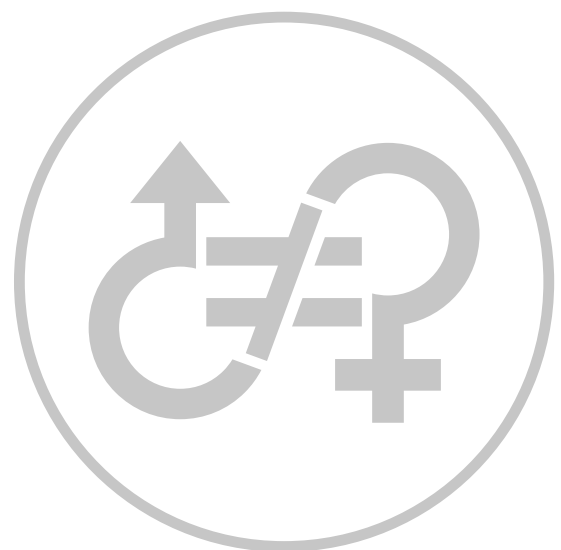


Transforming gender roles, achieving gender equality

Guidance for G500 projects

Ten reasons why our projects should promote the transformation of gender roles

1. Women are more likely than average to be affected by **hunger**: out of the 690 million people in the world who are suffering from hunger, **60% are girls or women**.
2. **Women represent 50%** of the agricultural labour force in **developing countries** and **produce 80% of the food**, yet **fewer than 15% of all landowners** worldwide are **women**.
3. In rural areas **men earn up to 60% more than women**. On top of this, women are more likely than men to be employed in badly paid, seasonal part-time work.
4. In agriculture women are also **less well paid**, even if they are more **highly qualified** than men.
5. Women increasingly carry out agricultural work, as men do jobs away from agriculture. If women were to have the **same production inputs** at their disposal, the **yields from farms run by women could be 20% to 30% higher**.
6. Were women to have the same opportunities as men in agriculture, the **production capacity** in the agricultural sector of developing countries would be 2.5 to 4% **higher**, and the **number of hungry people** worldwide would fall by 150 million people.
7. Work in the fields, housework and childcare represent a **triple burden** for which women are generally not paid.
8. Women frequently bear the **responsibility for food, provision of care and health** in families: if they are at a disadvantage economically and socially, it has a negative influence on the community but particularly children.
9. In rural households **women receive considerably less education on average** (one to four years less than male household members).
10. **Women are under-represented in local institutions**. Discriminating norms and social conventions make it more difficult for women to play a part in these institutions.



Our three guiding principles for transforming gender roles in the planning and implementation of our projects

1. "Do no harm"

We act according to the "do no harm" principle.

This means that we help to ensure that existing gender inequality and discrimination is not made worse as a result of our intervention. When doing this, we focus on measures that allow men and women to expand their full potential and scope for action.

2. „Empowerment“

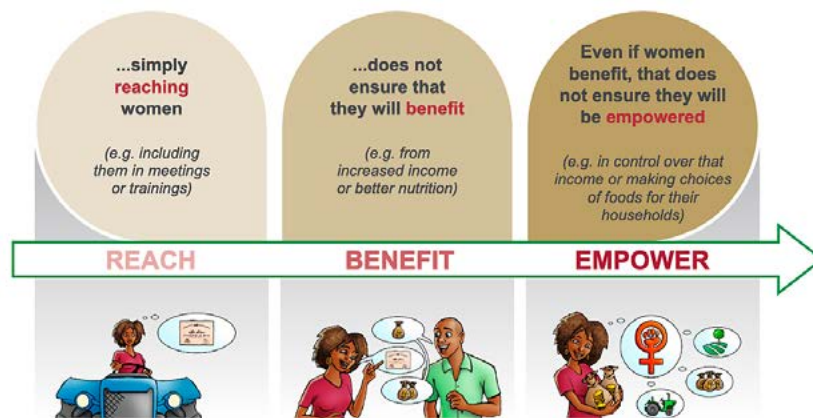
We aim for "Empowerment".

We support change to those structures and institutions that strengthen and perpetuate gender discrimination and inequality. It is not enough to reach women via special training and educational courses ("reach"): they do not necessarily result in women gaining more extensive benefits ("benefit"). The factor that is actually decisive for gender equality and future prospects in rural areas is "Empowerment". Empowerment means encouraging women and other disadvantaged groups to obtain positions where they have social and political influence in communities and thus give them the opportunities to take part in relevant decision-making processes in the long term.

Reach - Benefit - Empower Principle

UN Woman, IFAD, FAO, WFP, IFPRI (2017), "Do agricultural development projects reach, benefit, or empower women?"

The distinction between **reach**, **benefit**, and **empower** points out that...



The "Reach – Benefit – Empower" model developed by the International Food Policy Research Institute (IFPRI) provides good guidance here.

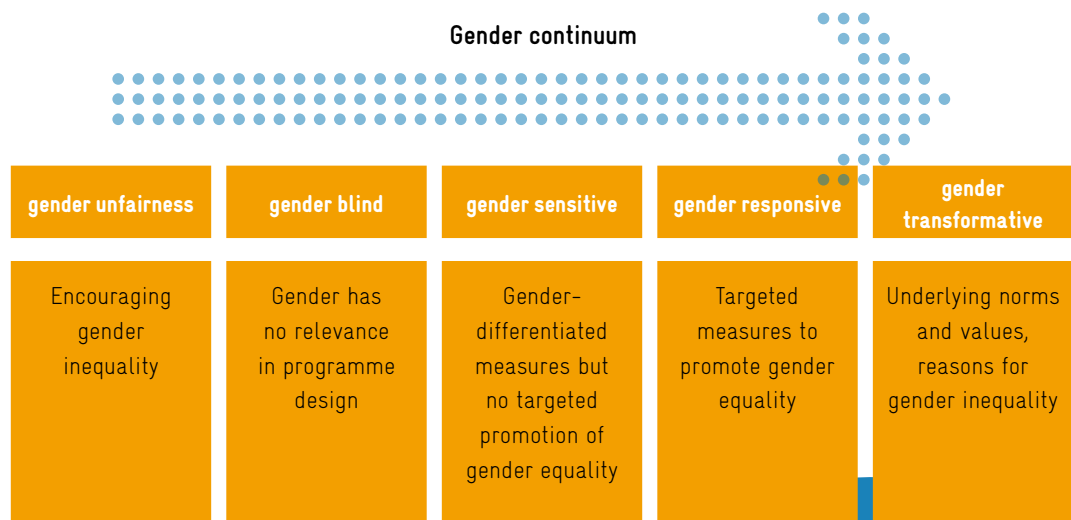
Not every GG-1 project can bring about the transformation of gender relations. However, many GG-1 projects can contribute to greater equality through targeted awareness-raising measures, e.g. equal participation and involvement of the genders and extending on to "Empowerment" and a societal transformation.

From: BMZ checklist for integration of equal opportunities in GG-1 projects
[OECD-DAC Gender Equality Policy Marker, Level : significant]

3. Gender transformation as a guiding principle

We aspire to **gender-transformative** approaches.

During the planning and implementation of projects we focus on promoting gender-responsive or possibly even gender-transformative approaches alongside the gender-sensitive shaping of all measures. Appropriate expertise should be incorporated in the concept design of projects via the Sectoral Department.



Gender mainstreaming is an integral element of the majority of G500 projects and thus part of its conceptual design (→ **OECD-DAC Gender Equality Policy Marker**).

However, the structural causes for inequality are often not adequately addressed in project implementation.

Simply to take men and women into account in our project activities is just not enough in many contexts to make an actual contribution to gender equality.

Here **gender-transformative approaches** (GTA) provide sensible points of reference. They integrate gender issues into all aspects of concept design, development, implementation and evaluation of programmes and policies for rural areas and agriculture. Here it is also important for GTA to “lead by example” with its own project structure and take the corresponding approaches into account.

The purpose of the attached checklist is to provide guidance. It provides guidance on to how GTA can be anchored in the steps involved in commission management.

Gender-transformative approaches (GTA) can be implemented in such a way as to complement gender mainstreaming and the promotion of women. They are useful where projects support changes to societal structures, norms and processes as well as working in a gender-sensitive way.

Examples of empowerment through gender-transformative approaches (GTA)

Successful GTAs address a lack of gender justice and unequal power relationships. They scrutinise established norms and gender stereotypes, create an atmosphere of change that extends beyond simply involving women as a target group and as participants and also actively involve men in the process.

For instance, GTA creates opportunities to promote positions for women in communities that bring social and political influence. To do this they involve people of different genders and different societal groups in the critical analysis and reappraisal of power relationships and gender norms.



SIFA-ATVET for Women (ATVET4W)

GIZ has been funding the **Agricultural Technical Vocational Education and Training (ATVET) for Women project** in Benin, Burkina Faso, Ghana, Kenya, Malawi and Togo since 2017 to provide women with further education and training in the agricultural sector. The aim of the project is to go beyond giving women equal access to ATVET systems by also developing their

capabilities, putting what they have learned into practice and improving their income. The project therefore provides an impetus to help women to develop self-assurance and the capability to take part in decision-making through systems such as mentoring and transformative training courses. The first training programme for women to operate and maintain tractors ("**Women in the Driving Seat**") was initiated in Ghana together with the Ministry of Agriculture. Here the aim was to make it easier for them to gain a foothold in careers involving mechanised agriculture, a profitable sector mainly dominated by men. Women from rural areas in Burkina Faso can obtain information about their rights for access to land, education and financing options: this information is available in two local languages. Male decision-makers (spouses, village chiefs, etc.) took part in the co-creative process and devised approaches to generate enthusiasm for the process among other men.

- ➔ [ATVET4W presentation](#)
- ➔ [GTA in ATVET4W Booklet](#)
- ➔ [Deutsche Welle's interview with a graduate of the "Women in the Driving Seat" course](#)





Schools for husbands (Ecoles des Maris, EdM)

Chronic undernourishment is still one of the major obstacles to development in Burkina Faso and the situation is becoming worse. The global programme on **“Food and Nutrition Security, Enhanced Resilience”** has identified the low level in which the male target groups are involved as a primary reason why the recommended hygiene and nutritional practices have not been

adequately implemented. Participation of men is therefore emphasised through a social communications approach by setting up what are called “Schools for husbands”. The “Schools” bring together husbands who are willing to be role models and therefore persuade other men to adopt behaviours that encourage good nutritional and hygiene practice among women and children. For example, the men discuss together which tasks that are mainly carried out by women in the home and in agriculture could receive more support from men and what are the advantages in growing sweet potatoes that are rich in provitamin A.



Community gardens in India: Empowering women



Chronic undernourishment is still widespread in India, particularly among women and small children aged under 5. In order to meet these challenges, the global programme **“Food and Nutrition Security, Enhanced Resilience”** has piloted community gardens in various

districts in India to ensure that nutritious fruit and vegetables are available all through the year. The gardens, which were created on community land by women’s self-help groups, have proven to be resistant to crises, particularly during the COVID-19 pandemic. Before this initiative, the women involved primarily worked in the home and did not take part in village meetings and other events. However, they gained self-confidence through their work in the gardens and now use their voice to, among other things, speak to village councillors, raise their problems and ask for solutions. They also visit other SHGs in their community gardens to learn from each other. Husbands also get involved in the community gardens and support their wives, as they can see how the gardens benefit their families.



Empowering women from the regions of Latin America where drugs are grown

In Mexico, two interregional dialogue platforms were set up for female smallholders from drug-growing regions with the support of the Sustainable Rural Areas SP, the Global Partnership on Drug Policies and Development (GPDPD) and in cooperation with the **Open Society Foundations (OSF)** and the **NRO Corporación**

Humanas Colombia. Based on this, bodies of evidence and policy recommendations to strengthen the role of women in projects and approaches for alternative development were formulated, which BMZ contributed to policy dialogue at EU and UN level. The female participants were strengthened in their positions as founders and directors of cooperatives or future holders of municipal posts through training sessions and the establishment of a network. As a result of the initiative, some participants have established themselves as international representatives and experts and advocate for the needs of women from drug-growing regions.

➔ Publication “Raising voices”

Definitions

Sex refers to the chromosomal, hormonal and genital characteristics which generally make it possible to differentiate between male, female and diverse.

Gender refers to socially constructed roles, behaviours, activities and characteristics, which are considered to relate to a certain sex in certain societal and cultural contexts.

Gender mainstreaming means that policy-making processes and measures are developed, organised and evaluated so as to take into account the gender context and the impacts on men and women at all levels, in order to work toward the goal of real equal opportunities for both sexes.

Agency is the ability to make decisions about one’s own life and to act accordingly to achieve a desired outcome, free of violence, retaliation or fear. The emancipation process that allows these decisions to be made and to gain control over one’s own life is often called **empowerment**.

Empowerment includes raising awareness, building up self-assurance, broadening available options, improving access to and control over resources and measures to change structures and institutions, which entrench and perpetuate gender discrimination and inequality.

Further links/literature as resources

- ➔ GIZ gender strategy
- ➔ CGIAR (2019): Implementing Gender Transformative Approaches in Agriculture. A Discussion Paper for the European Union.
- ➔ European Commission. 2019. Gender transformative approaches in a rural world: Tackling root causes of discrimination against rural women and girls.
- ➔ Gender equality in agriculture
- ➔ Good Practices for Integrating Gender Equality and Women's Empowerment in Climate-Smart Agriculture Programmes
- ➔ Longwe's Women's Empowerment Framework
- ➔ IFPRI's Women's Empowerment in Agriculture Index (WEAI)
- ➔ Interagency Gender Working Group (IGWG)
- ➔ IGWG Gender Equality Continuum Tool
- ➔ SDG 5
- ➔ Digital Solutions Competition 2017
- ➔ Example of an GTA from Worldfish and John Hopkins University in Zambia
- ➔ BMZ checklist for integration of equal opportunities in GG-1 projects

