



Practitioner's Guide:

Gender Mainstreaming



Gender Mainstreaming Approaches in Land Use Planning and Natural Resource Management in Ethiopia



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Gender Mainstreaming

Example:



Gender Mainstreaming approaches in Land Use Planning and Natural Resource Management in Ethiopia

Gender Mainstreaming efforts are embedded into a long term process, however development projects have been identified to play a major role in initiating and supporting Gender Mainstreaming in developing countries. In Ethiopia, Gender Mainstreaming efforts have been supported by the GTZ project "Land Use Planning and Natural Resource Management in Oromia Region (LUPO)". The project, during its limited time span, has been able to mainly focus on

- ▶ policy advise,
- ▶ strengthening of a gender balanced participatory land use planning,
- ▶ awareness creation on gender issues, and
- ▶ support of female farmers to improve their income and receive greater social acceptance.

The project setup also incorporates the principles of gender mainstreaming. Staff acquisition procedures have been adopted to promote a gender balance of male and female staff members. When this was not possible, it was compensated by female consultants and interns. Female and male project staff as well as counterpart staff have been trained on the integration of gender issues into all activities. Participatory Land Use Planning (PLUP) and Participatory Rural Appraisal (PRA) activities were carried out actively involving the male and female population. The frame conditions (e.g. time and location of activities, flow of information within the community) have been considered in order to avoid disadvantages for the male or female target groups. In a number of surveys, men and women have been interviewed separately, where gender disaggregated information was desired. Generally, gender disaggregated data was used to analyse the existing situation in the districts and communities.



*Photo 1:
Gender mainstreaming
often implies
empowerment and
training of women*



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Step 1: Analysis of the present situation

Besides statistical analysis, a number of surveys have been carried out by Gender consultants, in order to analyse the given situation of gender imbalance. Furthermore, opportunities for development and Gender Mainstreaming approaches were pinpointed.

In rural Ethiopia, living conditions for women are worse than those for men. For example, the adult illiteracy rate is for women (aged above 15 years) 67 % while for males it is 56 %. Life expectancy of women lies below the life expectancy of men. In rural areas, access to land is (mostly) given to male headed household.

Step 2: Creating awareness on gender issues within a given context

The project first started to discuss gender issues within the project context. Gender trainings were then conducted for the project and counterpart staff.

In a second step, the creation of awareness on gender issues was extended to communities in the project area. The local authorities from district, sub-district and village level have been included in the process of sensitisation.

Step 3: Identify gender-specific differences on all policy and society levels with male and female groups

During the process of Participatory Land Use Planning (PLUP), male and female farmers were separated in groups in order to collect gender disaggregated experiences and knowledge for the preparation of the land use plans and the formulation of community action plans. The groups separately identified and prioritised the problems persisting in the community and identified measures to resolve them. After groups of women and men separately analysed the situation, they participated in a moderated negotiation process in order to merge both lists of problems and to possibly reprioritise them.

The experience of the project is, that men and women have many problems in common, however sometimes the priorities vary between the sexes. It has to be emphasized, that a crucial point is the mediation between women's and men's demands in order to develop a joint community action plan reflecting the views of both sexes.



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Figure 1: Gender Mainstreamed PLUP approach within LUPO

Male group: resource mapping



Female group: resource mapping



Merging female and male views to a community action plan

Male group: analysis and prioritisation of problems

Female group: analysis and prioritisation of problems



Activities carried out by gender balanced committees



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Step 4: Identification of feasible measures which consider and alleviate gender inequalities

Tools from participatory planning were applied during separate group discussions like, including

- ▶ seasonal calendar,
- ▶ resource mapping,
- ▶ institutional landscape mapping (venn diagrams).

In addition to standard PRA tools, specific gender analysis tools were used in separate groups, including

- ▶ activity and income profile,
- ▶ daily time budget chart,
- ▶ access and control profile,
- ▶ analysis of social political position of women compared to men's
- ▶ determining influencing factors (laws, norms, culture etc.).

For the analysis of the women's groups, female facilitators were assigned, in order to create an atmosphere, which is not dominated or influenced by men.

All information gathered was then merged during a community action planning (CAP) workshop. The product of the workshop was a gender balanced community action plan addressing both women and men. Equal importance was given to women's and men's ideas.

Step 5: Discussion on possible impacts of these measures with sensitised experts

All activities developed during the community action planning workshop were checked against strategic development goals, feasibility and available budgets. The consensus between all parties is an important step for a successful implementation of the action plan. The discussion on gender issues with all experts helps to spread the idea of Gender Mainstreaming amongst authorities (local government and line departments).



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Step 6: Implementation of feasible measures

The implementation of action plans is done by project implementation committees, which have been identified during the CAP workshop. The facilitators consider the gender balance when establishing Land Use Planning (LUP) committees, in which half the members are women.

Some activities within LUPO have been designed to support disadvantaged women, e.g. scale credits, training on horticulture, the dissemination of energy saving stoves.

Furthermore, LUPO supports the integration of gender aspects into LUP policy formulation, e.g. through the support for issuing land titles to jointly husband and wife or the integration of gender aspects into questionnaires of LUP policy baseline surveys.

Step 7: Monitoring of the impact of these measures, adaptation on demand

During the iterative process of land use planning and plan implementation, impacts on Gender Mainstreaming have been monitored, plans, approaches and activities have been refined if deemed necessary. Regular field visits, reviews and monitoring and evaluation activities are proven to have a positive impact on the target group. Development indicators show that

- ▶ the situation of women in the project area has gradually improved,
- ▶ activities initiated by the project are continued through traditional women's groups,
- ▶ women's economic activity has contributed to the wealth and income of the family and is highly accepted,
- ▶ women participate actively in the process of participatory land use planning.



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Lessons learnt

The lessons learnt by the project in the field of gender mainstreaming in participatory land use planning include:

- ▶ Women are empowered by training, improved access to production resources (land, credit, education).
- ▶ Women are involved in public and family decision making.
- ▶ A higher number of women participate in economic activities.
- ▶ Household incomes in rural areas have stabilised.
- ▶ Successful farmers attract fellow farmers to take over the concepts of Natural Resource Management for their own benefit (multiplication effect).
- ▶ Many women are respected and accepted as farmers.
- ▶ Women are supported to perform off-farm activities, which helps to reduce the pressure on land and other natural resources.
- ▶ The commitment in natural resource management is linked with access to credit for women and with other development activities (promotion of apple, enset, beekeeping).
- ▶ The introduction of Natural Resource Management (NRM) activities into the women's credit groups (promotion of energy saving stoves, forage production "cut an carry") was successful.
- ▶ Gender disaggregated data are used for monitoring the impact on natural resource management activities.
- ▶ Men are mobilised for natural resource management activities initiated by women's activities.
- ▶ Men try to influence women's activities.
- ▶ Women separate from the mixed groups and establish women's groups, as women have different free time during the day for soil and water conservation activities and different working attitudes than men.