



Gender In Extension and Advisory Services

Global Forum for Rural Advisory Services (GFRAS)

Part of the *New Extensionist Learning Kit*

Why gender in extension?

- Contributes to positive change in agriculture
- Questions assumptions about gender roles
- Helps to understand differences between genders
- Keeps abreast with changes in society





Study Unit 1

Understanding gender and basic gender analysis

Overview

- Study unit 1 is about:
 - Basics of gender
 - Difference between gender and sex
 - Gender roles
 - Gender-based division of labour
 - Access and control of resources

Basics of gender

- What people think being a man or women means
 - This differ between cultures
- Helps us to determine who does what, where and why

Gender vs. sex

Gender

- Expectations people have about men and women
- Differs between cultures

Sex

- Biological differences between males and females
- Stays the same across cultures



Sex determination

Sex can be determined in different ways, depending on the species

Gender roles

- Assumptions about gender roles are often made
- The assumptions are based on physical and biological reasons
 - Physical: Men are physically stronger than women
 - Biological: Culture's gender expectations

Gender roles in agriculture

- Men are often responsible for commercial crops
- Women are more often responsible for subsistence crops
- Agricultural tasks vary between men and women depending on:
 - Resources available
 - Who is responsible for making decisions
 - How decisions are made
 - The goals of the task

Gender differences in agriculture

Commercial farming



Subsistence farming



Division of labour

- Understanding the division of labour helps to:
 - Determine the targets of information and technologies
 - Understand the gendered nature of daily and seasonal workloads

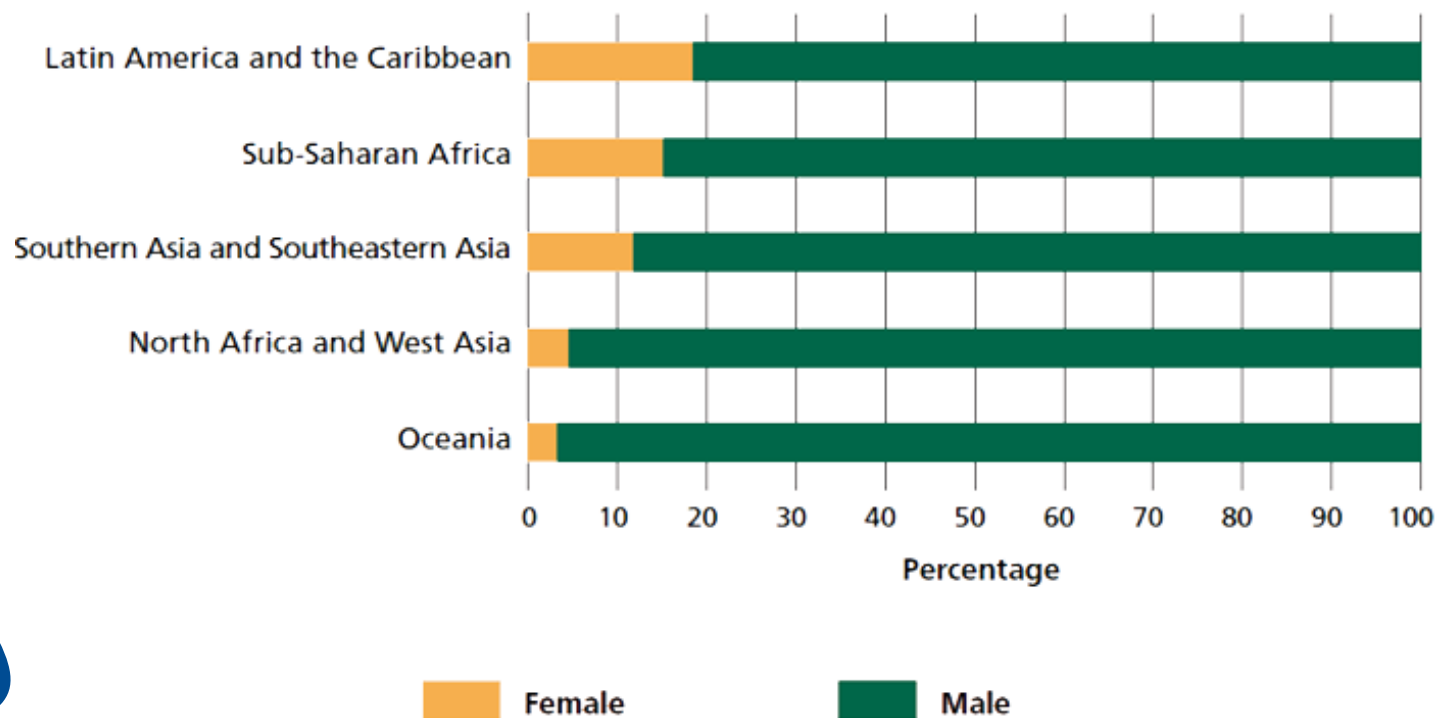


Division of labour in agriculture

- Men and women perform the following types of activities:
 - Production
 - Reproduction
 - Political or community
- Most activities are influenced by gender

Access and control of resources

- **Access:** permission to use a specific resource
- **Control:** ability to decide:
 - Who land is allocated to
 - What is produced on it
 - Who can sell or trade the land



Access vs control in agriculture

Graph shows the share of male and female agricultural holders in main developing regions

Source: The state of food and agriculture. 2011. Women in agriculture: Closing the gender gap for development

Access and control in agriculture

- Men and women in the same household make different decisions that may contradict each other
 - Who decides which crops to plant
 - Who gets the income and from which crops
 - Who goes to training workshops
 - Who has access to technology

Identifying access and control

- Help identify targets for new technologies and approaches
- Prevents unintentional distribution of technologies
- For example: Putting new technologies in the hands of people who will never use it



Study Unit 2

Opportunities and entry points for working with women

Overview

- Study unit 2 is about:
 - Power dynamics
 - Positionality
 - Women's groups
 - Self-reflection

Power dynamics

- Identifying who has power is very important
 - Helps with targeting the correct people with technology and techniques
- Kinds of power:
 - Power over
 - Power with
 - Power to
 - Power within

POWER n.

**IS THE ABILITY TO
MAKE OTHERS DO
WHAT YOU WOULD
HAVE THEM DO**

1:16 / 7:01



HD

Power

To understand gender inequality, you must understand power

Kinds of power

Power over

- Power of the strong over the weak

Power with

- Collective power of a group

Power to

- Ability to make decisions

Power within

- Personal self confidence

Different types of power

- Visible power
 - Formal rules, structures, authorities, institutions and procedures of political decision making
- Hidden power
 - Controlling who gets to the decision making table
- Invisible power
 - Influences who and what makes it to the decision-making table

What type of power?



Only male
government



Banker approving
loans



President of the
United States

Positionality

- Refers to where a person fits into his society
 - Race
 - Gender
 - Class
 - Age
- Helps to identify how the position of a person affects the type of power they may have

Picking a *women's group*

- Not sufficient!
- Not all groups are the same
 - Composed of different people
 - Have different purposes
 - More or less powerful in the community
 - Operate differently
- Not interested in advice



Working in groups

- When working in groups consider the group dynamics:
 - Who are the group members?
 - How did they join?
 - Was anyone excluded?
 - Are there rules?
 - Where are the meetings held?
 - When are the meetings held?
 - Who participates?

Importance of self-reflection

- Identify your own positionality
 - Age group
 - Race
 - Ethnic group
 - Power
- Expand your comfort zone



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