

SANREM CRSP

Principles for Integrating Gender

- based on a document by Colette Harris (VT) and Carolyn Sachs (Penn State)



The Concept of Gender

- Gender refers to social characteristics of men and women.
 - different roles within family or in farming
 - Stereotypical behavior patterns:
 - for instance, women are gentle and submissive
 - men are strong and free.

Gender Tasks for SANREM CRSP

- Our task is to think beyond the stereotypes to facilitate social change.
- Ignoring the possible gains from changing stereotypes means a loss of opportunity for change

Gender Sensitivity

- Examining different (power) positions of the two sexes in society.
- Making women and their needs visible in all aspects of SA and NRM.
- Treating women as professional farmers
- Being sensitive to different needs, roles and constraints related to both sexes

Stereotypical Gender Differences

■ MALES

- Heads of family
- Breadwinners
- Autonomous individuals
- Professionals (eg. chefs, tailors)
- Highly mobile
- Substantial free time
- Often have had some formal education

■ FEMALES

- Dependants
- Domestic workers
- Wives and mothers
- household tasks (eg. cooking, sewing)
- Constrained in mobility
- Little free time
- May be illiterate, especially in Africa and Asia

SA/NRM-related gender similarities

■ MEN

- Farmers on men's crops/practices
- Knowledge of male specific SA and/or NRM-related practices

■ WOMEN

- Farmers on women's crops/practices
- Knowledge of female specific SA and/or NRM-related practices

Constraints to bear in mind when planning projects/activities

- Women may
 - need husbands'/mother-in-laws' permission to attend meetings
 - find it difficult to attend meetings outside their villages
 - not be allowed to mix with men, so may be unable to attend mixed-sex meetings
 - be unable to speak up in front of men
 - not be free to attend meetings at times convenient to men
 - not have access to land or other resources

Ways of overcoming these constraints

- Specifically invite women to meetings
- Hold meetings in or near their villages
- Make sure that women have space to speak out.
- Where necessary hold separate meetings for women
- In Africa women who don't have their own land can form associations to get a plot allocated to them
- Consult local **rural women** leaders to ensure your intervention is culturally appropriate.

Benefits of gender sensitive projects

- All crops/practices will be covered.
- Work won't be hampered by women's ignorance/lack of cooperation.
- Families as a whole will benefit
- Incorporating women provides wider coverage of the population
- All of the above will improve adoption rates.

Gender sensitive SA/NRM includes

- Being aware of gender-specific farming/NRM tasks
- Checking that your recommendations will not significantly increase women's already over-heavy work loads
- Considering how to help equalize work loads between the sexes.
- Ensuring that if women do additional work on men's fields/crops they benefit directly.
- Paying each laborer individually. Men may not pass (all) money down to wives and children.

Remember - Scientists are also gendered

- Women and men have different approaches in the lab as well as the farm
- Including women scientists in your project and taking their particular approaches into consideration can enrich research experience and results.
- Including women scientists can bring in women farmers and community leaders.

Extension workers

- Male extension workers often ignore women farmers, whereas female extension workers work well with both sexes.
- Work out strategies to ensure women are included as trainers/extension workers in all your community-based activities
- Encourage local NGOs/governments to train and employ women as extension workers and to find ways around cultural and mobility constraints.

Gender-Sensitivity in Project Personnel

- Being a woman does not automatically make a person gender sensitive.
- Being a man does not necessarily make a person insensitive on gender issues.
- Gender-sensitive male scientists are vital for supporting male farmers, etc. to become gender sensitive.
- One SANREM CRSP goal is to sensitize host-country scientists and local communities to gender issues.

USAID and Gender Issues

- USAID considers projects should be gender sensitive and must incorporate women as well as men unless justification is explicitly provided
- Agronomical experiments are not gender neutral. Almost always scientific work affects men and women differentially
- Men and women think differently, so include both to get a more balanced outlook from scientists, extension workers and farmers.
- Make all report writing and project proposals explicit in regard to the sex of participants – eg. men and women farmers.