IFAD’s Policy on Gender Equality and Women’s Empowerment

Informal EB Seminar
13 September 2011
I. Relevance of addressing gender in ARD

Role of rural women
• Account for 43% of agricultural labour force in developing countries; 50% in Eastern Asia and SSA
• Typically work 16 hours per day
• Multi-tasking with mix of productive and household responsibilities

Challenges facing rural women
• Limited access to inputs, services and rural infrastructure (technology, education, extension, health, finance, markets, water, energy)
• Represent fewer than 5% of all agricultural land holders in NENA; SSA average of 15%
• Limited contribution to decision-making in home, organizations and community

Yields gap between men- and women-run farms of 20-30%
Benefits of addressing gender in ADR

Closing persistent gender gaps would:

- Increase yields on women’s farms by 20-30%
- Increase total agricultural output by 2.5-4% in developing countries
- Reduce the number of global hungry by 12-17%

SOFA, FAO, 2011

By World Bank addressing needs of both men and women, projects increased long-lasting value of the benefits generated by 16%

IFPRI, 2008
Relevance for IFAD

IFAD already recognizes significance of addressing gender issues:

- Gender equality is embedded in Strategic Framework: Principle of Engagement 4 and the five objectives

- Scaling up, systematising and refining its approach to gender equality and women’s empowerment are essential to achieve IFAD’s mandate

- Changing rural economies (population growth, globalization, emerging new markets, climate change, feminization of poverty…) present new opportunities and risks for rural women

Closing gender gaps is central to achieving all the MDGs: critical for food security and economic growth

UNDP 2010
II. IFAD’s Experience

Gender milestones

- Household Food Security and Gender project design memory checks in 1999
- Gender Plan of Action (2003-2006), approved by EB in April 2003
- Framework for Gender Mainstreaming as part of new business model in 2008
- Gender and Agriculture Sourcebook IFAD-WB-FAO in 2009
- President accepted MDG3 Champion Torch in 2009
Uganda: District Livelihoods Support Programme (DLSP)

2007-2014, IFAD: US$27.4 million, 100,000 benefitting HHs, 15,600 farmers. Major focus on Gender Empowerment.

Processes

• Gender-sensitized technical team, including gender specialist
• Work plans/budgets and implementation guidelines address gender issues in programme sub-components
• Mechanisms for collecting, analysing and disseminating gender-disaggregated data

Achievements

• Gender-related and social benefits
• Household mentoring methodology developed for gender empowerment and strengthening sustainability
Ghana: Upper East Region Land Conservation and Smallholder Rehabilitation PROJECT (LACOSREP)


**Processes**

- Social equity and inclusive targeting of rural poor mainstreamed into WUA activities and multiple types of users recognized
- Bottom-up approaches to WUA drew on institutional frameworks and decentralization
- Upscaling WUAs to district, and regional WUA councils:

**Achievements**

- Greater participation of women in WUA decision-making processes
- WUAs to engage in policy dialogue - attention brought to women’s needs
Guatemala: Rural Development Programme for Las Verapaces

2001-2011, IFAD: US$15 million, 16,000 benefitting HHs. Value chains for a variety of crops.

Processes

• Discussions within farmers’ associations involve women as well as men
• Employment of a qualified full-time gender adviser
• Capacity building
  • literacy and training on accounting
  • group management and technical skills
• Integration of women into high-value agricultural production and processing activities

Achievements

• Work and resources fairly distributed between women and men
• Increased control by women over benefits:
  • improved household nutrition
  • children’s education
  • improvements to housing
Best practices

- Decision-making power to women
- Role modelling, exchange visits
- Gradual approaches, using local innovators and leaders
- Household-based approach to extension
- Measures for positive discrimination (e.g., quotas)
- Implementing partners committed to gender equality
- Model gender equality in IFAD and field
III. Further strengthening IFAD’s gender engagement

IOE’s Corporate evaluation of IFAD gender policy (2010):

- Performance of IFAD-financed operations with regards to gender better than peers
  - increased women’s capacity building, economic empowerment and decision-making
  - prominent advocacy role in bringing the contribution of rural women to policymakers’ attention
  - strong results orientation in project cycle - regularly tracked performance indicators on gender
- High relevance and effectiveness of IFAD’s three gender objectives
- Recent operations have improved performance

**BUT** – *existing guidance fragmented: need to develop an evidence and results-based corporate policy*
A new Gender Policy would look to

- Deepen impact (economic, institutions, well-being) of IFAD operations by systematic consideration of gender
- Provide clear objectives and comprehensive policy guidance (including on HR) on gender
- Bridge design/implementation gaps and ensure more even performance
- Increase capacity of IFAD leadership, management, staff and partners on gender issues
- Systematic learning and reporting to serve management decision-making needs for improving IFAD performance
IFAD’s leadership role on rural gender issues

IFAD’s Mandate: focus on rural poverty reduction by promoting smallholder agriculture and rural development (ARD)

• Rural women play major role in smallholder ARD, especially in poorer countries
• “Feminization of poverty” and gap widening
• Rural women have key functions in food security, natural resource management, processing and off-farm employment: often unrecognised

IFAD’s Role: empowering rural women and their organizations in order to promote gender equality and rural development effectiveness
Process for IFAD’s gender policy

Process

- Leadership by IFAD senior management
- IFAD-wide Policy Reference Group
- Divisional consultations
- Intranet learning and sharing platform
- Significant allocation of resources at corporate and divisional levels

Actions

- Revise business processes related to project-programme cycle
- Improve knowledge management and innovation
- Track expenditure
- Plan for more gender- and diversity-inclusive organization, including management roles
IV. Gender policy: Purpose and objectives

**Strategic Framework Goal**
Enabling poor rural women and men to improve their food security and nutrition, raise their incomes and strengthen their resilience

**Goal**: enhance sustainability and deepen impact

**Purpose**: improve gender equality and women's empowerment

- Economic empowerment
- Representation and citizenship rights
- Workload reduction

Enabling poor rural people to overcome poverty
Principles and approaches

• Gender equality as a value and guiding principle
• Gender equality as a matter of development effectiveness
• Gender equality as a matter of professional accountability

• Gender analysis and mainstreaming required in all country, programme and project designs
• Gender specific programmes developed to address institutional exclusion and special needs of women/men
• IFAD, government and local capacity built at the institutional and project level for results-based gender development
• Partner investments leveraged for women in agriculture and rural development
Field–level approaches

- Recognise differences among women and that women’s and men’s roles change over time and space
- Build on complementarities between women and men in agricultural production and the rural economy
- Focus efforts to benefit young rural women
- Engage men and leaders for gender equality
- Use participatory approaches so voices of different segments of population are valued
Objective 1: Economic empowerment

- Increase women’s access to and control over resources
- Increase women’s participation in profitable economic activities (farm, off-farm, value chain actors, employees)
- Increase women’s access to and control over economic benefits
Objective 2: Representation and citizenship rights

• Increase women’s role in household decision-making

• Increase women’s representation among members and leaders of rural producer organisations

• Increase women’s participation in and leadership of community decision-making bodies
Objective 3: Women’s workload reduction and balance

- Women’s access to basic rural infrastructure and services
- Access to labour saving technologies
- Equitable balance between workloads and benefits/remuneration
V. Implementation: Operational action areas

1. Country programmes and projects
   - RB-COSOPs
   - Design (QE/QA) Implementation
   - Supervision/implementation support
   - Project completion reports

2. Catalyst for advocacy, learning and partnerships
   - Learning and innovation
   - KM and communications
   - Advocacy
   - Partnerships and networking

3. Capacity-building of national and international partners
   - Training
   - Skills development
   - Toolkits and materials

Enabling poor rural people to overcome poverty
Operational action areas (continued)

4. Corporate approaches and procedures

IFAD’s change and reform agenda:
- Staff capacity building
- HR rules and procedures
- Performance evaluation
- Gender and diversity balance: HQ, missions

5. Resources, accountability and monitoring

- Human and financial resources
- Corporate results framework
- Corporate M&E
- Institutional responsibilities
- EB oversight
Annexes to Gender Policy document (December EB)

- Results framework and implementation plan
- Best practice statements by thematic area
- Policy coherence: references to gender in other IFAD policies
- Policies of other organisations: a comparative table
Improve development effectiveness