



REPORT OF THE FAO-IFAD-ILO WORKSHOP
on

Gaps, trends and current research in
gender dimensions of agricultural and rural employment:
Differentiated pathways out of poverty

Rome, 31 March – 2 April 2009

1. INTRODUCTION

1.1 Key findings of the workshop

The expansion of gender-equitable rural employment is a prerequisite to reducing hunger and poverty in rural areas. However, the poverty reduction potential depends not just on the quantity of jobs that are created, but also on the quality of such jobs, including whether the rights, protection and voice of both female and male workers are respected. Yet, many gaps in data availability and lack of analytical approaches and rigour frequently handicap the efforts of policy makers to address these crucial issues adequately when designing poverty alleviation strategies. Through this workshop which, gathered specialists from all over the world to share their knowledge, questions, experiences and understanding of these very complex issues, FAO, IFAD and ILO aimed to gain more statistical data, field-based evidence and insights into the gender dimensions of agricultural and rural employment, in order to strengthen policy design.

Amongst the key findings of the workshop, the following deserve special mention:

- i. Gender inequalities in rural employment exist everywhere, regardless of the level of economic development, but exhibit different patterns according to social, cultural, religious and economic factors. Some of them—such as the burden of unpaid work at home, lack of education and bargaining power, and limited access to assets— clearly constitute significant economic disadvantages for women compared to men. In this context, it is interesting to observe that 90% of the wage gap between men and women in developed or developing countries is unexplained: in other words, it is attributed to gender discrimination.*
- ii. Women tend to be more risk adverse than men when engaging in rural employment and women’s heavy burden of unpaid work is one of the most important factors constraining their access to rural paid work.*
- iii. Gender patterns of rural employment change over time and differ across countries, responding to new trends, shocks and opportunities but gender inequalities remain. Changes in international trade, migration, financial crises, diversification of the rural economy, are a few of the many phenomena that play an important role in changing women’s rural employment opportunities and may constitute major challenges, as well as generate new perspectives on gender issues.*
- iv. It is not enough to create more job opportunities for rural men and women: actions to promote decent rural employment are needed to create better jobs and tackle, for example, the sensitive (and yet very prominent) issue of child labour in agriculture.*
- v. Sex-disaggregated data are needed as the starting point of any solid research, to fill critical gaps in knowledge and improve policy decision-making processes.*

- vi. *Since gender differences in rural employment are many and often intertwined, effective policies should be designed as a package of complementary measures (stimulate legal reforms that promote gender equalities, create social safety nets, support women's organizations, elaborate child care programmes, promote female education, design adequate instruments to support access to information and labour markets, etc.).*

1.2 Workshop format

The FAO-IFAD-ILO workshop on gender and rural employment was held at the Casa San Bernardo in Rome from 31 March – 2 April 2009. It brought together 120 technical experts and development agency representatives to discuss issues presented in 40 papers.

The papers presented and discussed were elaborated mostly by **academics (45%) and research institutes (19%)** but also by UN organizations (24%), national administrations (7%) and civil society (5%). The geographical coverage of the countries presented was not very balanced¹: many of them concerned **Asia and Africa (36% each)** whereas South and Central America (5%) and Eastern Europe (2%) were under-represented. About 20% of the papers did not have a specific country/regional focus.

Designed to **encourage maximum interaction among participants**, the agenda featured plenary and small group sessions, panels, “hard talk” sessions, knowledge exchange and poster sessions. The morning and afternoon sessions on the first two days began with plenary presentations that provided an introduction and overview to topics which were discussed in more detail in the working group sessions. The plenary sessions on the third day featured an organizing and social dialogue panel, a government panel, and a final conclusions and policy recommendations panel. The eight working group sessions over the three days each began with short presentations of the respective papers. Participants were invited to convene with the authors at separate tables and address three main issues: key gender issues, identified gaps (in knowledge, in data, in approach), and policy implications (see Agenda in Annex 1). The following report does not constitute a chronological record of the workshop but provides a consolidated summary of the key issues and recommendations that emerged across the different sessions during the workshop. The list of participants and the list of papers presented at the workshop are given in Annexes 2 and 3, respectively.

2. WHY SHOULD POLICY MAKERS CARE ABOUT GENDER-EQUITABLE RURAL EMPLOYMENT WHEN FIGHTING AGAINST POVERTY AND HUNGER?

2.1. The recent economic crisis has demonstrated the extreme fragility of rural communities where most of the poor and the women who constitute the majority of the world's food producers are concentrated.

Today, **75 percent of the world's poor live in rural communities** in developing countries, depending on agriculture, forestry, fisheries and livestock for their livelihoods. Among these, women are particularly vulnerable. Because of their contribution to food production, processing and distribution, child rearing and fuel and water provision, investing in rural women makes good economic sense and is crucial for the well-being of their families and society at large, and in the fight against poverty.

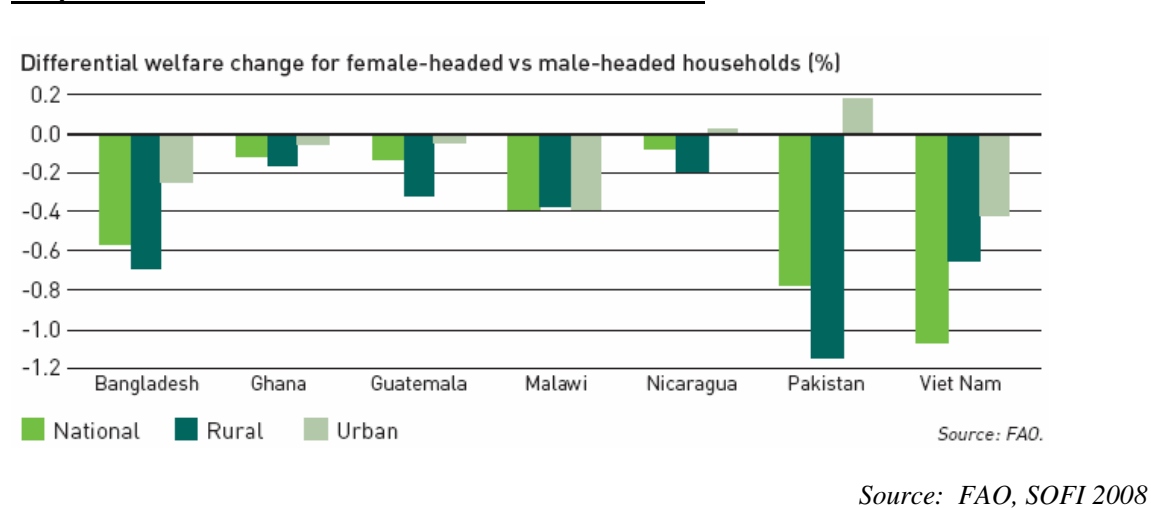
Poverty is not simply a question of income, but also of differentiated access to health care, education, potable water, improved sanitation, roads, markets and opportunities for productive employment. Economic growth, while necessary, is now recognized as insufficient to reduce the gap between rich and poor, men and women or between urban and rural areas. Indeed the phenomenon of jobless growth, widening income disparities and increasing unemployment in many countries has highlighted the **need for pro-poor, gender-equitable growth policies in rural areas centred on employment creation and the improvement of working conditions.**

¹ Almost 200 authors responded to the Call for Papers issued in August 2008. The main selection criteria for the 40 papers chosen by the workshop organizers were academic rigour and originality of the data and analysis, rather than geographical coverage. However, efforts were made to ensure as balanced a geographical coverage as possible.

The recent financial and food crises have slowed down the progress that has been made over the past years: **poverty levels around the world are worsening** and the numbers of people joining the unemployed, the working poor and those in precarious employment are dramatically increasing. In the worst case scenario the projections are that:

- Some *200 million workers*, mostly in developing countries, will be pushed into extreme poverty.
- The number of working poor (US\$2 per person per day), may increase to 1.4 billion, *or 45 percent of total world employment*.
- The proportion of people in precarious *employment could reach a level of 53 percent* of the employed population (including a large number of the working poor).
- *Women are frequently amongst the first to lose their jobs*, since they are often seen as a flexible buffer workforce who can be drawn into the labour force during labour market upturns and expelled in downturns. With the job losses and cuts in spending on social services and infrastructure, **women’s care burdens and unpaid work become intensified, and their contribution to household food security is likely to decrease. This is particularly dramatic for female-headed households** (cf. Graph 1).

Graph 1: Food crisis hits female headed households harder



2.2. As the impact of the financial crisis is not limited to the urban sectors, agriculture and the rural economy must be part of the policy response.

- **Investment in agriculture** contributes to **generating employment and sustaining supply and demand**, as well as promoting broader rural development. Many rural jobs do not ensure decent levels of income and sustainable livelihoods. Instead, rural employment is often characterized by widespread *gender inequality, poor working conditions, low remuneration, unstable, irregular and seasonal employment, non-enforced labour legislation, limited access to social security and protection, restricted training, lack of employment history, minimal representation and weak social dialogue*. These and other factors make agriculture one of the three most hazardous employment sectors (170,000 work-related deaths per year) and by far the sector using the most child labour (more than 132 million children, equal to 70 percent of all child labourers).
- **Gender dimensions of rural employment are key to understanding the impact of the crises and to developing policy responses.** In developing countries, women are overrepresented in vulnerable employment (including casual workers, contract labourers, rural migrants, seasonal workers, etc), which is the most volatile in economic cycles (cf. Table 1).

Table 1: Agricultural employment, poverty and vulnerability

| | Agricultural employment share of total employment (%) | Working poor (USD2-a-day) share of total employment (%) | Vulnerable employment shares of total employment (%) | | |
|-----------|---|---|--|-------|---------|
| | | | total | males | females |
| World | 34.4 | 40.6 | 50.6 | 49.1 | 52.7 |
| SS.Africa | 62.5 | 82.0 | 77.4 | 72.0 | 84.4 |
| S.Asia | 48.2 | 80.9 | 77.5 | 74.3 | 85.1 |
| E.Asia | 38.6 | 33.0 | 55.5 | 50.8 | 61.0 |

Source: elaborated from ILO Global employment trends 2009 (data 2007)

2.3. Analysing gender and rural employment under the guiding principles of the Decent Work Agenda becomes even more relevant and urgent.

If creating employment in **rural areas by generating “more jobs”** is a fair objective, it is important not miss the opportunity to aim at **“better jobs”** at the same time. But how can the concept of Decent Work developed by ILO be applied in the rural context? Indeed, rural communities could benefit from the four pillars of the Decent Work Agenda in the following way:

- Under the **Rights pillar**: rural workers are often left unprotected by national labour legislation (lack of freedom of association, unequal pay and discrimination, dangerous health conditions), and could benefit from the ratification and implementation of international labour standards of particular importance to agricultural and rural workers, including the core labour standards;
- Under the **Social Protection Pillar**: rural communities often face difficulties in accessing social security, health insurance, pensions and safety nets that can play a vital role in cases of deep poverty; it is important to implement social protection strategies that benefit everyone, including the rural poor;
- Under the **Social Dialogue Pillar**: rural voices (workers, the self-employed, and women) are rarely heard and bargaining power is therefore particularly weak in rural areas; there is an urgent need to build the capacity of rural employers’ and workers’ organizations, including women’s roles within them, especially in the agricultural sector;
- Finally, under the **Employment Pillar**: the objective is to address structural deficits in rural communities, such as poor infrastructure and limited access to skills, productive resources and markets, particularly for women, which lead to underemployment and to high levels of working poverty.

2.4. Deepening our knowledge of gender-equitable rural employment is crucial to improve the formulation of policies to eradicate poverty.

Improved data and projections of trends, examples of good practices and innovative policies, as well as solid evidence of the different experiences and needs of rural women and men, are crucial to **better guide policy development**. Such data and evidence provide the justification to convince policy makers, with scarce resources, to prioritize gender-sensitive investment in rural communities and develop sustainable, gender-equitable rural employment strategies.

While acknowledging women’s vulnerability in the rural employment context, policy approaches need to recognize and explicitly address the following gender inequalities:

- *Differential and inferior access by women to assets, endowments and opportunities* (often results in lower productivity and income);
- *Differential access to institutions, organizations and power* (lower ability to translate work/effort into income and wellbeing; limited participation in decision making processes);
- *Different levels of vulnerability to economic shocks*: the negative impacts of the crises are not distributed equally between men and women; this needs to be taken into account when elaborating safety nets and other policies to mitigate the impact of the crises. Gender is a key factor in determining vulnerability to changes in food prices and to job loss. While richer

countries have the resources to put in place safety nets and other policies to mitigate the impact of the crises, developing countries often lack these resources and systems. If this differentiated impact is not addressed in policy responses, countries run the risk of being ineffective in mitigating the multiple impacts of the crises and failing to assist those most severely affected.

2.5. Gender equality is important not just for normative considerations of social justice but also because it makes good economic sense.

Targeting actions on the most vulnerable segments of rural populations, and especially on women, is key to improving the effectiveness of public intervention and international support, as well as to creating sustainable pathways out of poverty. Evidence shows that gender equality is good for businesses, for national economies and for the global economy. **From community actions to national development strategies** and to meet the eight Millennium Development Goals at global level, **gender equality has a critical role to play in economic recovery and the fight against poverty.**

3. WHAT IS THE EXISTING EVIDENCE OF GENDER INEQUALITIES IN RURAL EMPLOYMENT?

3.1. Rural employment exhibits different gender patterns around the developing world².

- **In Sub-Saharan Africa** (mostly agriculture-based), the own account farming is the most common form of employment for both sexes, followed by non-agricultural wage work for men and non-agricultural self-employment for women.
- **In South Asia** (mostly agriculture-based), women are relatively more engaged in agricultural wage employment than in any other region, more likely than men to be engaged in agriculture, and more likely to be unpaid for work in their own family business than in any other region.
- **In the Middle East and North Africa** (transforming countries), women are mostly self-employed in agriculture whilst men are mostly engaged in non-agricultural wage work.
- **In Latin America** (mostly urbanized), the ratio of rural women's non-agricultural employment to agricultural employment is higher than the corresponding ratio for rural men.
- **In the specific case of China³**, transforming subsistence farming is the dominant livelihood pattern, with more than half of total household income coming from non-farm activities. Major economic and social transformations in recent years have contributed to changes in the structure of agriculture and rural households. Agricultural income is generally declining and represents a lower percentage of rural households' income. Farmers are losing interest in farming, fuelling male and youth out-migration, that is in turn resulting *in the feminization of agriculture with women and old people becoming the key agricultural producers*. Professional farming with specialization in some specific cash crops and livestock enterprises has emerged in the last decade (3-8% of farmers).

² **M. Fontana** with C. Paciello 'Gender dimensions of rural and agricultural employment: Differentiated pathways out of poverty- A global perspective'. Overview paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

³ **Y. Song**, Z. Linxiu, D. and Q. Sun, and J. Jiggins *Feminization of agriculture and ageing of agricultural producers in rapidly changing China: policy implications and alternatives for equitable growth and sustainable development*. Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

3.2. Some factors put women in a disadvantaged economic position relative to men.

i. Employment segmentation is visible in rural economies:

- ***In agricultural sectors***, women tend to be the *main producers of food* whilst men manage most of the commercial crops, often with women's (usually unpaid) contributions. In some regions, women have greater involvement in livestock-related activities compared to men (Pakistan, Afghanistan). When women participate also in **commercial farming**, this is within a rigid division of tasks. *Asymmetry* exists, since men may take over female crops if new technologies make these crops more remunerative than the traditional male crops but the other way round is rare (except when men migrate). Women tend to benefit more and more directly from the creation of wage employment in large-scale estate production and agro-industrial processing, particularly for non-traditional products, than from high value smallholder contract farming which is male-dominated. However, many of these female jobs are casual, seasonal jobs with little security. Finally, the claim that *working conditions* for agricultural *wage* workers seem harsher for women than for men is not clearly demonstrated and there is a need for more empirical evidence on issues of gender discrimination in rural labour markets.
- ***In non-agricultural sectors***, domestic services are the most prevalent form of rural non-agricultural employment for women in all regions, particularly in Latin America. Petty trade is very common among rural women (Africa, Latin America and some South East Asian countries) and in South Asia most female non-agricultural rural activities are home-based (e.g. Pakistan and Afghanistan). Women's paid employment has important positive impacts on children's nutrition and health status, educational achievements and access to future income generating activities (e.g. Philippines). Finally, self-employment activities by women in a subsistence economy serve as a default source of extra income, due to the thin labour market and the comparative advantage of men in the labour market (e.g. Ethiopia).

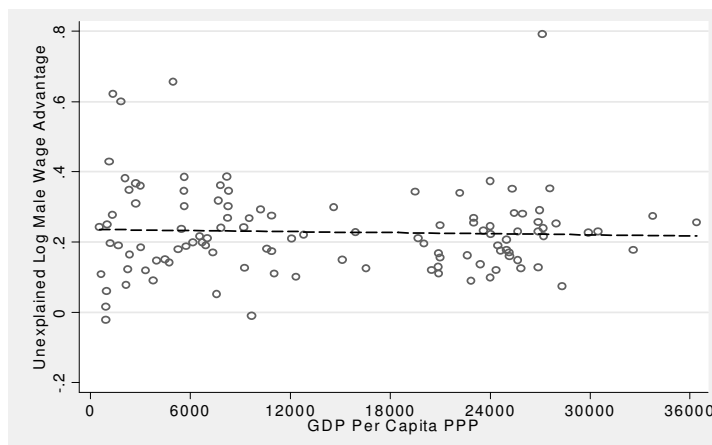
ii. Gender gaps in earning exist all over the world⁴:

Gender-disaggregated data on earnings from agriculture are very difficult to find. However, existing statistics show that gender wage disparities are not confined to the developing world (they also prevail in the OECD countries), and are more substantial in some countries/regions (e.g. Afghanistan and Pakistan). Gender wage gaps seem to be *lower in some of the non-traditional agricultural export* sectors (Kenya, Senegal, South Africa and Mexico) and *larger in agricultural self-employment* (Ghana, Costa Rica and El Salvador).

The **gender bias** in society has an important impact on wages. There is no evidence that the gender wage premium responds to economic growth per se, and raising the income of rural women requires dealing not just with the lack of rural non-farm employment but with the *gender bias itself* since about 90% of these wage gaps cannot be attributed to differences in assets (e.g. land, education) held by men and women.

⁴ T.Hertz, P. Winters, A-P. De La O, E.Quinones, C.Azzari, B.Davis and A.Zezza '*Wage inequality in international perspective: effects of location, sector, and gender*'. Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

**Graph 2:
Gender bias
versus per capita income**



Source: T. Hertz 2009

iii. **The work burden and type of work (paid/unpaid) are unequally shared between men and women:** Country case studies show that women tend to work longer hours than men (+17 hours per week in Benin, +5 in Madagascar, and +14 in Tanzania) but fewer hours of paid work, as they are largely responsible for water and fuel collection, domestic chores, child care and care of the sick and elderly. **The traditional roles of wife and mother** limit the opportunities for rural women to seek non-agricultural jobs or any forms of rural paid employment, particularly if they involve migration to industrial parks and urban areas far from their rural villages (Vietnam, Philippines, and Thailand). In some cases, **cultural norms** (Afghanistan) do not allow women to move out of their home without their guardian, limiting opportunities for agricultural jobs for women, which is problematic in the case of landless female-headed households.

iv. **Access to education and training is a key determinant of access to high-productivity rural non-agricultural employment (especially for female workers) and to eradicate child labour.** Yet, educational opportunities for boys and girls are still highly gender biased:

- In Africa, rural girls generally have longer working days, which negatively impacts on their education. In addition, although evidence indicates that female income is positively linked to spending on children's education, the feminization of rural labour markets might have adverse effects on girls' schooling (since they could be withdrawn from school, either to participate in the labour market or to replace their mother in household maintenance and child care activities – case of Senegal).
- Many training interventions do not cater for the specific needs of women who are under-represented in formal training programmes and are often directed towards typical female occupations, thus reinforcing gender stereotypes.
- Lack of educational opportunities for children tends to reinforce their participation in child labour⁵.

v. **Access to assets varies considerably around the world and can empower those who own and manage the assets in many ways.** Land and livestock ownership increases a woman's decision-making power inside the household, as women are often able to control the income gained from the sale of livestock produce, and assets can become bargaining tools for better care from relatives when reaching old age (Afghanistan). Both male and female-headed food-poor households face the same obstacles: barriers to access to land and other productive assets, education, remittances and, in some cases, over-dependence on subsistence agriculture (cases of Cameroon, Laos, Madagascar, Mauritania, Tanzania). In some traditional land tenure systems (Nigeria), the inherent discriminatory land tenure practices biased against women constitute an obstacle to sustainable poverty alleviation.

⁵ U.Murray and P.Hurst. 'Mainstreaming responses for improvement of the girl child in agriculture'. Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

- vi. **Women tend to be more risk adverse** than men when engaging in rural employment, except when the environment is very favourable (for example, in a cooperative setting). Women and men tend to differ in the constraints they face, and particularly in attributes relevant to market participation: attitudes toward risk, willingness to compete, and sensitivity to inequality and relative position. Women with children may prefer opportunities for stable, wage paying opportunities near their homes, at the expense of greater earning potential further away from home⁶, especially if there are no insurance and safety nets.
- vii. **Women generally lack bargaining power and have no serious voice in farmers' organizations which are usually male-dominated.** Although women are under-represented or not represented at all in many mixed organizations, examples of good practice (such as those developed by SEWA - Self Employed Women's Association – in India⁷) are encouraging. Rural organizations that mobilize and represent women are essential to create awareness around rights and give women greater voice and bargaining power relative to both their employers and family members. To be legitimate and to have a real voice in a male-dominated society, women should be strongly represented in national and local mixed farmers' organizations, instead of running their own separate organizations.
- viii. **Finally, gender issues in child labour in agriculture need to be addressed, for being a boy or a girl matters a great deal.** Out of the 218 million child labourers around the world, 70 percent carry out hazardous and dangerous work in agriculture (132 million between 5-14 years old – ILO 2006). Child labour is an historic feature of agriculture and often constitutes a vicious circle by limiting educational attainment, which in turn makes those children even more vulnerable to child labour. Are boys and girls being given equal rights and opportunities from an early age? In some countries and cultures, indicators demonstrate that the girl child is discriminated against from the earliest stages of life, throughout her childhood and into adulthood. Unfortunately, girls' work in agriculture (like the work of their female relatives) can often be invisible, and their work is typically not given the same value as the work of boys. Girls also face a double burden of domestic work in addition to agricultural work. Agricultural work for girls and boys often results in less opportunity for obtaining an education or training. Investing in the education and training of girls is important for a number of equity and efficiency reasons⁸.

3.3. Gender patterns of rural employment both change and vary across countries and over time, in response to new trends, shocks and opportunities in the world economy, but gender inequalities are ubiquitous and remain in rural areas.

- i. **As employment in agriculture declines** (from 52 percent of the total active population in 1980 to 43 percent in 2004), the share of women working as unpaid workers has declined and their **share in wage employment has increased**. In addition, women seem

⁶ **L. Anderson**, A. Cullen, D. Fletschner, R. Gockel, A. Gordon, M. Nguyen '*Decision Making and Tensions between Gender and Market Approaches to Rural Development Policy*'. Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

⁷ **R. Nanavaty** '*Livelihood and Agriculture Finance A Vital Tool to Fight Poverty -The SEWA Experience*'. Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

⁸ **U. Murray and P. Hurst**. '*Mainstreaming responses for improvement of the girl child in agriculture*'. Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

able to benefit from increased international trade through their participation in the labour market. Large corporate farming has been emerging as an important source of employment for rural women (especially in Latin America), but evidence of gender disparities in working conditions (labour standards) and pay in these new sectors is mixed. Those remaining “outside”, such as smallholders (with many female farmers among them), often stagnate in their economic performance and continue to face hardship.

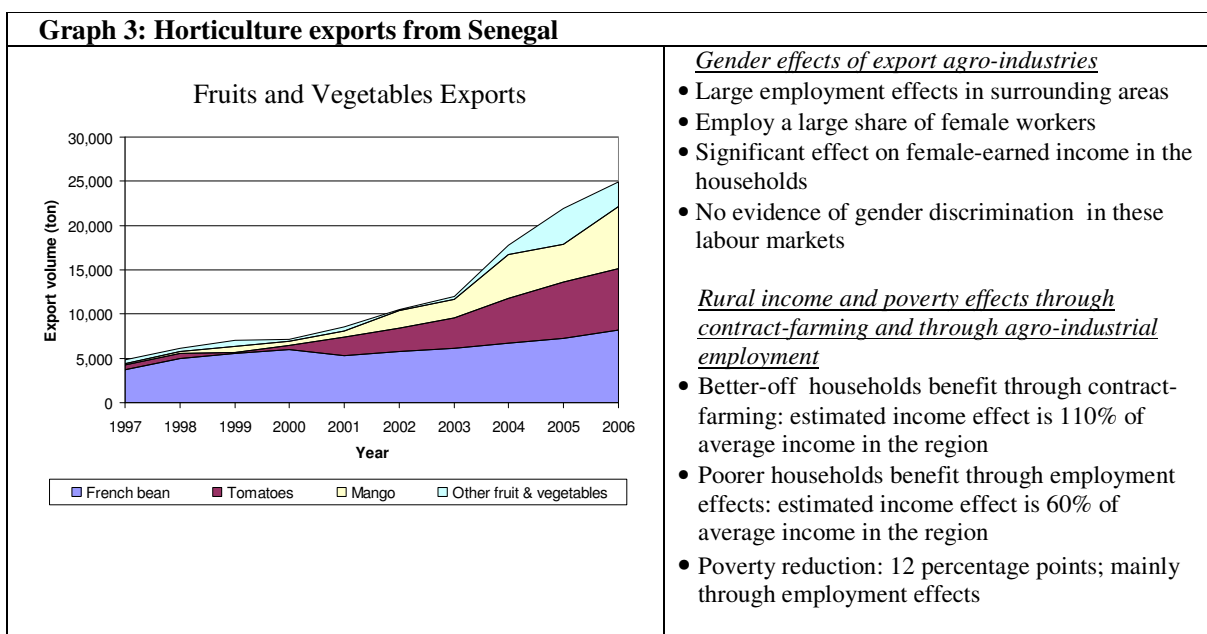
ii. **Despite the changes in the gender division of labour in response to economic growth**, the only aspect that remains stable across regions (including in OECD countries) and over time is **the division of domestic responsibilities**. Gender inequality in the domestic sphere remains a strong **constraining factor** for any substantial change in the rural employment patterns. Women’s heavy responsibilities for domestic, reproductive and caring work often **confine them to home based economic activities** and seriously limit their access to better paid jobs further from home and from acquiring new skills through education and training which can influence their long term employability, higher incomes, and intergenerational skills transfer. This is particularly true of women with young children, while older women often have greater mobility and thus flexibility in their choice of work. Factors that contribute to autonomy and negotiating power within the family (which can influence the household division of labour) include education, earning an income, new responsibilities due to the migration of spouses, inheritance rights and participation in community decision-making processes⁹.

iii. **Migration and remittances have changed women’s rural employment options, but do not always improve gender equality:**

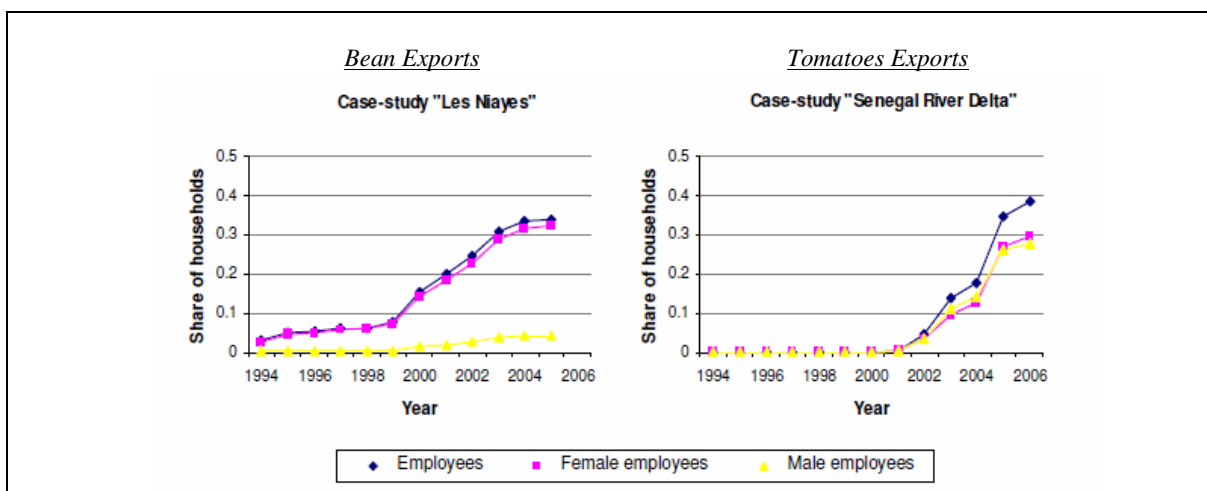
- Although women are participating in the general movement out of agriculture, it is at a slower pace than men. Migration plays an important role in South East Asia and Latin America, but follows different gender patterns. However, in general, migration and working in profitable non-farm activities are more prevalent among rural male workers, with women more commonly staying at home to look after the children and other relatives as well as substituting men in the fields (i.e. feminization of agriculture). The opposite phenomenon is far less common in most countries, although there are significant exceptions (Philippines, Ukraine). In China, for example, many more men left the rural areas, while women became the daily decision-makers in agriculture, especially for food crops which are not a priority for men. However, women still have less opportunity to share in “big” decision-making in the household and community. Even in cases where rural women migrated to work in urban or rural industries, the recent decline in export-oriented manufacturing as a result of the global financial crisis has made many women (and men) redundant. These women (and men) are thus being forced back into their rural communities and into the burgeoning informal economy where decent work deficits are severe.
- The migration process induced by the recent financial and economic crises has a **double impact on rural economies and on women’s and their families’ welfare:**
 - **Direct effects—the decline of some agricultural exports** immediately translates into job losses in agricultural production areas, and women are often the first ones to be laid off;
 - **Indirect effects—returning migrants who have lost their jobs**, go back to their villages and family farming. This results in increased pressure on available farm land and rural jobs, while the significant reduction in remittances (that, in many cases, had been sustaining whole communities) has a serious negative effect on consumption as well as productive investments, the results of which will be felt also in the longer term.

⁹ K. Appendini ‘Gender dimensions of change: livelihood strategies in rural Mexico’: Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.

- The extent to which **remittances can create favourable conditions for rural women** (both employment and welfare) is not always clear: are female-headed households which receive remittances more able to engage in decent and productive work relative to other female-headed households or do those payments create unhealthy financial dependence in all family members? Are women in male-headed households who receive remittances able to invest in small businesses or other productive agricultural or non-farm activities or are they more likely to withdraw from the labour market, devote more time to household and family responsibilities, and spend the remittances on consumption?
- iv **The diversification of the rural economy** (e.g. in Latin America) **has created rural non-agricultural employment** pathways out of poverty. But these new job opportunities do not necessarily generate greater gender equality since women generally engage in the lowest paid and most vulnerable forms of work, such as domestic services (e.g. in Brazil, the pay of domestic workers remains below the agricultural wage rate). Generating “more jobs” in rural areas does not necessarily mean “better jobs” or even decent jobs.
- v. **International crises (food and financial) affect most regions of the world, and women are often the first to lose their jobs.** Women are overrepresented in vulnerable and flexible employment (casual workers, contract labourers, rural migrant workers, seasonal workers) in the sectors that are being most affected by the crises (agriculture, services and manufacturing) in which they are usually “last hired, first fired”.
- vi. **International trade unequally affects men and women in rural areas.** It may generate labour opportunities for women, and it may bring some regulation. But those remaining “outside”, like smallholders (many of them female farmers), have been facing additional hardship. The case of commercial farming in Senegal described by **M. Maertens**¹⁰ is illustrative. While men dominate in high-value smallholder contract farming, women benefit more and more directly from wage labour in large-scale estate production and agro-industrial processing:



¹⁰ **M.Maertens and J. F.M Swinnen** ‘Are modern supply chains bearers of gender inequality?’ Paper presented at the FAO-IFAD-ILO Workshop on Gaps, trends and current research in gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty, Rome, 31 March – 2 April 2009.



4. WHAT ARE THE POLICY OPTIONS?

Since the reasons for gender differences in rural employment are many, and are often intertwined, effective policies need to be designed as a **package of mutually reinforcing measures**. The Indian example is clear: higher work participation does not lead to better employment outcomes unless accompanied by higher education and better access to assets. Pathways out of poverty vary for rural women and men, depending on socio-economic structures and institutional settings. A different policy mix will be required in each country to generate decent jobs and facilitate women's and men's equal access to them. **Policies must give consideration to women's limited bargaining position** both in the household and in the labour market, as poverty outcomes are directly linked to their relative bargaining position.

During the interactive sessions of the workshop, that allowed in-depth discussions between the authors and other participants, the following policy options were presented and debated as ways of improving women's employment outcomes and thus gender equality:

4.1. Raise gender awareness and promote inter-institutional collaboration when designing rural employment strategies. This can be achieved through many different ways in different areas of work:

- **Elaborate gender-sensitive rural policies:** The case of irrigation programmes is very illustrative. Failure to take prevailing gender inequalities and discrimination into consideration when designing irrigation schemes creates the risk that these schemes will accelerate processes of social and economic marginalization, including landlessness, of poor rural women who mainly use irrigated land for subsistence production (South Africa and Mozambique).
- **Encourage grassroots' participation in programme design and legislate a role for local groups:** Changes in gender relations have to be mediated through the empowerment of both men and women in rural society. Governments should seek to involve communities in decision-making processes, developing and strengthening women's organizations, as well as improving the coordination between horizontal and vertical farmers' organizations (in order to minimize risks and consolidate farming futures).
- **Promote the right to employment guarantee schemes which can have significant benefits for women** (including increased food security and ability to avoid hazardous work, e.g. India).

- **Stimulate the legal reforms** that are necessary to promote women’s economic and social empowerment (such as institutional reforms on land acquisition and inheritance, market reforms for accessing productive inputs, etc.).
- **Create the necessary social safety nets** that take into account dramatic changes in livelihoods across gender and class (that include shifts from formal to informal employment, migration and return migration, etc.). Rural women whose primary occupation is still agriculture are “weaker” in the sense that they are less able to change occupation because of their personal profile and location: the pathway out of poverty for them seems to rely heavily on public programmes and public transfers (e.g. Brazil, China). In Brazil, for example, 1.45% of GDP is dedicated to social protection of women in rural areas (for sickness, old age, maternity); this social investment in favour of women has had particularly positive impacts on rural welfare and poverty alleviation.
- **Create / support the implementing institutions** (including laws, services and budgets) that are needed to encourage women to engage in rural paid work (knowledge access, extension services, credit and land tenure systems, child care and social services, targeted social protection and retirement schemes, measures for return migrants, etc.).
- **Encourage or initiate public works programmes that can enhance gender equality in rural employment**, by fulfilling at the same time the following objectives:
 - facilitating women’s participation in rural labour markets on equal terms as men (education, training, working conditions);
 - creating facilities that reduce some of women’s heavy domestic workloads (e.g. child care) and thus facilitate their participation in the programmes;
 - establishing mechanisms that allow women to build up a stable working history to attract potential future employers;
 - providing financial services to help women and men save and/or invest their savings/earnings in new economic activities, thus enhancing the long-term benefits of the public works programmes;
 - using the public works programme to build infrastructure that promotes longer-term opportunities for economic/agricultural development (e.g. irrigation structures, roads, stores) or which are labour-saving (e.g. wells).

Promising public works initiatives exist in India, South Africa and Argentina, but a better understanding of the key determinants of success is required, in particular regarding the long term effects of those programmes: Has the employability of women been improved effectively once the scheme ends (capitalisation of experience, new skills acquired, working history)? Investments in rural infrastructure or activities specially designed in **crisis recovery situations** also constitute an opportunity for rural employment generation; they often reach isolated rural areas, and can benefit vulnerable populations, including indigenous people and rural women.

4.2. Reduce constraints in access to land, credit and technology.

Lack of access to land is not always the most binding constraint to women’s own agricultural production and productivity, especially in land abundant countries (e.g. parts of Sub-Saharan Africa). In such countries, labour shortages can be a more fundamental constraint. Thus, critical policy interventions include the provision of agricultural and domestic technologies that enhance labour productivity, smooth out peak labour demand in certain seasons for specific labour-intensive operations, and/or reduce the time women (and their young daughters) spend in domestic chores (e.g. wells or pumps to facilitate water collection, wood lots or improved stoves (including gas stoves) to reduce efforts in collecting fuel, mills for processing cereals). However, in land scarce countries, such as India, in addition to legislation to improve equity in women’s land rights, innovative approaches are urgently needed, such as integrated programmes that support landless women’s collective purchase of land, together with credit mobilization and environmentally friendly farming practices. Mere access to micro-credit does not necessarily enhance self-employment of women by enabling them to start micro-enterprises. In some cases, credit directed

towards women is used by their husbands for their own or for male-controlled family businesses. Thus, it is also crucial to promote attitudinal changes in the socio-cultural environment that will impact on intra-household dynamics to allow poor women to develop, own and manage their own micro-enterprises (Bangladesh).

4.3. Promote female education and training in rural areas and for all age groups.

Formal education is a significant pathway out of poverty in transforming and urbanized countries (Latin America, South East Asia), particularly in facilitating entry into non-agricultural work:

- **at the level of children**, it is important to develop innovative teaching methods that treat rural girls and boys equally. When school systems channel them into different subject areas at a very early stage, this reinforces gender labour market segregation and develops unquestioning acceptance of girls engaging in (domestic) child labour. There is a need for culturally-sensitive strategies to entice rural girls into school. Education is key in terms of expanding the horizons of boys and girls regarding employment possibilities. Broadening the training skills offered to older girls to complement agriculture work is important as well as ensuring that older boys are also given opportunities for agriculture-related skills training. Without training, it becomes difficult to build a new generation of farmers and rural workers who can increase local agricultural productivity and profitability. There is an overall need to focus on agri-market oriented training alternatives for both young women and men.
- **at the level of adults**, gender-aware extension services can play a very important role in training and empowering women by:
 - **Increasing agricultural knowledge**: this will increase *labour productivity* in agriculture-based contexts (especially in Africa), and increase *food security* at the household level (e.g. Afghanistan).
 - **Providing opportunities for technical education that can build women's entrepreneurial skills for self employment and wage employment**: training women in income generating activities that can be done at home, such as dairy processing, cashmere production and processing, handicrafts, carpet and felt making can generate very positive effects on family welfare. It is important that potential employment opportunities are carefully identified and that the training is then tailored to provide women the skills necessary to equip them for such work. The benefits of such training can be further strengthened by encouraging/supporting the formation of self-managed producer groups to improve their members' access to markets and credit and enhance their bargaining power (Ukraine, Central Asia, Africa).
 - **Training in the intangible abilities that facilitate change across different levels of capacity**. This includes the ability to learn, cooperate, self-reflect, as well as communicate and develop the social competencies to articulate self interest, participate in community/producer organizations, negotiate and peacefully resolve conflicts.
 - **Facilitating the formation of women's groups to sustain the adoption of different income generating activities**: one strategy would be to train rural women as female agricultural extension workers at the local level so that they can transfer their knowledge to other women, and play an active role in widening the outreach of both technical information and spreading awareness of women's rights over productive assets and incomes.

To conclude, female farmers in developing countries would benefit more from a “**package system**” (Sri Lanka) that focuses on capacity development rather than on capacity building. This means a broader approach including training not only in technical skills or financial management but also in the development of human and social capital, organizations and institutions, and the creation of a propitious enabling environment.

4.4. Design different policies to support equal market access for rural men and women

- **Policies aimed at producers:** better market contacts and information on prices; strengthening of property rights for both men and women, and particularly women who face considerably more discrimination; better access to credit; technical assistance; stimulate the creation of producers' organizations.
- **Policies for wage workers:** ensure freedom of association; bring labour legislation in agriculture and agro-industries into compliance with international labour standards; strengthen labour inspection; raise awareness of legal rights; provide training; value women's skills and experience.

4.5 Promote/undertake research based on sound sex-disaggregated data and analysis to better understand gendered dynamics in rural employment as a prerequisite for effective policy design.

Many countries have no reliable national database of gender-disaggregated statistics on agricultural development or employment, nor a system or proven methodology for the collection, processing and interpretation of such data (Ukraine, Iraq, Lebanon, Gaza Strip). Data on the full range of assets and bundles of rights held by individual men and women are needed to understand the interaction among the various assets held by household members and differential outcomes: this additional data would strengthen both project design and evaluation. In terms of analysis, there is a need for:

- **meso and micro-level analytical studies** on how rural employment is gendered and embedded in wider social, cultural, economic, political and ecological structures and processes (with domestic labour as a key variable);
- **global, regional and national level reviews** on current policies that maintain or exacerbate gender disparities in rural employment and policy reform to bring about gender equitable outcomes.

5. CONCLUSIONS

This workshop took place in a very stimulating and productive atmosphere. In addition to the richness of the presentations and discussions, the following achievements also deserve highlighting as important and valuable outputs of the overall workshop process:

- i. **A very good example of fruitful collaboration among three UN organizations:** the fact that the workshop was co-organized by FAO, IFAD and ILO has stimulated the analysis of gender and rural employment issues from a Decent Work perspective, rather than solely in terms of the fight against poverty and hunger. The overriding need is not only to create more jobs in rural areas, but also "better" jobs. The senior management of the three organizations, present at the workshop, are convinced of the importance of this work and are committed to continuing to work together on these issues and in promoting the need for appropriate policies to ensure gender-equitable and decent rural employment.
- ii. **A very diversified set of participants who could contribute to the discussions with a variety of rich experiences, knowledge and insights:** the comprehensive process of reviewing and commenting on the draft papers helped a number of authors to strengthen their papers before the workshop (capacity building exercise!), and enabled them to play an active part in the workshop. This should be mentioned as a very positive outcome, as it helped ensure that the workshop would benefit from the rich experience of people from very different origins and backgrounds, and for whom English was often a second or third language.

- iii. **A good opportunity for developing networks between policymakers, researchers and practitioners** committed to promoting gender equitable rural employment. Since the workshop took place in a retreat/conference centre outside Rome (Casa San Bernardo), participants had time to interact and discuss outside the working sessions; this facilitated some interesting exchanges of ideas and experience between researchers, practitioners from both headquarters and the field, government representatives and donors (for instance, the Bill Gate Foundation was represented). Some promising partnerships are now emerging as a result (for example, FAO has initiated discussions with SEWA (the Self Employed Women's Association) in India).

- iv. **A unique opportunity to discuss in depth a subject that definitely needs more investigation and more data sharing:** this rather unusual gathering of academics and researchers, UN and government officials, representatives of private foundations and of civil society, opened up some remarkable opportunities for exchanging data, analysis and experiences. This led to a consensual conclusion that more research is needed (from data collection to analysis) and more effective communication based on sound data and analysis to raise awareness at the highest political levels of the need for gender-equitable rural employment policies.

- v. **A valuable starting point for FAO's, IFAD's and ILO's joint and individual work in the field of rural employment and poverty alleviation strategies:** the workshop discussions highlighted many interesting policy implications and recommendations for action by different stakeholders to promote more and better jobs for rural men and women, including policies and actions to promote decent, gender-equitable rural employment within FAO's, ILO's and IFAD's normative work and field projects. Many best practices that were shared and discussed in detail could be usefully integrated into future field projects.

ANNEX 1: AGENDA of the workshop

MONDAY 30 MARCH

| | |
|--------------|---|
| 14:00- 17:00 | Pre-workshop consultation on SOFA 2010 – Terri RANEY (FAO)* |
| 17:30- 22:30 | Check In for the participants at Casa San Bernardo and registration |
| 18:30-20:00 | Welcome cocktail – Ice breaker + Welcome speeches by FAO, ILO and IFAD |

TUESDAY 31 MARCH- DAY ONE

| Day ONE: MORNING - ALL PARTICIPANTS IN PLENARY (room S.BEATO EUGENIO) | | |
|---|---|--|
| What do we want to achieve in the Workshop? What are the issues to focus on? | | |
| Time | | speakers |
| 8:30 - 9:00 | Registration (continued) | |
| 9:00 - 9:40 | Opening remarks Moderator: Nick Parsons | FAO (H.Ghanem), ILO (J.Hodges), IFAD (M.Wyatt) |
| 9:40 - 9:55 | Objectives and structure of the meeting , future directions (and expected knowledge products) | Organizers / facilitators |
| 9:55 -10:00 | Video (Gender & rural employment / decent work) | |
| 10:00 – 10:45 | PLENARY 1: Setting the stage • “Gender dimensions of rural and agricultural employment: differentiated pathways out of poverty : A global perspective” | M. Fontana – IDS (UK) |
| 10:45 – 11:15 | Coffee break | |
| 11:15 – 11:40 | PLENARY 1 (continuation): Setting the stage • “Collecting individual level asset data for gender analysis of poverty and rural employment”. | C. Doss – Univ. of Yale (USA) |
| 11:40 – 12:10 | High level panel / “Hard Talk” – the food and financial crises: implications for gender and rural employment. Moderator: Nick Parsons | H. Ghanem (FAO) and D. Lamotte (ILO) |
| 12:10 -13:00 | Wrap up: what did we get from this morning? Next steps? PLENARY 2 : Introduction to sessions 1 & 2 • session 1: “Wage inequality in an international perspective: effects of location, sector, and gender” • session 2: “Gender, farm and off-farm activities in Africa: the role of time poverty and associated risk” | Moderator (papers + discussion) T. Hertz - FAO (Italy) R. Serra - Univ. of Florida (USA) |
| 13:00 – 14:15 | Lunch | |

| Day ONE: AFTERNOON – PARTICIPANTS SPLIT INTO TWO GROUPS / Two Rooms | | | | |
|--|---|--|---|---|
| What do we know? what are the gaps and their implications? | | | | |
| PART 1 : Gender patterns of work and livelihoods | | | | |
| | Session 1 | Session 2 | Session 1 | Session 2 |
| 14:20-15:45 + facilitation | Session 1: Gender differentiated patterns of work Focus on inequality in employment & wages Room Cappella | Session 2: Livelihood strategies Relation between women’s productive & reproductive roles & implications for taking up new employment opportunities / land access and vulnerability Room B.Eugenio | - A. King de Jardin - N. Srivastava - A. Kimhi - A. De Lange | - L. Salazar - N. Weeratunge - H. Ashrafi - O. Muza - M.Tibbo |
| 15:45– 16:00 | Coffee break | | | |
| 16:00 – 17:15 | Continuation | Continuation | | |
| 17:15 - 17:45 | Synthesis / rapporteurs to S1 participants | Synthesis by rapporteurs to S2 participants | Rapporteurs | |

* Only for participants who have been invited - lunch offered at 12.30 in Casa San Bernardo before the meeting

WEDNESDAY 1 APRIL – DAY TWO

| Day TWO: MORNING- ALL PARTICIPANTS in room S. FRANCESCO | | | | | | | |
|---|--|--|--|-----------|-----------|---|--|
| What do we know, what are the gaps and their implications? | | | | | | | |
| PART 2 - Emerging trends – processes of change | | | | | | | |
| 8:45-9:00 | - Debriefing on Day 1 : what did we learn yesterday? | | Moderator + Rapporteurs | | | | |
| 9:00-9:50 | - PLENARY 3: Introduction to sessions 3 & 4: <ul style="list-style-type: none"> • session 3: “Women, bad jobs, rural areas: What can “SIGI” tell us?” • session 4: “Are modern supply chains bearers of gender inequality?” | | (papers + discussion) J. Jütting - OECD (France) M. Maertens –Univ. of Leuven (Belgium) | | | | |
| 9:50 – 10.15 | Coffee break PARTICIPANTS SPLIT IN TWO GROUPS | | | | | | |
| 10.15 – 12.30 + facilitation | Session 3: Feminization of agriculture and “bad” jobs / feminization of poverty <i>Room Capella</i> | Session 4: Gender analysis in commercial agriculture & value chains, economic and institutional change Non-traditional agricultural exports & commercial agriculture / Economic & social change / Migration <i>Room B.Eugenio</i> | <table border="0"> <tr> <th style="text-align: left;">Session 3</th> <th style="text-align: left;">Session 4</th> </tr> <tr> <td> <ul style="list-style-type: none"> - H. B. Thinh - Y. Song - C. Gürkan - N.Figueiredo - T. Paris </td> <td> <ul style="list-style-type: none"> - R. Pellizzoli - M. Vigneri - K. Appendini - D. Alimdjanova - C. George </td> </tr> </table> | Session 3 | Session 4 | <ul style="list-style-type: none"> - H. B. Thinh - Y. Song - C. Gürkan - N.Figueiredo - T. Paris | <ul style="list-style-type: none"> - R. Pellizzoli - M. Vigneri - K. Appendini - D. Alimdjanova - C. George |
| Session 3 | Session 4 | | | | | | |
| <ul style="list-style-type: none"> - H. B. Thinh - Y. Song - C. Gürkan - N.Figueiredo - T. Paris | <ul style="list-style-type: none"> - R. Pellizzoli - M. Vigneri - K. Appendini - D. Alimdjanova - C. George | | | | | | |
| 12:30 – 13:00 | Synthesis by rapporteurs to S3 participants | Synthesis by rapporteurs to S4 participants | Rapporteurs | | | | |

| | | | |
|---------------|-------|--|--|
| 13.00 – 14:00 | Lunch | | |
|---------------|-------|--|--|

| Day TWO : AFTERNOON - ALL PARTICIPANTS IN room S. FRANCESCO | | | | | | | |
|---|--|--|--|-----------|-----------|--|---|
| Enabling environment: What are the good practices to promote gender sensitive rural employment for poverty alleviation? How can this contribute to empowering poor men and women ? PART 1 | | | | | | | |
| 14:00 – 14:30 | “Hard Talk” - labour standards and legal empowerment Moderator: Nick Parsons | | A.Herbert (ILO) + D. Bojic (FAO) | | | | |
| 14:30-14:45 | - Debriefing of Plenary 3 and sessions 3 & 4: what did we learn? What are the next steps? | | Moderator + Rapporteurs | | | | |
| 14:45- 15:45 | - PLENARY 4 : Introduction to sessions 5 & 6: <ul style="list-style-type: none"> • session 5: “Decision making and tensions between gender-sensitive and market approaches to rural development policy” • session 6: “Gender and productive assets: Implications of national rural employment guarantee for women’s agency and productivity”. | | L. Anderson – Univ. of Washington (USA) G. Kelkar – UNIFEM (India) | | | | |
| 15:45- 16:00 | Coffee break PARTICIPANTS SPLIT IN 2 GROUPS | | | | | | |
| 16:00 – 17:30 + facilitation | Session 5: Entrepreneurship/ microfinance <i>Room Cappella</i> | Session 6: Employment / public works <i>Room B.Eugenio</i> | <table border="0"> <tr> <th style="text-align: left;">Session 5</th> <th style="text-align: left;">Session 6</th> </tr> <tr> <td> <ul style="list-style-type: none"> - J.A. Chowdhury - C.Bhavsar - S. Esim </td> <td> <ul style="list-style-type: none"> - M.T Gutierrez - M.Mashiri - N.Nayak </td> </tr> </table> | Session 5 | Session 6 | <ul style="list-style-type: none"> - J.A. Chowdhury - C.Bhavsar - S. Esim | <ul style="list-style-type: none"> - M.T Gutierrez - M.Mashiri - N.Nayak |
| Session 5 | Session 6 | | | | | | |
| <ul style="list-style-type: none"> - J.A. Chowdhury - C.Bhavsar - S. Esim | <ul style="list-style-type: none"> - M.T Gutierrez - M.Mashiri - N.Nayak | | | | | | |
| 17:30 - 18:00 | Synthesis by rapporteurs to S5 participants | Synthesis by rapporteurs to S6 participants | Rapporteurs | | | | |

THURSDAY 2 APRIL – DAY THREE

| Day THREE : MORNING - ALL PARTICIPANTS IN room S. FRANCESCO | | | | | | | |
|---|--|--|--|------------------|------------------|---|--|
| Enabling environment: What are the best practices to promote gender sensitive rural employment for poverty alleviation? How can this contribute to empower poor men and women? PART 2 | | | | | | | |
| 8:45-9:00 | Debriefing on Day 2: what did we learn yesterday? | | Moderator + Rapporteurs | | | | |
| 9:00 -9:40 | PLENARY 5 : Organizing + Social dialogue - Panel discussion (no presentation of papers) | | C.Bhavsar (SEWA), S.Esim and P.Hurst (ILO), N. Harutyunyan (IFAP) | | | | |
| 9:40 – 10:20 | Government Panel on examples of innovative policies and good practices in gender and rural employment | | Nick Parsons + Government representative | | | | |
| 10:20-10:45 | Coffee break PARTICIPANTS SPLIT IN 2 GROUPS | | | | | | |
| 10:45–12:00 + facilitation | Session 7: Gender Mainstreaming in rural employment at policy and project levels <i>Room Cappella</i> | Session 8: Gender sensitive capacity development for rural employment <i>Room B.Eugenio</i> | <table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Session 7</th> <th style="width: 50%;">Session 8</th> </tr> </thead> <tbody> <tr> <td>S.Bieri and A.M. Sancar A.Tolstokorova U. Murray</td> <td>O.Hambly M. Hartl A.Wickramasinghe</td> </tr> </tbody> </table> | Session 7 | Session 8 | S.Bieri and A.M. Sancar A.Tolstokorova U. Murray | O.Hambly M. Hartl A.Wickramasinghe |
| Session 7 | Session 8 | | | | | | |
| S.Bieri and A.M. Sancar A.Tolstokorova U. Murray | O.Hambly M. Hartl A.Wickramasinghe | | | | | | |
| 12:00– 12:15 | Synthesis by rapporteurs to S7 participants | Synthesis / rapporteurs to S8 participants | Rapporteurs | | | | |
| 12:15–13:15 + facilitation | OPEN FORUM for stakeholder groups | | to be decided during the workshop | | | | |

| | | |
|--------------|-------|--|
| 13:15 -14:15 | Lunch | |
|--------------|-------|--|

| Day THREE : AFTERNOON - ALL PARTICIPANTS IN ROOM B. EUGENIO | | |
|---|---|---|
| What is the way forward? What are the conclusions / recommendations for shaping and improving policies? | | |
| 14:15 -15:45 + facilitation | PLENARY 6 / <u>Conclusions and policy recommendations</u> <ul style="list-style-type: none"> • What did we get from our three-day discussions in terms of gaps, best practices? • What are the next steps? What are the recommendations, including on data gaps, and how can we better shape policy within the Decent Work Agenda framework? • Wrap up and workshop conclusions / Closing remarks | Moderator + Rapporteurs + Facilitators + FAO (E.Crowley), IFAD (A. Lubbock) , ILO (D.Lamotte) |
| 15:45– 16:00 | Coffee break | |
| | FREE TIME | |
| 17:30 – 19:00 | <i>Work by rapporteurs and organisation team Redaction of a short workshop report</i> | |

ANNEX 2

LIST of PARTICIPANTS IN THE GENDER AND RURAL EMPLOYMENT WORKSHOP

| | Surname | Name | Country |
|----|--------------------------|---------------|-------------------------------------|
| 1 | ALEMANY | Victoria | FAO - ROME |
| 2 | ALIMDJANOVA | Dinara | Gender Study Center - UZBEKISTAN |
| 3 | AMERATUNGA | Sriani | ILO - GENEVA |
| 4 | ANDERSON | C. Leigh | Univ.of Seattle - USA |
| 5 | ANRIQUES | Gustavo | FAO - Rome |
| 6 | APPENDINI | Kirsten | Colegio de México - MEXICO |
| 7 | AUDINET | Jean Philippe | IFAD - ROME |
| 8 | BAKOUAN | Aminata | FAO - ROME |
| 9 | BARBIERI | Gisella | IFAD - ROME |
| 10 | BHAVSAR | Chhaya | SEWA - INDIA |
| 11 | BIERI | Sabine | IZFG - SWITZ. |
| 12 | BOJIC BULTRINI | Dubravka | FAO - ROME |
| 13 | BRANCHI | Bruna | U. Campinas - BRAZIL |
| 14 | CHAKWIZIRA | James | CSIR - SOUTH AFRICA |
| 15 | BANERJEE | Chirantan | IFAD - ROME |
| 16 | DESHPANDE | Chitra | IFAD - ROME |
| 17 | CHOWDHURY | Jahangir Alam | Univ. Dakha - BANGLADESH |
| 18 | CHRISTENSEN | Ida | FAO-ROME |
| 19 | COLBERT | Patricia | FAO - ROME |
| 20 | CROPPENSTEDT | André | FAO - Rome |
| 21 | CROWLEY | Eve | FAO - ROME |
| 22 | DE LUCA | Loretta | ILO - GENEVA |
| 23 | DA SILVA DE PAIVA | Luis Henrique | ILO Constituent |
| 24 | DANKERS | Cora | FAO-ROME |
| 25 | DE LA O CAMPOS | Ana Paula | FAO - CONSULTANT |
| 26 | DE VILLARD | Soline | FAO - ROME |
| 27 | DELANGE | Albertine | FAO - GHANA |
| 28 | DEY DE PRYCK | Jennie | FAO - ROME |
| 29 | DJEDDAH | Carol | FAO - ROME |
| 30 | DOSS | Cheryl | Univ. of Yale - USA |
| 31 | D'SOUZA | Judith | IFAD - INDIA |
| 32 | ESIM | Simel | ILO - LEBANON |
| 33 | FANG | Cheng | FAO - ROME |
| 34 | FIGUEIREDO | Nelly | Univ. Campinas - BRAZIL |
| 35 | FLETSCHNER | Diana | Univ. Seattle - USA |
| 36 | FONTANA | Marzia | Univ. Sussex - UK |
| 37 | GALLINA | Ambra | IFAD - ROME |
| 38 | GARCIA | Zoraida | FAO ROME |
| 39 | GEORGE | Christy | Kate Bee Found. - NIGERIA |
| 40 | GHANEM | Hafez | FAO - Rome |

| | | | |
|----|----------------------|--------------|---------------------------------|
| 41 | GURKAN | Ceren | WFP - ROME |
| 42 | GUTIERREZ | Maria Teresa | ILO - GENEVA |
| 43 | HAMBLY | Helen | Univ. of Guelph - CANADA |
| 44 | HARTL | Maria | IFAD - ROME |
| 45 | HARUTYUNYAN | Nune G. | IFAP ARMENIA |
| 46 | HERBERT | Ann | ILO - GENEVA |
| 47 | HERTZ | Tom | FAO Consultant |
| 48 | HOANG | Ba Thinh | CGFED HANOI - VIETNAM |
| 49 | HODGES | Jane | ILO - GENEVA |
| 50 | HOLVOET | Katerin | FAO - ROME |
| 51 | HUONDER | Martina | IFAD - ROME |
| 52 | HURST | Peter | ILO - GENEVA |
| 53 | JALLOW | Isatou | WFP - ROME |
| 54 | JÜTTING | Johannes | OECD - FRANCE |
| 55 | KELKAR | Govind | UNIFEM - INDIA |
| 56 | KIMHI | Ayal | Univ. Jerusalem - ISRAEL |
| 57 | KING DEJARDIN | Amelita | ILO - GENEVA |
| 58 | KHWAJA | Yasmeen | FAO-ROME |
| 59 | LAMBROU | Yianna | FAO - Rome |
| 60 | LAMOTTE | David | ILO - GENEVA |
| 61 | LEY | Haven | Gates Foundation - USA |
| 62 | LOCONTO | Allison | FAO-ROME |
| 63 | LORTIE | Johanne | ILO - TURIN |
| 64 | LU | Xiaoping | ILO Constituent |
| 65 | LUBOCK | Annina | IFAD - ROME |
| 66 | MAERTENS | Miet | Univ. Leuven - BELGIUM |
| 67 | BENABDELLAH | Majid | IFAD - ROME |
| 68 | MARCHESINI | Luca | FAO - ROME |
| 69 | MEURS | Mieke | American Univ. Washington - USA |
| 70 | MURADYAN | Maria | IFAD - ARMENIA |
| 71 | MURRAY | Una | Univ. Cork - IRELAND |
| 72 | MUZA | Olivia | CONSULTANT - ZIMBABWE |
| 73 | NAYAK | Nandini | Univ. London - UK |
| 74 | OCÓN | Lola | IFAD - NICARAGUA |
| 75 | ODICOH | Ayoo | FAO - SOMALIA |
| 76 | OMEIRA | Mansour | ILO - BEIRUT |
| 77 | OSORIO | Martha | FAO-ROME |
| 78 | PACIELLO | Cristina | UK |
| 79 | PARIS | Thelma | IRRI - PHILIPPINES |
| 80 | PARSONS | Nick | FAO - ROME |
| 81 | PATIL | Sharad | ILO |
| 82 | PRATO | Bettina | IFAD - ROME |
| 83 | PELLIZZOLI | Roberta | Univ. Bologna - ITALY |
| 84 | PERCIC | Monika | FAO - ROME |
| 85 | PETRICS | Hafnaika | FAO - BUDAPEST |

| | | | |
|-----|---------------------------|-----------|-------------------------------|
| 86 | RANEY | Terri | FAO - ROME |
| 87 | RATHGEBER | Eva | Univ. Ottawa - CANADA |
| 88 | ROSSIER | Ruth | ART - SWITZERLAND |
| 89 | SALAZAR | Lina | IFPRI - USA |
| 90 | SANCAR | Annemarie | DSC - SWITZ. |
| 91 | SANDLER | Joanne | UNIFEM - USA |
| 92 | SANOGO | Issa | WFP - ROME |
| 93 | SARAPURA | Silvia | Univ. of Guelph - CANADA |
| 94 | SCHININÀ | Agata | FAO - ROME |
| 95 | SEIFFERT | Bernt | FAO - ROME |
| 96 | SERRA | Renata | C. African Studies - USA |
| 97 | MATHUR | Shantanu | IFAD - ROME |
| 98 | SISTO | Ilaria | FAO - ROME |
| 99 | SONG | Yiqing | C. Chinese Ag. Policy - CHINA |
| 100 | SRIVASTAVA | Nischa | Univ. Allahabad - INDIA |
| 101 | SRIVASTAVA | Ravi | New Delhi - INDIA |
| 102 | STAMOULIS | Kostas | FAO - Rome |
| 103 | VAID | Sundeeep | IFAD - ROME |
| 104 | SWINNEN | Johannes | Univ. Leuven - BELGIUM |
| 105 | TASCIOTTI | Luca | FAO - ROME |
| 106 | TERMINE | Paola | FAO - ROME |
| 107 | TIBBO | Markos | ICARDA - SYRIA |
| 108 | TOLSTOKOROVA | Alissa | Kiev - UKRAINE |
| 109 | TREINEN | Sophie | FAO - ROME |
| 110 | VAN DER WESTHUIZEN | Ms | ILO Constituent |
| 111 | VARGAS LUNDIUS | Rosemary | IFAD - ROME |
| 112 | VIGNERI | Marcella | Oversies Dev. Institute - UK |
| 113 | WEERATUNGE | Nireka | Wolrd Fish Centre - MALAWI |
| 114 | WIEBE | Keith | FAO - Rome |
| 115 | WICRAMASINGHE | Anoja | Univ. Peradeniya - SRI LANKA |
| 116 | WILDE | Vicki | CGIAR - Rome |
| 117 | WOBST | Peter | FAO-ROME |
| 118 | WYATT | Matthew | IFAD - ROME |
| 119 | ZEZZA | Alberto | FAO - ROME |
| 120 | ZHANG | Linxiu | C. Chinese Ag. Policy - CHINA |

ANNEX 3

LIST OF PAPERS PRESENTED IN THE GENDER AND RURAL EMPLOYMENT WORKSHOP

(by alphabetic order)

1. **ALIMDJANOVA Dinara**. '*Gender aspects of agricultural and rural employment: application for Uzbekistan*'. Gender Study Center (Uzbekistan).
2. **ANDERSON Leigh**, CULLEN A., FLETSCHNER D., GOCKEL R., GORDON A., NGUYEN M.. '*Decision Making and Tensions between Gender and Market Approaches to Rural Development Policy*'. University of Washington (USA), Institute for Family and Gender Studies (Vietnam).
3. **APPENDINI Kirsten**. '*Gender dimensions of change: livelihood strategies in rural Mexico*'. El Colegio de México (Mexico).
4. **ASHRAFI Hedayatullah**. '*Gender dimension of agriculture and rural employment specially focus on afghan rural women's access to agriculture and rural development sector*'. Afghanistan National Development Strategy, Office of the Prime Minister Compound (Afghanistan).
5. **AZANG Michael Tatah**. '*Gender specialization and income generation in the plantation settlements of South West Cameroon*'. PhD Candidate, University of Buea (Republic of Cameroon).
6. **BIERI Sabin** and SANCAR Annemarie. '*Power and poverty. Reducing gender inequality by ways of rural employment?*'. Interdisciplinary Centre for Gender Studies (Switzerland) and the Swiss Development Agency (Switzerland).
7. **CHOWDURY Jahangir Alam**, '*Microcredit, Microenterprises, and Self-employment of Women: experience from the Grameen Bank in Bangladesh*'. University of Dhaka (Bangladesh).
8. **DE LANGE Albertine**. '*Gender dimensions of rural child labour in Africa*'. FAO Regional Office for Africa (Ghana).
9. **DOSS Cheryl**, GROWN Caren, DEERE Carmen Diana. '*Collecting individual level asset data for gender analysis of poverty and rural employment*'. Yale University (USA), University of Florida (USA).
10. **ESIM Simel** and OMEIRA Mansour. '*Rural Women Producers and Cooperatives in Conflict Settings in Arab States*'. ILO, Regional Office for Arab States (Lebanon).
11. **FIGUEIREDO Nelly** and **BRANCHI Bruna**. '*Evolution of poverty and income distribution in Brazilian rural: an analysis by gender between 1992 and 2007*'. Pontifícia Universidade Católica de Campinas (Brazil).
12. **FONTANA Marzia** and Cristina Paicello '*Gender dimensions of rural and agricultural employment: differentiated pathways out of poverty – a global perspective*.' Overview paper Institute of Development Studies (England)
13. **GEORGE Christy**. '*Land tenure system – an obstacle to gender sensitive poverty alleviation in the oil rich rural Niger Delta*'. Kate Bee Foundation (Nigeria).

14. **GURKAN Ceren and SANOGO Issa.** *'Food poverty, livelihoods and employment constraints: the structural differences between rural poverty in female- and male-headed households'*. World Food Programme (Italy).
15. **GUTIERREZ Maria Teresa.** *'Gender participation in labour-based projects: an approach to the project cycle'*. ILO EMP/INVEST
16. **HAMBLY Odame and SARAPURA Silvia.** *'Ensuring gender equality in capacity development – opportunities for rural employment and sustainable development'*. University of Guelph (Canada).
17. **HARTL Maria.** *'Technical and vocational education and training (TVET) and skills development for poverty reduction – do rural women benefit?'*. IFAD (Italy)
18. **HERTZ Tom, WINTERS Paul, DE LA O Ana Paula, QUIÑONES Esteban J., DAVIS Benjamin and ZEZZA Alberto.** *'Wage inequality in international perspective: effects of location, sector, and gender'*. FAO (Italy)
19. **HOANG Bah Thinh.** *'Rural employment and life: Challenges to gender role in Vietnam's agriculture at present'*. Research Centre for Gender, Family and Environment in Development (Vietnam).
20. **JÜTTING Johannes and MORRISSON Christian.** *'What determines employment outcomes for women in rural areas?'*. OECD (France).
21. **KELKAR Govind.** *'Gender and productive assets: Implications of national rural employment guarantee for women's agency and productivity'*. UNIFEM consultant (India)
22. **KIMHI Ayal.** *'Rural non-farm employment and income inequality in southern Ethiopia: the gender dimension'*. The Hebrew University (Israel).
23. **KING DE JARDIN Amelita.** *'Work, income and gender: rural-urban dimensions'*. ILO (Switzerland).
24. **MAERTENS Miet and SWINNEN Johan F.M.** *'Are modern supply chains bearers of gender inequality?'*. Katholieke Universiteit Leuven (Belgium).
25. **MASHIRI Mac, CHAKWIZIRA James and NHEMACHENA Charles.** *'Gender dimensions of agricultural and rural employment: differentiated pathways out of poverty – experiences from South Africa'*. CSIR Built Environment (Zambia) .
26. **MURRAY Una.** *'Mainstreaming responses for improvement of the girl child in agriculture'*. University College Cork (Ireland).
27. **MUZA Olivia.** *'Informal employment, gender and vulnerability in agriculture-based rural economies: evidence from Masvingo province in Zimbabwe'*. Consultant (Zimbabwe).
28. **NANAVATY Reema / BHAVSAR Chhaya.** *'Livelihood and Agriculture Finance A Vital Tool to Fight Poverty -The SEWA Experience'*. SEWA (India)
29. **NAYAK Nandini and KHERA Reetika.** *'Women workers and perceptions of the National Rural Employment Guarantee Act in India'*. School of Oriental and African Studies (United Kingdom).
30. **PARIS Thelma, ROLA-RUBZEN Maria Fay, LUIS Joyce, NGOC CHI Truong Thi, WONGSANUM Chaicharn and VILLANUEVA Donald.** *'The impact of labor out migration*

- on rice farming households and gender roles: synthesis of findings in Thailand, The Philippines and Vietnam*. International Rice Research Institute (The Philippines), Curtin University of Technology (Australia), Cuu Long Delta Rice Research Institute (Vietnam), and Khon Kaen University (Thailand).
31. **PELLIZZOLI Roberta**. *'Gender, agriculture, and the "efficient producer" discourse: a case study from Mozambique, and lessons from South Africa'*. University of Bologna (Italy).
 32. **SALAZAR Lina** and **QUISUMBING Agnes**. *'assessing the impact of gendered labour markets in the rural Philippines'*. American University (USA) and the International Food Policy Research Institute (USA).
 33. **SERRA Renata**. *'Gender, farm and off-farm activities in Africa: the role of time poverty and associated risk'*. University of Florida (USA).
 34. **SONG Yiching**, Linxiu Zhang, SUN Dajiang, SUN Qiu and JIGGINS Janice. *'Feminization of agriculture and ageing of agricultural producers in rapidly changing China: policy implications and alternatives for equitable growth and sustainable development'*. Center for Chinese Agricultural Policy (China), Yuan Academy of Social Science (China), Guizhou Academy of Agricultural Science (China), Wageningen University (The Netherlands).
 35. **SRIVASTAVA Nisha** and **SRIVASTAVA Ravi**. *'Women, work, and poverty interlinks in rural India'*. University of Allahabad (India), Jawaharlal Nehru University (India).
 36. **TIBBO Markos**, **RISCHKOWSKY B.**, **TARIQ B.**, **SALEHY P.**, **KHAN M.A.**, **ANWAR M. Z.**, **MANAN A.R.**, **ABDELALI-MARTINI M.** and **A. AW-HASSAN**. *'Gender sensitive research enhances agricultural employment in conservative societies: the case of women livelihoods and dairy goat programme in Afghanistan and Pakistan'*. International Centre for Agricultural Research in the Dry Areas (Syria), Social Sciences Institute (Pakistan).
 37. **TOLSTOKOROVA Alissa**. *'Multiple marginalities: gender dimension of rural poverty, unemployment and labour migration in Ukraine'*. International School for Equal Opportunities Kyiv (Ukraine).
 38. **VIGNERI Marcella** and **HOLMES Rebecca**. *'When being more productive still doesn't pay: gender inequality and socio-economic constraints in Ghana's cocoa sector'*. Overseas Development Institute (United Kingdom).
 39. **WEERATUNGE Nireka** and **SNYDER Katherine**. *'Gleaner, fisher, trader, processor: understanding gendered employment in the fisheries and aquaculture sector'*. World Fish Center (Malaysia, Malawi).
 40. **WICKRAMASINGHE Anoja**. *'Agricultural Commercialization in Tackling Issues of Poverty and Gender Inequality in Rural Agrarian Economies: a case study'*. University of Peradeniya (Sri Lanka).

*Authors highlighted in blue presented the papers at the Workshop.