
**FAO-IFAD-ILO Workshop on
“Gaps, trends and current research in gender dimensions
of agricultural and rural employment:
differentiated pathways out of poverty”
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Concluding session


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Rural employment

- *unstable*
- *irregular + seasonal*
- *low pay/remunerated*
- *lack of employment history*
- *poor social protection*
- *minimal representation/voice*
- *restricted training*



small producer (self employed)

waged employment

Rights

- asset poverty (land/property, financial, inputs, extension/information)
- acquired through social institutions (inheritance, marriage, markets)

- poss. equal treatment/pay
- poss. non-discriminatory access to jobs/training
- acquired through markets
- often unenforced


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Status of women

- outside labour law (indiv/HH)
- unpaid family labour/mediated payments
- hidden tasks/ undervalued skills

- labour law/legal framework for protection
- gender based wage gap
- market value for some skills

seasonality, time use/multi-tasking, productive + care



small farmer (self employed)

waged employment

Social Protection

- buffer: family + child labour, household assets (male link)
- poor working conditions
- limited/remote social security & services (health)

- child care at work place
- limited occupational safety and health
- a few with pension and social security

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Social Dialogue

- weak/fragmented/distant
- producer organizations
- women organizations
- community groups

- trade unions
- contract farming in marketing chains

informal, dysfunct. labour mrkts (ineffic., unfair, gender biased)

Challenges

- gender differentiated patterns of work, inequality in wages and employment
- livelihood strategies (policies/programmes must build access to land and address productive/reproductive/community roles to increase participation in labour markets)
- de+feminization of agriculture/poverty
- benefits and challenges of commercial agriculture, value chains, migration (connect demand for jobs with supply)
- gender dimensions of social dialogue
- governance deficits: gender mainstreaming in rural employment policies/projects, capacity development

Good practices

- ❑ Conditional cash transfers (bolsas familiares; rural pension schemes-social protection)
- ❑ NREGA (employment creation)
- ❑ Renatre (employment history)
- ❑ Rural economic stimulus
- ❑ SEWA (social dialogue)

Next steps

- Joint knowledge products
 - Web publication of abstracts + draft papers (www.fao-ilo.org)
 - Gender and rural employment policy briefs
 - Gender and rural employment: overview and synthesis
 - Rural employment working paper series
- Others?
 - MDG-funds, projects, training programme