

Gender-based constraints for female farmers and unpaid family labour

1. Women are often constrained from improving on-farm productivity		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Lack of access to land	Support enforcement of existing legislative policy framework on land. Develop other ways to access land, e.g. lease or rent	<ul style="list-style-type: none"> Percentage increase in land titles issued to women. Percentage increase in proportion of land owned by women. Percentage increase in access to land via other constructions e.g. lease or rent.
Services provided by Ministry of Agriculture / Development Programme are: 1. provided to the man who is perceived to be the farmer (and who perceives himself as a farmer) 2. not provided so that women can participate (time, location, type of training) 3. the absence of women agricultural extension workers may be a significant constraint to upgrading an agricultural product, because women producers may not receive productivity-raising technology from male extension workers because of social restrictions, limits on women's mobility, or other factors.	1. Encourage farming as a family business valuing the contribution of both men and women. Design distribution mechanisms to reward unpaid family labour of women. 2. Support the development of services of which time, place, type of training are conform the possibilities needs and interests of women. 3. Encourage hiring female extension staff.	<ul style="list-style-type: none"> Percentage increase in women's participation in trainings. Women's proportion of increased yields. Number of female extension workers.
Time constraints and poverty linked to their multiple roles and associated tasks, such as household duties, community tasks and productive labour responsibilities	Introduce labour saving technologies Sensitise men to the importance of labour saving technologies for women. Divide household and community tasks between men and women.	<ul style="list-style-type: none"> Number of labour-saving technologies introduced. Number of hours saved because of new technology. Number of women adopting new technology. Percentage of women with access and control over new technology. Percentage of households where men and women share reproductive and community work
Women have little influence on decisions taken in families.	Encourage farming as a family business valuing the contribution of both men and women, stressing the importance of joint decision-taking and joint planning.	<ul style="list-style-type: none"> Percentage of recent household expenditure decisions in which women have participated, related to: productive assets, investments and expenditure.
Social expectations in the community shape beliefs about the type of work that is appropriate for men and women. These social expectations influence men and women who have different and unequal levels of effort. This leads to different patterns of time allocation and mobility.	Address time/task allocation of household labour in family business workshops.	<ul style="list-style-type: none"> Women participate in training courses and agricultural extension previously considered to be for men. Change in proportion of household labour undertaken by women and men.
2. Women are often constrained from accessing financial capital		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Women lack ownership of assets that can serve as collateral and/or they are not registered landowners (unequal access to assets).	Work with lending institutions to design pro women and poor-friendly business loan instruments, for example non-collateral-based lending, asset leasing, or embedded financial services in buyer contracts.	<ul style="list-style-type: none"> Number of pro women and poor-friendly loan products designed. Percentage increase in women applying for loans. Percentage increase in women receiving loans.

Gender-based constraints for women to access producer organisations ¹

1. Women are often constrained in accessing (services of) producer associations		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Exclusive membership criteria, based on land ownership.	Encourage association membership to be based on criteria other than access to factors of production (e.g. legal title to land or registered ownership of animals), for example output (e.g. litres of milk, baskets of tomatoes). Create women-only associations if appropriate to encourage the entry of more women into new economic areas. Raise awareness of land ownership rights and advocate for equitable land distribution. Support better enforcement of existing legislative framework on land policy.	<ul style="list-style-type: none"> • Increase in percentage of female members of producer organisations. • Change in membership criteria.
The assumption that only men are producers.	Make contribution of women visible in family businesses, producer organisations and value chains. Build awareness that producing is a family business and that producer organisations should focus on family members with their own perspectives and needs.	<ul style="list-style-type: none"> • Increased awareness on the role and the value of the work of women, women are recognized as 'farmers'.
The single membership policy of associations where men, as head of the family, represent the (interests of) the entire family.	Encourage membership of 'wives' and other family members. Encourage change of association rules to promote family members to attend meetings, trainings and access benefits.	<ul style="list-style-type: none"> • Alternative arrangements for more family members (also women and youth) to benefit from the services of the producer organisations • Co-signing of men and women active in family farms.
2. If women are allowed to be members, they are often constrained in participation		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Services are only delivered to members.	Design alternative service delivery schemes for non-producer association members (e.g. rural sales agents).	<ul style="list-style-type: none"> • Alternative arrangements for additional family members (also women and youth) to benefit from the services of the producer organisations.
Women are not aware of the fact that they are invited to be (allowed to be) members.	Ensure that information about new associations is announced using communication channels used by both men and women.	<ul style="list-style-type: none"> • Increase in percentage of female members of producer organisations.
They cannot afford the membership fees.	Encourage entry and membership fees at a level and on a payment schedule that both men and women can manage.	<ul style="list-style-type: none"> • Alternative arrangements for membership fees.
Time constraints limit their participation in meetings.	Ensure that meetings are held at times and in venues that facilitate women's participation.	<ul style="list-style-type: none"> • Increased participation of women in producer organisations' meetings.
3. If women participate as members, they do not access leadership positions		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Perceptions about men and women's leadership qualities.	Provide training on association governance that establishes gender-equitable principles of leadership and decision-making (quotas).	<ul style="list-style-type: none"> • Increased percentage of female leaders in producer organisations. • Number of leaders trained.
Structural constraints on time and mobility of women (e.g. to attend meetings).	Investigate potential barriers to women's leadership positions within associations.	<ul style="list-style-type: none"> • Number and type of barriers removed.

¹ AgriProFocus Gender in Value Chain Toolkit, pag 103, Figure 46: GbCs and counter strategies (based on USAID, 2009)

Gender-based constraints for female entrepreneurs

1. Female entrepreneurs face higher barriers than their male colleagues		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
A lack of access to informal networking opportunities. Gender-based stereotypes, and lack of role models.	Recognise the achievements of women entrepreneurs and Foster opportunities for women to connect with other women entrepreneurs to create stronger horizontal and vertical linkages among businesswomen and help increase networking opportunities.	<ul style="list-style-type: none"> Increased number of female entrepreneurs. Number of female entrepreneurs in umbrella organisations. Number of female entrepreneurs' networks.
Women often doubt their own capacities, due to their own lack of self-esteem, and the lack of support of men.	Identify role models. Sensitise men.	<ul style="list-style-type: none"> Media coverage on female entrepreneurs leading to changed perceptions about female entrepreneurs.
2. Women are constrained from access to financial services		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Women lack ownership of assets that can serve as collateral and/or they are not registered landowners (unequal access to assets) .	Work with lending institutions to design pro women and poor-friendly business loan instruments, for example non-collateral-based lending, asset leasing, or embedded financial services in buyer contracts.	<ul style="list-style-type: none"> Number of pro women and poor-friendly loan products designed. Percentage increase in women applying for loans. Percentage increase in women receiving loans.
3. Women are constrained from access to Business Development Services (BDS)		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
1. Services are not provided in a way that women can participate (time, location, type of training). 2. Women are not allowed to participate in training due to the absence of female trainers.	1. Support the development of services that meet the possibilities needs and interests of women (time, location, type of training). 2. Encourage hiring female trainers.	<ul style="list-style-type: none"> Number of women participating in BDS services and entrepreneurship development trajectories

Gender-based constraints for female employees

1. Women are often constrained from filling senior management and technical positions in processing firms		
<i>Contributing causes / factors</i>	<i>Strategy</i>	<i>Indicators</i>
Discriminatory social attitudes toward women's employment and their ability to manage men. Women typically cluster in temporary jobs and gain skills on the job through repetitive task performance. As such, women are less able than men to increase their wages and move into supervisory or management positions.	Encourage firms to adopt gender-sensitive practices and policies (e.g. nondiscriminatory employment, gender-sensitive labour relations trainings).	<ul style="list-style-type: none"> Number of gender-sensitive policies adopted. Number of gender-sensitive practices adopted. Percentage increase of women in management positions. Percentage increase of women in technical positions.
2. Women have more limited possibilities to move into more rewarding positions		
<i>Contributing causes/factors</i>	<i>Strategy</i>	<i>Indicators</i>
Women cluster in low entry, low-return activities which limits their opportunities to acquire new skills.	Partner with the private sector to upgrade women's workforce skills.	<ul style="list-style-type: none"> Increased percentage of women in better paid jobs and permanent jobs. Increased percentage of women participating in skills training.