

# Programme Goal and Objectives

The overall goal of the programme is to strengthen the gender focus of IFAD-financed projects in Eastern and Southern Africa. It constitutes an integral part of a capacity-building process that includes such critical elements as practical guidance, analytical tools and explicit activities. Thus the programme is being implemented by IFAD together with the field staff of the projects it finances. The programme's success depends upon the experience, knowledge and collaboration of field-level PMUs, which are staffed with national personnel, usually from government services. Direct lines of communication to the IFAD target group are also important. One of the objectives of the programme is to enable PMUs to develop solutions and measures that are applicable within their local context and tradition.

Better project/programme design and implementation with regard to gender issues – specifically, to address the different constraints and opportunities facing poor rural women and men – require better information and a knowledge base attuned to the realities both of the region involved and of the people of that region. To strengthen this base, IFAD must:

- fully understand its own experience and that of other donors in representative operations and countries;
- consult with rural women and men on local priorities and proposals that could be incorporated into existing projects; and

- field-test innovations on a tightly monitored basis, with a cycle of diagnostic studies, broad beneficiary consultation and action research.

To address these needs, the following programme objectives have been established to:

- help ongoing IFAD-supported projects develop strategies for mainstreaming gender and strengthen the implementation of projects that already have gender strategies;
- provide project staff with the necessary skills for conducting gender analyses (or 'analyses of difference') so that they will obtain concrete knowledge regarding women's and men's different situations and practical aspirations in the various project areas;
- ensure that monitoring and evaluation activities capture the impact of project performance on different beneficiary groups;
- help selected projects develop field-level pilot activities, monitored through action research, that are aimed at raising performance and increasing impact in addressing gender-based constraints on women's livelihood strategies; and
- draw lessons for the design and implementation of future projects.

# *Analysis of Relationship Problems Identified by Women*

<b>Problems Identified by Women</b>	<b>Causes of Problem</b>	<b>Coping Strategies</b>	<b>Possible Solutions</b>
Heavy workloads	<ul style="list-style-type: none"> <li>• socio-cultural practices</li> <li>• gender division of labour</li> <li>• men spend less hours in productive work</li> </ul>	<ul style="list-style-type: none"> <li>• women work longer days</li> <li>• children (especially girls) help in various tasks</li> </ul>	<ul style="list-style-type: none"> <li>• labour-saving technologies</li> <li>• services (water, health) near homes</li> <li>• sensitization of both women and men</li> <li>• men to assist with some household tasks</li> </ul>
Limited control over assets	<ul style="list-style-type: none"> <li>• socio-cultural tradition</li> <li>• women do not have inheritance rights</li> <li>• men make decisions regarding the acquisition and use of resources</li> <li>• women lack collateral to acquire assets</li> <li>• services biased towards men</li> </ul>	<ul style="list-style-type: none"> <li>• women form self-help groups</li> <li>• women buy or hire their own plots of land</li> <li>• women maximize use of limited land available by intercropping</li> </ul>	<ul style="list-style-type: none"> <li>• gender sensitization</li> <li>• legislation for joint ownership</li> <li>• services and credit available to women and men</li> </ul>
Limited contribution to decision-making	<ul style="list-style-type: none"> <li>• norms, culture</li> <li>• men refuse to let women attend meetings</li> <li>• low status of women in society</li> <li>• women's internalized sense of inferiority</li> </ul>		<ul style="list-style-type: none"> <li>• gender training</li> <li>• leadership training for women and men</li> <li>• effect cultural changes so that women can have access to positions of responsibility</li> <li>• hold meetings at times convenient to women</li> <li>• encourage women to participate in various stages of the project cycle</li> </ul>
Unequal distribution of household income	<ul style="list-style-type: none"> <li>• socio-cultural norms</li> <li>• husbands traditionally control income</li> <li>• sale of crops and assets are the prerogative of men</li> <li>• embezzlement of household income by men</li> </ul>	<ul style="list-style-type: none"> <li>• women engage in off-farm work and off-season activities to earn income</li> <li>• formation of women's groups</li> <li>• women hide coins from men</li> </ul>	<ul style="list-style-type: none"> <li>• promote income-generating activities for women</li> <li>• facilitate economic empowerment of women</li> </ul>