



Food and Agriculture
Organization of the
United Nations

Gender mainstreaming by FAO & partners

FSL Cluster

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Background

The goal of the FAO Policy on Gender Equality is to “achieve equality between women and men in sustainable agriculture and rural development for the elimination of hunger and poverty”.

Twin strategy to enable implementation of the Gender Policy:

- **Gender mainstreaming:** To ensure that FAO's normative and technical work systematically integrates a gender perspective and responds to the different needs, interests and capacities of women and men.
- **Targeted interventions:** Programmes and projects that specifically target women and/or focus on the promotion of gender equality as their main objective when the gender gap is wide.

Gender mainstreaming actions

- **Supporting women's economic empowerment**

Supporting women with increased access suitable inputs and equipment, extension services, credit/grants, equipping them with knowledge and skills in production, post- production, small stock rearing, business development, entrepreneurship and marketing.

Gender mainstreaming actions

- **Investing in women's leadership and supporting their formal and informal networks**

Setting quotas and targets for women's participation/leadership in committees, training women in leadership to ensure effective participation.

Gender mainstreaming actions

- **Reduction of women's workload**
Promotion and provision of labor-saving technologies and practices to reduce women's work burden e.g. solar-powered irrigation pumps, fish drying and smoking using ovens.

- **Gender and AAP training** FAO & partner staff

Focuses on how to integrate gender/AAP inclusion, gender disaggregated data, reporting, GRM, documentation of good practices.

Gender mainstreaming actions

- **Gender Based Violence mitigation**
 - ✓ Undertaking frequent gender safety audits in project locations
 - ✓ Grievance Mechanism - toll free line (882) dedicated to GBV/SEA reporting, AAP assistants and AAP committees
 - ✓ Organizing dialogues between men and women on GBV
 - ✓ Safe Access to Fuel and Energy (SAFE) approach- fuel-efficient stoves provided to women to decrease their work burden, reduce HH wood fuel consumption, improve the local environment and minimize incidences of GBV

Gender mainstreaming actions

- **Gender considerations during input distribution**
 - ✓ Livelihoods kits are designed to be light weight so women are able to carry them, 3-5 types of fast-maturing and nutrient-rich vegetable seeds
 - ✓ Distribution centres take into consideration physical access, security and gender sensitivity of beneficiaries
 - ✓ All communication/awareness on project activities to beneficiaries is done in the local languages and through various channels including loud speakers, community meetings etc.
 - ✓ PSEA awareness messages passed to beneficiaries during activity implementation + information on FAO's zero tolerance to SEA + SEA reporting channels
 - ✓ Use of simplified pictorial awareness/training materials - considering literacy levels particularly among women

Lessons learnt

- FAO and IP commitment to gender equality and women's empowerment is key to successful implementation of gender related activities
- Good knowledge and understanding of cultural norms and gender roles among target communities is essential for identification of vulnerabilities
- The involvement of all gender stakeholders, including government institutions, civil society, men and women is fundamental for success of activities
- The use of participatory, gender-sensitive methodologies is critical in ensuring community involvement, ownership and sustainability

Thank you !