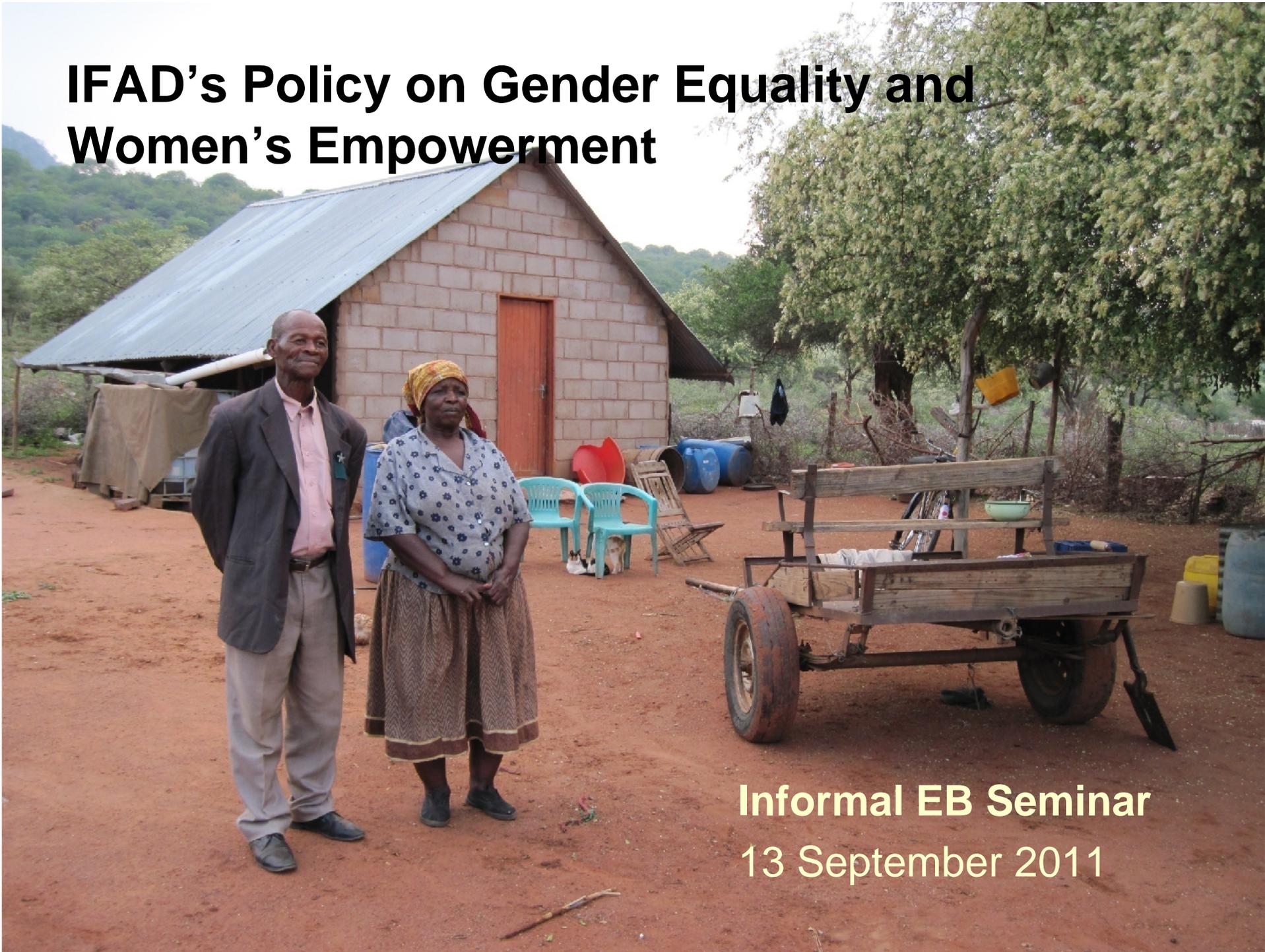


IFAD's Policy on Gender Equality and Women's Empowerment



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:

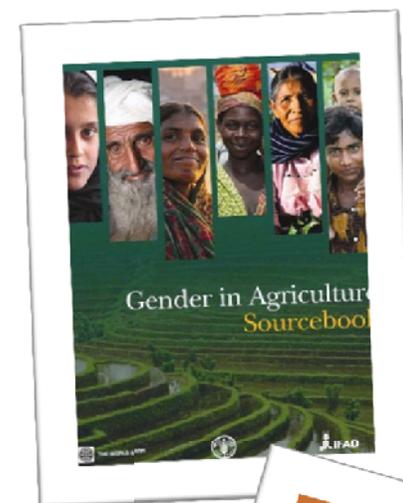
- Gender equality is embedded in Strategic Framework: Principle of Engagement 4 and the five objectives
- Scaling up, systematising and refining its approach to gender equality and women's empowerment are essential to achieve IFAD's mandate
- Changing rural economies (population growth, globalization, 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)

1999-2006, IFAD: US\$13.9 million, 34,400 benefitting HHs. A key focus 80 Water Users Associations.

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

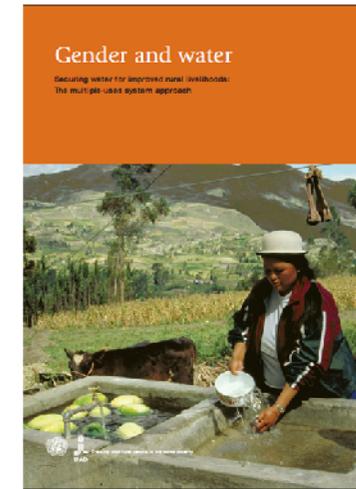
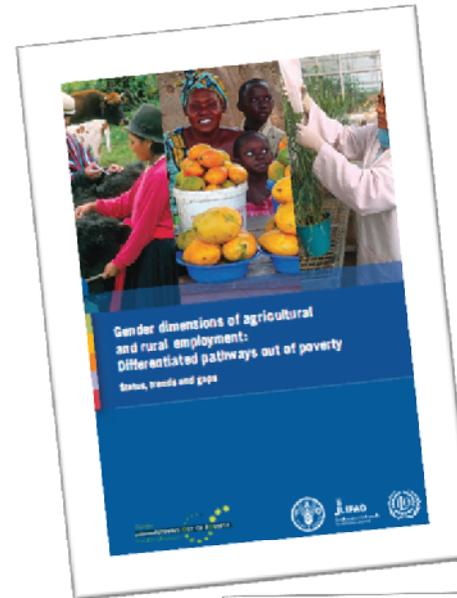
- Discussions within farmers' associations involve women as well as men
- Employment of a qualified full-time gender adviser
- Capacity building
 - literacy and training on accounting
 - group management and technical skills
- Integration of women into high-value agricultural production and processing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

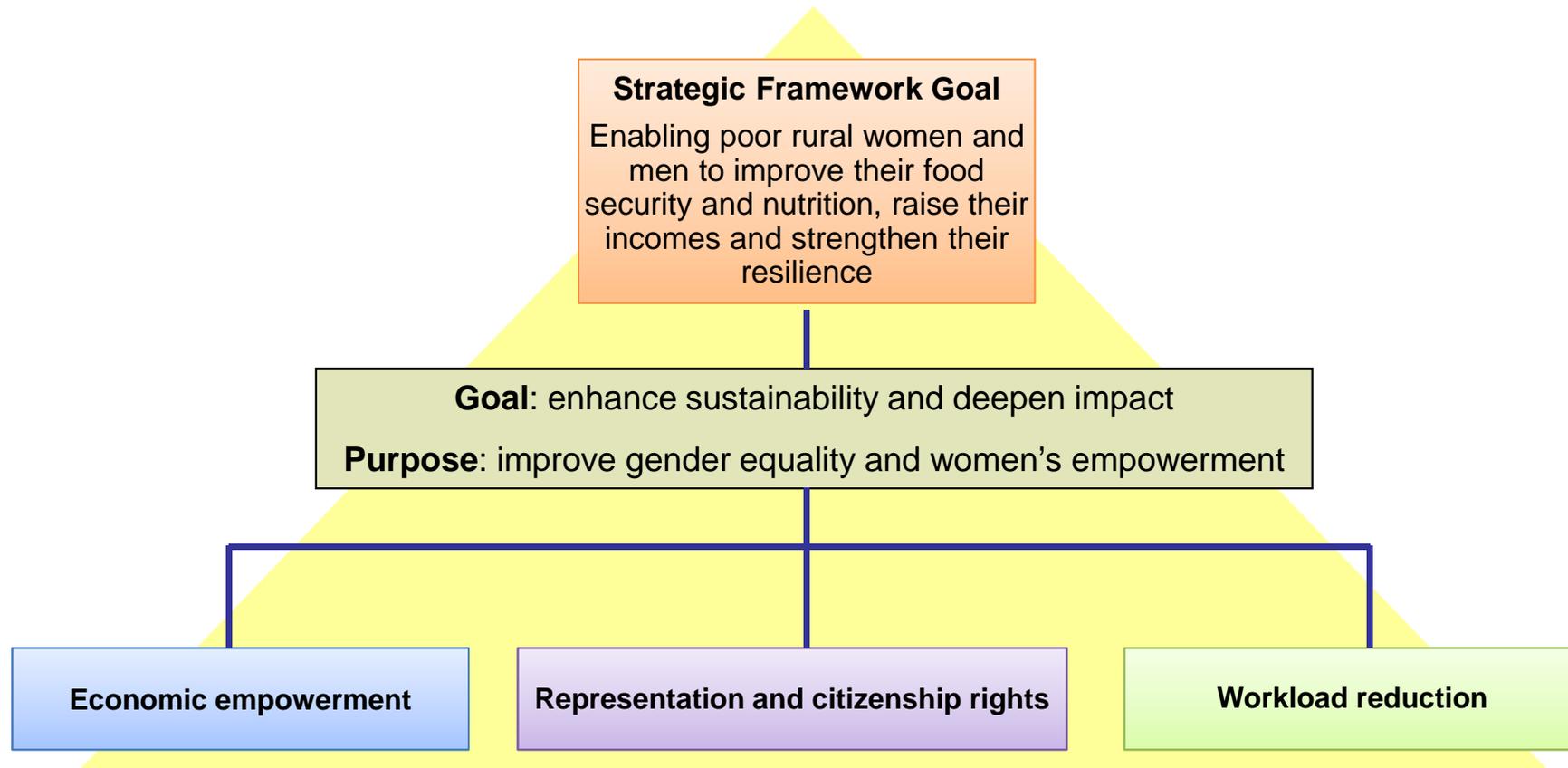
Process

- 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



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



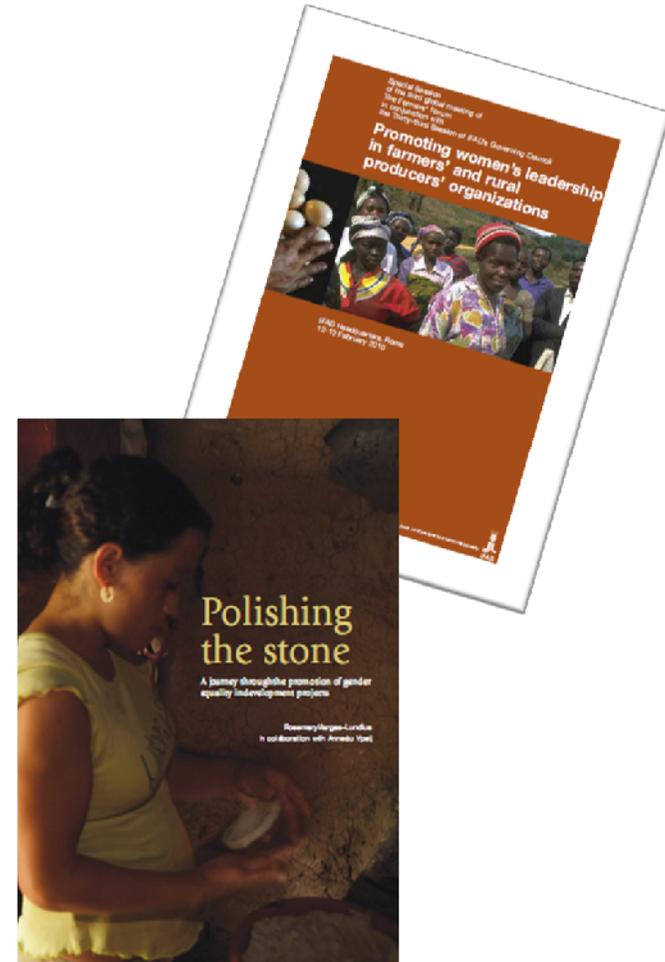
Objective 1: Economic empowerment

- 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

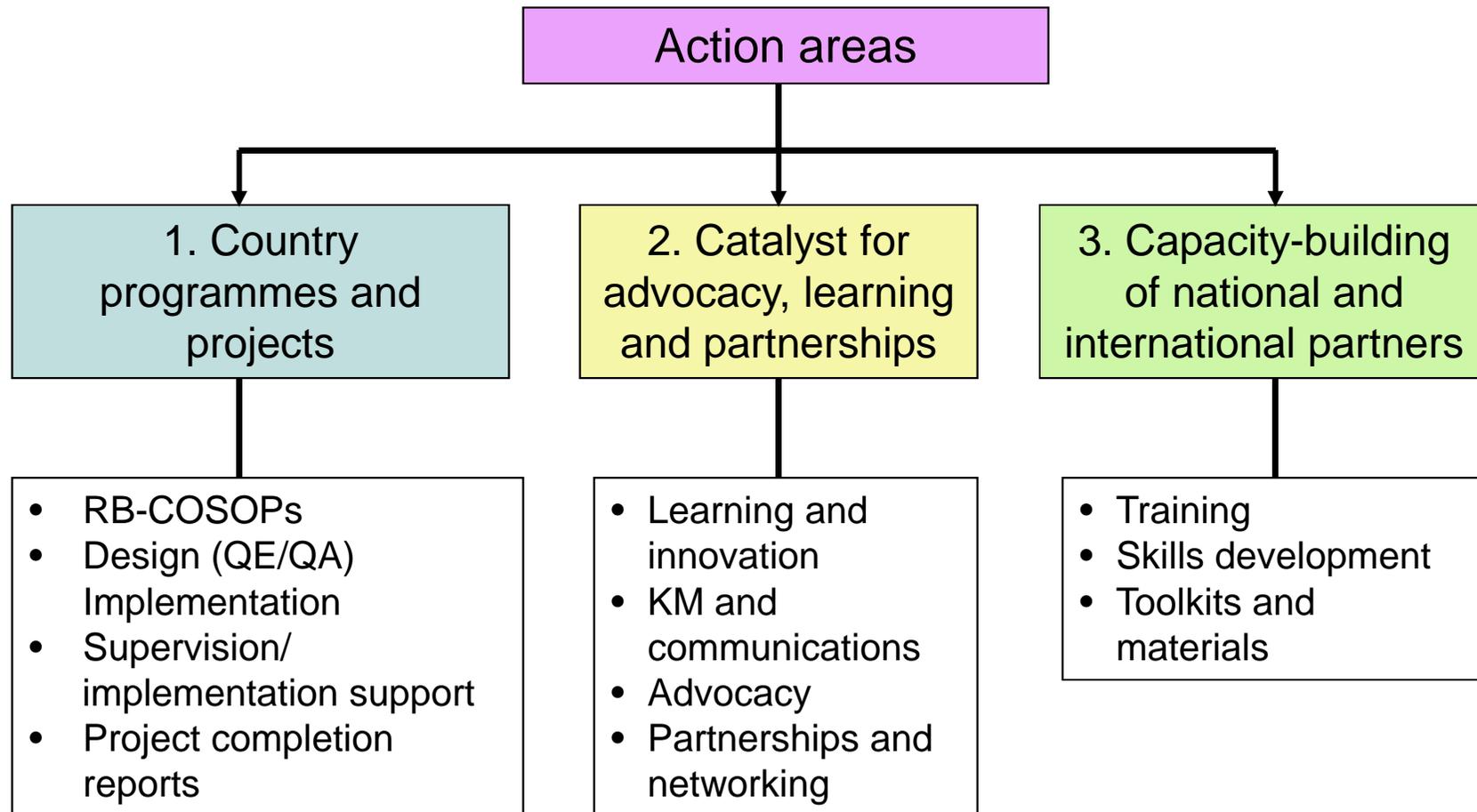


Objective 3: Women's workload reduction and balance

- 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



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