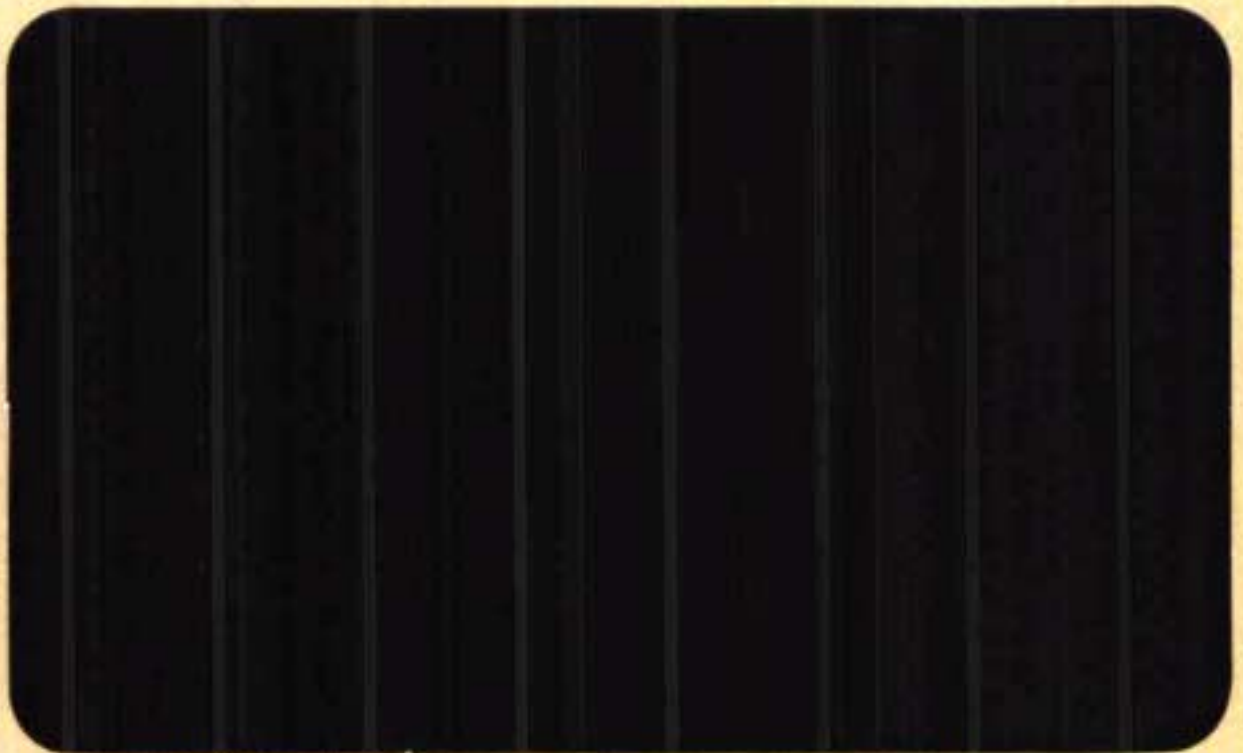


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The Overseas Development Group

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NORWICH UK



**Draft for Discussion**

**Guidelines for the Development  
of Gender-Sensitive Interventions  
by Agricultural Researchers**

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## Foreword

These guidelines are based on the experience of research and development organisations over the last twenty years, both in Nepal and elsewhere, in incorporating gender perspectives into their work. This particular edition is part of the work for a World Bank funded programme to mainstream gender into agricultural research and extension services in Nepal where researchers and collaborators from the Nepal Agricultural Research Council (NARC) are being required to develop gender sensitive interventions. In circulating this draft we are seeking suggestions for improvement, as well as examples of ways in which researchers have already incorporated gender considerations into their work. The guidelines have yet to be discussed in detail in Nepal, where a number of research proposals are being put together, drawing on the approach.

The guidelines rely heavily on two sets of work. Firstly, work completed within research activities that can be placed under the umbrella of the farming systems movement. Details of these can be found in Feldstein and Poats (1989)<sup>1</sup> and in a collection of practical experiences from using these guidelines reported in Feldstein and Jiggins (1994)<sup>2</sup>.

Secondly, the guidelines also incorporate findings from a research programme that was designed to develop an

approach to gender monitoring and evaluation based on what the authors refer to as 'new' understandings of gender in the gender literature<sup>3</sup>. Details of this research can be found in Locke and Okali (1999)<sup>4</sup>.

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<sup>1</sup> Feldstein and Poats (Eds.) (1989) *Working Together. Gender Analysis in Agriculture*, West Hartford: Kumarian.

<sup>2</sup> Feldstein and Jiggins (1994) *Tools for the Field: Methodologies Handbook for Gender Analysis in Agriculture*, London: IT Publications.

<sup>3</sup> This programme, 'Analysing Changing Gender Relations for Monitoring and Evaluation in the Renewable Natural Resource Sector' is funded by the UK's Department for International Development (DFID) under the Socio-economic Methodologies component of the Renewable Natural Resources Research Strategy, with contributions from DFID's Crop Post-harvest Programme. Whilst these guidelines draw on this DFID-funded research project, DFID can accept no responsibility for any information provided or views expressed. These remain the responsibility of the authors.

<sup>4</sup> Locke and Okali (1999) 'Analysing Changing Gender Relations: Methodological Challenges for Gender Planning', *Development in Practice* 9 (3): 274-286.

## WHAT IS GENDER AND WHAT ARE THE CENTRAL ELEMENTS OF A GENDER ANALYSIS?

Gender considerations are central to NARC's adaptive research agenda with its over-riding concern for addressing clients and clients' needs. Current understandings of gender in Nepal are firmly based on an appreciation of gender difference and the need to increase women's access to and control over resources.

### What is gender?

#### Sex

##### Biological differences between women and men

- Differences are fixed and unchangeable
- Differences do not change over time and between cultures

#### Gender

##### Social relationship between women and men

- Differences between women and men are shaped through the history of social relations
- Differences may be changed
- Women's and men's roles change over time and between cultures

**Gender relations** take different forms under different circumstances and are affected by other types of relations between people.

**Gender issues** relate to all aspects of women's and men's lives, their different opportunities, access to resources and needs.

From: Hedman, Perucci & Sundström (1996) *Engendering Statistics*. Stockholm: Statistics Sweden

The Agricultural Research and Extension Programme (AREP) Gender Programme aims to ensure that researchers are in a position to identify the information they need to develop 'gender sensitive interventions'.

For agricultural research, the main call within AREP has been for researchers to:

1. Produce drudgery-reducing technology and low cost production and processing equipment
2. Involve women in outreach trials in order to influence research priorities

It is suggested in some AREP documents that NARC should also carry out policy research relating to women.

Running trials on farms and even encouraging women to manage trials does not automatically translate into benefits for everyone. In order to plan research that is more relevant to women and to be able to assess the implications of the research for women, it is necessary to push the basic understanding of gender beyond an analysis of gender differences in tasks, resources and decision-making and look at the dynamic nature of gender relations.

Such an understanding acknowledges the complexity of gender issues and the fact that gender relations, gender roles and differences in access to and control over resources and benefits, change. There are three key elements of such a gender analysis.

- i) gender relations are constantly changing as a result of women and men themselves strategising, negotiating and bargaining to achieve their co-operative and separate interests
- ii) gender relations are part of wider social relations and women and women's activities cannot be considered as though they are undertaken in a social vacuum
- iii) the meaning of what men and women do and say changes depending a) on the context within which they are doing and saying it, and b) on their individual and joint interests and strategies

## What does this mean?

Firstly, it means that a gender analysis must be placed within our understanding about how social change occurs.

*While change occurs in many different ways, it is understood here that gender relations change as a result of the everyday interactions of women and men. Therefore, while we may collect detailed information about division of labour by sex and age at a moment in time (even over a period of 24 months), this tells us little about how these roles are changing, or rather how those involved might be trying to change them. Without this information, it is difficult to appreciate whether targeting particular roles in our design of interventions is likely to result in desired outcomes.*

Secondly, it means that gender analysis is about the relationship between men and women, and between men and between women, rather than simply about the status and position of men and women.

*A gender analysis must incorporate difference within the categories male and female, and pay attention to the many different statuses and positions of men and*



women within households, families and communities. The analysis must also take account of household differences in different settings. While most of us happily break society down into men and women and husbands and wives, few of us go much further and consider the implications of differences reflected in marital status, education or other variables. Few researchers ask themselves whether there might be other important differences between households beyond wealth, and in large part, where gender analyses may be carried out, rarely do they look at relations outside the household. As we all know, the same man may be adored by a mother, scorned as parent by a teenage daughter, cherished by a sister, loved by a wife and respected by the community. In each situation, the man's gender relation will be different.

Lastly, it means that the meaning of gender roles or activities around an activity such as mulberry production varies depending on the social context within which it takes place.

*The implication (the nature of the obligation) of a man preparing land for a woman's field varies depending on whether that woman is a wife, a sister or a neighbour, for example.*

## GENDER ANALYSIS WITHIN AGRICULTURAL RESEARCH

An abstracted analysis of gender relations for an organisation like NARC makes no sense. For NARC a gender analysis must be rooted in a concrete, focussed and detailed empirical examination of a specific context, such as around the management of a livestock enterprise, or the management of an on-farm trial to examine the possibility of incorporating green manure, or around the introduction of mechanical weeders.

All assumptions about gender relations must be examined in the specific context within which technical change is being considered. The focus will be on changes that take place around the technology itself - we must look at the way in which women and men value and use interventions for achieving their joint and separate objectives, and we must ask,

*How do men and women value the resources and activities that we as researchers feel it is important to improve?*

**What information is needed to address gender concerns within agricultural research?**

It is not possible, or advisable, to devise a standard set of data to be collected by all researchers regardless of the focus of the research itself. There are, however, two obvious data needs.

The first relates to the interventions themselves.

*This information serves as the starting point for developing gender analyses around particular aspects of natural resources that are under investigation.*

The second relates to the locations and people for whom the interventions are being developed.

*As is the case with all client-oriented research, the analysis begins with the identification of locally significant categories of women and men, and situations (both domestic and non-domestic), within which their positions, and therefore their needs, interests and associated knowledge, are the same or vary.*

These two types of information are referred to here as the FIRST and SECOND type of information.

## FIRST TYPE OF INFORMATION

### Information on the interventions

For the technical interventions under consideration, list

- key resources involved
- existing and new activities or changes in the relative importance of different activities
- expected changes in outputs (crop mix, variety characteristics including processing features, production changes, etc.)

## SECOND TYPE OF INFORMATION

### Information on locally significant categories of households and other possible units of analysis and individuals.

For the specific contexts within which the interventions are expected to prove beneficial, identify

- locally significant categories of households
- other possible units of analysis that are locally significant
- significant categories of women and men

This information can be collected in various ways, but especially from local informants ranging from personnel of various agencies working in the area to village leaders.

These data on locations and potential clients serve two purposes. Firstly, they are the basis on which specific research questions can be developed and secondly, they provide the framework for selecting points of contact for the researchers. In all cases, if researchers are to engage with gender and other social concerns, they need a direct point of contact with their proposed final beneficiaries. In some instances these may be processors and traders as well as producers.

Once this level of difference has been identified and used - to select households for trials around particular interventions, or different types of traders for an assessment of a new variety of potatoes, for example - this difference must be maintained throughout the analysis. Some researchers may decide that this level of social analysis is sufficient. However, for those who wish to move further, two other types of information are required.

### Levels of analysis and types of information

<u>First Type</u>	<u>Second Type</u>	<u>Third Type</u>	<u>Fourth Type</u>
Social differences relevant to planned intervention		Gender differences in tasks, resource access and decision making	Changes in gender relations related to planned intervention



***Increasing level of gender analysis***

Following decisions made about units of analysis and categories of people to be included in data collection, initial questions relating to gender concerns need to be developed. This demands a THIRD type of information.

### THIRD TYPE OF INFORMATION

#### Information on gender concerns

In general, in agricultural programmes in many countries, agricultural researchers have been encouraged to begin with questions about the following:

- patterns of labour use by women and men
- patterns of decision-making around natural resources
- patterns of access to and control over outputs and benefits of agricultural activities

While all researchers will have views about local gender relations, it is worthwhile to check these against fact by asking questions about:

- cultural perceptions of agricultural services and technologies
- local values about gender roles, resource allocations and authority
- aspects of local gender relations that are
  - a) relatively accepted and stable
  - b) currently highly contested, fluid or changing

Collection of the more detailed information may be time consuming and may demand greater sensitivity. In one recent study, this type of information was gained from incidental remarks and gestures made by respondents during repeated informal interviews. Researchers will need to make a decision about the level of data that is useful and practicable to collect.

A framework such as this provides us with valuable data for beginning our investigation of gender relations. However, while the analysis of these data takes us a long way, we need a FOURTH type of information if we are to fully assess the value of any research to the individuals concerned. We need to know more about their own separate and joint, short and long term strategies. With the understanding gained from this type of information, researchers will be in a better position to appreciate who might be expected to benefit from a particular intervention.

This information may be initially collected for a small number of units of analysis but in all cases, it will require collecting information jointly and separately from different individuals.

## FOURTH TYPE OF INFORMATION

### Information on strategies and negotiation

This set of data relates to individual and household strategies as they relate to the activities under investigation, and to the possible bargaining and negotiation that does or might take place around any change that might be introduced. A key question might be:

*What are the circumstances within which men and women might bargain for control of a particular intervention?*



## **What does this information look like in practice?**

To illustrate how these four types of information may be acquired, the example is given below of the questions that were drawn up during a recent soils research programme at Makoholi Research Station, Department of Research and Statistical Services, Zimbabwe. In this case, a gender analysis was incorporated within a programme around trials set up to address soil acidity problems by the addition of lime in a maize/groundnut mixture.

### FIRST TYPE OF INFORMATION

#### Information on the interventions

- What key resources are involved: land, labour, time/energy, lime, crops?
- What new activities will be introduced (over and above those normally involved to produce these same crops)?
- What will additional financial costs be?
- What changes are expected in crop/field as a result of adding lime?
- How would the trial/test be described, including differences from 'normal' practice (mixed cropping, etc.)

## SECOND TYPE OF INFORMATION

### Information on locally significant categories of households and other possible units of analysis and individuals

- How will locally significant different categories of households, etc. be identified?

## THIRD TYPE OF INFORMATION

### Information on gender concerns

#### *Key Research Questions*

- What is the likely effect of liming on gender equity?  
(Who is likely to benefit and who to lose?)

#### *Specific research questions*

- Who 'owns' the field?
- Who takes what decisions relating to the field and the crops?
- Who is responsible for completing tasks on the field?
- Who controls crops (and other benefits) produced?

## FOURTH TYPE OF INFORMATION

### Information on strategies and negotiation

#### *Key Research Questions*

- What is the impact of lime on the crop management strategy of women and men?

#### *Specific research questions*

- What are the interests of women and men in different crops?
- How do women and men decide on where to grow the different crops?
- What interests do women and men have in the limed field and the crops on it?
- Have there been changes in crop allocation in the limed field as a result of the experiment? (What are the implications of these changes?)

In this case, the researchers did not include information about the joint and separate livelihood interests of those concerned. If they had, the questions that were drawn up to gain Fourth Type of Information might have included these:

#### FOURTH TYPE OF INFORMATION

##### Information on strategies and negotiation

*Additional questions that might have been asked around the joint and separate livelihood interests of those concerned:*

- Who has an 'interest' in the maize and groundnuts?
- What did you get from the groundnut/maize crop last season?
- How much was sold and how much was kept for consumption?
- How was this determined? (Who took what decisions and at what point in the year i.e., immediately after harvest, 2 months later, etc. What bargaining took place?)
- Is there any difference between the output from different fields?
- What is the value of the groundnuts/maize for meeting the livelihood needs of the women and men involved?
- How is change likely to be valued? I.e., of expected project outcomes
- How do these fit into the interests and strategies indicated from answers to the questions above? (How does this fit into the individual and joint plans and trends in their livelihoods?)

## **An endnote on methodologies**

Methodologies to be employed in this approach to analysing changing gender relations are not yet fully developed. A number of methods and tools for gathering information appropriate to this approach are being considered. These include:

### **Household case studies**

- Role of each household member relative to specific activity
- Joint household strategies
- Individual members' strategies
- Intra-household negotiations and bargaining

### **Personal life histories**

- Past, present and future livelihood strategies
- Event histories around specific enterprises like dairy

### **Panel studies of**

- Assessments of actual change
- Assessments of desired change
- Actual strategising/bargaining
- Observations of tension and strategies for resolving these
- Resolutions of conflict

### **Focus group (of similar categories/types of people) discussions**

- Cultural stereotypes and behaviour
- Desired changes and expectations
- Strategies used

### **Observations (recorded by field workers/producers)**

- Daily events (recording actual behaviour)
- Conversations (cultural stereotypes)
- Assessments of change, opinions about change
- Covert strategies

## **Interviews**

- Semi-structured
- Informal
- Held jointly and separately

## **Visual tools**

- Mapping
- Drawing diagrams

## **Attitude tests, ranking and scoring**

Reports of the pilot studies in which collaborating researchers incorporated this analysis into existing RNR programmes will contribute to methodology development. Focus groups were used to gather information in some of these studies, but in general, the emphasis was on household case studies as a strategy, and informal interviewing as a tactic. A preliminary assessment of these studies suggests that this has enabled successful in-depth investigation. However, some concern has been expressed about wider applicability of these results, and the question of generalisation still needs to be clarified.

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