



Addressing Gender for Inclusive Development

Jennie Dey de Pryck
External Expert

Based on a paper by Naila Kabeer
Professor
Institute of Development Studies,
Sussex

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How to move from gender-aware to gender-transformative development

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THIS IS ALL ABOUT EMPOWERMENT

POWER: people's capacity to make choices and exercise influence - in relation to themselves as well as others

EMPOWERMENT: processes by which this capacity is acquired by those who have been denied it



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KABEER'S GENDERED MODEL OF SOCIAL CHANGE:

INSTITUTIONS

**Rules, norms, values,
beliefs, practices that underpin
women's subordinate position**

GENDER CONSTRAINTS

**Gender-specific
Gender-intensified
Gender-imposed**

**AGENCY to challenge or
renegotiate unequal
power relations**



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INSTITUTIONS DETERMINE GENDER CONSTRAINTS

Gender-specific constraints



Gender inequalities

- Reproductive work limits the kind of work rural women can do
- Cultural & class norms/values about « appropriate » work for men and women
- Cultural restrictions on women's mobility

- Gender segregation by sector, occupations, activities
- Men in wider range of jobs, women especially in agriculture
- Women mainly self-employed or unpaid family labour
- Men better paid/higher returns



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Gender-intensified constraints



Gender inequalities

- Legal & customary land ownership and inheritance systems favour men
- Women have less access to education, skills, health care, labour, etc.
- Women work smaller plots than men or as unpaid family labour
- Women less able to adopt improved technologies
- Gender agricultural productivity gaps

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Gender-imposed constraints



Gender inequalities

- Public sector may discriminate though can also offset/transform inequalities

- Women may need male relative's signature on legal acts

- Extension services may neglect women

- Government may neglect or support women in land titling programmes

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AGENCY to challenge or renegotiate unequal power relations

Agency = capacity to exercise choice and pursue goals given:

a. Resources available & terms on which they can be mobilized

- **Material** (land, productive assets)
- **Human** (education, skills, capacity for critical reflection)
- **Social** (relationships and claims & obligations embedded in them)

b. Women's sense of self-worth



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HOW DOES « AGENCY » WORK?

Agency gives women:

VOICE - to seek individually or collectively ways to bring about desired change

EXIT - to withdraw or withhold cooperation from an unfavourable situation



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HOW TO SUPPORT WOMEN'S AGENCY & EMPOWERMENT IN AGRICULTURAL RESEARCH?



POWER WITHIN: steps to enhance women's self-worth
(Listen to/value/build on women's knowledge,
experience, views and aspirations)



POWER TO: capacity to set goals and act on them
(Involve women in planning, implementation, M&E)



POWER WITH: ability to draw on support of others
i.e. « women organizing »
(Support women's own organizations, strengthen their
management & leadership skills in mixed organizations)

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HOW TO BRING ABOUT WOMEN'S EMPOWERMENT



Gender-blind development: excludes women or brings them in on terms that reproduce their secondary status

Gender-aware development: brings economic and welfare benefits to women and their families but does NOT challenge the *status quo* (can lead to unanticipated transformations)

Gender-transformative development: promotes structural changes to address power inequalities

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EMPOWERMENT AS A PROCESS

May be pragmatic to start with Gender-aware approaches to develop trust & competencies, and identify priorities & opportunities to move into a process of Gender-transformative development

Gender-aware development that improves women's productivity/ incomes/livelihoods has:

- Positive impacts on HH welfare incl. children's nutrition, health, education, etc.
- BUT limited impact on women's decision-making power in the HH or community

Gender-transformative development changes structures and relationships to empower women



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GENDER-AWARE & GENDER-TRANSFORMATIVE DEVELOPMENT: IMPLICATIONS FOR AGRICULTURAL RESEARCH

Gender-aware development: irrigation, water-control, soil conservation, extension & training, microfinance, marketing, crop/livestock diversification

(take account of gender constraints and needs in designing and implementing agricultural research)

Gender-transformative development: land reform, land titling, changes in family or inheritance laws, promoting women's own organizations or leadership roles in mixed organizations

(promote research/development for women as independent farmers/managers, focus on women's traditional crops and markets, help women enter new value chains or VC nodes, work with CSOs/POs to support women's organizations, provide management & leadership training)



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CRITICAL MOMENTS IN APPLICATION

- **Formulation of vision, mission and goals**

- **Design**

- **Implementation**

- **M&E**

- **Feedback**

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QUESTIONS FOR YOU

- Improved incomes may not impact on women's HH or community decision-making roles: how can economic development lead to empowerment?
- Greater transforming impacts in public sphere: is this a safer space for women's empowerment/leadership where men feel less threatened and women feel more solidarity?
- Does women's empowerment in the public domain legitimize subsequent empowerment in the HH?
- How can women's success in running e.g. grain mills, be transferred to other enterprises?
- How can successful pilot transformative experiences be replicated or scaled-up?

