roles in production.

Successful livestock interventions, therefore, need to take steps to:

- Determine the current division of labor and ownership of different livestock species
- Assess the role of livestock in the household economy for both men and women; for example, women may use livestock and livestock products for:
 - Family food consumption
 - Generating income
 - Investing their savings
 - As security against economic or personal risk in the future.
 This affects their response to different interventions.
- Take into account different uses of livestock in the local economy—for example, traction, meat milk, manure, hides, wool, or ceremonial uses—to provide assistance to both men's and women's livestock production
- Address processing of livestock products as well as production, because women tend to earn their income from small-scale processing activities
- Include marketing of livestock and livestock products, in which women often play a key role.

2. Approaches to Orienting Livestock Project Interventions to Gender

Project experience suggests the following strategies to respond to gender-differentiated needs and constraints in livestock production:

- Include livestock species belonging to men *and* to women
- Provide assistance on livestock that women manage on their own in project extension, credit, research and technology improvement, marketing advice, and cooperatives. For example:
 - Processing and marketing of animal products such as milk, cheese, wool, and leather
 - Raising poultry, rabbits, or small ruminants
 - Compounding livestock feed
 - Retailing feed and other livestock inputs.
- Emphasize extension services for smaller animals as well as cattle
- Provide livestock extension for women and men, by recruiting more women extension staff and training men extension workers in activities carried out by women
- Encourage research on livestock and livestock products managed by women in research programs
- Actively promote women's participation in livestock cooperative activities by:
 - Determining targets for women's membership in cooperatives or pastoral associations
 - Establishing women-only groups of cooperatives, where women prefer not to participate in mixed organizations.

Box 32: Nontraditional Livestock for Women in Songliao, China

The *Songliao Plain Agricultural Development Project* (Cr. 2671-CHA) in China introduces nontraditional livestock to address severe constraints to increased agricultural productivity in Jilin and Liaoning provinces in Northern China: soil salinity, water logging, poor inputs, feed and extension, poor crop diversification, and lack of marketing services. Project activities to reduce rural poverty include subcomponents on geese, rabbits, and deer production by rural women.

In addition to more traditional livestock activities such as pig fattening, cattle breeding and fattening, and sheep breeding in which women played a role, the project also supports:

- Meat rabbit production
- Deer stud and deer production
- Goose breeding, fattening, and down processing
- Down product workshop

directed specifically to women. The project also targets female-headed, single-income households as priority beneficiaries because of their limited assets for collateral in credit and limited access to inputs and other means of production. The local Women's Federation has made a special effort to identify these female-headed households.

Box 33: Gender in Livestock Reform in India

The livestock sector in India faces a number of production constraints:

- Poor quality and quantity of feed
- Lack of attention by public research to buffalo production
- Poor quality of support services

These constraints need to be removed to increase agricultural growth and alleviate poverty for the three-quarters of rural households that depend on livestock as an important source of income.

The World Bank *India Livestock Sector Review: Key Issues for Enhancing Growth* proposes the following key steps for reforming the sector:

- Creation of a level playing field
- Liberalization of the processing industry
- Elimination of trading restrictions
- Greater environmental conservation

Women have been active players in this heavily subsidized sector. Their predominant role in livestock production raises two issues:

1. *How can the reform program benefit from considering gender issues?*
2. *How can reform be designed to overcome gender-based production constraints?*

Experience suggests the following strategies:

- Because women have the major responsibility for care of livestock, information on production and marketing constraints for women small-scale producers, including within the framework of existing cooperatives, will be relevant in promoting greater efficiency in the sector.
- Reforming livestock credit by removing interest subsidies will reduce credit rationing, which currently hampers women's access to credit. Improved information on credit, active encouragement of women borrowers through particular attention to transaction costs, and introduction of properly monitored, social collateral can widen the clientele for credit to include more women livestock producers. This may improve repayment rates, since well-run credit schemes for women demonstrate some of the highest repayment rates known in the agricultural credit sector.

Women can be brought into management and policymaking for livestock development by strengthening their participation in the cooperative sector. Greater involvement of farmer-owned and farmer-controlled organizations, such as the Anand Dairy cooperatives (Operation Flood) with over 8 million members, rather than the government will contribute to liberalizing the sector. Cooperative reform, including attention to the gender balance of cooperative boards, can enhance the efficiency of cooperative management and performance.

For Further Information

Gesellschaft für Technische Zusammenarbeit (GTZ). 1991. *Women in Development and Animal Production: How To Go About It*. Women in Development Unit, Eschborn.



Table 18: Information Needed for Livestock Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
Livestock Production		
What are the livestock production systems, for example, pastoral, transhumance, and intensive fattening?		
What is the distribution of men's and women's ownership of livestock and livestock products? Specify by type and age of animal.	Studies and surveys, focus group discussions, livestock department staff.	If household division of labor in livestock production and associated activities is not known, collect information or consider conducting a study.
Who is responsible for which tasks (e.g., building fences and shelter, collecting and growing fodder, care of sick animals, milking, processing, and marketing)?		Take gender differences in roles, responsibilities, and rights into account when planning the project.
What animal output and end products are owned or used by men and women, by species (e.g., traction, milk, meat, wool and hides, and manure)?		Determine the different target groups of the project and project activities.
From what animals or animal products do women get personal income? How much?		If gender differences could affect the outcome of the project, identify measures to overcome these problems.
From what animals or animal products do men get personal income? How much?		
Are there restrictions on men's or women's capacity to dispose of the animals or animal products they control?		
Who is responsible for keeping the accounts?		
Are there male out-migration and, consequently, changing gender roles?		

Do roles and tasks vary with the season?

Crop/livestock integration

How is livestock integrated with crops and other activities?
What are men's and women's roles in crops and other activities?

Studies and surveys, discussions with focus groups, crop and livestock department staff.

Determine if project needs crop production or other nonlivestock components.



Information	Possible Sources	Actions or Implications
Planned Interventions		
If animals are to be issued, who will receive them?		Adjust project actions to include participation of both men and women.
If men own the animals but women are responsible for looking after them, what benefits or recompense will the men receive? The women?		ForeSTALL adverse effect on personal income and authority of either sex.
Will there be a conflict between women's responsibilities in caring for the livestock and their capacity to earn personal income?	M&E unit livestock department focus group.	Ensure that men's and women's participation and the extension they receive match their ownership, responsibilities, and tasks in livestock management.
What percentage of participants in current livestock extension activities are women? Does this need improvement? On what subjects do women receive livestock extension? What other subjects are needed?	M&E research, discussion with staff and rural women.	See section C in Chapter III on extension.

K. Marketing

1. Issues

In different regions of the world, women play active roles in agricultural marketing. As in so many other agricultural activities, marketing activities are often specialized: men generally sell larger quantities of primary produce at formal buying stations and engage in long-distance trade, whereas women sell smaller quantities of primary produce and processed products at these markets or they trade at informal markets. This is because:

- Household obligations usually restrict women to using smaller local markets nearer their homes
- Contracts for cash are usually made with men as heads of household
- Men's generally higher educational levels facilitate their contacts and ease in functioning in the commercial world
- Men tend to own and control the means of transportation within households.

In many countries, *restrictions on women's mobility limit their ability to market* their agricultural produce, thus, reducing their income. As a result, women tend to have alternative, informal marketing arrangements. Some typical examples include:

- Marketing through an intermediary who will claim part of the revenue
- Sale to produce marketing boards, which pay one household member for the produce of the entire household (normally the male household head), who then controls the income
- Sale of commodities that are owned or produced by women, such as cattle, but by tradition marketed by men.

Increasing women's access to formal markets can have major benefits in increasing productivity. To address marketing constraints, interventions, therefore, need to address both formal and informal trading arrangements.

2. Approaches to Gender Analysis in Marketing

Project experience suggests a range of gender-responsive strategies to overcome marketing constraints; projects can, for example:

- Establish a market information system covering both formal and informal markets and catering to both men and women
- Commission a study of market demand and supply and the linkages between producers and consumers
- Consult women's groups to determine their demand for market infrastructure, feeder roads, market areas, stalls, and storage facilities

- Support cooperatives or associations of small traders, particularly those with women membership, by providing, for example, storage facilities and transport
- Encourage cooperation between small traders and farmers at the village level for produce that women market
- Establish a revolving credit scheme that provides small loans for short durations, targeted to women traders to ease their cash constraints
- Facilitate the development and introduction of small intermediate technology-based means of transport in rural areas (see Box 34).

Box 34: Rural Transport in Ghana (Cr. 1858-GH).

The *First Transportation Rehabilitation Project* in Ghana, funded by the World Bank, addresses the lack of intermediate means of transport between headloads and trucks. A two-pronged strategy is used:

- Locally made and tested bicycle trailers and farm carts have been introduced to ease transport constraints. Moving 1 ton of cargo per kilometer by headloading takes about two working days and costs about US\$3.00. Moving 1 ton per kilometer by bicycle trailer takes about one hour and costs US\$0.30; however, a bicycle costs US\$120 and a trailer US\$150, a total that comes to more than the per capita annual income.
- Another project component has been used to overcome the problem of the high costs. The labor-intensive upgrading of paths between settlements and markets to feeder roads for nonmotorized vehicles use women's labor, provided through the local women's NGO. Part of the wage earnings have been channeled into the NGO as savings to fund hire-purchase programs for trailers and farm carts.

The project has experienced no social restrictions on women's mobility in this Muslim area: women have taken enthusiastically to bikes and trailers. In fact, they have taken the technology one step further and expanded the use of trailers to transport the sick; the project then assisted in designing a special ambulance trailer.



Table 19: Information Needed for Marketing Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
What are the current roles of men and women farmers in the marketing of food crops and other commodities?	Discussions with focus groups, studies and surveys, officials of relevant ministries and organizations, and agricultural staff.	Assess demand for market infrastructure for women.
Are there gender-based constraints?		Support cooperation between small traders of women's production
If so, how will the project help overcome them?		
What are the current roles of men and women traders? How will the project affect these roles?		Address women's informal roles in bulking up, storage, marketing, and trading in project actions.
Does the marketing system of the proposed project consider the needs of both men and women traders?		Ensure that both men and women traders participate fully in project activities for traders.
Do small- and large-scale traders have the same access to credit traders?		
Do traders use informal credit or other support systems?		Reduce cash constraints of women small traders by modifying credit system to provide better services.
Are there informal or formal organizations of men or women rural traders?		
What services do they provide?		Direct project services and resources to traders, if necessary through such intermediaries
How can they be used for project activities?		

L. Natural Resources Management

1. Issues

Gender issues cut across natural resources management (NRM) activities in several ways. First, sustainable NRM is community based and requires the support of the entire community: young and old, rich and poor, men and women, and boys and girls. Because women play a restricted or invisible role in the public affairs of many communities, special steps need to be taken to consult women on NRM. Tradition may dictate that the household head speaks for the household, but many men are either insufficiently aware of women's concerns to raise them adequately in public meetings or find it difficult to raise them; hence, other ways have to be found to tap women's knowledge and information base, their needs and requirements, and their commitment and contributions to NRM.

Second, men and women use natural resources in different ways and at different rates and have different allocation and conservation measures. Environmental management, NRM, and community-based land management will, therefore, require information, participation in decisionmaking, and management and commitment from both sexes.

2. Approaches to Gender Analysis in Natural Resources Management

Gender issues can be incorporated in several aspects of NRM projects. Some examples are given below.

a. Information

- Conduct rapid rural appraisals or similar activities with the main groups (men, women, and youth; social or ethnic groups; and various economic activity groups) to diagnose the activities and needs of each group.

b. Training

- Run gender-awareness campaigns at field and ministry levels on issues such as land tenure and land and water use
- Set separate targets for women's participation in training sessions
- Provide specific training for women

c. Participation

- Set targets for women's attendance at meetings
- Set targets for women's membership in all committees. Examples are 30 percent women's membership in village associations and 20 percent in local or district committees.
- Create subsectoral women's groups for specific activities

- Arrange for women's group members or officials to be members of village NRM committees

d. Management

- Train village paraextension agents who have been selected by women or women's groups
- Aim to have at least one woman on each of the project's NRM teams

e. Commitment

- Provide women and other vulnerable groups with a measure of veto if the project action plan does not address their needs. For example, stipulate that the NRM action plan will not be passed unless at least 30 percent of those voting in favor are women.

Box 35: Mainstreaming Gender in Natural Resources Management in Mali.

The *Mali Natural Resources Management Project* (Cr. 2370) does not address gender issues by targeting separate components to women. Rather, the entire project staff handles gender issues in day-to-day operations. The project includes attention to gender directly in the skills development program.

The project pays particular attention to gender issues in decisionmaking and management by specifically providing for consultation with women and women's groups at the village level on community development activities relating to:

- Location and operation of water points
- Land use planning
- Livestock movement and management
- Choice, location, and operation of collective infrastructure, such as food-processing equipment.

To ensure that these consultations are observed, a "women's veto right" has been instituted in these key areas.

In addition, the project addresses gender issues in promoting village participation, training, land tenure, and the choice of appropriate technology, and in monitoring and evaluating.

Box 36: Bedouin Women's Role in Managing Natural Resources in Egypt

The main objective of the *Matruh Resources Management Project* (Cr. 2504-EGT) in Egypt is to break the cycle of natural resource degradation and poverty in the fragile ecosystem of Matruh. In view of the critical role Bedouin women play in rural production and environmental management, the project works closely with community groups through traditional channels to:

- Define the needs of women and men
- Ensure men's and women's participation in preparing and implementing local resource management plans
- Determine income-generating activities for women.

To fulfill these objectives and enable them to address gender issues effectively, project staff received specific gender training early. In addition, women extension agents were based in each subproject area to work directly with women, and audiovisual communications have been directed to women.



Table 20: Information Needed in Natural Resources Management Projects

The following issues need to be addressed through interviews with stakeholders in which a series of direct and, more often, indirect questions suited to each circumstance are answered.

Information	Possible Sources	Actions or Implications
Is information on gender analysis available on all rural activities within the project area? Currently who makes what decisions on NRM?	Studies or surveys, discussions with: <ul style="list-style-type: none">• NGOs• Universities• Other agencies	If not available, consider collecting information or conducting a Rapid Rural Appraisal study.
Are the needs of different sections of the community adequately taken into account? Are significant numbers of households without permanent or seasonal working-age men?	Studies or surveys, discussions with <ul style="list-style-type: none">• NGOs• Universities• Other agencies• Focus groups• Ministry staff	Encourage full community participation (for example, giving women a degree of veto power on NRM decisions).
How does (or will) this affect the achievement of project objectives? Will women heads of households and members of households have the time, resources, or authority to adopt the land improvement activities?	Studies or surveys through/with: <ul style="list-style-type: none">• NGOs• Universities• Other agencies• Focus groups• Ministry staff	Identify measures to overcome migration-related constraints to achieving project objectives. Target women for credit, extension, and other support services to alleviate their constraints.

CHAPTER IV: WHERE TO TURN TO FOR ADVICE

Several sources of expertise, funds, and information exist on gender issues in general and their incorporation in the agricultural sector in particular. Task managers can tap these resources for advice and to supplement existing resources when they work on gender issues in agriculture. This chapter briefly lists some of the human resources on gender issues in the agricultural sector, including World Bank units/staff, selected agencies, and other sources of gender specialists inside and outside the Bank.

A. Bank Staff Working on Gender

A network of gender coordinators has been established within each region of the Bank to ensure that gender is incorporated into all country lending activities and analytical work. Different approaches have been used in different regions. Table 20 lists the gender contact persons in the World Bank as of March 1996, whereas Table 21 lists Bank technical staff with experience in gender issues

Table 20: Gender Contact Persons in the World Bank

STAFF MEMBER	UNIT
ASIA	
<i>Regional Gender Coordinator</i>	
Lynn Bennett (principal anthropologist)	ASTHR
<i>Departmental Gender Coordinators:</i>	
Regina Bendokat	SA1PH
Magda Khouzam	SA1CO
Rashid Faruqee	SA2AN
Richard Skolnik	SA2PH
Gallus Mukami	SA2AN
Jennie Litvak	EA1CO
Ruth Kagia	EA1HR
Haneen Sayed	EA3PH
Nisha Agarwal	EA3CO
Tamar Manuelyan	EA2CO
Julia Li	EA2CO
<i>Honorary Gender Coordinators:</i>	
Barbara Herz	SA1PH
Maria Clark	SA2PH
<i>Resident Mission Gender Specialists:</i>	
Meera Chatterjee	New Delhi
Wahida Haq (agriculture), Milia Ali (education), Shirin Jahangeer (population and health)	Bangladesh
Carla Bianpoen	Indonesia
<i>Gender Analysis and Poverty Team:</i>	

Lynn Bennett (team leader): principal anthropologist	ASTHR
Benji Bidani (economist): labor and poverty	ASTHR
Carlos Cuevas (economist): rural finance	ASTHR
Pam Hunte (anthropologist)	ASTHR
Nandini Gunewardena (anthropologist): agriculture and NRM	ASTHR
Maniza Naqvi: participation and microenterprise	ASTHR
Cecile Fruman: microenterprise	ASTHR
AFRICA	
<i>Regional Gender Coordinator:</i> Mark Blackden	AFTHR
<i>Departmental Gender Coordinators:</i>	
Ann Duncan, Vandana Chandra	AF1PH
Nathalie Johnson, Jacqueline Coolidge	AF2PE
Eileen Murray, Elaine Hubert	AF3CO
Elizabeth Morris-Hughes, Shiyao Chao	AF4PH
Angelika Pradel, Mark Woodward	AF5PH
MIDDLE EAST AND NORTH AFRICA	
<i>Regional Gender Coordinator:</i> Roslyn Hees	MN1HR
<i>Vice President's Office:</i> Marisa Fernandez-Palacios	MNAVP
<i>North Africa and Iran:</i> Meskerem Mulatu	MN1HR
<i>Middle East:</i> Arun Joshi	MN2HR
LATIN AMERICA AND THE CARIBBEAN	
<i>Regional Gender Coordinator:</i> Aysegul Akin-Karasapan (senior operations adviser)	LATSO
Maria Correia	LASLG
Ana Maria Sant'Anna	LAMXC
Constance Corbett	LASHC
Daniel Gross	LA1ER
Elizabeth Waters	LASHC
Eleanor Schreiber	LASHC
EUROPE AND CENTRAL ASIA	
<i>Regional Gender Coordinator:</i> Kathie Krumm	ECAVP
<i>WID Advisory Board:</i>	
Marcelo Selowsky	ECAVP
Kathie Krumm	ECAVP
Dominique Lallement	EC4IN
Kyle Peters	EA1CO
Jean-Jacques Dethier	EC2CO
Helen Sutch	EC4C2
Michal Rutkowski	EC3C2
Ayse Kudat	EMTEN
<i>Alternate:</i> Dominique Lallement	EC4IN

HUMAN CAPITAL DEVELOPMENT <i>Gender Analysis and Policy Group/Poverty and Social Policy Department:</i> Minh Chau Nguyen (manager) Michael Bamberger (senior sociologist) Ann Elwan (senior economist) Monica Fong (human resources specialist) Shahidur Khandker (economist) Andrew Mason (human resources economist) Parita Suebsaeng (manager, poverty/gender monitoring unit) Jacqueline Baptist (economist) Anjana Bhushan (sociologist) Jo Bischoff (editor) Hussain Samad (research analyst) Tara Vishwanath (economist)	GAP/PSP
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Table 21: World Bank Staff with Experience in Gender and the Agriculture Sector

STAFF MEMBER	UNIT
<i>Other Staff with Experience in Gender in Agricultural Sector</i>	
Marjorie-Anne Bromhead	MN2NE
Pietronella Van Den Oever	EDIHR
Maria Correia	LASLG
Augusta Molnar	LA2NR
Rapeepun Jaisaard	EA2RS
Katrine Saito	AF5AE

Source: World Bank, 1996, Implementing the World Bank's Gender Policies: Progress Report No. 1. Washington, D.C.

B. Selected Agencies Working on Gender Issues in Agriculture

1. *Consultative Group on International Agricultural Research*
1818 H Street, NW
Washington, DC 20433 USA

Tel: 202-473-8951
Fax: 202-473-8110
E-mail: cgiar@cgnet.com
cgiar@worldbank.org
Web site: <http://www.cgiar.org>

Contact: Hilary Sims Feldstein, Program Leader on Gender Analysis

The Consultative Group on International Agricultural Research (CGIAR), cosponsored by the Food and Agriculture Organization of the United Nations (FAO), UNDP, United Nations Environment Programme (UNEP), and World Bank, supports sixteen research centers worldwide, dedicated to promoting sustainable agriculture for food security in developing countries. The CGIAR Information Center manages financial and administrative documents on the research centers, a library collection of technical and scientific publications, photo CDs, slides, and videos from the research centers and correspondence files. The CGIAR gender program has produced eight working papers and case studies on gender analysis and issues in agricultural research.

2. *Food and Agriculture Organization of the United Nations (FAO)*
Via delle Terme di Caracalla 00100
Rome, Italy

Contact: Leena Kirjavainen, chief, Women in Agricultural Production and Rural Development Service

Tel: 39-6-522-533-51
Fax: 39-6-522-531-52

The FAO approved a Plan of Action for Women in Agricultural Development in 1989, evolving around four spheres: civil status and the economic, social, and decisionmaking spheres, with programmatic priorities including: (a) gender training, (b) policy advice, (c) project development and monitoring, (d) reorientation of curricula, (e) preparation of gender guidelines and manuals, (f) data collection, research, communication and public information, (g) gender and population education, and (i) sustainable development, NRM, and the environment. With the World Bank and UNDP support, FAO is developing a socioeconomic and gender analysis training program. FAO has also produced numerous documents on women in agricultural development, including a women-in-agriculture series and audiovisual material.

3. *International Fund for Agricultural Development*
Via del Serafico, 107/00142
Rome, Italy

Contact: Mona Fikry, Senior Technical Adviser, Gender Issues

Tel: 39-6-5459-2452
Fax: 39-6-5191-702/5043-463

The International Fund for Agricultural Development funds rural development projects specifically designed to assist the rural poor in the low-income and food-deficit regions of the world. Poor rural women constitute an important target group for efforts assisted by the fund.

4. *International Women's Tribune Center*
777 United Nations Plaza
New York, NY 10017, USA

Contact: Anne Walker

Tel: 212-687-8633

Fax: 212-661-2704

The International Women's Tribune Center (IWTC) is an international NGO working to promote the more active involvement of low-income rural and urban women in development, especially in the area of science and technology. It functions as a clearing-house of information on gender issues in development and also produces a quarterly newsletter.

5. *United Nations Development Fund for Women*
304 East 45th Street
New York, NY 10017 USA

Contact: Ilse Marks, Technical Officer

Tel: 212-906-6400

Fax: 212-906-6705

The United Nations Development Fund for Women (UNIFEM), which works in association with UNDP, provides direct financial and technical support to low-income women in developing countries who are striving to raise their living standards, including support for agricultural sector projects for poor rural women. It also funds activities that bring women into mainstream development decisionmaking. Among UNIFEM's resources is a series of eleven Food Cycle Technology Source Books, developed in collaboration with the Intermediate Technology Development Group, on topics such as the processing of fruits and vegetables, cereals, fish, root crops, and dairy products; oil extraction; drying, packing, and storage; rural transport; and women's roles in the innovation of food cycle technologies.

6. *United Nations Development Program*
1 United Nations Plaza
New York, NY 10017 USA

Contact: Rosina Wiltshire, Manager, Gender in Development Program, Bureau for Policy and Programme Support

Tel: 212-906-5082

Fax: 212-906-5365

E-mail: rosina.wiltshire@undp.org

UNDP has a gender-in-development program for mainstreaming gender in all its programs, making the advancement of women one of its four major focus areas. The agency is currently developing a food security initiative from an integrated approach that brings in not only the environmental perspective but also issues of gender, livelihoods, and governance. UNDP's program for poverty elimination takes gender issues as a central focus. Resources available from the agency include research studies and documentation on gender issues, both in general and within agriculture, and a list of gender experts, which is being updated.

7. *United Nations International Research and Training Institute for the Advancement of Women*
P.O. Box 21747
Santo Domingo, Dominican Republic

Contact: Margaret Shields, Director

Tel: (809) 685-2111

Fax: (809) 685-2117

(or)

DCI-1106, United Nations
New York, NY 10017, USA

Tel: 212-963-5684

Fax: 212-963-2978

The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) is a research and training institute dedicated to integrating gender issues in development. Its gender training project on agriculture assesses women's training needs and develops training materials in the context of the changing status of women in East European countries that are undergoing a transition to market economies. INSTRAW has also developed a computer module on women in rural development, which is widely used internationally. Its recent work on gender and the environment include a state-of-the-art report and a set of case studies. INSTRAW has reviewed and analyzed statistics on women and recommended ways to make women more visible through adequate statistics and data collection. The agency maintains a documentation center with a collection of United Nations documents on gender issues in development and a computerized data base of more than 2,000 entries. It publishes a biannual newsletter.

8. *World Food Programme*
ODX 426 Via Cristoforo Colombo 00145
Rome, Italy

Contact: Els Kocken, Program Adviser

Tel: 39-6-5228-2394

Fax: 39-6-5228-2833

The World Food Programme has prepared comprehensive sectoral guidelines on women and development that discuss gender variables in food-assisted projects. The guidelines cover agriculture and rural development, land development and improvement, land settlement, refugee settlement and agrarian reform, diversification of crop production, animal production and dairy, forestry, food security, economic and social infrastructure, human resource development, and emergency operations. They include a baseline checklist to promote greater attention to gender issues at the early stages of project identification.

9. *WorldWIDE Network*
1331 H Street NW, Suite 903
Washington DC 20005, USA

Tel.: 202-347-1514

Fax: 202-496-0552

The WorldWIDE Network focuses on promoting awareness among policymakers about the vital linkages among women, natural resources, and sustainable development through a network of women concerned about these issues. It publishes an annual directory listing the names, addresses, interests, and expertise of women who participate in WorldWIDE's international network. It has also compiled over 200 success stories that formed the subject of a global assembly on women and the environment convened by WorldWIDE on behalf of UNEP in 1991.

CHAPTER V: TERMS OF REFERENCE FOR GENDER-RELATED MISSIONS

A. Identifying Gender Specialists for Missions

Task managers should consider several factors in identifying a suitable gender specialist for agricultural sector- or project-related work within a given country context. These considerations include:

- Degree of gender specialization in the farming system
- Specific project objectives to address gender inequalities in access to resources and benefits
- Borrower awareness toward gender issues
- Information available on gender
- Gender-specialized skills among bank mission members.

Task managers can tap a variety of possible sources of gender specialists. These include:

- *Bank mission members trained on gender issues.* The Gender Analysis and Policy group/Poverty and Social Policy Department (GAP/PSP) provides gender training for Bank staff that is tailored to operational needs at the regional level.
- *Bank staff with a gender specialization.* For example:
 - Other divisions in the department, such as the Country Operations Division (CO) and Population and Human Resources Division.
 - The Gender Analysis and Policy (GAP) and Participation groups in PSP/Human Capital Development vice presidency provide operational support.
 - The Social Policy and Resettlement Division (ENSVP) in the Environmentally Sustainable Development vice presidency (ESD) provides operational support on participation in projects and in participatory poverty assessment.
 - The Grassroots Management Training team in the Economic Development Institute provides in-country gender analysis training
 - The Gender Analysis and Poverty (GAP) Team in the Asia Technical Department, Human Resources and Social Development Division (ASTHR), has regional gender expertise and provides operational support, particularly in microfinance, agriculture, and NRM.
 - Similarly, the Africa Region Gender Unit has regional gender expertise and gives operational support for the Africa Region.
- *Consultants.* Several sources identify consultants in gender issues and agriculture.
 - *Previous experience of task managers.* Most task managers choose consultants they have worked with before or know about from colleagues. Several staff share their own lists with colleagues.
 - The Bank's consultant roster of 35,000 names, which can be accessed via the internal management information system as follows: Type CHRIS after

the IBRD screen. Use the search codes for skills, **DGS** (agriculture and rural development: WID), or **NAM** (sociology/anthropology: women).

- The GAP group in PSP has a consultant roster on gender experts, classified by discipline.
- The gender and poverty teams in the Africa Technical Department, Human Resources Division (AFTHR), and ASTHR maintain lists of gender consultants with agricultural expertise. The consultants included have experience in the two regions (although several have worked elsewhere). Africa's list is accessible on the All-in-One via **IS** and either 5 /5 / 2 or **find wid** and Asia's from extension 82722).
- Lists of local consultants that may be available through the resident missions.
- Consultancy firms that specialize in gender issues, for example, FemConsult.
- Consultant rosters maintained by bilateral partners, especially Netherlands, Sweden, Norway and Canada.
- Specialist agencies such as UNIFEM.

The following sections give examples of one generic and two task-specific TORs, respectively, for ensuring gender analysis in agricultural sector or project work. In addition, generic agricultural TORs (for country studies, projects, and personnel), prepared by the Canadian Development Agency are available from the GAP Team in AFTHR; however, since these were developed, the focus has moved from women in development (WID) to gender. If these TORs are used, they may require reworking to reflect this approach. The Social Policy and Resettlement Division, Environment Department, is creating a TOR Bank for Social Assessments. These TORs will demonstrate how gender analysis should be cited in TORs for various levels of social assessments.

B. Generic Terms of Reference for Gender Analysis in Agriculture

These terms of reference can be adapted at any stage of the project cycle and for all subsectors, bearing in mind, however, that it is most effective to incorporate gender early on in the project cycle.

The consultant will:

1. Describe in general terms the agricultural system(s) of the main agroecological zones or project areas
2. Determine the major agricultural activities of men and women, with reference to field crops, livestock, farm forestry, processing, marketing, storage, and income-generating activities
3. Identify constraints and barriers faced by men and women in carrying out their activities
4. Ascertain the extent to which available technology and agricultural research responds to the needs of men and women farmers

5. Assess how current agricultural extension services meet the needs of men and women farmers, including the focus of extension for women as farm managers or partners
6. Identify the technical, logistical, and attitudinal constraints facing the extension service in supporting men and women farmers
7. Identify the nature and extent of training needed by men and women agricultural extension agents (or other rural agents) to improve their support for farmers, especially women farmers
8. If appropriate, work with extension staff to plan pilot interventions to improve services for both men and women farmers and to monitor and evaluate their success
9. Prepare a descriptive and analytical report on the main findings, suggesting appropriate options and recommendations

Recommended methodologies

1. The consultant will use rapid rural appraisal or participatory techniques, including:
 - Discussions with men and women farmers on their farms and in household compounds, women's groups, community leaders, and selected adults
 - Interviews with men and women extension staff at all levels
 - Interviews with agricultural and social researchers at research institutes and universities
 - Discussions with staff of other ministries, such as ministries of community development or women's affairs
 - Discussions with NGOs working in rural areas and agencies providing different rural services such as credit, inputs, and marketing
2. She or he will analyze project documents and existing data.
3. She or he will attend extension meetings or activities with farmers.
4. She or he will construct case studies, as required, of interactions between farming and other activities within households

C. Terms of Reference for Gender Analysis During a Project Identification Mission

1. The consultant will:
 - Gather information on rural women's and men's roles in society and the economy, with particular reference to agricultural production, processing, storage, and marketing
 - Assess women's and men's access to current public and private services provided to agricultural and rural activities
 - Analyze the technical benefits to be expected from providing gender-balanced access
 - Evaluate the legal, social, technical, and financial feasibility of actions to achieve greater gender balance in access.
2. She or he will produce:

- A descriptive and analytic report of findings, with appropriate options and recommendations
 - Terms of reference for studies to define gender-related development activities under the project
 - Outline of themes that might be addressed in future analytic work
 - Specific measures to be included in the proposed agriculture project
3. At the end of the mission, she or he will:
- Present preliminary conclusions to government and leave a draft *aide memoire*
 - Prepare a back-to-office report on return to Washington
 - Present a draft outline of detailed report within one week
- Present the final report within one month.

D. Terms of Reference to Review Agricultural Services with Reference to Gender

1. To the extent that information is available, the consultant will:
- Identify major farming systems in the project area, the role played by men and women, and the factors influencing those roles
 - Assess the ability of agricultural support services to meet the needs of men and women farmers
 - Identify problems in providing services to underserved clients, most often women
 - Identify innovative approaches already used in organizing delivery systems, the relevance of messages, staff training, and input supply
 - Recommend potential interventions to raise the productivity of both men and women farmers in the context of the agricultural project in a sustainable manner
2. She or he will liaise closely with staff at:
- The Bank's resident mission
 - The Women's Farming Division of the Agricultural Extension Service of the Ministry of Agriculture
 - The Women's Affairs Ministry.
3. Within one month of return, the consultant will prepare a report summarizing the main findings.

CHAPTER VI: SOURCES OF FUNDING

Additional time and money will sometimes be required for gender analysis, especially if little background information is available. This chapter discusses the costs of including gender analysis in the project cycle and summarizes various sources of funds that Bank task managers can leverage for incorporating gender in their work.

A. Costs of Including Gender

Attention to gender issues, as with attention to land tenure, animal health, or any other specialization, will incur extra costs for staff or consultants employed for a mission. The time needed will depend on the level of existing information and amount of detail the task manager requires. Longer time may be needed for gender than for other issues, because it cuts across other issues. Experience shows that when staff or consultants are sensitive to gender issues and have been trained in gender analysis, their inputs may be sufficient.

If no major study or survey is required, the following can serve as basic rules of thumb in estimating time and costs:

- A *full analysis of gender issues* in the sector or subsector requires approximately three months and can provide input into the CAS and several projects.
- Gender expertise for *project preparation or appraisal* varies with the amount of background information available and project sensitivity to gender issues. A synopsis of the situation and options for project interventions would require the consultant's presence during the entire appraisal mission and, if possible, one or two extra weeks, plus one to three weeks for writing up the findings.
- A *supervision mission* with a short report would require only a few days for write-up, in addition to mission time.

When possible, studies conducted in-country can be carried out by the agricultural services or implementing agency. Such studies can be cheaper and at the same time serve to raise awareness in the ministry and the country. Another alternative is to hire a national consultant or consultancy firm. Careful attention to the terms of reference are essential for both.

In most projects, a reorientation of project activities will suffice to achieve a gender-balanced approach. This reorientation often requires little or no additional funds, except for staff training in gender issues and analysis. In fact, retargeting extension from contact farmers to contact groups frequently reduces the cost per farmer. More fundamental changes—such as hiring specialized or additional staff or creating special facilities—require additional funds or reallocation of existing funds. The costs

of recruiting, posting, training, or equipping women staff should be little different from men staff.

B. Sources of Additional Funds for Incorporating Gender

During project preparation and appraisal, the main source of funds for regular staff and long- and short-term consultants is normally the divisional budget. This section suggests other sources that can be tapped if extra resources are needed.

1. Trust Funds

Through the World Bank's Consultant Trust Fund Program (CTFP), participating donor countries make available grant funds—generally tied—to complement the Bank's own resources for technical assistance activities, preinvestment studies, and activities supporting the lending program. The CTFP now encompasses forty-seven consultant trust funds (CTFs) established by twenty-six different donors. The following is a brief summary of the CTFs that managers can tap for gender-related work in the agricultural sector.¹³

1. AUSTRIA: General Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Austrian nationals only One assignment in a 12-month period (exceptions granted only with prior Government approval, in cases of follow-up activities)
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel and Subsistence
APPROVAL AUTHORITY	Up to 40 working days: World Bank Over 40 working days and special studies: Government (Ministry of Finance)
ELIGIBLE COUNTRIES	Borrowing member countries, excluding Central and Eastern Europe & the Commonwealth of Independent States countries
ELIGIBLE SECTORS	No restrictions. Primary sectors: agriculture , education (technical), energy, industry (rehabilitation of steel plants, etc.), health, transport, water & sanitation, project analysis (technical, economic, financial, social, institutional, environmental and procurement), and mining

¹³ The information on Consultant Trust Funds provided here is up-to-date as of April 1996. Those interested in later updates should refer to the Consultant Trust Fund data base on the Bank's All-in-One system.

ELIGIBLE ASSIGNMENTS	Short-term operational assignments for development projects, programs and studies
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Mag. Harald Sitta Ministry of Finance, Vienna, Austria Tel: (43-1) 51433-2282 Fax: (43-1) 513-0816 Mr. Walter Rill Executive Director Rm. D-12-041 Tel: (202) 458-4661 Fax: (202) 522-3453 Mr. Gunter Kleedorfer, Austrian Trade Commission Austrian Embassy Commercial Office 1350 Connecticut Avenue, NW, Suite 501 Washington DC 20036 Tel: (202) 835-8962 Fax: (202) 835-8960
SPECIAL NOTES	Under negotiation to remove restriction on frequency of assignment

2. CANADA: Consultant Trust Fund (country specific)	
ELIGIBILITY OF CONSULTANT	Canadian nationals or landed immigrants Resident nationals of Canadian official development assistance (ODA)-eligible countries (in conjunction with Canadian consultants)
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	World Bank
ELIGIBLE COUNTRIES	Funds currently earmarked for : China, Philippines, Egypt, Caribbean countries and South American countries (Bolivia, Colombia, Peru and Venezuela)
ELIGIBLE SECTORS	No restrictions
ELIGIBLE ASSIGNMENTS	Short-term missions relating to the identification, preparation, appraisal, supervision and evaluation of Bank loans and credits including economic and sector work and other Bank operational activities
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5-53) Tel: 473-1220
GOVT. CONTACT PERSON	Ms. Vivien Escott, Senior Program Manager International Financial Institutions Multilateral Programs Branch Canadian International Development Agency 200 Promenade du Portage Hull, Quebec, Canada K1A 0G4 Tel: (819) 994-3881 Fax: (819) 953-5348 Mr. David Brown, Commercial Counselor Office of Liaison with International Financial Institutions Embassy of Canada 501 Pennsylvania Avenue, NW, Washington, DC 20001 Tel: (202) 682-7719 Fax: (202) 682-7789
SPECIAL NOTES	The earmarked funds are managed by the Country Departments concerned. For use of the funds contact: China, Mr. D. Rix; Philippines, Ms. E. Jorgensen; Egypt, Mr. A. Bjorgung; Caribbean and South America,

Mr. Robert Crown

3. DENMARK: General Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Danish nationals Local consultants
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	(1) Short-term: Up to US\$100,000, World Bank Over US\$100,000, Government (2) Large studies: Government in principle
ELIGIBLE COUNTRIES	OECD's DAC list countries (GNP per capita of up to US\$2,695) and Kyrgyz Republic, Kazakhstan, Tajikistan, Turkmenistan and Uzbekistan
ELIGIBLE SECTORS	No restrictions. Particular attention given to environment , poverty alleviation, private sector development, WID , and technical training.
ELIGIBLE ASSIGNMENTS	(1) Short-term operational assignments in connection with economic and sector work, identification, appraisal and supervision of Bank-financed projects and programs, or other activities as may be agreed on (2) Large studies relating to economic and sector work and project planning
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Mr. Ole Blicher Olsen Head of Procurement Division Mr. Sigurd Schmidt/ Mr. Peter B. Jensen Ministry of Foreign Affairs, DANIDA, 2 Asiatisk Plads DK-1448 Copenhagen K, Denmark Tel: (45-33) 92-00-00 Fax: (45-31) 54-05-33
SPECIAL NOTES	

4. NETHERLANDS: General Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Dutch nationals Consultants of low- and middle-income member countries
MAXIMUM AMOUNT EACH ASSIGNMENT	400,000 Netherlands guilders
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	World Bank (priority given to short-term assignments not exceeding US\$50,000)
ELIGIBLE COUNTRIES	See Attachment I
ELIGIBLE SECTORS	See Attachment II
ELIGIBLE ASSIGNMENTS	Feasibility or pre-feasibility studies, sector or subsector investment studies and sector or subsector assessment studies, etc.
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Mr. Marinus van Wier, First Secretary (Economic) Royal Netherlands Embassy 4200 Wisconsin Avenue, NW Washington DC 20016 Tel: (202) 244-5300 Fax: (202) 966-0737
SPECIAL NOTES	(1) Special allocation for WID-specialized consultants to be engaged in the preparation of projects which promote more active participation of women in the development (WID) process, or for sector studies related to the participation of WID process. (2) Allocations made in Netherlands Guilders

List of Eligible Countries (Attachment I)

ASIA: Bangladesh, Bhutan, Cambodia, India, Kyrgyz Republic, Mongolia, Nepal, Occupied Territories, Pakistan, Sri Lanka, the Philippines, Vietnam and Yemen

AFRICA: Angola, Benin, Burkina Faso, Cape Verde, Egypt, Eritrea, Ethiopia, Ghana, Guinea-Bissau, Kenya, Mali, Mozambique, Namibia, Niger, Rwanda, Senegal, Somalia, South Africa, Sudan, Tanzania, Uganda, Zambia and Zimbabwe

LATIN & CENTRAL AMERICA: Bolivia, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Netherlands' Antilles & Aruba, Nicaragua, Peru and Suriname

EUROPE: Albania, Armenia, Azerbaijan, Bulgaria, FYR Macedonia, Georgia, Moldova and Romania

List of Eligible Sectors (Attachment II)

1. **No restrictions, but preference** to activities closely corresponding with major Dutch development policy goals. Environment-related activities excluded.
2. For most eligible countries, this means that the assignments preferable support the major goal of Dutch development assistance, i.e., **poverty alleviation** (e.g., activities that promote sustainable economic growth, equitable income distribution, the satisfaction of basic needs, **participation**).
3. For the following two categories of countries, the proviso about close correspondence to Dutch development policy goals will somewhat limit the use of funds.
 - Dutch development policy in the following countries concentrates on emergency and humanitarian or reconstruction aid: Angola, Cambodia, Eritrea, the Occupied Territories, Somalia and Sudan.
 - Dutch development policy in the following countries concentrates on institutional aid and macroeconomic support to stabilize and transform the economy: Albania, Armenia, Azerbaijan, Bulgaria, FYR Macedonia, Georgia, Kyrgyz, Moldova, Mongolia, Namibia, Romania, South Africa and Vietnam

5. NETHERLANDS: Eastern & Central Europe Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Dutch nationals Local consultants (in conjunction with Dutch consultants; residency required)
MAXIMUM AMOUNT EACH ASSIGNMENT	Up to NLG 1,000,000
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Up to NLG 250,000: World Bank Over NLG 250,000: Government - requests channeled through CFSOC
ELIGIBLE COUNTRIES	Belarus, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Montenegro, Poland, Russia, Serbia, Slovak Republic, Slovenia, Ukraine
ELIGIBLE SECTORS	See Attachment
ELIGIBLE ASSIGNMENTS	Preparation, appraisal, supervision of Bank-financed projects and programs for special studies
CFSOC CONTACT PERSON	Mr. Myung-Kyu Lee (Q-5035) Tel: 473-1212 Ms. Jennifer Thomas (Q-5044) Tel: 473-1221
GOVT. CONTACT PERSON	Mr. Marinus van Wier, First Secretary (Economic) Royal Netherlands Embassy 4200 Wisconsin Avenue, NW Washington DC 20016 Tel: (202) 244-5300 Fax: (202) 966-0737 Mr. Loes de Maat, Senior Policy Advisor Directorate General Foreign Economic Relations Ministry of Economic Affairs P.O. Box 20101, 2500EC, The Hague, The Netherlands Tel: (31-70) 379-6437 Fax: (31-70) 379-7361
SPECIAL NOTES	Allocations made in Netherlands Guilders (NLG)

List of Eligible Sectors (Attachment)

1. Land and Water Development: **rained and irrigated agriculture; land reclamation, drainage, dredging; “polder” development, dams and dikes**, coast protection;

erosion control; coastal management systems; **planning, design and construction of hydraulic works; flood control; tunnels and aqueducts.**

2. Agriculture and Rural Development: agricultural sector and policy analysis; integrated rural development policy approach; food security and food production strategies; institutional and physical infrastructure; animal husbandry (dairy, poultry, pigs); distribution and marketing of agricultural products; rural extension services.

3. Harbor, Road and Transport Development: Harbor organization, management and construction; inland water transport; road engineering and maintenance; shipbuilding, airport planning.

4. Industrial Development: logistics and distribution systems; urban traffic systems and technology; telecommunications; shipbuilding and trucks; aerospace industry; chemical plants and equipment; food processing; packing.

5. Management Development: government, private sector, and semi-public management development

6. Water Utilization and Environmental Development: water management systems; water quality control; aquatic ecosystems; energy efficiency; waste management; environmental impact assessment; **environmental management** (government and industry); drinking water supply; ground water identification; water purification, sanitation; solid and liquid waste disposal, waste recycling.

7. Energy Development: renewable and rural energy, including wind and solar energy; exploration and exploitation of gas; power generation design and engineering; energy saving in industry.

8. Agroindustrial Development: marine and inland fishing; processing.

9. Financial Services: banking services; insurance service; government regulations according to monetary policy id.; financial engineering; agricultural financing and credit; export financing; government debt trading.

6. NETHERLANDS: Environment Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	No nationality restrictions
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	World Bank
ELIGIBLE COUNTRIES	See attachment
ELIGIBLE SECTORS	Environment-related activities
ELIGIBLE ASSIGNMENTS	Studies and technical assistance Activities related to the environment
CFSOC CONTACT PERSON	Mr. Myung-Kyu Lee (Q-5035) Tel: 473-1212 Ms. Jennifer Thomas (Q-5-44) Tel: 473-1221
GOVT. CONTACT PERSON	Marinus van Wier, First Secretary (Economic) Royal Netherlands Embassy 4200 Wisconsin Avenue, NW Washington, DC 20016 Tel: (202) 244-5300 Fax: (202) 966-0737
SPECIAL NOTES	Allocations made in Netherlands Guilders (NLG)

List of Eligible Countries (Attachment)

ASIA: Aral Sea area, Bangladesh, Bhutan, India, Kyrgyz Republic, Mongolia, Nepal, Pakistan, Sri Lanka, the Philippines and Vietnam.

AFRICA: Benin, Burkina Faso, Cameroon, Cape Verde, Egypt, Ethiopia, Ghana, Guinea-Bissau, Kenya, Mali, Mozambique, Niger, Occupied Territories, Rwanda, Senegal, Sudan, Tanzania, Uganda, Zambia and Zimbabwe.

LATIN & CENTRAL AMERICA: Bolivia, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Netherlands' Antilles & Aruba, Nicaragua, Peru and Suriname.

7. NETHERLANDS: Consultant Trust Fund for Poverty Assessments	
ELIGIBILITY OF CONSULTANT	No nationality restrictions
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel and Subsistence
APPROVAL AUTHORITY	World Bank
ELIGIBLE COUNTRIES	See Attachment
ELIGIBLE SECTORS	No restrictions
ELIGIBLE ASSIGNMENTS	Poverty assessment, including analytical and filed work, policy analysis, preparation of broad-based poverty reduction strategies, local workshops and other dissemination activities (the assignment should involve activities that are additional to regular World Bank poverty assessment work)
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Marinus van Wier, First Secretary (Economic) Royal Netherlands Embassy 4200 Wisconsin Avenue, NW Washington, DC 20016 Tel: (202) 244-5300 Fax: (202) 966-0737 Mr. Leen Boer, Poverty Coordinator Technical Advice Section (DST/TA) Directorate General International Cooperation Ministry of Foreign Affairs P.O. Box 20061, 2500 EB The Hague, The Netherlands Tel: (31-70) 348-5300 Fax: (31-70) 348-5956
SPECIAL NOTES	Funds under this CTF have been earmarked for Africa, Asia, ECA and LAC regions. For access to funds, contact the regional poverty coordinators.

List of Eligible Countries (Attachment)

Geographic distribution as follows:

- Africa 60 percent

- Asia including Yemen, focusing
- on South Asia 20 percent
- Latin America and the Caribbean,
- focusing on Central America 10 percent
- Europe 10 percent

ASIA: Bangladesh, Bhutan, Cambodia, India, Kyrgyz Republic, Mongolia, Nepal, Occupied Territories, Pakistan, Sri Lanka, the Philippines, Vietnam and Yemen.

AFRICA: Angola, Benin, Burkina Faso, Cape Verde, Egypt, Eritrea, Ethiopia, Ghana, Guinea-Bissau, Kenya, Mali, Mozambique, Namibia, Niger, Rwanda, Senegal, Somalia, South Africa, Sudan, Tanzania, Uganda, Zambia and Zimbabwe.

LATIN & CENTRAL AMERICA: Bolivia, Costa Rica, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Netherlands' Antilles & Aruba, Nicaragua, Peru and Suriname.

EUROPE: Albania, Armenia, Azerbaijan, Bulgaria, FYR Macedonia, Georgia, Moldova and Romania.

8. NORWAY: Special Studies Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Norwegian nationals Nationals of borrowing member countries Other nationals (provided that the Bank will endeavor to select consultants from Norway and borrowing member countries)
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Up to US\$100,000: World Bank Over US\$100,000: Government - requests channeled through CFSOC
ELIGIBLE COUNTRIES	IDA-eligible countries, priority given to Sub-Saharan Africa
ELIGIBLE SECTORS	Priority sectors: agriculture, natural resources management , education, health, and cross-sectoral issues (e.g., environment, poverty reduction , issues related to structural adjustment processes and gender)
ELIGIBLE ASSIGNMENTS	Innovative and catalytic studies, workshops and pilot activities in connection with the Bank's work program
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Mr. Helge Semb, Chief Ms. Kari Hirth, Executive Officer Development Bank Division Department of Multilateral Development Cooperation Royal Ministry of Foreign Affairs Oslo, Norway Tel: (47-22) 343-991 Fax: (47-22) 838-234 Mr. Asbjoern Lovbraek Office of the Executive Director Rm. D-13-031 Tel (202) 458-1083 Fax: (202) 477-6818
SPECIAL NOTES	Allocations made in Norwegian Kroner

9. SPAIN: General Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Spanish nationals only
MAXIMUM AMOUNT EACH ASSIGNMENT	\$25,000 Maximum daily fee rate: US\$600
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Up to US\$25,000: World Bank (on the basis of Government's no-objection) Over US\$25,000 & studies: the Government (deemed approved after 10 days) - requests channeled through CFSOC
ELIGIBLE COUNTRIES	No restrictions
ELIGIBLE SECTORS	Energy generation, transport and distribution; industry, including agro- and forest industries ; telecommunications; mining; water supply & sewerage; water treatment plants; urban solid waste; irrigation ; urban transport; and health industry
ELIGIBLE ASSIGNMENTS	Short-term operational assignments and studies
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: (202) 473-1228 Fax: (202) 477-7019 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Mr. Eduardo Melchior Embassy of Spain 2558 Massachusetts Avenue, NW Washington, DC 20008 Tel: (202) 265-6704 Fax: (202) 265-9478
SPECIAL NOTES	THIS TRUST FUND IS CURRENTLY INACTIVE AND BEING RENEGOTIATED

10. SWEDEN (BITS): General Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Swedish nationals Local consultants (applicable to short-term assignments only, not to special studies) on a case-by-case basis Priority given to women consultants
MAXIMUM AMOUNT EACH ASSIGNMENT	(1) Short-term assignments: up to 40 working days (2) Special studies: up to US\$350,000 in principle Maximum daily fee rate: US\$750
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Short-term assignments Up to US\$50,000: World Bank Over US\$50,000: Government - requests channeled through CFSOC Special studies Up to US\$80,000: World Bank in principle Over US\$80,000: Government - requests channeled through CFSOC
ELIGIBLE COUNTRIES	Borrowing member countries in the low- or lower middle-income categories
ELIGIBLE SECTORS	No restrictions (highest priority given to democracy, human rights and Women in Development)
ELIGIBLE ASSIGNMENTS	Economic and sector work, studies, preparation, appraisal, supervision and evaluation of Bank-financed projects; Special studies (pre-investment and other studies, advisory services)
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Ms. Stina Mossberg, Head of Division Mr. Johnny Andersson, Program Officer Economic Cooperation SIDA S-105 25 Stockholm, Sweden Tel: (46-8) 728-5100 Fax: (46-8) 249-290 Mr. Bo Stenberg, Senior Trade Officer

	Embassy of Sweden 1501 M Street, NW, Washington, DC 20005 Tel: (202) 467-2600 Fax: (202) 467-2699
SPECIAL NOTES	Under negotiation to increase approval authority for the Bank

11. SWEDEN (BITS): Environment Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Swedish nationals
MAXIMUM AMOUNT EACH ASSIGNMENT	Maximum daily fee rate: US\$750
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Up to US\$100,000: World Bank Over US\$100,000: Government - requests channeled through CFSOC
ELIGIBLE COUNTRIES	Borrowing member countries with a GNP per capita not exceeding US\$2,000
ELIGIBLE SECTORS	(1) Strengthening of environmental policies , institutions, information systems via investment or adjustment operations (2) Land use & management including land/resource surveys (3) Forestry projects having afforestation or prevention of deforestation as a major objective (4) Urban or industrial pollution control or waste disposal (5) Industrial pollution control w/ emphasis on improvement in production process
ELIGIBLE ASSIGNMENTS	Technical assistance activities specifically addressing environmental aspects of projects initiated for financing by the Bank, and other activities to be agreed on such as environmental health impact analysis
CFSOC CONTACT PERSON	Mr. Myung-Kyu Lee (Q-5003) Tel.: 473-1212 Ms. Jennifer Thomas (Q-5045) Tel.: 473-1221
GOVT. CONTACT PERSON	Mr. Gunnar Pihlgren Director Ms. Ann Kampe/ Ms. Ingrid Sandstrom, Desk Officer Department of Technical Cooperation Swedish Board for Investment and Technical Support (BITS) Hamngatan 6, S-111 47 Stockholm, Sweden Tel: (46-8) 678-5000 Fax: (46-8) 678-5050 Mr. Bo Stenberg Senior Trade Officer Embassy of Sweden 1501 M Street NW, Washington, DC 20005

Tel: (202) 467-2600 Fax: (202) 467-2699

SPECIAL NOTES

12. SWEDEN (BITS): Eastern Europe Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	Swedish nationals Local consultants (in conjunction with Swedish consultants)
MAXIMUM AMOUNT EACH ASSIGNMENT	Maximum daily fee rate: US\$750 40 working days
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Up to US\$50,000: World Bank Over US\$50,000: Government, requests channeled through CFSOC
ELIGIBLE COUNTRIES	Belarus, Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Macedonia, Poland, Romania, Russia, Slovak Republic, Slovenia, Ukraine
ELIGIBLE SECTORS	No restrictions (emphasis on environmental protection and infrastructure development)
ELIGIBLE ASSIGNMENTS	Short-term operational assignments and technical assistance activities
CFSOC CONTACT PERSON	Mr. Myung-Kyu Lee (Q-5035) Tel: 473-1212 Ms. Jennifer Thomas (Q-5044) Tel: 473-1221
GOVT. CONTACT PERSON	Mr. Peeter Horm Deputy Director Central & Eastern Europe Department for Central and Eastern Europe SIDA S-105 25 Stockholm, Sweden Tel: (46-8) 728-5100 Fax: (46-8) 673-2141 Mr. Bo Stenberg Senior Trade Officer Embassy of Sweden 1501 M Street NW, Washington, DC 20005 Tel: (202) 467-2600 Fax: (202) 467-2699
SPECIAL NOTES	

13. SWEDEN SIDA: Environment Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	No nationality restrictions
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	World Bank
ELIGIBLE COUNTRIES	IDA-only countries
ELIGIBLE SECTORS	Environmental works
ELIGIBLE ASSIGNMENTS	Preparation of environmental action plans and environmental assessments and other work related to the environment in IDA-only countries
CFSOC CONTACT PERSON	Mr. Myung-Kyu Lee (Q-5035) Tel: 473-1212 Ms. Jennifer Thomas (Q-5044) Tel: 473-1221
GOVT. CONTACT PERSON	Mr. Christer Holtsberg, Director Natural Resources Management Division SIDA S-105 25 Stockholm, Sweden Tel: (46-8) 728-5100 Fax: (46-8) 612-0976
SPECIAL NOTES	The major portion of the funds under this CTF have been earmarked and allocated to Bank departments/divisions dealing with environmental work .

14. SWITZERLAND: Special Studies Consultant Trust Fund	
ELIGIBILITY OF CONSULTANT	No nationality restrictions
MAXIMUM AMOUNT EACH ASSIGNMENT	No restrictions
EXPENSES COVERED BY CTF	Fees, Travel, and Subsistence
APPROVAL AUTHORITY	Government - requests channeled through CFSOC
ELIGIBLE COUNTRIES	IDA-eligible countries (priority countries: see attachment)
ELIGIBLE SECTORS	No restrictions (priority sectors: see attachment)
ELIGIBLE ASSIGNMENTS	Special studies, training and workshops related to IDA activities
CFSOC CONTACT PERSON	Mr. Andrew Riordan (Q-5030) Tel: 473-1228 Ms. Parul Paka (Q-5053) Tel: 473-1220
GOVT. CONTACT PERSON	Ms. Kathryn Imboden, Chief Mr. Jean-Pierre Nyffeler, Economist Section for Economic Issues Federal Department of Foreign Affairs, 3003 Berne, Switzerland Tel: (41-31) 322-3574 Fax: (41-31) 324-1691 Mr. Caude Barras Assistant to the Executive Director Rm. E-1106 Tel: (202) 458-7050 Fax: (202) 477-9110
SPECIAL NOTES	This CTF is intended, in principle, for studies of a duration of 6 months to 2 years.

List of Eligible Sectors for the Priority Countries (Attachment)

WEST AFRICA:

BENIN: **Structural adjustment** issues, health sector adjustment, literacy, restructuring of public enterprises

BURKINA FASO: **Agriculture, forestry, environment**, education -- literacy, cottage industry, livestock development, rural development

CHAD: Health, **agriculture** (rural development, vocational training), **environment**

MALI: Public health, **forestry and environment**, water, vocational training, informal sector, **land use management**, decentralization

NIGER: Hydraulic, national resources, **forestry, environment**, micro-realizations

EAST AFRICA:

BURUNDI: Cottage industry

MADAGASCAR: Health issues

MOZAMBIQUE: Public expenditure review, revenue mobilization, decentralization, financial sector adjustment, health (especially financial issues/cost recovery)

RWANDA: Water (involvement with groups and local organizations [NGOs])

TANZANIA: Health sector, rural roads and transport/travel, community development, sociocultural issues related to **poverty alleviation**

LATIN AMERICA:

BOLIVIA: **Agriculture, national resources, adjustment** issues, small-scale industry, issues related to social investment fund

NICARAGUA: **Agriculture**, drinking water and sanitation issues, vocational training, **environment and natural resources**, issues related to social investment fund

SOUTH & CENTRAL ASIA:

BANGLADESH: Small industry promotion and credit, rural infrastructure (private sector integration), health sector

INDIA: Financial sector issues, savings and rural credit issues, **sericulture** (for example, research assessment), national **livestock** policy, small industry promotion

PAKISTAN: Small industry promotion, **agriculture and forestry and sustainable land use** in NWFP

FSU IDA-ELIGIBLE COUNTRIES: All activities

EAST ASIA & HIMALAYAS:

BHUTAN: **Forestry**, primary education

LAOS: Formal education

NEPAL: Small-scale industry promotion and credit, labor market analysis, health sector, rural infrastructure, road sector, vocational/technical education

VIETNAM: **Forestry and environment**, formal education

MEDITERRANEAN REGION:

EGYPT: Activities related to the social fund

Eligible Sectors for Other IDA Countries

Human Resources: basic health services, cost recovery, AIDS prevention, basic education

Environment: biodiversity protection, waste management, renewable energy -- efficient use of energy

Transport and Infrastructure: SSATP road maintenance initiative, UNDP-World Bank Water & Sanitation Program, rural transport

Macroeconomics and Structural Adjustment: public expenditure review work in concentration countries, civil service reform, fiscal policy (resource mobilization), support for east African cross-border trade and investment initiative, exchange rates issues, market access for commodity producers, training, regional integration

Poverty and Social Policy: poverty impact of structural adjustment programs, poverty-conscious restructuring of public expenditures, poverty assessments, monitoring/data collection issues and activities

Financial Sector: financial sector adjustment issues, savings mobilization, **rural credit** issues, including issue of long-term credit, training, private credit systems for micro-enterprise financing

Industry: privatization, promotion of private sector support institutions (e.g., small industry promotion), promotion of privatization mechanisms/instruments

Agriculture: **sustainable land use, particularly in rainfed hillside and mountain agriculture, Sub-Saharan Africa (desertification), crop protection -- integrated pest management and biological control in food crops, commodity programs -- food crops, national program level and regional collaborative programs (networks), biodiversity/ biotechnology (policy issues, capacity building), in-situ and ex-situ conservation strategies for food crops, plant genetic resources policy (including farmers' rights, intellectual property rights issues), livestock production in mixed agriculture. livestock production systems**

Cross-sectoral Priorities: **gender-balanced agriculture development**, institution-building in **agro-research** (national programs, regional networks), **extension** (extension-research linkages, extension concepts, strategies, institutional aspects), **farmer participation, empowerment**

2. Other Funding Sources

15. Fund for Innovative Approaches in Human and Social Development	
NATURE AND PURPOSE	To improve the quality of Bank operations in areas that are yet to be mainstreamed through: <ol style="list-style-type: none"> Operational support for participation and social assessments In-house capacity building.
AMOUNT	Total US\$2 million, average request for support about US\$200,000–300,000.
EXPENSES COVERED	Expenses such as: <ol style="list-style-type: none"> Travel, fees, workshop costs Matching resources up to two years for incremental positions for staff and long-term consultants who are social scientists or have appropriate technical skills.
MANAGED BY	PSP, in consultation with Environment Department.
HOW TO APPLY	Requests from division chief or higher, or resident representative, to Mr. Ishrat Husain, director, PSP, copied to Mr. Aubrey Williams, PSP, and Ms. Gloria Davis, Social Policy and Resettlement Division, Environment Department. Requests should be limited to three pages and include information on proposed activities, name MOC of requesting unit, task manager's name, expected outputs and timing, and projected costs and financing plan.
SPECIAL NOTES	<ol style="list-style-type: none"> Matching funds required from participating departments. Trust funds are not acceptable as matching funds. Successful applicants are required to document use of funds and report to PSP with a summary of outputs within sixty days of completing the proposed activity. Proposals should not be for work covered under existing budgets. It is expected that, as they become mainstreamed—ideally over a two-year period—initiatives funded by the fund will become fully financed from regular regional budgets.

16. Institutional Development Fund (IDF)	
NATURE AND PURPOSE	Provides grants to strengthen institutional capacity to formulate national policy in the Bank's areas of special operational emphasis. Provides a quick response instrument for funding small, action-oriented schemes identified during, and closely linked to, the Bank's economic and sector work (ESW) and policy dialogue.
AMOUNT	1. For IDF Committee, ceiling of US\$500,000 2. For regions, ceiling of US\$200,000.
EXPENSES COVERED	Institutional development activities in the Bank's areas of special operational emphasis: poverty reduction and human resource development, environmentally sustainable development , private sector development.
MANAGED BY	1. IDF Committee, which allocates a portion of the IDF funds to individual grants, each limited to US\$500,000. 2. Regions receive their allocations from the president and have their own procedures for approving grants, subject to a ceiling of US\$200,000.
SPECIAL NOTES	1. Recipients are expected to demonstrate commitment by contributing to costs of activities funded by IDF grants other than staff salaries or office space costs. 2. Eligible activities financed must be completed within two years and executed by the recipient government with the help of local or international consultants or executing agencies. 3. The fund supports gender-related institutional development in Iran, Tunisia, and Chile.

17. Policy and Human Resources Development Fund	
NATURE AND PURPOSE	To support technical assistance for project preparation expected to be financed by the Bank and IDA.
AMOUNT	The fund averages about US\$150 million a year. Approved grant sizes range from US\$150,000–\$1 million, averaging US\$700,000.
EXPENSES COVERED	1. Consultants—both foreign and local—individuals, and firms 2. Equipment, if required to carry out the technical assistance and the recipient government is not in a position to supply it.
PRIORITY SECTORS	Infrastructure, environment , private sector development, primary education, women in development , population and public resource management. Priority also to proposed projects likely to receive cofinancing from Japanese and other sources.
MANAGED BY	The fund is financed by Japan. In the Bank, it is administered by: Albert Howlett, x31214 Fund Administrator Cofinancing and Financial Advisory Services (CFS) Department
HOW TO APPLY	Proposals for funding are processed biannually, in mid-September and mid-March. Task managers should submit proposals in the given format to the regional cofinancing coordinator. Final proposals are submitted to the Japanese authorities through the CFS Department.
SPECIAL NOTES	The Policy and Human Resources Development Fund, financed by Japan, is the largest single-donor fund, providing grants in semiannual installments.

18. Africa Region's Client Consultation Fund	
NATURE AND PURPOSE	Improving beneficiary feedback and involvement as required in all Africa Regional operations through systematic client consultation (SCC)
AMOUNT	US\$500,000
EXPENSES COVERED	Any activity that enhances the quality of work and qualifies for financing on the administrative budget: consultants, workshops, travel, small equipment, seminars, and surveys of potential beneficiaries.
FUNDING PRIORITIES	<p>Vary by individual departments but include tasks chosen as flagships for the department (AF1 and 4), ESW, project preparation, supervision, and implementation completion reports included in the plan (AF2).</p> <p>Priority to proposals that fit within the CAS offer the greatest possibility for sustainable results, have innovative or cross-sectoral impact, have a high level of buy-in by local audiences, and target ultimate beneficiaries rather than upper echelons of government.</p> <p>Special consideration to activities that enlarge the group of stakeholders consulted in preparation and implementation.</p>
MANAGED BY	Various country departments in the Africa Region.
HOW TO APPLY	Proposals of one to two pages are to be sent by E-mail to designated persons, who have the authority to approve requests up to US\$200,000, beyond which the departmental management team has authority. In the Africa Technical Department (AFT), the departmental Systematic Client Consultation Quality Group has full approval authority.
SPECIAL NOTES	<ol style="list-style-type: none"> 1. The Client Consultation Fund funds only 50 percent of the proposed activity; the remaining is financed from the task budget, trust funds, and donor or government participation. 2. A report back on outcomes of use of funds is required, including a description of lessons learned and how client consultation has been integrated into subsequent work.

19. Country Operations Support Facilities (COSFs), Asia and Africa Regions	
NATURE AND PURPOSE	<p>To support the efforts of country departments in Asia and Africa regions to integrate gender in upstream policy and analysis work (participatory assessments [PAs], CASs, and ESW), and project preparation.</p> <p>To improve gender sensitivity in Bank work and involve women stakeholders in project design and implementation.</p>
EXPENSES COVERED	<ul style="list-style-type: none"> • Full-time local gender staff members at resident missions • Local capacity building • Strengthening linkages between government institutions and successful NGO programs • Gender-awareness building, training, and workshops • Consultation workshops • Seed funds for innovative pilot projects • Social assessments • Regionwide thematic or country-level gender issue papers, information sheets, and statistical analysis • Initial executive project summary-final executive project summary reviews.

20. Project Preparation Facility (PPF)	
NATURE AND PURPOSE	To support activities required to complete project preparation.
EXPENSES COVERED	Feasibility studies, design work, technical assistance, provision of goods and works (office space, equipment, and transportation) required to complete project preparation.
MANAGED BY	Country department directors
HOW TO APPLY	Task managers should send requests, through division chiefs, to the country department director, indicating the purpose, items to be financed, and expected refinancing date of the PPF (when the project loan becomes effective).
SPECIAL NOTES	The PPF advance becomes effective on the date of countersignature by the borrower. Before requesting a follow-up PPF, the task manager should ensure that earlier advances have been disbursed or committed.

CHAPTER VII: SELECTED REFERENCES

This section provides a list of key references that task managers can turn to for additional information related to gender-based data collection, gender analysis, participation methodologies and good practice on gender issues in various subsectors in agriculture.

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<http://afr.worldbank.org/~aft/gender/gendtest.htm>.
20. Web site for World Bank GAP/PSP group:
<http://hco/html/hcovp/gender/contents.html>.
21. World Bank. *Social Assessment: Incorporating Participation and Social Assessment into the Bank's Operational Work and Incorporating Social Assessment and Participation into Biodiversity Conservation Projects*. Best Practice Notes. Washington, D.C.
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23. World Bank. 1994b. *Rural Women in the Sahel and their Access to Agricultural Extension: Overview of Five Country Studies*. Washington, D.C.
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**APPENDIX 1: A SLIDE PRESENTATION ON GENDER ISSUES IN
AGRICULTURE**

APPENDIX 2: THE GENDER DIMENSION OF DEVELOPMENT

OP 4.20 (April 1994)

The Gender Dimension of Development

Note: This document is based on "Enhancing Women's Participation in Economic Development: A World Bank Policy Paper" (Washington, D.C.: World Bank, 1994). Questions should be addressed to the Director, Education and Social Policy.

1. The Bank¹ aims to reduce gender disparities and enhance women's participation in the economic development of their countries by integrating gender considerations in its country assistance program.
2. To this end, the Bank assists its member countries to
 - (a) Design gender-sensitive policies and programs to ensure that overall development efforts are directed to attain impacts that are equitably beneficial for both men and women. The Bank helps governments (i) identify barriers--including men's attitudes--that prevent women from participating in and benefiting from public policies and programs, (ii) assess the costs and benefits of specific actions to remove these barriers, (iii) ensure effective program delivery, and (iv) establish monitoring and evaluation mechanisms to measure progress.
 - (b) Review and modify legal and regulatory frameworks to improve women's access to assets and services, and take institutional measures to ensure that legal changes are implemented in actual practice, with due regard to cultural sensitivity.
 - (c) Strengthen the data base for, and train country officials in, gender analysis, particularly in countries with inadequate gender-disaggregated data.
 - (d) Obtain financing, if necessary, to meet the resource demands of program changes. Bank lending supports the expansion of women's access to services and assets, and the Bank helps to (i) mobilize additional multilateral and bilateral financing and (ii) organize Consultative Group meetings for specific countries. The Bank also promotes collaboration with international, national, and local nongovernmental agencies in implementing Bank-financed projects.

¹ "Bank" includes IDA.

3. To analyze gender issues in each country, the Bank uses country poverty assessments, public expenditure reviews, other economic and sector work, and country dialogue. The analysis and strategies are incorporated into the Country Assistance Strategy.² Objectives and interventions for carrying out country gender strategies are reflected in the lending program and the design of lending operations. Implementation is monitored as a part of country implementation review.

4. The Education and Social Policy Department reports to the Board periodically on the Bank's progress in integrating gender in its operations.

² See BP 2.11, Appendix A, Content of a Country Assistance Strategy Document