



D6.6 Gender Action Report

WP6 – Market consolidation, dissemination and training

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Executive summary

The purpose of this document is to describe the FATIMA Gender Action Plan and its implementation.

The rationale behind this plan is the fact that nutrient and water management and agriculture in general have a significant gender dimension and that (according to a large body of research and practical experience) effective, efficient, and equitable management of agricultural resources is only achieved when women and men are equally involved in consultation processes as well as in the management and implementation of agriculture-related services.

The Key importance of gender mainstreaming in agriculture (and all other natural resources management) can be understood even better through recalling the two opposite principal underlying cultural paradigms:

The *hierarchy paradigm* perceives humankind at the top of a pyramid dominating and owning all natural resources, and thus, entitled to exploit them. This in turn leads very often to over-exploitation and the decline of natural resources (in quantity and/or quality), provoking the perception of “peak resources” and “not enough”. In this mindset, humankind is also structured as a hierarchical pyramid, where women are more often than not perceived to be at lower levels than men in that social pyramid.

The *community paradigm* perceives all living beings as in a circle, sharing all resources freely and openly. This goes hand in hand with a strong sense of responsibility for the benefit of all (implying that this brings also benefits to the individuals). This in turn fosters the concept of resources stewardship, which is a step towards sustainable management of resources. In this worldview, all human beings are seen of equal value and with equal rights. This includes gender equality.

Our behavior is marked and determined by the paradigm we adhere to. Current resources management is essentially based on the hierarchy paradigm. Any attempt to make it more sustainable needs to be oriented by the community paradigm. Gender mainstreaming is a key part of that step.

Therefore, the objective of Gender Actions in FATIMA has been fourfold:

1. to achieve a common understanding within the consortium of the importance of gender mainstreaming in farm management and on the facts behind this statement.
2. to apply from the very beginning the principles of gender mainstreaming to all project aspects and activities (i.e., walk our talk);
3. to provide statistics on women and men working in the project, at consortium member and stakeholder organizations levels, and to develop strategies to achieve true Equal Opportunity conditions.
4. to keep monitoring and evaluating progress with the partners, and with their assistance perform a gender analysis wherever possible.

The detailed gender statistics of FATIMA governance bodies and collaborating multi-actor groups reveal a generally high presence of women in the FATIMA sphere of influence, in a sector dominated by men.

The coordination and management team is gender-balanced (50% women, 50% men). The other governance bodies are also characterized by a high presence of women (43% of Regional Managers, 25 % of WP leaders, and 33% of Teamleaders).

The average participation of women (mean value of all pilots) in the series of Regional Meetings, held in each pilot area roughly every six months (one of the vehicles of the multi-actor stakeholder platform) was growing from 26% in month 7 (M7) to 30% in month 24 (M24). From M24 on it remained stable at 30%.



The percentage presence of women in the Advisory Board was 40%.

Due to the specific demographic of the European intensive farm sector, there is a very strong gender bias in the samples accessed in socio-economic surveys (6% women on average) and pilot user evaluation (10% women on average). Consequently, it was not possible to perform a gender analysis proper (disaggregation of sample and separate analysis of each gendered sample).



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1 Introduction and scope

1.1 Background and context

FATIMA set out to develop and demonstrate ways (tools, practices, measures) to help the EU intensive farm sector to become more sustainable. It has addressed this formidable challenge by means of a comprehensive strategy composed by five interrelated and complementary pillars: an active multi-actor community; Earth observation satellite-assisted tools and services to optimize nutrient and water management at large scale; intensive field work to calibrate and validate technology and models; socio-economic assessment; and policy analysis. Gender plays a role in all pillars as we will see below.

International conferences throughout the 1990s and new millennium have consistently highlighted the importance of increasing women's participation in agricultural management, drawing on women's knowledge, and increasing women's involvement as water managers, farm managers, and decision-makers. Women and men are generally responsible for different farm-related tasks at the household level, they have different and generally unequal access to resources and to decision making bodies at all levels.

Research and practical experience have demonstrated (see reference list) that:

effective, efficient and equitable management of agricultural resources is only achieved when women and men are equally involved in consultation processes as well as in the management and implementation of agriculture-related services.

A gender balance ensures that the roles and responsibilities of women and men are mobilized to best effect; the creativity, energy and knowledge of both sexes contribute to making agricultural lands and ecosystems more sustainable; and the benefits and costs of sustainable management accrue equitably to all groups.

Gender plays an important role in most EU policies. Therefore, gender statistics of a project consortium is a contractual obligation to be delivered at the end of each project. However, this is only a small step in the right direction. Much more can and should be done, see Section 2 below. In FATIMA we go beyond the counting of heads in the consortium as much as possible. There are several gender specialists with international experience in the team. This and the generally high level of women's presence in the consortium has helped to maintain gender aspects alive and visible throughout the project.

1.2 Purpose and scope

The purpose of this document is to describe the FATIMA Gender Action Plan and its implementation. Starting from its initial version in M9, the plan has evolved over time and has been updated regularly with statistical input.

Based on the rationale outlined in Section 2 below, the objective of Gender Actions in FATIMA is fourfold:

- ✿ to achieve a common understanding within the consortium of the importance of gender mainstreaming in farm management and on the facts behind this statement.
- ✿ to apply from the very beginning the principles of gender mainstreaming to all project aspects and activities (i.e., walk our talk);
- ✿ to provide statistics on women and men working in the project, at consortium member and stakeholder organizations levels, and to develop strategies to achieve true Equal Opportunity conditions.
- ✿ to keep monitoring and evaluating progress with the partners, and with their assistance perform a gender analysis wherever possible.



The Gender Action Plan aims at ensuring that it is constantly referred to and used to shape the implementation work whilst continuing to focus on the specific goal of FATIMA, which is to optimize nutrient and water management.

1.3 Terminology

We define here the terminology used in this document, following the definitions provided by major gender studies literature. Annex A provides a glossary taken from the Resource guide, 'Mainstreaming Gender in Water Management' published by the Gender Water Alliance and the UNDP guidebook. The following definitions are an excerpt of the key terms:

Gender refers to the different roles, rights, and responsibilities of men and women and the relationship between them. Gender does not simply refer to women or men, but to the way their qualities, behaviours, and identities are determined through the process of socialization. Gender is generally associated with unequal power and access to choices and resources. The different roles of women and men are influenced by historical, religious, economic and socio-cultural realities. These roles and responsibilities can and do change over time.

Sex refers to the biological distinction between men and women.

Gender Equality means that women and men enjoy the same status. Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results. Gender equality is therefore the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play as for example the different roles of women and men in agriculture.

Gender Equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality. In the water and agriculture sectors gender equity often requires specific policies that focus on the technical capacity development of women and the hiring and promotion of women in agriculture to address their historical disadvantage in decision making in these sectors.

Gender Mainstreaming is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of any research and training activity and any proposed guidelines and policies.

For this strategy to work, it must be followed up by Gender Analysis.

Gender Analysis is a systematic way of looking at the different roles of women and men in the project, and at the different impacts the project will have on women and men.

Essentially, gender analysis asks the '**who**' question:

Who does what, has access to and control over what, benefits from what, for both sexes in different age groups, classes, religions, ethnic groups, races and castes?

Gender analysis also means that in every major demographic, socio-economic and cultural group, data are separated by sex and analysed separately by sex.

2 Rationale and strategy of Gender Actions

2.1 Gender issues of relevance in FATIMA

Gender aspects are relevant in this project in three ways, all of which will be jointly addressed in the horizontal issue on gender and in the relevant WPs.

Firstly, **water and farm management and agriculture in general have a significant gender dimension**. Often the industrial farms are owned by men. Our work will address the needs of both female and male stakeholders and will take into account gender-specific ways to deal with technological tools, knowledge and information products in the development of these. Integrated Water Resources Management (IWRM) includes per definition the consideration of gender. An equivalent for farm management has not yet been defined. Many studies (e.g., Zwartveen, 2006) have shown that (among other results)

1. Involving both women and men in food production and integrated water resources initiatives can increase project effectiveness;
2. Using a gender perspective and ensuring women's involvement can support environmental sustainability; and
3. Without specific attention to gender issues, projects can reinforce inequalities and even increase imbalances.

We address these issues in WPs 1.1, 1.2, and 5. WP1 includes an initial gender analysis and subsequent regular monitoring and analysis of gender participation in the multi-actor stakeholder community. The methodology will be based on the gender mainstreaming approach and guidelines of, e.g., the World Bank and the UN Development Program. Special attention will also be placed on the use of gendered language.

Secondly, **technologies can have a significant gender bias** ("toys for boys"). This aspect will be addressed in the assessment of existing or potential technology bias towards selected social groups (part of WP1).

Thirdly, we also consider **women's participation in this project**. The coordinator is a woman, as well as 25% of WP leaders, 43% of regional managers (coordinating pilots), and 33% of Team leaders. The visible presence of women in the project will help increase awareness of gender aspects of the actual thematic work.

2.2 The underlying paradigms

The Key importance of gender mainstreaming in agriculture (and all other natural resources management) can be understood even better through recalling the two opposite principal underlying cultural paradigms:

The *hierarchy paradigm* perceives humankind at the top of a pyramid dominating and owning all natural resources, and thus, entitled to exploit them. This in turn leads very often to over-exploitation and the decline of natural resources (in quantity and/or quality), provoking the perception of "peak resources" and "not enough". Without entering here the discussion of the fact that in this mindset, humankind is also structured as a hierarchical pyramid, it is worth noticing that women are more often than not perceived to be at lower levels than men in that social pyramid.

The *community paradigm* perceives all living beings as in a circle, sharing all resources freely and openly. This goes hand in hand with a strong sense of responsibility for the benefit of all (implying that this brings also benefits to the individuals). This in turn fosters the concept of resources stewardship, which is a step



towards sustainable management of resources. In this worldview, all human beings are seen of equal value and with equal rights. This includes gender equality.

Our behavior is marked and determined by the paradigm we adhere to. Current resources management is essentially based on the hierarchy paradigm. Any attempt to make it more sustainable needs to be oriented by the community paradigm. Gender mainstreaming is a key part of that step.

2.3 The FATIMA Gender Policy

This section is identical to the gender section in the FATIMA Consortium Agreement, which has been signed by the legal representatives of all partners before grant agreement signature and thus, has legally binding character.

(The Parties are all partners who have signed the grant agreement; the *General Assembly* is the assembly of all partners)

Equal Opportunities

When selecting personnel, the *Parties* will apply objective criteria to assess potential suitability for work within the *Project*. All *Parties* will aim to ensure that, within the scope of the *Project*, no job applicant or employee receives less favorable treatment on the ground of race, color, nationality, religion, ethnic or national origins, age, gender, marital status, sexual orientation or disability.

The *General Assembly* will review selection criteria and procedures to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

The *Parties* are committed to a continuing program of action to make this policy effective and bring it to the attention of everyone involved in the *Project*. The *Project's* Description of Action (grant agreement Annex I) calls for the development of a protocol on equal opportunities for women especially when hiring students and other personnel. This protocol will be developed within the Gender Action Plan and will be adopted by all *Parties* in relation to the staff working on the *Project*.

The Gender Action Plan provides the overall gender equality approach of the *Project* and the initial guidelines of how to achieve an effective gender balance through positive actions.

In particular, the *Project* will promote the UN and EU guiding principles on gender equality in every aspect of its application. This means that the *Parties* will address the gender imbalance that is currently prevailing in the research world of the academia with actions that show an effective increase of women researchers. At the same time, it will also ensure that rural women in the case study areas will contribute to the research process in the stakeholder workshops and also benefit from the use of new technologies through training.

*) Article 4 of the United Nations Convention for the Elimination of all Forms of Discrimination against Women states:

"1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

The European Union Council recommendations on the promotion of Positive Action for women of 13th December 1984 (84/635/EEC) recommends amongst other measures:

That Member States adopt a positive action policy designed to eliminate existing inequalities affecting women in working life in order to eliminate the prejudicial effects on women in employment or seeking employment and to encourage the participation of women in sectors where they are at present under-represented.

Furthermore, the Member States are to promote positive action both in the public and in the private sectors and to establish a framework



containing appropriate provisions designed to promote and facilitate the introduction and extension of such measures
--

3 FATIMA Gender Actions overview and results

3.1 Presence of women in the consortium

We summarize here the statistics of women's presence in the project at different levels: FATIMA governance bodies (coordinators, WP leaders, and Regional Managers), consortium (teams of all beneficiaries), multi-stakeholder platform, and Advisory Board. The first two are consortium-internal (FATIMA governance bodies), while the latter two are external. All are within the FATIMA sphere of influence.

3.1.1 Presence of women in FATIMA governance bodies

Table 1 provides an overview of women's presence in the extended coordination team. The FATIMA governance structure consists of five interacting bodies: Coordination (coordinator Anna Osann and co-coordinator Alfonso Calera), the management team (coordinators plus project assistant and project manager), the thematic WP leaders, the Regional Managers (coordinating activities in pilots), and the Teamleaders (persons in charge of each partner's teams). The coordination and management team is gender-balanced (50% women, 50% men). The other governance bodies also exhibit a high presence of women (43% of Regional Managers, 25 % of WP leaders, and 33% of Teamleaders), in a sector dominated by men.

Table 1. Presence of women in FATIMA government bodies (see text for explanations).

	Coordination	Management team	WP leaders	Regional Managers	Teamleaders
women	1	2	3	3	7
men	1	2	9	4	11
TOTAL	2	4	12	7	21
% women	50%	50%	25%	43%	33%

3.1.2 Consortium statistics by sex (contractual obligation)

Table 2 provides an overview of the presence of women and men in the FATIMA consortium (all team members of all partner organizations). The total number of women among 164 team members is 55, giving a percentage of women's presence of 34% on average of all partners (with a range from 0% to 67%). This information is part of the contractual obligations at the end of the project.

Table 2. Gender picture within FATIMA Consortium at project end.

Partner n°	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Women in team	3	0	2	3	5	2	4	2	2	7	1	2	1	1	0	6	3	2	0	7	2
Men in team	13	3	3	7	9	1	3	6	5	9	9	3	8	7	2	9	4	0	1	8	5
% women	19	0	40	30	36	67	57	25	29	44	10	19	0	40	30	36	67	57	25	29	44

3.2 Participation of women in multi-actor groups

3.2.1 Multi-stakeholder community platform

Table 3 shows the statistics of women's participation in the series of Regional Meetings, held in each pilot roughly every six months. These Regional Meetings were one of the vehicles of the multi-actor stakeholder platform (see D1.1.2). It shows an increase of the average participation (mean value of all pilots) from 26% in month 7 (M7) to 30% in month 24 (M24). From M24 on it remained stable at 30%.

The between-pilots range of women's participation decreased from 0-67% in M7 to 15-50% in M24 and beyond.

Table 3. Evolution of gender picture in FATIMA Regional Teams (including core stakeholders) from M7 to M36.

PILOT AREA	Marchfeld (AT)	Dehtare (CZ)	Avignon (FR)	Thessaly (GR)	Tarquinoa (IT)	La Mancha Oriental (ES)	Gediz (TR)
women (M7)	4	3	0	0	2	8	10
men (M7)	2	8	3	9	10	21	14
TOTAL TEAM (M7)	6	11	3	9	12	29	24
% women (M7)	67%	27%	0%	0%	17%	28%	42%
women (M24)	6	4	1	3	2	8	9
men (M24)	6	8	3	17	10	21	14
TOTAL TEAM (M24)	12	12	4	20	12	29	23
% women (M24)	50%	33%	25%	15%	17%	28%	39%
% women (M36)	50%	33%	25%	15%	17%	28%	39%

3.2.2 Presence of women in FATIMA Advisory Board

The FATIMA Advisory Board was composed by 5 persons from different backgrounds related to the agricultural sector, 2 of them were women and 3 were men. Thus, the percentage presence of women in the Advisory Board was 40%.

3.3 Gender disaggregation in thematic WP activities

Several WPs involved surveys and stakeholder consultations, specifically, WP1.2 (survey and choice experiment, CE, in the context of extended socio-economic analysis, visioning exercise) and WP5 (evaluation of FATIMA services in pilots). Gender aspects of the multi-stakeholder platform developed and monitored in WP1.1 has been addressed in section 3.2 above.

Due to the specific demographic of the European intensive farm sector, there is a very strong gender bias in the samples accessed in WP1.2 and WP5, see Table 4. Consequently, it was not possible to perform a gender analysis proper (disaggregation of sample and separate analysis of each gendered sample).

Table 4. Gender statistics of stakeholder groups involved in surveys and evaluation.

	Survey & CE		Detailed pilot evaluation with users						
	AT	IT	AT	CZ	FR	GR	IT	ES	TR
women	12	17	0	0	1	0	0	1	0
men	230	233	2	1	1	3	1	5	2
Total sample	242	250	2	1	2	3	1	6	2
% women	5%	6.8%	0%	0%	50%	0%	0%	17%	0%

4 Conclusions

This document has described the FATIMA Gender Action Plan and its implementation. The rationale behind this plan is the fact that nutrient and water management and agriculture in general have a significant gender dimension and that (according to a large body of research and practical experience) effective, efficient, and equitable management of agricultural resources is only achieved when women and men are equally involved in consultation processes as well as in the management and implementation of agriculture-related services.

Therefore, the objective of Gender Actions in FATIMA has been fourfold:

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The percentage presence of women in the Advisory Board was 40%.

Due to the specific demographic of the European intensive farm sector, there is a very strong gender bias in the samples accessed in socio-economic surveys (6% women on average) and pilot user evaluation (10% women on average). Consequently, it was not possible to perform a gender analysis proper (disaggregation of sample and separate analysis of each gendered sample).

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Zwartveen, M., 2006, *Wedlock or deadlock? Feminists' attempt to engage irrigation engineers*. Ph.D.Thesis, Wageningen University, 342pp.

5.2 Websites

Gender and Water Alliance, 2003. *Gender Mainstreaming in Integrated Water Resources Management: Training Of Trainers Package*.

This training package is intended for managers, planners and trainers who are concerned with policy development and implementation of integrated water resources management programs and projects. The main objective of this training package is to provide program and project staff with a sufficiently detailed account of the gender approach in integrated water resources management to help them in implementing their activities.

Available at: http://www.cap-net.org/captrainingmaterialsearchdetail.php?TM_ID=101

UNIFEM.

The site provides articles on women and gives an insight into the impact of privatisation on women. It argues that privatisation has led to lack of access for women as water becomes too expensive, see:

http://www.unifem.org/attachments/stories/at_a_glance_water_rights.pdf.

(The Resource Guide will be updated regularly and is available in the GWA website www.genderandwater.org as well as via links in the partners' websites. All comments and additions are welcome)

IRC study of Community Water Supply and Sanitation projects

A study by the International Water and Sanitation Centre (IRC) of community water supply and sanitation projects in 88 communities in 15 countries found that projects designed and run with the full participation of women are more sustainable and effective than those that do not involve women as full partners (Wijk-Sijbesma, 2001).

A Gender Perspective in Water Resources Management Sector, SIDA

<http://www.sida.org/shared/jsp/download.jsp?f=WaterRes6%5B1%5D.pdf&a=2527>



The European Commission and the United Nations launched the programme “EC/UN Partnership for Gender Equality in Development and Peace”, where UNIFEM and ILO will work in partnership with practical approaches to incorporating gender equality and women’s human rights into aid programmes supported by the EC, for more information see:

http://www.unifem.org/attachments/stories/20070308_ECunifemPartnership_eng.pdf

Annex I. Glossary

Adaptation (adaptive capacity and adaptive strategies) refers to the ability of livelihood systems to cope with or adapt to change by reducing their vulnerability through strategies such as livelihood diversification by developing the requisite skills and capacities as well as access to supporting resources such as micro-credit.

Empowerment is about people – both women and men – taking control over their lives: setting their own agendas, gaining skills, building self-confidence, solving problems and developing self-reliance. No one can empower another: only the individual can empower herself or himself to make choices or to speak out. However, institutions including international cooperation agencies can support processes that can nurture selfempowerment of individuals or groups.

Gender is the culturally specific set of characteristics that identifies the social behaviour of women and men and the **relationship** between them. Gender, therefore, refers not simply to women or men, but to the relationship between them, and the way it is socially constructed. Because it is a relational term, gender must include women **and** men. Like the concepts of class, race and ethnicity, gender is an analytical tool for understanding social processes (Status of Women, Canada, 1996).

Gender Analysis is a systematic way of looking at the different roles of women and men in development and at the different impacts of development on women and men. Essentially, gender analysis asks the 'who' question: who does what, has access to and control over what, benefits from what, for both sexes in different age groups, classes, religions, ethnic groups, races and castes? Gender analysis also means that in every major demographic, socio-economic and cultural group, data are separated by sex and analysed separately by sex. A gender focus - that is looking at males and females separately, is needed in every stage of the development process. One must always ask how a particular activity, decision or plan will affect men differently from women, and some women or men differently from other women and men (Rani Parker, 1993). Looking at how water management tasks are divided across the sexes and age groups shows for example on which aspects water projects need to work with women or with men, as within families, different categories of women, and men, tend to have different tasks, decision-making power and knowledge (van Wijk, 1998).

Gender Equality means that women and men enjoy the same status. Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results. Gender equality is therefore the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play as for example the different roles of women and men in water resources management.



Gender Equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality. In the water sectors gender equity often requires specific policies that focus on the technical capacity development of women and the hiring and promotion of women in water resources management to address their historical disadvantage in decision making in these sectors.

Gender Mainstreaming is the process of accessing the implications for women and men of any planned action, including legislation, policies and programmes in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality [*by transforming the mainstream*] (ECOSOC, 1997, emphasis added).

Gender Relations constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as “natural” but are socially determined relations, culturally based, and are subject to change over time.

Integrated Water Resources Management or IWRM is a process which promotes the coordinated development and management of water, land, and related resources in order to maximize the resultant economic and social welfare in an equitable manner without compromising the sustainability of vital ecosystems. (Global Water Partnership/Technical Advisory Committee)

Intersectionality is about recognising that women experience discrimination and violations of human rights not only on the basis of their gender but also from other power relations that are due to their race, ethnicity, caste, class, age, ability/disability, religion, and a multiplicity of other reasons including if they are indigenous.

Livelihood comprises the capabilities, assets (material and social) and activities required for a means of living. A livelihood can be said to be sustainable when it can cope with and recover from stress and shocks, and maintain or enhance its capabilities and assets without undermining the natural resource base.

Resilience is the capacity of a system, community or society to resist or to change in order that it may obtain an acceptable level in functioning and structure. This is determined by the degree to which the social system is capable of organising itself, and the ability to increase its capacity for learning and adaptation, including the capacity to recover from a disaster (self-organise).

Risk is the expected damage or loss due to the combination of vulnerability and hazards. People are considered at risk when they are unable to cope with a disaster.

Stakeholders are those who have an interest in a particular decision, either as individuals or as representatives of a group. This includes people who influence a decision, or can influence it, as well as those affected by it.

Vulnerability defines a set of conditions and processes resulting from physical, social, economic and environmental factors which increase the susceptibility of a community to the impact of hazards.

Water governance refers to the range of political, social, economic and administrative systems that are in place to regulate the development and management of water resources and the provision of water services at different levels of society.

