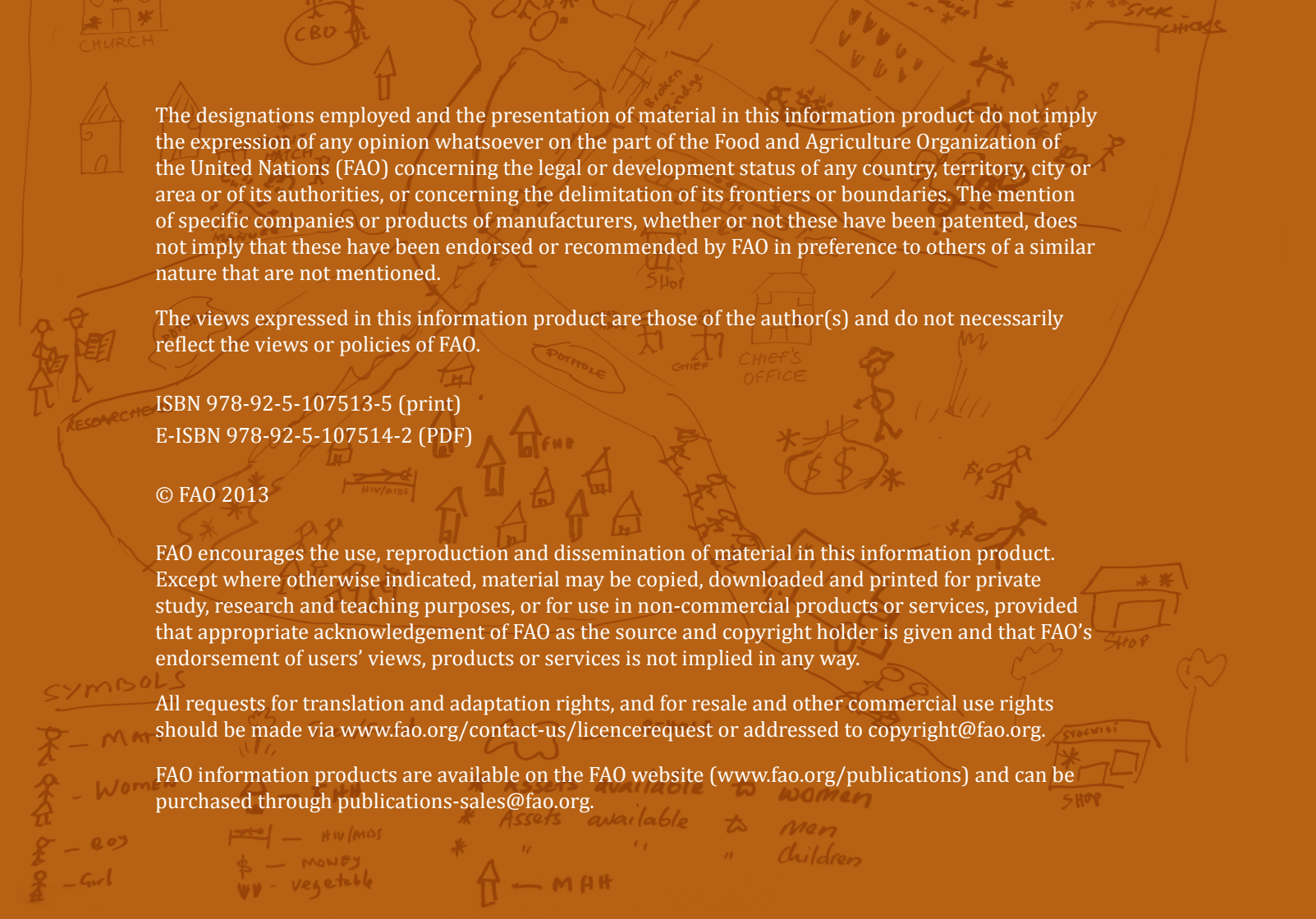




UNDERSTANDING *and* INTEGRATING GENDER ISSUES *into* LIVESTOCK PROJECTS *and* PROGRAMMES

A checklist for practitioners





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INTRODUCTION

In rural societies, where local culture and traditions are still very vibrant, responsibilities and tasks are often assigned to women and men on the basis of traditional gender roles, defined as those behaviours and responsibilities that a society considers appropriate for men, women, boys and girls. These roles change over time, have different characteristics in every local context and are shaped by ideological, religious, cultural, ethnic and economic factors. They are a key determinant of the distribution of resources and responsibilities between men and women (FAO, 2010b).

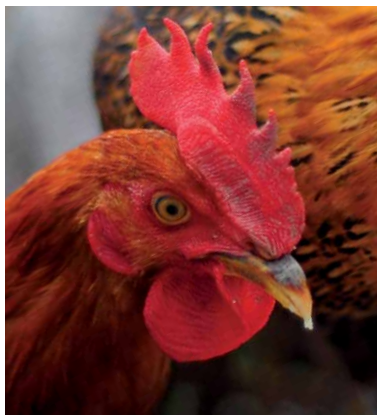
In many cases gender roles are biased and favour certain social constituencies at the expense of others. Rural women, for instance, face serious obstacles more regularly than men, since traditional structures and perceptions tend to prevent them from obtaining the necessary tools to reach their full potential in the agricultural sector. In fact, despite their major involvement in and contribution to livestock management, women tend to have limited access to resources, extension services and less participation in decision making compared to their male counterparts (FAO, 2011a).

Recognizing the different roles that women and men play in the agriculture sector is key to identifying the diverse challenges they face and tailoring projects and programmes on their specific needs. Understanding and integrating these diverse roles and specific dynamics into projects and programmes can significantly improve their outcomes and effectiveness (FAO, IFAD, World Bank, 2007; FAO, 2011a).

Ultimately, this booklet is designed to facilitate gender analysis in projects and programmes in the livestock sector. It identifies the main challenges faced by smallholder farmers, especially women, in small livestock management (particularly poultry and small ruminants) and in dairy farming. These specific livestock subsectors, including all activities related to dairy farming, have been specifically selected for this study because of women's significant contribution and involvement.

This booklet is intended to help livestock experts and professionals involved in field projects and interventions to:

- 1. Identify** the main constraints faced by women and men in accessing, controlling and managing small livestock and dairy farming;
- 2. Design** projects and programmes that address the challenges faced by women and men in access to, control over and management of small livestock and dairy farming.



The booklet consists of two main sections:

The first section provides users with an overview and understanding of key gender issues in the livestock sector, with a discussion of seven broad categories of challenges often faced by smallholder farmers. Special attention is given to the distinct roles of men and women, as well as to the particular constraints faced by women, in the poultry and small ruminant sub-sectors as well as in dairy farming activities.

The second section presents two main tools: a gender checklist and a set of tips and gender analysis tools. The checklist is a useful and important tool for practitioners involved in designing, implementing or monitoring livestock programmes and projects, using a gender sensitive approach. It consists of a series of questions on small livestock, dairy farming and gender related issues. The questions featured in the checklist are meant to guide users in identifying and meeting the needs of men and women throughout all stages of the project cycle in livestock interventions, thereby contributing to improved effectiveness and results. The second tool consists of a set of tips and gender analysis tools to help users better capture the social, economic and cultural aspects that influence the dynamics between women and men in small livestock management and dairy farming, which also improves project and programme results.



UNDERSTANDING GENDER ISSUES IN LIVESTOCK PROJECTS *and* PROGRAMMES

GENDER *and* LIVESTOCK

Overview of key gender issues in the livestock sector

Livestock is considered a key asset for rural households worldwide and a primary livelihood resource for rural communities: about 752 million of the world's poor keep livestock to produce food, generate cash income, manage risks and build up assets (FAO, 2012a). Livestock “widens and sustains three major pathways out of poverty: (1) securing the assets of the poor, (2) improving smallholder and pastoral productivity and (3) increasing market participation by the poor” (ILRI, 2007). Especially in rural areas, the development of small-scale livestock enterprises must be seen as a key element of any efforts to eradicate extreme poverty and hunger (FAO 2010b).

Rural women perform a *reproductive* role, encompassing child bearing, child rearing and housework. At the same time, they also fulfil a *productive* role, engaging in paid labour activities outside the house and/or being in charge of a number of tasks related to household farming activities, including livestock management. In some developing countries, they make on average up to 43 percent of the agricultural labour force and contribute substantially to the livestock management (FAO, 2011).

In rural livestock-based economies, rural women comprise two-thirds (approximately 400 million people) of low-income livestock keepers. In particular, activities related to small livestock production (poultry, sheep, goats), milking and processing of milk, are carried out mainly by women and, to some extent, by children (Okali, 1998; Thornton, 2001; FAO, 2011a).

Women and men experience different challenges when accessing, managing and controlling livestock assets. Despite their important contribution and role in livestock management, women often face greater constraints than men in accessing natural resources, extension services, marketing opportunities and financial services as well as in exercising their decision-making powers. These constraints often prevent women from reaching their full potential within the agricultural sector, including livestock, and therefore compromise the achievement of overall household food security and nutrition. Since women usually manage household meals, they have a primary role with regard to the nutritional status of the household, especially the children. Because of this traditional role, women have therefore the potential to influence and promote a balanced diet. Thus, when rural women access and control the livestock or livestock products they own or manage, household coping strategies may be affected, resulting in a positive impact on overall household well-being and, in particular, nutrition (IFAD, 1999; FAO, 2012c).

Gender disparities can also have negative consequences on women's ability to earn a stable income, and have an adverse impact on overall household income earned at the household level from livestock production. In addition, the nature of the work women and men perform within the livestock sector may expose them to various health and safety related concerns, such as heightened exposure to zoonotic diseases (WHO, 2009).

The roles that rural women and men play in different livestock sub-sectors vary by region, country, and community, reflecting different economic, social and cultural contexts. They are also influenced by the particular dynamics that characterize specific livestock sub-sectors. At the same time, some trends, patterns and key challenges can be identified in most regions and countries, arising from widespread, and often similar, expressions of inequality between men and women (IFAD, 2003).

Seven categories of key challenges that rural women and men face in the poultry, small ruminant and dairying livestock sub-sectors are described below.

3. Access to and control over natural resources

Despite women's crucial contribution to agriculture and food security, due to traditional and customary patterns, women's access to and control over water, energy, biodiversity and land remains lower than men's. Insecure land tenure limits the land user's ability to develop, manage and upgrade livestock activities, since it often translates into lack of land for grazing and lack of collateral for investment (FAO, 2011a).

4. Distribution of roles and responsibilities based on sex and age

Women, men, boys and girls play different roles and carry out different tasks when managing livestock. The gender differences in roles and activities arise mainly from customary rules that tend to view certain tasks or activities as "male" or "female". For example, in much of Sub-Saharan Africa, milking dairy animals has traditionally been women's responsibility, whilst the commercialization and the slaughter of dairy animals has traditionally been undertaken mainly by men (Beck, 2001). As regards the work carried out by children, differentiations need to be done as well, as they also tend to perform different tasks assigned on the basis of their respective sexes and ages (FAO, 2012b).

5. Access to technologies, training and extension services

Household work continues to be divided according to sex, with women performing both the vast majority of housework and childrearing tasks as well as many of the tasks related to farming activities. As a result very often women have a double work burden. In addition, customary rules and traditions can also limit women's mobility and freedom to leave the house. As a consequence, they can face challenges in systematically participating in extension meetings or group training activities on subjects such as husbandry and veterinary practices, marketing skills and credit systems, as well as accessing labour-saving technologies (IFAD, 2003).

6. Access to financial services

Women in rural areas tend to face greater challenges than men when trying to access different financial services such as savings, credit, remittances and insurance. Women's limited access to financial services may result from different factors. For example, as regards women's access to credit, they may face legal restrictions (the need for a male's signature), customary rules, lack of credit schemes designed specifically for rural women and lack of collateral (such as a title to land) (Fletschner, 2006). Difficulties for women in accessing credit may also narrow the scope of a business, by preventing them from hiring needed employees or forcing them to use obsolete technology (IFAD, 1999).

7. Access to markets

Despite their major role in the management of livestock assets, women frequently have poorer access to markets than men, and play a limited role in the commercialization of livestock and livestock products. This tendency often arises from poor marketing skills, low levels of literacy and customary practices that prevent women from freely leaving the house premises. As a consequence, there is frequently a marked imbalance between women and men in the benefits accrued from livestock-related income (USAID, 2005).

8. Participation and decision-making power

In many rural areas, cultural and social norms tend to prevent women from actively engaging in the decision-making process. Women's lower status and input into household decisions gives them restricted control and decision-making power over rural assets (i.e. sale of livestock) and income generated from farming activities at the household and community level (FAO, IFAD, WFP, 2007). Given patterns in rural women's spending, increasing their decision-making power over assets and income has proven to benefit the overall household food security and wellbeing.

9. Occupational health and safety

Women and men's close proximity to animals expose them to various health risks, including, salmonellosis and zoonotic diseases, such as brucellosis, Q fever, leptospirosis. Particularly, handling of raw animal products leads to higher vulnerability to zoonotic diseases. Women are traditionally the household members responsible for handling food for both family consumption and sale (milking animals, processing the milk and preparing meals). As a result they tend to have greater exposure than men to such diseases. On the other hand, given that some zoonoses are transmitted to humans through food, women are the key actors for the implementation of disease mitigation strategies once they have been given information about the ways in which these diseases are transmitted and have been trained in safe food processing practices (WHO 2009; ILRI 2010b; Galvmed 2011a; Galvmed 2011b).

The challenges described above are faced by most smallholder farmers, but especially by women, when trying to access, control and manage small livestock and dairy farming. As a result it is far more difficult for rural women than for rural men to reach their full potential as farmers and livestock keepers. These challenges need to be taken into consideration when designing and implementing livestock projects and programmes if they are to be effective in increasing agricultural productivity and income for rural populations. For this to happen, women must be fully involved as key actors in the livestock sector.



GENDER, SMALL LIVESTOCK *and* DAIRY FARMING

Overview of the main challenges that women and men face in accessing and managing the small ruminants, poultry and dairy farming sub-sectors

1

SMALL RUMINANTS SUB-SECTOR

Small ruminants (sheep and goats) are an important source of livelihoods for millions of smallholder farmers in developing countries. In Africa goats represent around 30 percent of the ruminant livestock and contribute about 17 percent of the continent's meat and 12 percent of the continent's milk (FAO, 2012c). These livestock species are more resistant than others to dry weather, climate and other environmental shocks, therefore offering a good economic return even with low capital investment and management inputs (Okali, 1985; FAO, 2011b). Because of these specific characteristics, sheep and goats can also contribute substantially to improving the lives of landless rural women and men as well as nomadic pastoralist communities in developing countries (IFAD, 1994).

Although small ruminant management systems vary among countries, rural women traditionally play a major role in this sub-sector. For example, in The Gambia, 52 percent of sheep owners and 67 percent of goat owners are women. In the mountains of Chiapas, in Mexico, sheep husbandry is mainly women's responsibility, providing 36 percent of household income through wool processing and sales (FAO, 2012c).

Women contribute to small ruminant production by carrying out a number of tasks, such as milking, cleaning animal sheds, harvesting fodder and other daily dairy-related activities. Young girls are very often engaged in the same range of activities and they are more likely than boys to be kept home from school to help their mothers with agricultural tasks, including gathering feed and providing water for livestock.

Although small ruminants are frequently owned by women, often it is men who are responsible for their disposal and are thus in charge of slaughtering and taking decisions related to their sale. Young boys and girls are also frequently responsible for herding and grazing small ruminants, however young boys tend to be more engaged than girls in this specific task (FAO, 2012b).

When managing small stock, women tend to face a greater number of challenges, as compared to men, in accessing, maintaining and improving their small ruminant stock. Factors such as poor/scarcely technical skills in animal care and/or limited access to veterinary services, limited access to market and marketing skills and limited access to financial and extension services as well as natural resources and education, tend to limit women's opportunities to access, control and expand their small ruminant stock and production. The same factors mentioned above can also influence women's access to improved exotic breeds. Keeping exotic or crossbred livestock can be more difficult and usually requires a higher level of technical and veterinary expertise. As a consequence women can often only manage and control local breeds. These are frequently easier to rear but often far less productive than the improved exotic breeds (FAO, 2011b).

Enhancing women's control over small livestock production, providing training in husbandry and animal health as well as increasing access to education, veterinary and financial services is therefore fundamental to improving household's food security and providing an additional source of income to meet household's needs.



SECTION 1

UNDERSTANDING GENDER ISSUES
IN LIVESTOCK PROJECTS *and* PROGRAMMES



2 POULTRY SUB-SECTOR

Poultry rearing and production provide a valuable source of income and are recognized for making an important contribution to the reduction of food insecurity and rural poverty. In particular, the role of family poultry in poverty alleviation, food security and the promotion of gender equality in developing countries is well documented (Guèye, 2004). Poultry farming generates cash income and employment opportunities. It also improves the nutritional status of the entire household, increasing consumption of valuable protein foods (i.e. meat, eggs).

The market for poultry is consistently vibrant: prices tend to remain steady over time and the demand for poultry and poultry products is relatively high throughout the year; hence poultry production constitutes an economic enterprise that is conducive to improving rural livelihoods (FAO, 2005).

In many parts of the world, women play a central role in poultry production. Backyard poultry management is especially important for women, as it can be undertaken within the household grounds and can thus be carried out alongside their other multiple tasks. For example, in Afghanistan, the traditional backyard system still dominates poultry production and is entirely women's responsibility (FAO, 2012c). They often control the entire production and processing chain, from raising chicks to marketing (FAO, 2009).

Children may also be engaged in tasks related to poultry farming. While boys may be involved in constructing sheds, girls are most likely to work alongside their mothers on the different tasks related to the daily management and tending of poultry stock.

Men also generally perform some tasks related to poultry farming. They tend to be better trained in husbandry and health practices (vaccination, treatment against internal parasites, etc), hence

they are mainly responsible for maintaining poultry health (FAO/IAEA, 2002). However, women's greater daily contact with poultry exposes them to higher specific health and safety risks, such as an increased risk of contracting Highly Pathogenic Avian Influenza (HPAI). This occupational health and safety issue should be addressed in projects and programmes in the poultry sub-sector.

Women's limited access to financial services, natural resources, veterinary skills and markets has frequently pushed them to call upon their male partners in order to have, through them, greater access to these resources, so that they can gain the chance to improve and scale up their backyard poultry production. Nevertheless, when production becomes more profitable and the poultry enterprise is scaled up, the main and frequent consequence of this is that the control over decisions and income, and sometimes of the entire poultry enterprise, often shifts to men (FAO, 2011b).

However, when women have control over the entire poultry value chain, when they are trained, when they can take decisions, access markets and have the chance to scale up their enterprise through access to different financial services and schemes, poultry production provides them with a source of income for responding to immediate household needs and supplementing and/or complementing the family's protein intake and diet.

3

DAIRY FARMING

Dairy cattle are one of the most important investments a farmer can make to improve welfare, income and nutritional standards of the household because of their inherent value, the work they can perform, the way they can help diversify farming activities and the fundamental nutritional value of the milk produced (IFAD, 1994). It is estimated that around 150 million small-scale dairy farming households are engaged in milk production, the majority of them in developing countries. Around 750 to 900 million people (12-14 percent of the world population) rely on dairy farming to some extent (FAO/IFCN, 2010).

The role that women play in the management of dairy cattle differs greatly among communities, countries and regions, although some patterns and tendencies can be identified across most regional contexts. Among both mobile pastoralists and settled agro-pastoralists, women are traditionally responsible for milking animals, processing milk and collecting dairy products (FAO, 2010a).

Frequently children are also involved in the management of dairy cattle performing various tasks. Girls tend to be more involved in tending dairy animals, especially when they are kept around the house premises, while young boys tend to be engaged as livestock herders, “graduating” from small ruminants to dairy cattle as they become young men (FAO, 2012b).

Within households across different contexts, women are in many cases central to milk production, although the responsibility for managing milk production does not always translate into ownership of the dairy animal. This lack of ownership of and control over dairy animals is one of the main constraints that women face in dairy farming. It often precludes women’s involvement in the decision-making process, particularly in relation to the sale and/or slaughter of dairy



animals, as well as the use and sale of milk and milk products (FAO 1994, GALVmed 2011a, GALVmed 2011b). This situation is a consequence of women's poor access to and control over natural resources, particularly land. Insecure land tenure, in fact, restricts access to grazing for dairy animals where there is no communal grazing land available. In addition without ownership of land and a valid land title that can be used as collateral, women very often cannot access credit to purchase expensive dairy animals or make use of additional paid labourers. Land ownership is also often necessary to join Livestock Associations, where market and technical information is shared, boosting their members' bargaining power (GALVmed 2011a, GALVmed 2011b).

Across different contexts and cultures, men are frequently the ones responsible for the commercialization of the dairy products, while women play a minor role at this stage of the value chain. Very often this creates a situation in which women end up having less control over and/or a smaller share of the income generated from the sale of dairy animals or dairy products. As women tend to reinvest around 90 percent of their income in the household for education, improved agricultural inputs, food, new livestock, etc, the overall household food security and wellbeing would increase if women had an equal share of the earnings from dairy farming (FAO, 1999).



INTEGRATING GENDER ISSUES IN LIVESTOCK PROJECTS *and* PROGRAMMES

GENDER, SMALL LIVESTOCK *and* DAIRY FARMING CHECKLIST

The checklist below is designed for livestock experts and personnel involved in field projects. Through all stages of the project cycle it guides users in identifying and addressing the main gender issues/concerns in small livestock management and in dairy farming activities.

*The first section of the checklist provides key questions that need to be addressed in order to **identify** and **design** a gender sensitive project.*

*The second section of the checklist presents key questions related to the **appraisal** and **implementation** phase of livestock-related projects and programmes.*

*The third and final section focuses on **monitoring** and **evaluation** (M&E), providing a framework of questions to help monitor livestock-related projects and programmes in a gender sensitive way.*

Stakeholder Analysis/Project Identification *and* Design

1. What participatory approaches are being used to ensure a gender sensitive formulation of the project's conceptual idea? Are both women and men beneficiaries involved in the identification and design of the project or have their potential points of view been considered?
2. Who are the stakeholders and beneficiaries of the project activities? Are you involving both women and men while carrying out the stakeholder analysis?
3. What are the existing socio-economic groups in the project area? What are their roles with regards to the livestock production chain?
4. While carrying out the needs assessment, are you identifying the different needs, concerns and experiences of women and men with regards to their paid and unpaid tasks?
5. Do women and men, girls and boys have different roles and responsibilities in the identified livestock production sector? If so, what are the practical implications of their different roles and responsibilities in the project area for the feasibility of the project?
6. Is there any difference between men and women with respect to ownership and management of small livestock and/or dairy animals? If so, what are the implications of these differences? Are you addressing these issues in your project?
7. If children are engaged in work in the identified livestock production sector, does the project ensure that the work is not hazardous, does not impede their education and is not in conflict with national law?
8. Are the project related data disaggregated by sex and age, in order to set a baseline which can be used to monitor and assess the impact of the project on women and men, girls and boys?



9. Have any indicators been set to ensure and monitor the benefit to and involvement of all of the stakeholders?
10. Are there any policy constraints or opportunities that will affect women and men differently? If so, how will the project design address them?
11. Are there any farmers' associations or producers' organizations focusing on livestock management in the project area? Do both women and men access such groups? Are there any constraints as regards women's membership?
12. Do the project indicators differentiate between the outcomes and impact of the project on women and men?

Project Appraisal *and* Implementation

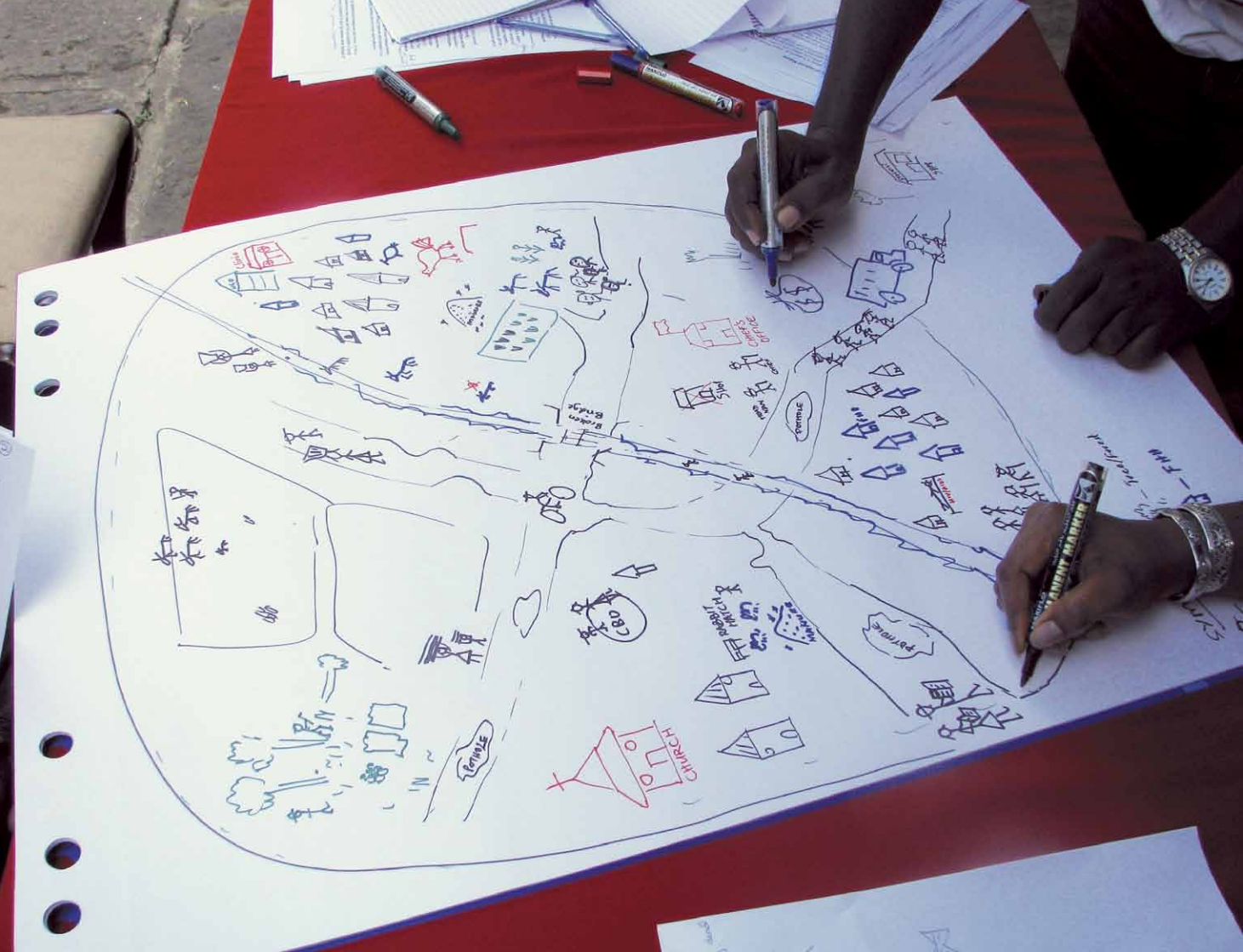
1. Do women and men both participate in decision-making at the household level on the use of income generated from the livestock enterprise? If not, is the project designing ways to address this inequality?
2. Do women and men manage livestock for the same goals and objectives? Do they manage livestock for joint livelihood interests or do they have separate ones? Does the project include strategies to make these intra-household dynamics emerge and be addressed?
3. Who in the household is in charge of making decisions on marketing? Are there any differences in access to formal and informal markets and market information between women and men?
4. What is the role of the different livestock species in social exchanges such as loans, gifts and dowries? Who is responsible for decisions on how and whether livestock are used in this way?
5. Does the project introduce new tasks and responsibilities for the household livestock managers? If so, will these be undertaken by women, men, boys or girls? What are the implications of these new tasks on women and men and what will the project do to assist the household to manage the implications?
6. If the project is designed to provide new energy-, time- and/or labour-saving technologies, are these made available and/or accessible to both women and men? Are you building men's as well as women's capacity to use and maintain the new technologies?
7. If your project is designed to scale up / improve women's small livestock or dairy production, have you incorporated capacity development activities to enhance women's skills and capacities to control and manage the expanded business?



8. Is the project taking into consideration gender differences in access to capital, insurance, credit and savings, if any?
9. Is there any difference between men and women in access to training, extension services, breeding and veterinary services, technology, etc.? Are you addressing these issues in your project?
10. Often, men tend to take over management of small livestock and dairy production enterprises when they become more profitable. Is your project going to design ways to address and mitigate this risk?

Reporting, Monitoring *and* Evaluation

1. Are women and men participating and benefiting from the project to equal degrees? Are there any differences?
2. Has there been any change in the degree and nature of girls' and boys' involvement in livestock work? Can the use of child labour in the sector be said to have declined as a direct or indirect result of the project?
3. Are you collecting feedback concerning the project from both women and men?
4. Is there any difference between the actual results of the project and those originally expected?
5. Have any unexpected outputs arisen? Should they be included in a revised logical framework?
6. Have any new assumptions/risks emerged or appeared? If so, are you trying to address them?
7. Are you collecting sex-disaggregated data to monitor the actual gender-related outcomes and impact of the project?
8. Has labour productivity of women and men in the sector increased?
9. Have working conditions and occupational health and safety improved?
10. Are you documenting gender-related good practices and lessons learned?
11. Are there any good practices or lessons learned that have implications for policy change? If so, have you formulated and communicated them as policy recommendations to the appropriate bodies?



SECTION 2

INTEGRATING GENDER ISSUES
IN LIVESTOCK PROJECTS *and* PROGRAMMES

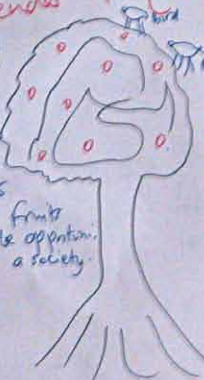
GENDER GAPS

Gender Inequity &
Gender Inequality.

MANGO
FRUIT

be
accessible
to all
animals

Mango fruit
are the opportu-
ties in a society.



Big nature only
accessible to males
lion, hyena & testis



Elephant, Hyena,
Snail, Man, Dog,
Snake, Lion, Cheetah
Elephant looks at or
up at tree.

Interventions to meet the
needs of all gender groups -
Attain 3Es
Special Intervention - for each group.

GENDER ANALYSIS TIPS *and* TOOLS

With the aim of facilitating and guiding livestock experts involved in the design, implementation or monitoring phases of livestock projects and programmes, the following section of this booklet builds on the seven categories of challenges faced by smallholder farmers, especially women, in the livestock sector.

*For every broad challenge, some general suggestions/tips and practical tools have been identified for action. The **tips** and the **tools** are meant to provide general guidance whilst designing, implementing or monitoring a livestock project or programme. As repeatedly underlined, the challenges that both women and men face in accessing, controlling and managing livestock assets vary widely across countries, regions and communities as they are closely linked with the different social, cultural, economic and political environments.*

Always try to adjust and adapt the following section to the specific socio-economic and cultural context of the country, region or community as well as the specific dynamics of the livestock system in that area.

ISSUE

TIPS

TOOLS

Access and control over natural resources

Access to and control over natural resources such as water, energy and biodiversity and particularly access to and ownership of land, are crucial elements in order to enable household members to successfully manage small livestock and dairy farming activities.

Given the complexity of different tenure systems, when starting the design phase of a livestock project or programme, tailor your activity to the context of the region and society and make sure to consider the local statutory and customary laws that can affect men and women's access to and control over water, energy, biodiversity and land.

Consider the way in which these laws and customs can influence livestock keeping in the area, and try to address the consequences that they can have on the successful implementation of your activity.

FAO Land Rights Database

Socio-economic and Gender Analysis – SEAGA:

- Village Resources Maps
- Village Social Maps
- Resources Picture Cards

ISSUE

Distribution of labour, tasks and responsibilities based on sex and age

TIPS

When collecting data during the design or implementation phase of your project/activity, disaggregate it by sex and age and always try to undertake a value chain analysis. This will enable you to understand to what extent different household members are involved in each phase of livestock production. It will show what their respective tasks, roles and responsibilities are within the specific livestock sub-sector that you are targeting.

Furthermore, gender and age analysis will also promote an understanding of the involvement of young people in livestock work and the extent to which age is a constraining or enabling factor in the sector. For example, it is likely that young women, in particular, face double disadvantages due to both their gender and age.

Understanding and addressing the differing roles and tasks that women, men, boys and girls have in relation to management of livestock within households is fundamental for designing projects and programmes that are tailored to different contexts, that are sustainable and that address the often very diverse needs of women and men.

TOOLS

Agri-gender statistics toolkit, FAO

Gender-disaggregated data for agriculture and rural Development, SEAGA

SEAGA:

- Activity Matrix
- Daily Activity Clock
- Labour Analysis Picture Cards
- Farming Systems Diagram

Value chain analysis, USAID

ISSUE

Access to technologies, training and extension service

TIPS

Strengthen women's technical skills by facilitating their systematic inclusion in training in husbandry practices, processing and marketing of livestock products, ensuring that training sessions are also provided in villages and small rural communities.

In convening meetings, training sessions and workshops, take account of women's and men's needs with regard to timing (time of day and period of the year).

Use participatory and culturally sensitive methodologies and, when needed, design women only training sessions.

New technologies that reduce the time women spend on household/reproductive responsibilities can free them to spend more time on income-generating activities in the small livestock sector. Always try to assess women's needs as regards new resource-saving technologies, such as energy-, time- and labour-saving technologies along the livestock value chain. Where a project introduces new technologies, make them equally available and/or accessible to both women and men, and build the capacity to use and maintain the technology.

TOOLS

CARE Gender Toolkit:

- Mobility Analysis

Mainstreaming gender in road transport: Operational guidance for World Bank staff, World Bank

ISSUE

Access to financial services

TIPS

Women and men farmers have different, yet complementary, responsibilities for agricultural production and food security; for this reason, both require access to various financial services that are designed to fit their specific needs.

Advocate for increased opportunity for women to access different financial services such as credit, savings, remittances and insurance schemes in order to provide them with opportunities to scale up their livestock production. Microfinance remains a powerful tool for providing financial resources to smallholder farmers. Micro-credit can also provide an essential entry point for upgrading women's businesses and women's production to a level from which they can then access formal sector financial services.

While liaising with governmental and financial institutions, support, promote and encourage financial services that meet women's needs (risk insurance, inventory, health, life and funeral insurance) and that are tailored to the specific challenges faced by women (i.e. advocate for loans where collateral is not required because substitutes such as solidarity groups, or character references are acceptable).

Also advocate for the establishment of livestock banks that include and encourage women's participation. Building on the recognized link between food security and household assets, these special financial institutions work as an instrument that promotes and facilitates asset accumulation for low-income households.

TOOLS

A guide to gender sensitive microfinance, SEAGA

Credit schemes analysis, Commonwealth Secretariat

Decision tools for rural finance, IFAD

ISSUE

Access to markets

TIPS

When designing a project, clarify the issues and constraints faced by women and men in accessing markets, trading and processing facilities and systems at the local and regional level. In order to improve women's access to markets, encourage and facilitate their access to education as well as their participation in training aimed at improving women's marketing, trading and business skills.

Also, as regards women engaged in dairy farming activities, encourage their participation in training that focuses on standards for milk safety and quality. This can help them not only to improve their access to markets but also to gain recognition as milk traders.

Try to advocate for market reforms that tend to bridge the gap between the formal and informal market sectors, enabling smallholder farmers to cooperate in the processing, transport and marketing of goods. This is particularly important, as 95 percent of local trade in livestock takes place through such informal channels.

TOOLS

Gender dimensions of trade facilitation and logistics, World Bank

Toolkit for practitioners: Gender and poverty targeting in market linkage operations, IFAD

Value chain analysis, USAID

ISSUE

Participation and decision making power

TIPS

Promote the socio-economic empowerment of women by encouraging and facilitating the establishment and strengthening of farmers' groups, cooperatives, producers' organizations and associations. Such groups enable their members to achieve social and economic empowerment as well as boosting their bargaining powers, while connecting them to rural finance institutions and markets. As a result also their access to natural resources and extension services is improved, their decision making power is enhanced and their share of income generated is increased.

Women's voices and leadership within farmers' cooperatives and producers' organizations need to be strengthened and amplified through mechanisms such as specific leadership training for women.

TOOLS

CARE Gender Toolkit:

- Decision making Exercises
- Intra-Household Decision-Making
- Mapping
- Income and Expenditures Pie Charts

ISSUE

TIPS

TOOLS

Occupational health and safety

Consider the gender dimensions of occupational health and safety risks such as exposure to zoonotic diseases, such as HPAI and other hazards associated with the handling of raw meat and dairy products. As women have the main responsibility for household meals, training in food hygiene will only have the desired impact if mainly women are targeted. Include occupational health and safety issues in sector training initiatives and explicitly target women's inclusion in these courses.

As regards dairy farming in particular, pasteurization of cow and goat milk will prevent transmission of zoonotic agents, but will only occur when women are sensitized to these issues and have the skills to act accordingly.

Sensitize stakeholders to specific hazards being faced by girls and boys working in the sector, bearing in mind children's particular vulnerability to zoonotic diseases as a result of their immune systems not yet being fully developed. Include specific hazards faced by children while working with livestock in sectoral training.

Health, safety and environment education manual for agricultural workers, ILO

Participatory epidemiology and women's farming activities (Manual on participatory Epidemiology), FAO





LIST OF SUGGESTED TOOLS *and* RESOURCES

CARE Gender Toolkit <http://pqdl.care.org/gendertoolkit/default.aspx>

Commonwealth Secretariat – Credit schemes analysis manual http://books.google.it/books?id=U02nD6jFDEC&printsec=frontcover&hl=zh-CN&source=gbs_ge_summary_r&cad=0#v=onepage&q&f=false

FAO Agri-gender statistics toolkit <http://www.fao.org/gender/agrigender/agri-gender-toolkit/en/>

FAO Land Rights Database <http://www.fao.org/gender/landrights/en/>

FAO Participatory epidemiology and women's farming activities (Manual on participatory Epidemiology) <http://www.fao.org/docrep/003/x8833e/x8833e03.htm#b9-Participatory%20Epidemiology%20and%20Women&146;s%20Farming%20Activities>

FAO – Socio-economic and Gender Analysis (SEAGA):

- **A guide to gender sensitive microfinance** <http://www.fao.org/docrep/012/ak208e/ak208e00.pdf>
- **Field level handbook** <http://www.fao.org/docrep/012/ak214e/ak214e00.pdf>
- **Gender-disaggregated data for agriculture and rural Development** <http://www.fao.org/docrep/012/al210e/al210e00.pdf>
- **Livestock guide** <http://www.fao.org/docrep/012/al205e/al205e00.pdf>
- **Project cycle management technical guide** <http://www.fao.org/docrep/012/ak211e/ak211e00.pdf>
- **Rural households and resources** <http://www.fao.org/docrep/012/al206e/al206e00.pdf>

IFAD (International Fund for Agricultural Development) Decision tools for rural finance http://www.ifad.org/ruralfinance/dt/full/dt_e_web.pdf

IFAD Toolkit for practitioners: Gender and poverty targeting in market linkage operations <http://www.ifad.org/gender/tools/gender/Toolkit.pdf>

International Labour Organization (ILO) Health, safety and environment education manual for agricultural workers http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/instructionalmaterial/wcms_110199.pdf

USAID Value chain analysis http://www.usaid.gov/our_work/cross-cutting_programs/wid/eg/gate_valuechain.html

World Bank (WB) Gender dimensions of trade facilitation and logistics http://siteresources.worldbank.org/INTRANETTRADE/Resources/Pubs/Gender_Dimensions_Trade_Facilitation_Logistics_Higgins_electronic.pdf

WB Mainstreaming gender in road transport: Operational guidance for World Bank staff <http://siteresources.worldbank.org/INTTRANSPORT/Resources/336291-1227561426235/5611053-1229359963828/tp-28-Gender.pdf>

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SYMBOLS

- ♂ - MAN
- ♀ - WOMEN
- ☺ - BOY
- ☹ - GIRL

- 🌳 - Tree/Forest
- 🏠 - FHH
- 🌾 - HARVEST
- 💰 - MONEY
- 🌱 - VEGETABLE

🐾 - ANIMAL

- * Assets available to women
- * Assets available to men
- * " " children
- ↑ - MATH



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