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**Integrating Gender into Natural Resources Management:
An Annotated Bibliography for Development Policy, Projects and Planning**

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Introduction

The roles of both women and men in development and specifically the major contributions women make to family welfare and overall development often go unrecognized in natural resource management policy and project planning. To counteract what continues to be a widespread and pivotal omission, acknowledging such gender roles and accounting for women's knowledge can lead to the achievement of social equity and environmentally sound and productive development.

In recent years, increasing numbers of documents and articles have been written on gender in natural resource management and sustainable development. Recognizing the importance of this literature and its lessons, the Center for International Development and Environment of the World Resources Institute has supported the preparation of an annotated bibliography on this subject.

Featuring ideas and guidelines for designing gender-sensitive policies and projects in the realm of natural resource management, the bibliography is intended for the international development community, including researchers, practitioners, and students in the field. Included are examples of policies and projects that address the needs of women, providing methods for incorporating this dimension into sustainable development work. The material was selected to provide a state-of-the-field representation of major themes, lessons, and advancements. Books and published articles comprise the majority of the bibliography; other articles and unpublished materials were included for their useful contributions to the topic. While First World sources outweigh those by authors from developing countries, an attempt to include more titles from developing country researchers and policymakers yielded mainly chapters in books; books were included when they were available.

The bibliography uses the working definition of gender as "a socioeconomic variable to analyze roles, responsibilities, constraints, and opportunities of people involved in the development effort. It includes both men and women." Gender analysis is characterized as being "the analysis of male and female roles and responsibilities, their interactions with project goals, strategies, and outcomes in projects or development processes." Gender blindness consists of "the inability to perceive that there are different gender roles and responsibilities; the perception that farmers and technology are male or neuter; and the failure to realize that development/project activities can have different effects on men and women" (USAID, 1989).

Sustainable development is broadly defined to encompass the interlinked aims of environmental soundness, social equity, and economic productivity. The bibliography therefore covers a range of sectors and issues including agriculture, economic policy, and gender training. Such areas may not be commonly perceived of as relevant to natural resource management, yet they impinge upon environmental and economic conditions. Literature covering a wide diversity of topics offers useful lessons and ideas. Some overlap exists in the categorization of documents. For example, a publication found under the heading of project planning could also fit in the policy section or even with the agricultural literature.

Chapter One summarizes general introductory literature on women and the environment, to provide background information. Chapter Two abstracts policy papers on engendering sustainable development and specific documents on Women and Environment/Development in Latin America, Sub-Saharan Africa, and Asia and the Near East. Policy statements of governmental development agencies are included for the United States (USAID), Canada (CIDA), Japan (JICA), and others. Chapter Three describes documents regarding the applied aspects of development planning including local planning, suggestions for meeting gender needs, case studies, and workbooks that address strategic questions to remove gender blindness from sectoral planning. The distinction between gender planning and women in development planning is for organizational purposes. Chapter Four focuses on documents with guidelines and lessons learned from forestry projects. Chapter Five, on agricultural issues, first highlights gender analysis in agricultural research and summarizes many documents pertaining to agricultural extension services. Two documents on agrarian reform are subsequently cited, as are others on various topics in agricultural development. Chapter Six covers institutional gender training and its implications for policy analysis. Chapter Seven examines several economic issues as they relate to women in development, including materials on the significance of the gender variable in achieving overall economic development. Other annotations outline papers on women's access to credit and the effects of structural adjustment on women. Chapter Eight contains annotations on theory, which provide a conceptual underpinning for an understanding of women in world development. The chapter places the concept in an historical context and offers an overview of past and current debates. The final entry identifies key strategic research areas -- reproductive rights, the environment, and economics -- as articulated in a North/South Colloquium.

Policies and projects regarding women in development have been recommended since the 1970s. The inextricable linkage between gender roles and the environment has emerged as a critical concern in development throughout the developing world and can no longer be ignored. Consideration of these linkages will lead policy research and planning closer to the goal of successful natural resource management and sustainable development. Implementing projects and policies and supporting women's own energetic initiatives are necessary next steps. This bibliography is intended to help in achieving this goal.

I. Women and the Environment

Women and Environment in the Third World: Alliance for the Future

Dankelman, Irene and Joan Davidson. London: Earthscan Publications Ltd. in association with IUCN, 1988.

A compendium of case studies that illustrate women's efforts and activities in environmental and natural resource management and conservation, this book describes how women directly experience environmental crises, and how they respond by taking action to conserve the natural resources on which their lives depend. The book illuminates the complexities of the problems, while highlighting positive actions women have taken.

Part I looks at women, environment, and natural resources. The first chapter provides a sketch of women's living conditions in rural areas of the developing world. The other chapters in Part I cover the main sectors: 2) Land: Women at the Center of the Food Crisis; 3) The Invisible Water Managers; 4) Women and Forests: Fuel, Food and Fodder; 5) Women's Energy Crisis; and 6) Human Settlements: Women's Environment of Poverty. Each chapter begins with an overview of the problems then offers at least three case studies to illustrate what women have done to cope with their situation and how NGOs and governmental agencies have supported their work.

Part II, entitled Women and Environmental Conservation, begins with three interviews of women working for conservation. The case study format continues with four more chapters. The first is on Training Women; the second is Planning the Family: A Woman's Choice? The third, Women Organize Themselves, profiles several of the main networking systems women have established. The fourth, The International Response, reviews the 1970s "Decade for Women" and the policies of major international environmental and development organizations. This is a reference for general information, citing several examples of successful projects for and by women. It ends with a discussion of how women can and are working together for the future. The case examples of successes can provide a basis for policy proposals that encourage women's participation in project organization and execution.

Women and the Environment: A Reader -- Crisis and Development in the Third World

Sontheimer, Sally, ed. New York: Monthly Review Press, 1991.

The complex relationship between women in developing countries and the environment as their base for survival is the theme of this collection of essays. Because women explicitly encounter the effects of environmental degradation, they have mobilized to prevent such degradation and to protect their rights. The book is divided into four sections, with the first three providing an overview of women's use and management of the main life-sustaining systems: land, forests, and water. The fourth highlights a few of the many successful women's initiatives to improve their lives and their communities through environmental protection and/or repair.

The first chapter, written by Irene Dankelman and Joan Davidson, looks at the critical issue of land, the food crisis, and women's role in agriculture, where the central problem is women's lack of legal rights to land and control over land resources. Three case studies of sustainable agricultural methods practiced by women are included. The question of land rights is addressed further in the next essay on "Women in the Fight Against Desertification."

The third chapter describes the importance of forest products for women in order to meet basic needs and provide a source of income, and looks at the effects of deforestation on women and their families. It "analyses the impact of forestry projects on women and offers suggestions to policy makers and development workers on how to formulate projects that assure both women's participation and project success." In one essay, Bina Agarwal addresses the fuel-wood crisis in South Asia, its causes, impacts on the poor, and past projects that have failed to address local needs for forest products.

Water use and management is the topic of the third section. The fifth essay, prepared by INSTRAW (the United Nations International Research and Training Institute for the Advancement of Women), covers women's present and potential role in this area, examining the neglect of women's participation as a reason for failure of past projects. Suggestions are given for enhancing women's participation in water-related development projects.

The last section of the book focuses on women's initiatives and opens with two case studies on women's mobilization in urban areas of Latin America. The first one, by Caroline Moser, addresses the environmental, infrastructural, and land use problems in human settlements that hinder women's ability to provide shelter for their families. Her work points to the necessity for women to mobilize the community and the government to make changes. The next essay describes a successful community development project that combines low-income housing with efforts to protect and restore the natural environment. The last two essays chronicle two well-known examples of women's mobilization for the environment: the Chipko movement and the Bankura story. Provided by the International Labor Organization (ILO), the Bankura story describes how rehabilitation of "wastelands" translated into a successful income-generating project for women.

All of the examples cited in this book illustrate experiences of women organizing to defend the environment and to secure their right to land and economic and social status. Documentation of these experiences sheds light on how these goals can be achieved by women organizing independently as well as in conjunction with government support. Delineating the weaknesses of previous schemes is helpful because it eliminates what doesn't work. Insights into the finer points of the issues, well-documented data and policy suggestions make this indispensable reading and resource material for a wide audience, including policymakers and project managers.

Women and the Environment

Rodda, Annabel. Women and World Development Series. London: Zed Books, 1991.

This book is a key resource for providing information and raising awareness. Rodda encapsulates the format: "Essential background information on the environment is provided in Chapter 2, which sets out salient environmental issues, showing the complexity of the interaction between human activities and the physical environment. Chapter 3 focuses on the importance of women in the environment in their role as users, producers and managers. It details their work as collectors of forest products and of water, and as farmers and income earners, as well as their contributions as discerning consumers and practicing environmental managers. The effect of the environment on women's lives, and the fact that they are so often the innocent victims of its degradation are detailed in Chapter 4, which also includes social considerations and environmental health. Chapter 5 highlights positive action taken by women, despite the limiting constraints. Attention is given to their key role in education and communication and the practical ways in which they are improving and conserving the environment. These activities are illustrated by specific case studies in Chapter 6, which not only provide detailed information, but can also serve as models. The final section of this chapter is concerned with women's participation and includes strategies for planning and suggestions for research. More detailed reference information, together with guidance for study and action, is contained in the annexes."

This book explains thoroughly and clearly the nexus between the state of the environment and the role of women. It warns of the implications of environmental degradation for women and highlights successful efforts by women to improve the environment. The case studies provide inspiring examples of what can be done in spite of existing constraints. The book comes to life through first-hand testimonials by women from rural areas. This is a comprehensive look at women, environment, and development which can serve as a general reference and provide promising models for action in the face of adversity.

Groundwork: African Women as Environmental Managers

Khasiani, Shanyisa A., ed. Nairobi, Kenya: African Centre for Technology Studies, 1992.

Written mainly by Kenyan women, this book aims to inform global efforts to arrest environmental degradation. It provides examples of rural women's ongoing contributions to environmental conservation, with special acknowledgement of Kenyan women's roles. It also challenges development workers to examine existing policies and programs and to restructure them in a way that recognizes the important role women play in the use of natural resources. Recommendations include research, legal reform, and more sensitivity to women's central role in resource use and conservation in order to meet the challenges.

Chapter 1 provides an historical perspective on women and the environment in Kenya, showing how management exercised by some government sectors and development agencies has led to marginalization and overburdening of women and consequent environmental degradation. Chapters 2 and 3 discuss women's central role in natural resource management, including food production and

conservation of soil, water, forests, and wildlife. Chapter 2 portrays women's natural resource use as holistic and aimed at meeting basic needs and concludes that marginalization of women is responsible for the crises being experienced in Africa. Chapters 4 and 5 cover women, domestic energy, and fuelwood supply, noting that increasing inaccessibility threatens the welfare of women and their families. Chapter 5 recommends that women must be empowered through participation in implementation and evaluation of such projects as tree planting and associated stove programs. Also, communities are encouraged to develop their own self-sufficiency schemes. The next two chapters discuss the importance of communication in environmental management particularly among farmers, extension officers, policy planners, and implementers. The last two chapters examine the history of Kenya's environmental law and policy and the impacts on women and demonstrates that sustainable development requires restructuring of existing policies to involve women in their formulation and implementation. The author contends that such action would solve problems of poverty and ensure women's use and ownership of natural resources, thereby encouraging sustainability.

The volume concludes that Kenyan ecosystems and populations are in a crisis, with women being affected most. Khasiani contends that development strategies have failed because of blindness to local environmental and cultural conditions. Exploitative and oppressive gender relations are thus perpetuated, making it impossible for women to efficiently manage resources.

II. Policy Documents

A. Engendering Sustainable Development

Gender Bias: Roadblock to Sustainable Development

Jacobson, Jodi. Worldwatch Paper 110. Washington, D.C.: Worldwatch, 1992.

In this paper Jacobson demonstrates the multi-layered phenomenon of gender bias. It includes the invisibility of women's contributions when household labor is not valued in economic terms, the exclusion of women's needs from development policies and programs, and the denial of access to land, credit, and other resources. These factors combine to expand population growth and environmental degradation. Jacobson posits that birth rates would be voluntarily reduced in response to increases in women's productivity and control over resources. She suggests that improved development strategies would benefit men and women equally, would involve women in designing and carrying out specific programs, and would correct conventional economic policies that increase poverty and women's burden. Using examples of social and economic impediments to sound natural resource management in Africa, Asia, and Latin America, Jacobson establishes that "until gender bias is confronted, there can be no sustainable development." A section on female poverty and the population trap assigns the population problem to misguided government policies that ignore the needs of the poor, triggering human and environmental deterioration. Recommendations for achieving development goals conclude the paper: 1) asking women what they want (i.e. favorable terms of trade for commodities, investments in appropriate technologies, reproductive health information and services); 2) immediate action to increase productivity of subsistence producers (i.e. women's access to land, credit, tools); 3) changes in the definitions and assumptions of conventional development policies (i.e. redefining productivity, value, and work); 4) collection of information to create a realistic picture of subsistence economies and the benefits of development; 5) gender-sensitive research and development in the sciences and appropriate technologies; 6) without delay, directing resources into the education of young girls and the training of older women; and 7) establishing policies that increase women's access to credit, and opportunities to establish businesses, earn income, and create jobs. Jacobson acknowledges the difficulties of adopting such reforms, but proposes closer cooperation between women's movements in the North and South, such as support from grass-roots women's groups in wealthy countries, to be important means to advancing such changes.

Women and Ecologically Sustainable Development: Engendering the Debate

Brown, Valerie A. and Margaret A. Switzer. Australian National University: Center for Resource and Environmental Studies. For the Office of the Status of Women, Department of the Prime Minister and Cabinet, 1991.

The stated purpose of this paper is to ensure that "women's perspectives and needs are incorporated into the formulation of ecologically sustainable development strategies." With women's environmental risks and responsibilities in mind, the paper holds five policy principles for sustainable development: 1) social equity; 2) safeguarding national and personal security; 3) precautionary resource management; 4) full valuing of resources (including unpaid work); and 5) environmental education that includes women's concerns.

Key recommendations for injecting gender issues into policy formulation on ecologically sustainable development suggest the following: 1) examining the role of the household sector in the context of ecologically sustainable development; 2) developing strategies for sustainable household management; 3) that all agencies responsible for developing environmental impact assessments review their terms of reference to incorporate health and social impact considerations; 4) applying affirmative action principles to encourage women to participate in all stages of resource planning, management, and impact assessment; and 5) valuing the household sector, community support systems and the health of children as part of full resource accounting.

A statistical breakdown of the Australian labor force ensues. The next chapter on community, environment, and development provides a framework for progress towards sustainability by discussing the balance among these three dimensions of society. Within that same chapter, the term "development" is split into four modes: human, social, economic, and ecological. The status of women and men in relation to each mode is discussed.

The final chapter consists of principles and strategies for ecologically sustainable development, concluding with an integrated policy framework that details specific recommendations regarding the five main principles mentioned above.

Feminizing Development -- For Growth with Equity

Tinker, Irene. Paper presented at Global Objectives Conference at University of California, Davis. Overseas Development Network, 1990.

Dispelling any remaining misconceptions that women's activities have no bearing on national economies in developing countries, Tinker stresses the importance of women's productive roles in the economy. The myths she refutes are that 1) women are men's dependents; 2) women don't "work"; 3) women aren't farmers; 4) work with animals is men's domain; 5) women's income is only "pin money"; and 6) women don't understand business. She asserts that these myths, which have little basis in reality, hinder the creation of development projects that can improve women's conditions. The insights Tinker provides can aid in the formulation of alternative policy options and more appropriate project intervention.

Because policy planners often work under these misconceptions, they intervene inappropriately. Policies must address the realities of poor women in developing countries, like the long hours they must work to merely survive. Women must be seen as independent individuals with their own needs, problems, and responsibilities. Program planning can reflect these realities and provide redress, for instance, by increasing women's access to agricultural extension services. Legalization and enforcement of land ownership rights is another way to further women's independence.

Tinker criticizes the welfare approach; she emphasizes the value and success rate of projects where women's abilities are taken into account. She supports programs that enhance women's opportunities for self-employment, income-generation, and reduction of drudgery through small-scale technologies. Credit extension would be an inexpensive way to accomplish these goals. National governments continue to ignore these small projects because they think of them as marginal efforts that require a heavy investment in staff without the promise of replication, despite the fact that many of these small "women's projects" are successful.

Tinker makes three final recommendations: first, major development programs should address the needs of both women and men; second, women's organizations in every country should expand their political role; and third, policy makers need to understand the effects of macro-economic policies on the poor and appreciate the differential impact such policies have on women and men.

B. Regional Policies

Engendering Development in Asia and the Near East: A Sourcebook

Mehra, Rekha and David Bruns, Paul Carlson, Geeta Rao Gupta, and Margaret Lycette.
Washington, D.C.: International Center for Research on Women, 1992.

New strategies to increase the integration of women into AID's programs for Asia and the Near East for the next decade are the two major themes of this study. One such strategic theme is to strengthen the private sector in order to promote sustainable economic growth. The other is to enhance democracy, supporting the economic goals of the first theme by creating freer political, legal, and regulatory systems. The background for and implications of these changes are the subject of the sourcebook. The sourcebook covers trends in Asia and the Near East with respect to women's participation in economic and public life, private enterprise, agriculture, the environment and natural resources, education, health, population, and nutrition. The many tables and figures are relevant, organized, and visually accessible. The text provides background on conditions and constraints for women in these regions.

Policy and program options are clearly outlined in tables and then explained in the text, a format that highlights ways to integrate women into each chapter's sector focus. One weakness is that general conclusions and policy recommendations are made for the whole region, although statistics are provided for only a sampling of countries. These generalizations could prove inappropriate in light of country-to-country variations. The sourcebook's documented policy and program options for integrating women into development will be pertinent to USAID as the agency designs its

involvement in the region. The chapters on Agriculture and on the Environment and Natural Resources, which describe the overall development climate in that region, make this a useful guideline resource for developing policy and program options.

Women, Poverty and the Environment in Latin America

Paolisso, Michael and Sally Yudelman. Washington, D.C: International Center for Research on Women, 1991.

The comprehensive nature of this report makes it a valuable tool in planning for sustainable, gender-balanced development in Latin America. The executive summary provides an overview of the environmental crisis there. The report points to energetic efforts by Latin American women's groups to organize and implement projects to combat documented environmental degradation. The authors call on donors to help expand these efforts. The means to further this work include supporting dialogue between researchers and practitioners, providing assistance for bottom-up programs that address gender issues and environmental concerns, and bolstering guided collaborative and interdisciplinary research.

According to the authors, women's environmental role can be strengthened by integrating gender-sensitive policies into national and regional development efforts. The main policies endorsed in the report include supporting women's access to land and credit. The land policy recommendations promote secure title to land for poor farmers, alternative systems of tenure, and legislation to enable women to inherit, gain access to, and hold title to land. Regarding access to credit, the paper recommends that national credit policies should be revised to remove constraints that traditionally prevent women from obtaining loans. Legal reform is also called for so that women will be allowed to borrow in their own names.

By enumerating integral policy, program, and research actions, the report charts a clear course for the work of those planning and/or researching in the field of natural resource management with an eye towards women's involvement.

Parenthetically, an appendix lists organizations in Latin America with Women and Environment activities by country.

Linkages between Gender Issues and the Fragile Environments in Sub-Sahara Africa

Clones, Julia. Poverty and Social Policy Division. Washington, D.C.: The World Bank, 1991.

Clones contends that in order to complete a "systematic examination of gender developments, one needs to identify the 'levels of interactions' (from global to household), and the systems (legal, traditional, institutional, educational, economic or exogenous factors) that have delineated them." She describes systems that institutionalize discrimination against women and discusses women's comparative lack of access to resources and control, highlighting the linkages between soil degradation and household food supply; desertification and household water supply; and deforestation and household energy needs.

Part IV provides approaches to gender-sensitive policy formulation. The primary policy components named are access to and control of productive inputs, including financial, technological, educational, technical, and informational tools. Some specific examples are credit and agricultural extension services.

Clones describes a proven means to success for development projects, a model based on broad community participation. Women's groups have rarely been consulted in the past, but Clones maintains that women's participation in project planning, design, and implementation would enhance overall project success. She goes on to describe methodologies for local participation. After suggesting significant research areas that need to be addressed, she ends by summarizing what she considers to be the fundamental approaches and objectives of gender interventions.

C. Donor Policy

Gender, Environment, and Development: Some Interlinkages

Swedish International Development Authority (SIDA). A report from a seminar held in Stockholm as part of preparations for UNCED. Brazil: SIDA, 1992.

This publication contains the three papers presented and a summary of discussions. The introductory address by Dr. Martin Holdgate, the Director General of the International Union for the Conservation of Nature (IUCN), expresses the need for analysis of the social aspects of communities in order to shape sustainable natural resource management strategies.

The first paper presented, "Gender, environment and resources: Issues, approaches, and a West African case study," by Dr. Melissa Leach offers an alternative approach to policy discussions that examines gender relations, not just women's roles. She uses a case study to illustrate her point. Leach identifies trends in looking at the relationship between women and the environment, the main one focusing on women's practical roles as managers and users. Examples of managing annual crops, tree crops, and wild plants highlight the importance of understanding the gender and age divisions of labor and decision-making.

"You've got to know who controls the land and trees people use: Gender, tenure, and environment" is the title of the second paper, co-written by Louise Fortmann and John Bruce, which looks at tenure issues in cases where transfer of legal title does not automatically confer the right to control the land or the trees. Fortmann suggests that concept of ownership is less useful than the concept of manager or user. Policies that do not take into account women's roles, interests, and needs may have unintended negative consequences because women's security of access is very fragile since they are not considered property holders.

Professor Dianne Rocheleau presented her paper "Whose common future? Gender division of rights, responsibilities, knowledge, and work in rural landscapes," which suggests an engendered land-user approach in analysis of landscape and work activity. She also emphasized understanding of gender-specific access and production patterns. Responsibility for agricultural work shifts as men are drawn away because of wars and labor migration. Planning for sustainable development requires concrete knowledge about women's and men's roles as land users.

Brief discussions were held after each presentation. The 19 main points raised were summarized in SIDA's six main conclusions and recommendations on gender, environment, and development:

- the shift from an exclusive focus on women to a gender focus is a methodologically useful one and that there is a need for adequate methodological models for gender analysis, such as Participatory Rural Appraisal;
- there is an urgent need to critically re-examine concepts, data-collection methods and planning models so that gender groups and dynamics are included;
- a shift in policy and planning focus from outsiders to local communities is a precondition for successful policies and planning;
- it is important to involve a wider range of expertise and to promote greater collaboration between disciplines;
- in-house learning processes i.e. sensitization and training within organizations working with policy development are crucial for the achievement of conceptual changes required for the inclusion of a gender perspective in environmental policy formulation; and
- the UNCED agenda needs to be brought to the local level.

A.I.D. Policy Paper: Women in Development.

USAID Bureau for Program and Policy Coordination. Washington, D.C.: USAID, 1982.

This is the official Women in Development policy paper for USAID which provides the policy framework and overall practical guidance for each sector and for the agency as a whole in its efforts to incorporate women into the development process. The paper summarizes the USAID Women in Development (WID) policy, provides a rationale for it, and highlights the key policy issues. Steps toward implementing WID policy are enumerated as the final element of this paper.

USAID's basic policy is to take into account the actual and potential roles of women in less developed countries in carrying out its development assistance program. On a country-by-country basis, USAID will create project designs that reflect the distinct roles and functions of women, develop strategies for explicitly benefitting women and girls in all sectors, collect gender-disaggregated data, and carry out gender-specific social and economic analysis, monitoring, and evaluation. USAID will also support women's institutions and programs. USAID recognizes that women's productivity is important to personal, family, and national well-being and can be increased by improved access to resources, education, training, and efficient technologies. USAID will therefore support efforts to alleviate biases against women through policy reform and experimental programs. USAID acknowledges that women as family managers have special development needs that must be met if they are to produce a healthy, productive workforce. USAID supports the development of institutions and transfer of appropriate technology for women as well as men. Acknowledging the gaps in knowledge about gender differences, USAID supports research in such areas as intra-household dynamics, income needs and sources of women and men, women's contribution to agriculture, fuel and water needs and sources, and incidence of households that are actually or *de facto* female-headed. Finally, USAID seeks to increase the knowledge and skills of its staff in planning projects that effectively engage women in the development process.

The rationale for USAID's Women In Development policy is based on the fact that women face different development constraints than men. When these gender differences are misunderstood, projects are poorly designed, and returns on project investment diminish. Gender role differences need to be factored into development intervention. USAID sees the major issues as within the realm of agricultural development, employment, and income generation in the formal and informal sectors. AID's approach to women's employment and income generation includes revising dominant measures of women's economic activities, mediating in instances when female workers are displaced by labor-saving technologies, and supporting women's organizations. Other policy issues involve human resource and institutional development, including health and nutrition. AID's energy and natural resource conservation policy recognizes women as important providers and consumers of energy, and USAID therefore has made efforts to introduce fuel-, energy-, and labor-saving technologies. Water and health policies recognize women as primary users and haulers of water and promote community acceptance of improved water supply and sanitation programs.

In spite of certain constraints, AID's policies will be implemented by introducing gender distinctions in terminology, data disaggregation by sex, explicit description of strategies to involve women, involving more women in USAID's participant training programs, evaluating programs according to gender differentials, and promoting projects to reach women who are particularly constrained by cultural conditions.

Women in Development: AID's Experience, 1973-1985.

Carloni, Alice Stewart. Vol. 1. Synthesis Paper, USAID Program Evaluation Report No. 18. Washington, D.C.: USAID, 1987.

The way in which USAID has interpreted its WID mandate over the years is the subject of this report, which examines the implications for overall development goals a selection of USAID projects geared to women. The author concludes that "gender variables influence the success of development projects and the quality of the entire development effort. These findings suggest that a better understanding of gender roles in developing country societies is a key to understanding the development process itself."

The paper provides 10 practical suggestions for project design, implementation, and evaluation that include adequate gender analysis. The importance of gender for achievement of project purposes is discussed with reference to agricultural production, natural resource conservation, income generation and employment, education and training, energy, and water supply and sanitation. Evaluation findings show that in either women-only projects or gender-sensitive mainstream projects, women's participation is contributing to very successful economic development. It became apparent that these contributions can be even greater when projects are adapted to overcome institutional barriers to women's participation. This document provides case examples and commentary that are convincing evidence of the value of women in development efforts and the efficacy of the WID approach.

CIDA Action Plan

Canadian International Development Agency (CIDA). Women in Development Division. Quebec: CIDA, 1986.

This five-year action plan, which appears in this booklet in both French and English, consists of nine operational measures to integrate women from developing countries into the development process. None is specific to natural resource management, but these measures serve as guidelines for gender-sensitive project development and program management. Some are similar to plans common to WID projects from USAID and other agencies. Others that are original include: evaluating employee performance with regard to ability to incorporate women into assistance projects under his/her responsibility; training programs for developing country scholars; and a directive that CIDA officers reflect women in development issues in their presentations. The policy framework containing WID goals and policy and operational objectives for CIDA conclude the plan. Some policy objectives entail increasing response to the development objectives of women by supporting their efforts to participate in development and their initiatives to improve their situation, and by expanding their participation in the design, implementation, and evaluation of development interventions. Some operational objectives include developing explicit plans to include and benefit women and girls from less developed countries in operational plans; developing specific training programs for staff; and promoting an integrated and operational approach to WID by multilateral organizations.

Study on Development Assistance for Women in Development

Study Group on Development Assistance for Women in Development. Tokyo: Japan International Cooperation Agency, 1991.

The surveys, studies, discussions, and reports that the Japan International Cooperation Agency (JICA) commissioned in response to growing efforts to include women in development activities have contributed to the formulation of effective policies to integrate women's concerns into Japan's development assistance. This is especially important now that Japan has become the world's largest aid donor, in spite of its lack of reference to natural resource management issues.

After an explanation of the basics of Women in Development, recommendations for the integration of women's concerns into Japanese official development assistance are given. These cover Japan's basic approaches to WID and outline priority areas for development assistance, including the promotion of economic participation, education, health, medicine and family planning, and greater participation in environmental protection and management. Areas considered as priority development procedures involve reformation and enhancement of national machinery and NGOs in developing countries, and enhanced access to information.

Annexes provide such further information on Japan's WID efforts as descriptions of training courses and a list of WID-related projects Japan is supporting. The final annex is a revised edition of Guiding Principles on Women in Development, which expresses JICA's mandates and policy guidelines, plans of action, administrative measures, and implementation policies and procedures.

III. Project Planning

A. Local Planning

A Woman's Perspective in Public Planning - Municipal Planning on Women's Terms: Experience from the Project to Involve Women in the Local Planning Process

Skjerven, Randi. The Norwegian Project. Norway: Ministry of Environment, 1981.

Needing to find new solutions to the crises in Norway's public economy, the Norwegian Ministry of Environment began exploring a diversity of approaches to the planning process. It became apparent that the dominance of men in planning positions meant that planning was based largely on male premises, attitudes, and values, overlooking the values of the other half of humanity.

Six ministries and six municipalities became involved in the project, which had a three-fold objective:

- to acquire knowledge about how to integrate women's values and needs into municipal plans and to develop models for achieving this goal;
- to develop municipal plans that place greater emphasis on female perspectives with regard to the environment, industrial and employment policy, and health and social welfare policy; and
- to spread the knowledge obtained from the project to other municipalities.

In the course of the project's execution, the main areas of priority in the Municipal Plan changed. Technical and economic themes were replaced by such themes as the organization of everyday life, employment, childcare, and environmental issues. The basic female values the project identified are human worth, the whole population, and participation.

Progress was slow, but much support came from the general population, and the hopes made visible by the community working groups provided a foundation for social and organizational change. It is admittedly a difficult task to change people's attitudes and conceptions of values, but with slow, methodical activity, it may happen.

This report enumerates some worthwhile goals of the Norwegian government. These have relevance to general goals for sustainable development in their aspiration to integrate women's perspectives into the planning process. These goals can guide development of strategies to involve women more in the planning process.

Mobilizing Women in Local Planning and Decision-Making: A Guide to Why and How To
Norwegian Association of Local Authorities (NALA), the Ministry of Environment (ME), and the
Ministry of Foreign Affairs (MFA). Oslo: NALA, ME, and MFA, 1991.

Suggesting specific methods to include women's voices in the local planning process, this booklet recommends that the place to start is examining women's situation, values, and needs. This perspective is useful in the formulation of policy, because it enables the concerns of everyone affected to be addressed, whether at the local, regional, or international level.

In the section "A closer look at planning for women by women," methods to mobilize women for participation in local planning are described. These include meeting with women where they are, identifying female leaders and motivating them to participate, starting with issues important in everyday life, underlining the "all win" situation, recognizing the importance of face-to-face contact, strengthening the women's confidence in themselves, arranging small self-governed groups, and clearly defining the facilitator's role in the process. To involve women in the fact-finding process, the booklet suggests that the women need to design their own research. The importance of studying the present situation as well as looking ahead is stressed. An important part of the planning process is the development of visions and goals for the community to assist in following through from planning to action.

The experience of these Norwegian officials can teach valuable lessons. When women are involved in a process the sense of ownership creates imagination and persistence, which in turn generate better and more sustainable solutions. More sustainable solutions mean healthier investments and a solid foundation for overall development. A one-year perspective, a 3- to 5-year perspective, and a 10-year perspective outline some possibilities for what can be achieved through the process, and what will come of the plan that was developed.

The assertion is made that this decentralized approach, from data collection to input into project design, will allow for a true representation of people's needs. This appears to be an appropriate model for local planning. If this method is applied to development measures or policy, cultural and logistical constraints of the local area must be considered. Whether the method can be supported at decision-making levels beyond local ones, or with various polities, must be determined on a case-by-case basis.

B. Gendering Planning

"Gender Planning in the Third World: Meeting Practical and Strategic Gender Needs"
Moser, Caroline. *World Development* 17 (1989) No. 11:1799-1825.

Moser contends that in spite of the Women in Development approach that has proliferated throughout much of the world, the issue of gender has not been satisfactorily incorporated into development planning. She presents a gender planning framework that provides methodological tools to address the complexities of gender divisions.

Moser begins by identifying women's prioritized concerns and then translating those needs into the means by which they can be satisfied. She calls for recognition in planning of women's role as reproductive, productive, and community managers. In addition, clarification of socioeconomic, ethnic, and religious differences is essential to provide realistic parameters for interventions.

Moser's methodological technique for planning involves meeting two types of gender needs, practical and strategic. Practical gender needs arise from women's primary responsibilities for domestic work. The majority of policies, programs, and projects directed at women worldwide are designed to mesh with the existing sexual division of labor. Strategic gender needs transcend basic practical needs by attempting to change structural problems that hinder development and basic human justice. Some examples of strategic gender needs are the abolition of the sexual division of labor, and the removal of institutionalized forms of discrimination such as laws prohibiting women from owning property or gaining access to credit. The distinction between practical and strategic gender needs provides a useful perspective for planning purposes. It may help policy makers be more responsive to meeting the practical needs of women, while moving towards the creation of more challenging solutions to the present situation. Alternative approaches to intervention are offered.

Moser deconstructs past policies to examine the conceptual rationale underlying them. "The shift in policy approach toward women from 'welfare' to 'equity' to 'anti-poverty,' as categorized by Buvinic (1983), and to the two other approaches categorized here as 'efficiency' and 'empowerment,' has mirrored general shifts in Third World development policies" Moser asserts. She includes a thorough description of each approach, in evolutionary order. The goal of challenging Western stereotypes is to determine the potential and limitations of certain gender policy approaches.

Gender Roles in Development Projects, A Case Book

Overholt, Catherine and Mary B. Anderson, Kathleen Cloud, James E. Austin, eds.
West Hartford: Kumarian Press, 1985.

Before presenting the case studies, this book offers four technical papers that suggest methods for developing training materials. This information enhances the ability of development planners and practitioners to address ways in which women and men may be involved in and affected by development. Because design is critical to the outcome of a project, training requires "a new set of conceptual and analytical perspectives and skills in order to deal explicitly, effectively, and efficiently with women-related issues." The first technical paper provides a framework for WID project analysis. The other technical papers cover are "Women's Productivity in Agricultural Systems: Considerations for Project Design"; "Technology Transfer: Implications for Women"; and "Small-scale Enterprise and Women."

The case study method has been highly developed and effectively employed by Harvard and other institutions to educate development professionals about successful measures to integrate women into development projects. The materials presented here include seven case studies based on country projects that received USAID funds: "INDONESIA: East Java family planning, nutrition, and income generation"; "TANZANIA: the Arusha planning and village development project"; "KENYA: Egerton

College"; "DOMINICAN REPUBLIC: program for development of microenterprises"; "PERU: Banco Industrial del Peru - credit for the development of rural enterprise"; "INDIA: Gujarat medium irrigation project;" and "KENYA: Kitui district arid and semi-arid lands project."

As "hands-on" information rather than theoretical discussions, case studies are useful for planning purposes. This book highlights relevant practical issues in the process of integrating women more fully into development by describing projects that have succeeded as a result of gender training and planning.

"A Gender Analysis Matrix for Development Practitioners"

Parker, Rani A. *Praxis* (1990), *The Fletcher School, Tufts University*, Vol. VII:1-9.

The Gender Analysis Matrix is geared toward the development practitioner in the field, as opposed to a host of gender analysis methods intended for policy makers and planners. The Gender Analysis Matrix (GAM) is a tool for designing, monitoring, and evaluating projects at the community level. In order to carry out effective gender analysis, Parker proposes that the unit of analysis should be the individual rather than the traditional household or "family." The matrix initiates a critique that identifies and challenges assumptions about gender roles within the community. The different impacts of development interventions on each gender are assessed after the project takes place.

The matrix shows how to analyze the relationship between two sets of factors: women, men, household, and the community; and labor, time, resources, and socio-cultural factors. The observed interaction among all of these categories generates the gender analysis. The GAM is a useful example of a systematic gender analysis -- and one of a very few models for the monitoring stage of a project.

Terms of Reference Which Address Gender Issues: A Catalogue

Canadian International Development Agency (CIDA). Prepared for the Office of Women in Development Directorate. Quebec: CIDA, 1989.

This is a "fill in the blank" collection of common formats used in writing country studies and project plans. It provides options for a skeleton draft of these documents. The catalogue includes terms of reference for some of CIDA's common needs: program design, sectoral studies, project design and renewal, and WID specialist positions.

Terms of reference at the program level are provided for various types of country studies including: 1) WID Country Profile/Strategy; 2) Women and Agriculture Country Study; 3) Women and Environment Country Study; 4) Women and Micro-enterprises Country Study; 5) Social Dimensions Study, Anguilla Water Development Plan.

Terms of reference at the project level are presented as excerpts from sample reports. The examples chosen include: 1) Incorporating a WID dimension in current projects; 2) Integrating women in NORRIP, Northern Ghana; 3) Integrating Women in Small Enterprise Extension, Zimbabwe (SEDCO); 4) Forestry Programming and Project Identification Mission, PRC; 5) Project Evaluation - Format and Content. The final section offers job descriptions and requirements for positions with CIDA's WID office.

The baseline nature of this framework of guidelines can be adapted for various applications. It can be used as a yardstick for WID policy formulation, to guide the construction of a case study, or to compare other project plans.

C. Planning for Women in Development

Rural Development and Women: Lessons from the Field

Muntemba, Shimwaayi, ed. Geneva: International Labor Organization, 1985.

Chapters written primarily by women of the developing world comprise this two-volume set. The series documents nearly fifty initiatives in Africa, Asia, and the Pacific that proved successful in their efforts to improve employment conditions for rural women. Describing small-scale projects to large movements, the chapters highlight how women are working to improve their economic status to escape rural poverty. The authors elucidate that women at the grass-roots are themselves vehicles of sustainable development -- if they have access to and control over such productive resources as land, labor, capital, technology, and marketing. They also point out the need for developing or strengthening an organizational base among disadvantaged women and the need for supportive attitudes by the community, including husbands, the government, and aid agencies. Sustainable remunerative employment is seen as a means for women to control production resources, thus making it possible for them to manage those resources over the long term.

Volume I deals with women in production and marketing and their access to credit. It also looks at women's efforts to increase agricultural productivity. Volume II is divided into two sections: Organizations and Participation, and Women in Popular Movements and Ideological Conflict.

Integrating Women in WHNP Projects (WHNP, Wildlands and Human Needs Program)

Stansbury, Pamela. World Wildlife Fund (WWF) Planning Paper #6 (Draft). Washington, D.C.: WWF, 1989.

An overview of the different ways in which women and men interface with the environment and use natural resources is provided in this report. It expresses the need for these differences to be addressed in the management of various resources. General roles and responsibilities are broken down by gender and described according to the resource being managed: forests, wildlife resources, grazing land for livestock, agricultural land, marine resources, and water resources.

Several of the main problems in integrating women into projects are described. Some reasons for the difficulties are assumptions in project planning, lack of information, and cultural and logistical constraints. A list of elements leading toward the successful integration of women into Wildlands and Human Needs Program projects articulates steps to overcome the problems mentioned. Involving women at the start; designing culturally appropriate project activities; ensuring access to resources, information, training, and extension; and involving professional women and women's organizations are some of the means recommended to promote productive resource management.

The report ends with a series of questions to help assess the current status of women with respect to overall project goals and the potential for involving women in specific development projects. "Involving women in Wildlands and Human Needs projects demands a strong commitment to giving women the opportunity to participate in decisions that will affect their lives and ensuring their access to new resources and knowledge. Those who design and implement projects must understand how women utilize natural resources and what effects projects might have on them and then devise culturally appropriate means to involve them."

Women's Participation in Development: An Inter-Organizational Assessment

United Nations Development Program (UNDP). Evaluation Study No. 13. New York: UNDP, 1985.

The main objective of this study is "to assess the means, modalities, and effectiveness of the efforts to promote a more active and deliberate involvement of women in development, based on government projects and programs supported by the participating organizations. The ultimate purpose is to formulate recommendations for improved strategies to ensure that technical cooperation activities enhance women's participation in development and benefits they derive therefrom." All of the UN organizations involved in promoting women's participation in development contributed to the study.

Part I consists of chapters on general findings, recommendations, a quantitative assessment and its implications, and a call for action that distinguishes between short- and medium-term actions that need to be taken by governments, UN organizations, and NGOs. The findings and recommendations are categorized by sector and by development programming area, such as forestry and energy, agriculture and fisheries, credit, water and sanitation, and population, health, and nutrition. In Part II, the case studies from Rwanda, Democratic Yemen, Indonesia, and Haiti show findings and make recommendations for government policies and institutions and then for other sectors. The findings and recommendations on agriculture, animal husbandry, fisheries, forestry, and energy found within case studies from the major developing regions are particularly relevant.

Although the material is somewhat out of date, collaboration among many of the UN organizations broadens the report's perspective, providing a wealth of experience.

Women's Information Network for Asia and the Pacific

United Nations Economic and Social Commission for Asia and the Pacific. New York: United Nations, 1987.

This book begins with a report of a 1986 regional seminar on the development of a women's information network for Asia and the Pacific in 1986. In spite of being dated, the book is very useful in listing information sources and organizational structures for women's concerns within the agencies of the Asian-Pacific region.

Section Two offers sources for statistical and bibliographic information, and the annexes provide a wealth of resources on a wide range of factors pertaining to women and development in the Asia region. Annex I lists the major sources of information on women's concerns produced at headquarters of UN organizations. Annex II contains lists of regularly-published gender-disaggregated data in major UN publications. Annex III identifies statistical services for the Asian and Pacific region in the regional offices of the UN system. Annex IV names regional information networks of the UN system.

The remainder of the book consists of three sections: a methodology for the implementation and monitoring of the Convention on the Elimination of All Forms of Discrimination Against Women at the national level; measures to improve information on the status of women in different socio-economic situations; and a model of a regional women's information network.

Women in Development: A Sectoral Perspective

Canadian International Development Agency (CIDA). Quebec: CIDA, 1989.

This is a guide for planning programs and projects according to CIDA's WID policy. It is intended for CIDA planners, project designers, consultants, and implementing agencies, and its suggestions are meant to be applied flexibly and imaginatively. The handbook is organized into ten chapters that focus on the most representative sectors of CIDA's programs, reflecting significant lessons learned since the last sectoral analysis several years ago. A note is made that the sections should be cross-referenced because of the interactive effects of interventions between sectors.

For each sector, there is a section on the current situation of women involved in that sector, constraints women face, potential positive and negative effects of development projects, and strategies for addressing the involvement of women in planning projects. The sectors are Agriculture; Education and Training; Energy; Fisheries; Forestry; Health, Population, and Nutrition; Human Settlements; Transport; Water Supply and Sanitation; and Micro- and Small-Scale Enterprises.

In the section on forestry, a chart lists types of projects and offers types of activities to aid in project implementation. These ideas suggest ways to involve women at every step of a forestry project. Like those for other sectors, this section contains cogent arguments for the inclusion of women as collaborators, decision-makers, and beneficiaries of projects. The emphasis on collecting data on local settings is vital to the success of projects. These factors are geared for project planning and can feed into policy considerations as well.

Women in Development and the Project Cycle: A Workbook (Draft)

Navia-Melbourn, and MacKenzie. Quebec: Canadian International Development Agency, 1986.

Although designed for CIDA planners and project designers, this workbook can be used more generally by development practitioners for ideas on WID programming. The workbook is a tool meant to ensure that the planning process fully and systematically takes into account women's contributions to development at all stages of project programming. The focus is on gender-disaggregation in data collection, project design, etc. Ten sector papers list suggested types of data to collect and/or analytical questions to ask for incorporating WID considerations into a sector strategy or project. The workbook stresses key elements of project development that build on one another: data base development, consultation and participation, reporting/monitoring, and evaluation.

In order to assess a country's situation and amenity to aid, CIDA developed a process called the Country Program Review. A chapter on the Country Program Review process explains its utility in building a framework for planning, managing, monitoring and evaluating development projects. The CPR document analyzes the country's national potential, the Canadian development policy and implementation framework, and a future corporate evaluation framework. A Women's Country Profile is suggested to analyze and present statistics on the situation of women in a given country, based on categories such as legal rights and political participation, labor force participation, and education and training.

An analysis of such sectors as agriculture, fisheries, forestry, and human settlements is included. Other features are the steps of analysis for a feasibility study, a format for the plan of operations, and steps for project evaluation. This workbook, while somewhat weak in syntax, gives a general outline of the procedure for integrating a WID approach into every step of a development project. Canada has adopted this approach in its international development agency. An understanding of the Canadian process can lend insight into how policy in other countries can be revamped to take account of gender variables.

D. USAID Documents

The Gender Information Framework

Mayatech Corporation. Prepared for the USAID Office of Women in Development, Bureau for Program and Policy Coordination. Washington, D.C.: MayaTech Corporation, 1991.

The Gender Information Framework was created for the Women in Development office to address the need for practical, realistic guidance on how to integrate gender issues into USAID programming. "The GIF is a set of guidelines with supporting information developed to assist USAID in incorporating gender considerations into program and project design, review, adaptation, and evaluation." "Gender Is a Variable" are key words for this document, and disaggregation of data by gender is a main point. An additional document, the Executive Summary, condenses the GIF into a shorter checklist of gender considerations.

The two main components of the GIF are a Gender Analysis Map and a Gender Considerations Guide. The Gender Analysis Map provides the tools to initially assess the differences in women's and men's roles in the situation the project will affect and to identify the gender-specific constraints that can affect people's ability to participate in and benefit from a development activity. The Gender Considerations Guide suggests considerations in the development of key USAID documents, the Country Development Strategy Statement, Action Plan, Project Identification Document, and Project Paper. These documents parallel those of other development programming agencies, so the considerations can be applied widely outside of USAID. For programming purposes, the GIF's gender considerations include paying attention to key factors such as gender differences in income, allocation of labor, productivity, and access to education. Suggestions for even more specific data collection are given, such as information for the household level. Several exploratory questions are provided to aid in identification of instances when gender differences might have an impact on the success of development interventions.

Appendices to the GIF include resource documents, additional information on gender analysis, factors to be considered in assessment of gender differences in small-scale enterprises, additional resources on gender analysis of agricultural projects, and information on data collection methods and on project adaptation. The guidelines are a tool for use in the initial phase of a project or for project design or to review project documents to ensure gender issues have been appropriately addressed.

Gender Issues in Agriculture and Natural Resource Management: The Gender Manual Series
Russo, Sandra, Jennifer Bremer-Fox, Susan Poats, and Laurene Graig. Bruce Horwith, ed.
Washington, D.C.: USAID, 1989.

Written concurrently with the Gender Information Framework (GIF) this "hands-on" manual addresses the needs of USAID staff to incorporate gender considerations and their implications into agricultural and natural resource assistance. The manual provides methods, guidelines, and examples that will facilitate the integration of women into projects in these sectoral areas. Although tailored to the needs of USAID, the step-by-step methods of incorporating gender issues in agriculture and natural resources programs, projects, non-project assistance, and project design can be used more generally for reference purposes in development policy formulation. A large portion of the manual consists of lists and question sheets that highlight important points to consider in gender analysis. The worksheets highlight gender differences in such areas as patterns of responsibilities in agriculture, issues in project design, project economic analysis, and designing components of natural resource management and conservation projects. A few case studies are interspersed throughout. This document's thorough method of examining considerations for integrating women into agriculture and natural resource management render it a key reference for project design.

IV. Forestry

A. General

Cold Hearths and Barren Slopes: The Fuelwood Crisis in the Third World
Agarwal, Bina. Maryland: The Riverdale Company, 1986.

Agarwal explores the developing world's crisis of dwindling forests and shrinking supplies of firewood, using evidence from Asia, Africa, and parts of Latin America. She analyzes development schemes directed at the underprivileged and examines the issues in a larger context of development and political economics. Development projects often involve a top-down approach and gender and class biases that preclude solving the problem of fuelwood depletion. Agarwal stresses that community land-use priorities must be included in social forestry schemes so that benefits are reaped locally. Emerging grass-roots groups are seen as playing a major role in creating change, but Agarwal questions whether any solution is effective in the context of underlying socio-economic inequalities.

The first chapter describes the nature of the fuelwood problem, questions some popular explanations for the shortages, and delineates the issues in searching for solutions. Chapter II summarizes such technical options as wood-burning stoves and tree-planting schemes. Chapters III to V, the bulk of the book, examine the socio-economic factors involved in adopting these options. The majority of the studies within these chapters describe program failures and establish a strong case for user-participation in the design and implementation of projects. Chapter VI examines the methodology for evaluating woodfuel diffusion programs.

Chapter VII concludes the book by drawing together the major points and their implications. Poverty and inequality appear to be the root causes of the woodfuel problem, which is exacerbated by state policies. The successful implementation of such solutions as wood-burning stoves and tree-planting schemes depends on the degree to which socio-economic constraints of the communities in which the schemes are promoted can be overcome, Agarwal asserts. Fundamental restructuring towards equality in the social and economic base, as well as ideological changes, are deemed necessary to alleviate the woodfuel crisis; Agarwal speculates that grass-roots organizations will initiate such changes.

Restoring the Balance: Women and Forest Resources

Food and Agriculture Organization (FAO). Rome: FAO, 1991.

"As forest and tree resources become scarcer, the balance between what people need and what they can obtain shifts... The effect on women is particularly severe because women are more dependent than men on tree and forest products, and because they are taking on an ever increasing share of family work... In failing to recognize the importance of forestry resources to women, development experts often introduce technologies and activities that cut women off from a critical resource. If development plans are to succeed in reducing rural poverty, the balance between women and their forest resources must be restored. This publication describes the importance of forest products to women, the difficulties women now have in obtaining them, and what can be done to improve the situation."

The booklet begins by describing the uses of trees in the household economy including sections on the effects of fuelwood shortages and complementary uses of forest resources. The second section describes the effects of resource depletion and new technologies, and changes in family structures. Examples from around the globe illustrate how women have acted to protect forest resources from destruction -- which in some cases has led to the acceptance of new ideas by previously uninterested men.

The FAO recommends both simple changes to development projects and high-level policy support to "restore the balance" since women's participation is seen as key to the success of forestry projects. Such constraints to participation as shortages of land, time, mobility, education, money, and political power restrict women's full participation.

Eight steps to restoring the balance are enumerated: 1) explore gender issues through two-way communication; 2) investigate the customs, taboos, and time constraints; 3) promote the role that women do and can play in forestry activities; 4) exchange information with individuals at every level; 5) support women's groups and encourage the formation of new ones; 6) work together to provide access to land and trees; 7) collaborate to make credit and income available to women; 8) consult with women before introducing new technologies or species.

Preliminary research is also suggested to establish: exactly how a project is likely to affect women; what are the needs, interests, talents, and desire for participation of the women in communities to be affected by projects; and the role of women in the cash economy. The booklet asserts that "enabling women to benefit more fully from forest resources is likely to prove one of the most rewarding and environmentally benign ways of fighting rural poverty."

B. Guidelines

Women in Community Forestry: A Field Guide for Project Design and Implementation
Rojas, Mary. Rome: Food and Agriculture Organization, 1989.

This booklet of practical guidelines accompanies *Restoring the Balance*, translating it into a manual that those who design and implement forestry projects can use to facilitate discussion and promote action on behalf of women and forestry. The booklet, produced by the Community Forestry Program as part of the FAO Plan of Action for the Integration of Women in Development, outlines how to give women more say and concurrently maximize economic returns for community forestry projects:

- "See women." Gathering information to make women's work more visible begins with observation of the community. Planners should examine how individual households and their members work with livestock and in some cases wildlife, crops, and the natural vegetation, including trees and forests. They should also seek to gain insights offered by such technical disciplines as forestry, agronomy, animal science, anthropology, and sociology. Ideas for observations and questions are provided in the booklet.
- "Ask women the right questions." Such questions might include: "What do women know about trees, their products and management?; What problems are women experiencing in relation to tree resources?; What constraints do women face in addressing tree and forestry problems?; How can women organize themselves?"
- "Implement a process to include women." Once women's roles are visible and their knowledge about and dependence on tree and forest products recognized, ways to implement community forestry projects that include women become more apparent, as demonstrated by the eight implementation steps from *Restoring the Balance* which the authors reiterate at this point.

Annex I offers an example from India of suggestions by a women's group for women's participation in projects. Annex II consists of planning issues, design features, and information needs of forestry project activities.

Looking at Gender Analysis and Forestry

Rojas, Mary. Helsinki: Finnish International Development Agency, 1992.

The guidelines in this paper originate from a review of the integration of gender aspects in the Finnish International Development Agency's (FINNIDA) forestry projects and programs. They can be used to help in the preparation and monitoring of forestry projects, as terms of reference, or to support institution-building and field-level or policy-level projects.

Part I outlines the importance of gender analysis in developing participatory forest conservation projects. Part II, entitled "When is gender an issue?," regards policy development, field activities, and institution-building, and offers "do's" and "don'ts" for each. For instance, it suggests an investigation of how tree and land tenure apply to local men and women. A rule of thumb the paper offers is that "there is no project where gender analysis is not appropriate, unless it does not involve people." Part III considers points in project identification, preparation, implementation, monitoring, and evaluation. Part IV, called "The Woman Question" names dangers to be aware of when "including women." The first is that including women as a separate category from other activities implies that women have no part in the other categories mentioned. Another is not mentioning women explicitly in project documentation. Assuming that gender issues are taken care of by having a woman on the team, when many women know nothing of women in development or gender analysis, is another possible mistake. Experience shows that integrating women into central activities is more effective than developing a completely separate project component for women. Nevertheless, Rojas provides a list to aid in evaluating whether a "women-only" project is appropriate.

Women in Forestry for Local Community Development: A Programming Guide

Hoskins, Marilyn. For the Office of Women in Development. Washington, D.C.: USAID, 1979.

This paper explores ways in which women can be brought into forestry for local community development. It provides an honest view of women's constraints in relation to forest use and family management. It describes women's role in forestry as compared to the role of national forestry services. Women have been traditionally involved in forestry activities but have been invisible in that role. To correct this, Hoskins outlines potential projects in which women could actively participate and benefit. In order to create a forestry project for local community development in which there is strong potential for women's active participation, information must be gathered. Hoskins presents a set of questions to ask to determine the suitability of the project and area selected, as well as two model projects as illustrations. A project management agreement is suggested and described.

The local community development approach is an attempt to change the top-down approach in forestry. Women are knowledgeable about and active in forest use; this kind of project affords their participation. The appendix provides a suggested format for a project management plan.

C. Case Studies

"Forest Conservation in Nepal: Encouraging Women's Participation"

Molnar, Augusta in SEEDS: Supporting Women's Work in the Third World

Leonard, Ann, ed. New York: The Feminist Press, 1989.

This chapter is a case study of a project in which women's direct involvement was crucial to success. The project, a government forest conservation and restoration program, results from a new forestry scheme designed on the basis of renewed national legislative policies. The project began in 1980 and

now operates in 29 of the country's hill districts. Strategies to involve women in project design or planned activities, while not included at the outset, eventually became inevitable. In spite of traditional exclusion of women from public affairs, it became apparent that because women are central to subsistence activities, they were the ones to be consulted to create workable forest management plans. From the project's experience, it became apparent that women can be reached in three basic ways: 1) analyzing women's needs and roles; 2) targeting extension information to women; and 3) directly involving women as project staff, village workers, and decision makers. Systematic data collection on the progress and problems experienced by field staff has become a focus for the project's next phase.

Based on experience with this program, Molnar discusses how the lessons learned can help planners address these problems. The main points follow: a) the key to involving women in a forestry project is to be aware of their central roles in forest utilization and maintenance; b) extension efforts should be tailored specifically to women and their interests; c) women will support a project when they can see tangible results; and d) women need to be involved in decision making regarding community forestry management plans if these plans are to be effective.

While project staff are aware of the value of more direct involvement of women, they also recognize the complexity of the problem of women's participation, particularly in a broad sector project like community forestry. Employing female forestry staff will increase the involvement of women and better address their particular needs. The fielding of female extension staff requires overcoming specific obstacles to their recruitment, posting, and supervision.

Since an important component in controlling environmental destruction is conservation, project planners need to look closely into how resources are used. A mass stove-distribution program will succeed only if attention is paid to developing a long-term, self-supporting program. Female extension workers have proved to be an integral part of a stove-distribution program that has been very successful, largely because of its emphasis on long-term research and development of models that eventually can be disseminated through the private sector.

The article is an examination of the successes and constraints of a program working to integrate women into forestry projects. The lessons learned provide a practical understanding of what works and what doesn't.

Women and Community Forests in Nepal: A Case of Policy Myopia

Tinker, Irene. University of California, Berkeley. Under review for publication.

Tinker praises foreign development agencies' programs that include women in community forestry, but contends that these programs fall short in the roles they assign to women. She explains that the persistence of conventional thinking could spell mass deforestation in Nepal. She reviewed 68 forestry programs being funded there in order to identify the mistaken assumptions present in various types of programs.

Overall, Tinker found that social forestry programs have suffered from top-down efforts that have neglected local needs and social constraints. A common and significant oversight was the lack of consideration of women's subsistence activities. A further impediment to success is that awareness of women's historic knowledge of forest products and their uses has only recently come out from under the grip of commercial forestry purposes.

In spite of the "community" emphasis of community forestry management, differential access to resources and decision-making positions continues to be a problem. The organizing committees consist mostly of the traditional elite, thereby excluding poor men and all women. Such hierarchies present problems for the groups as well. In reaction to pressure for recognition of women's roles in subsistence agriculture and forestry, women have recently been included in forestry projects and several forest committees, but persistent traditional notions of women's subordinate role impedes their participation.

The sexual division of labor and of decision-making at the village level has forced planners and administrators to confront this topic, yet the timeframe for attitudinal changes is likely to be decades. Community forestry programs alone cannot reverse environmental degradation in the country. Different approaches are needed to solve the problems of fuel demand and women's access to adequate resources and decision-making and policy forums.

Tinker's paper provides insights into how the cultural situation in Nepal constrains women's participation in community forestry efforts. This has implications for future projects intended to improve the lives of women, namely that plans must be sensitive to local socio-cultural conditions. In developing community projects, use of tools such as Parker's Gender Analysis Matrix, which identifies different roles and needs, could influence how the local situation is addressed.

Women in Forestry: Case Study of the Andhra Pradesh Social Forestry Project - India
Canadian International Development Agency (CIDA). Quebec: CIDA, 1990.

Forestry strategies in India needed to be addressed because India had lost the majority of its forested land, leading to negative impacts on natural resources including soil, water, and wildlife. This case study illustrates women's involvement in the Andhra Pradesh Social Forestry Project which met people's needs while reversing the process of environmental deterioration. The study describes how women, their families, and their community have benefitted from its implementation.

The chapter on project design outlines the goals and objectives of the project, which are: 1) to fulfill the urgent requirements of fuelwood and to provide poles, ~~sall~~*p1555Xt~~fruit~~er, fruits, and other minor products to meet the basic requirements of the rural population; 2) to induce community participation in creating, maintaining, and protecting plantations raised under the project; 3) to provide employment; 4) to generate additional income for rural communities; and 5) to improve the economic condition of weaker sections of society. General project activities, including operational and support components, are discussed as are expected project benefits, anticipated constraints, and considerations for women in project planning. The Project Appraisal Report highlights the men's and

women's different needs and aspirations and lends insight into the development of the project objectives. Other sections include family assistance, how female marginal farmers are benefitting, afforestation on communal lands as being a challenge for village institutions and women, reaching women through extension and publicity, and monitoring and evaluation.

Eleven valuable lessons from experience conclude the study. This document examines a project where disaggregation of needs is acknowledged in the design of a project, but where its execution falls short of its intention. The lessons suggest that more thorough gender analysis leads to a project that better meets everyone's needs, which could be helpful when formulating plans or policy on social forestry.

V. Agricultural Issues

A. Gender Analysis

Working Together: Gender Analysis in Agriculture

Feldstein, Hilary S. and Susan V. Poats, eds. Volume 1: Case Studies. Hartford: Kumarian Press, 1989.

The first of a two-volume set, this book contains case studies that actively include women in the research and extension processes of the agricultural sector. The goal of this volume is to encourage the integration of gender analysis into every aspect of agricultural research so that it becomes an integral part of "the diagnostic and analytic tool kit, the pragmatic day-to-day way of doing research and development work in agriculture." The editors set out to provide (1) an efficient framework to analyze gender issues in agricultural systems, and (2) seven case studies that involve hands-on experience in dealing with gender analysis in research and extension contexts. The case studies explore an approach to agricultural research and development called Farming Systems Research and Extension (FSR/E). This method embodies an interdisciplinary, on-farm, client-oriented, participatory perspective. A key element of the methodology is the recognition of diverse and complex relationships among members of households, rather than the traditional view of the farm household as a homogeneous unit.

Chapter One contains a conceptual framework and worksheets for gender analysis in on-farm research or other agricultural development activities. Within this framework, training is seen as crucial to the effective integration of gender issues and analysis in research decisions. The bases for analysis involve gender-disaggregated activities, access to resources, benefits and incentives, and inclusion in development activities. A description of the method and methodological guidelines for preparing a case are the basis of Chapter Two. Case studies based on field research comprise the remaining chapters and contain project descriptions and illustrative graphics. The case studies are:

- Botswana: Farming Systems Research in A Drought Prone Environment, Central Region Farming Systems Research Project
- Burkina Faso: A Case Study of the Purdue University Farming Systems Project
- Colombia: Production and Consumption Aspects of Technology Testing in Pescador
- Indonesia: Farm-based Research in the Tropsoils Project, Sitiung
- Kenya: Agroforestry Extension and Research: A Case Study from Siaya District
- Philippines: Women in Rice Farming Systems, Crop-Livestock Project, Sta. Barbara, Pangasinan
- Zambia: Intrahousehold Dynamics and FSR/E in Zambia: A Case Study of Traditional Recommendation Domain 3 in Central Province

According to Michael Collinson of the Consultative Group on International Agricultural Research, the cases "represent a valuable resource for those engaged in building the human and institutional capacity to pursue a people-oriented development process." The book contains information about gender analysis that should be considered in any comprehensive study of participatory research.

Women's Work in Third World Agriculture: Concepts and Indicators

Dixon-Mueller, Ruth. Women, Work and Development Series #9. Geneva: International Labor Office, 1985.

Addressing methodological issues relating to the conceptualization, collection, and interpretation of indicators of the sexual division of labor in agriculture in developing countries, this volume serves as a guide to researchers and planners interested in food policy and rural employment. Dixon-Mueller 1) identifies several distinct dimensions of the division of labor in agricultural production, with differing methodological and policy implications; 2) illustrates a variety of measurement techniques and indicators of gender differences in task specialization, access to farm resources, time-use, productivity, returns to labor, and labor force participation; 3) comments critically on the usefulness and reliability of information obtained by different methods of data collection and presentation; and 4) suggests some interpretations of the various indicators for agricultural and employment planning.

A major theme in this book is the effort to construct new and meaningful social indicators for monitoring changes in the position of women in both developing and industrial societies. It intends to more accurately estimate female economic and productive activity. To address the question of women's contribution to, and returns from, agricultural production in the developing world, the study begins with a chapter describing methods of measuring the degree to which males and females specialize in particular farm activities. It includes measures of social norms reflected in attitudes about what activities are appropriate for women and men, what activities have high or low prestige values, and what activities are personally preferred by workers. Decision-making in agricultural production and marketing is discussed, as well as distribution among and within households of production assets such as land, labor, and capital equipment.

Chapter 2 raises questions about collecting and interpreting data on the use of time, and how caste or class stratification alters time-use data interpretation. Chapter 3 reviews a number of indicators of worker productivity and returns to labor. It addresses the bases of gender differences in labor efficiency and in non-labor inputs in agricultural production. Chapter 4 looks at traditional indicators of sex differences in labor force participation rates and in the employment status of agricultural workers from population censuses, labor force surveys, and censuses of agricultural holdings. The study concludes with some observations on the implications of these indicators for social science research and for the planning of agricultural projects and rural employment programs.

This book provides insight into how to analyze the division of labor in agricultural production. This tool will be valuable in the assessment of national or regional conditions and will improve procedures for identifying key patterns that affect project design.

B. Agricultural Extension

Bridging the Gender Gap in Agricultural Extension

Berger, Marguerite, Virginia DeLancey, and Amy Mellencamp. Washington, D.C.: International Center for Research on Women, 1984.

Women farmers in developing countries have been neglected by traditional agricultural extension services. This paper analyzes why women typically have limited access to such services. Women active in agricultural production fall into different categories such as farm owners or managers, farm partners, unpaid family workers, and agricultural wage laborers; naturally, women in these categories have different needs. To explain how these needs can be met, the paper asks a series of questions: *Why* do rural women need agricultural extension services? *What* does agricultural extension encompass? *How* are extension services provided? and *Who* is responsible for it?

The paper sets the institutional context for research and extension, showing how the two are related. It describes the types of services provided by agricultural extension and the origins of those services. The organization of agricultural extension services today is comprised of four distinct institutional models: general, government-sponsored extension services; crop-specific programs; integrated rural development projects; and women-specific programs. Various new extension approaches are proposed, including contacting farmers; Farmer Training Centers; private-sector, large-scale group approaches; and appropriate delivery mechanisms for reaching women farmers. To describe the quality of service by agricultural extension personnel, the paper looks at their training, performance incentives, and institutional support -- and at the gender of the extension workforce.

A short chapter describes the results of initiatives that targeted women in agricultural extension projects. A long list of selected projects, primarily in Africa, aiming to increase women's access to agricultural extension summarizes the methods and results.

In the final chapter on conclusions and recommendations, the authors recommend three changes in existing agricultural extension services to make those services more beneficial to women farmers. These are: 1) removing obstacles to women's access to extension; 2) raising productivity and incomes of women-managed farms, thus improving the standard of living and welfare of their households and increasing demand for goods and services in rural areas; and 3) improving the distribution of income. These recommendations are still very general because it is yet to be determined how to bridge the gender gap. Further evaluation is necessary. Also, it is a general overview of developing countries that could have used more case studies to tie the theme to particular countries or regions. A key question is discussed, whether a women-specific or an integrated approach should be taken.

Developing Agricultural Extension for Women Farmers

Saito, Katrine A. and Daphne Spurling. World Bank Discussion Paper #156. Washington, D.C.: The World Bank, 1992.

"This paper provides an overview of women farmers and their production systems, presents a framework for analysis of gender issues, suggests interventions and project components, and sets out guidelines for designing and modifying agricultural service projects." It draws on *Agricultural Extension for Women Farmers in Africa*, World Bank Discussion Paper 103. The need to improve extension to women farmers is stressed in both papers; the coverage of this one is broader both geographically and in content.

The first chapter explains how gender affects agricultural production. Some country-specific labor statistics are provided. The importance of using gender analysis in the generation of appropriate technology for women farmers is covered, and the "how-to's" of this are described. Steps for improving the delivery of extension to women farmers are suggested. Guidelines for project preparation, design, and implementation for the most effective dissemination of information are provided, with the caveat that gender issues must always be considered in the design or modification of projects.

An Annex describes the Women in Agriculture Program in Nigeria. A second annex lists generic terms of reference for the study of gender and agricultural extension. The third gives examples of gender analysis tables and key indicators for project preparation. This paper paints a global picture of the significance of gender disaggregation in agricultural extension research and implementation.

Innovative Agricultural Extension for Women: A Case Study in Cameroon

Walker, S. Tjip. A Policy, Research, and External Affairs Working Paper on Women and Development from the Population and Human Resources Department, WPS 403. Washington, D.C.: The World Bank, 1990.

A development project in Cameroon sought to correct the shortage of extension services and credit extended to women. The initiative was spearheaded by the Mission de Developpement de la Province du Nord-Ouest (MIDENO). Two innovative techniques were employed: working with groups and gender-targeting. These were evaluated for success in benefitting women farmers; the project increased production and women's income and proved to be sustainable. In addition, the project appears to be widely replicable, with local modifications, as long as planners adhere to three key principles: focusing on small farmers, redressing male bias, and recognizing women's roles. These strategies, then, become the guideline suggestions of this paper.

C. Agrarian Reform

The Impact of Agrarian Reform on Women

Palmer, Ingrid. Cases for Planners Series: Women's Roles and Gender Differences in Development #6. Prepared under the auspices of The Population Council. West Hartford: Kumarian Press, 1985.

This series was developed to demonstrate the necessity for attention to women's roles and gender differences in implementing successful development projects.

Different types of agrarian reform are presented as case studies in this paper. Examination of these cases indicates that often the details of agrarian reform plans omit gender considerations for the farming community -- an omission with serious consequences for women. The author's conclusions point to the need for alternative designs in agricultural systems that will enhance economic and social equity for women, create rural employment, and raise the productivity of the land. The importance of women's land rights, collectives and cooperatives, women's organizations, and social wage formation is stressed. For planning purposes, consideration is given to the cost-effectiveness of these recommendations. Whether these changes are realistic, given local and national political climates, remains to be seen. Policies that incorporate these ideas, while perhaps more visionary than practical, may plant seeds for overcoming governmental and societal inertia in the future. If conditions are appropriate in certain countries for these kinds of structural changes, the recommendations provided here could mobilize women and men to participate in changing their agrarian systems for the better. This paper provides policy options that call for greater community participation.

The Ilora Farm Settlement in Nigeria

Spiro, Heather. Cases for Planners Series: Women's Roles and Gender Differences in Development #5. Prepared under the auspices of The Population Council. West Hartford: Kumarian Press, 1985.

This study provides commentary and lessons learned from a settlement scheme that took account of women's roles and experiences, at least in its planning stages. The objectives of the original settlement scheme were 1) to attract young people into viable farming units as an alternative to urban living; 2) to demonstrate that carefully planned farming systems can be satisfying and lucrative; and 3) to raise agricultural production to supply the growing population of the country, as well as to maintain exportable products.

The conclusion indicates that Ilora Farm Settlement scheme failed to meet some of its most critical objectives, due mainly to the neglect of gender issues. Generally, the failure to integrate women's economic interests is a fundamental weakness in all related projects. The report concludes that given continued politically motivated support, a commitment to providing the amenities promised in the plans and to providing women a direct stake in the settlements would appear to be minimum corrective policies.

D. Case Studies

Agricultural Policy Implementation: A Case Study from Western Kenya

Staudt, Kathleen. Cases for Planners Series: Women's Roles and Gender Differences in Development #3. West Hartford: Kumarian Press, 1985.

This study compares the access of female-managed farms to agricultural services with that of jointly-managed farms in order to examine inequities and overall performance. An inquiry into the factors that underlie gender differentials in agricultural service provision produces several explanations. The analysis is framed by a look at the official policies of a Kenyan district. The findings show that the policies' objectives were not met because gender variables in the agricultural sector were ignored.

A large gap existed between jointly-managed farms' and female-managed farms' access to extension visits, training, and loans. Explanations are given for these differentials. What emerges is the need for modifications in provision of these kinds of agricultural services. Strategies are suggested that would alter administrative and extension structures and programs. A discussion of alternative implementation policies, including staff training and structural change, concludes the paper.

This document will be a valuable reference for any research calling for gender-disaggregated agricultural policies. It demonstrates the impact that alterations in the delivery of services can make when gender differences are accounted for at the policy and planning stages.

Raising the Productivity of Women Farmers and Improving Natural Resource Management: The Case of Burkina Faso

Saito, Katrine. Washington, D.C.: The World Bank, 1992.

The role of women in agriculture in Burkina Faso is described in great detail in this report. Key issues in raising women's agricultural productivity are addressed, and discussion centers on access to productive resources. A report as specific as this one provides insight into the effects of policies and projects, in a particular political, ecological, and cultural setting. The report covers pilot projects tried in various natural resource areas, describing their successes and failures, and calls for others to be introduced. The report enumerates the ways women can become involved in plans to halt and reverse environmental degradation through natural resource management. Specific actions are recommended. While tied to a particular country with its given characteristics, the strategy described in this paper contains many practical recommendations that can be adapted for more general purposes.

The Nemow Case

Palmer, Ingrid. *Cases for Planners Series: Women's Roles and Gender Differences in Development #1*. West Hartford: Kumarian Press, 1985.

"This study, a prototype for others in this series, draws on data from a variety of field experiences and consolidates them into a single hypothetical case. The study looks at eight objectives in a project to improve rice and fish yields and thereby increase marketable surplus. The findings demonstrate that weaknesses in the project's performance in production, income distribution, education, and health and nutrition are a direct result of its failure to address the specific roles and needs of women."

This case focuses on an integrated development project based in the Nemow River valley. Its goals span several issues from raising agricultural production to conserving water and soil to implementing land reform. The main objectives were to create employment, to counter poverty, to improve nutrition and health, and to raise levels of literacy. Supplementary objectives include improving women's lives through 1) reducing women's work load to free up time for education and community activities; 2) giving women the same access as men to resources and income; and 3) bringing women into social and political affairs; and 4) improving the social and legal status of women. The overall goal was general development, with accessory emphasis on women's status.

The case study represents a gender-disaggregated analysis of a project that had several concurrent activities and differing results. The analysis of effects on the community and the economy points to the need for integration of women's roles and needs into project design from the outset.

In the conclusion, what are called "alternative designs for the project" are general observations rather than design recommendations for future projects. For instance the author states "the principle lesson of the Nemow Project is that many of the weaknesses in the performance of production, income distribution, education, health and nutrition can be traced back to women's lack of access to resources in their own right." The conclusion she draws from this is that there was more than one way of achieving production goals. These observations can inform policy formulation as well as provide practical project considerations.

VI. Training

A. General

Gender Training and Development Planning: Learning from Experience

Rao, Aruna, Hilary Feldstein, Kathleen Cloud, and Kathleen Staudt.

Conference Report. Bergen, Norway: The Population Council and The Chr. Michelsen Institute, 1991.

Gender training provides a way of learning to look systematically at women's and men's roles as a basis for development planning. The goal is to initiate changes at the individual, organizational, social, and policy levels that encourage gender-responsive sustainable development. This conference report provides an in-depth description of gender training, using as examples the experiences of one governmental organization and several NGOs. It also presents suggestions for the process of institutionalizing gender training.

The status of gender training as a "hot fundable topic" makes the subject ripe for evaluation. Gender analysis is meant to improve development planning; the conference report examines whether the objectives of development are more readily reached through gender-sensitivity training. Suggestions for assessment of the impact of gender training programs are given. A section describes ways women can empower other women to work for increased gender equity. A few lessons learned round out the report, along with some areas of continuing debate containing unresolved issues about gender training.

The report concludes that gender training's challenge and power lie in changing the way people think, including their values. A tremendous challenge to practitioners in the field of gender training is to sustain advances begun at the policy level. Building and utilizing networks of colleagues are critical. Hence, the report closes with a list of conference participants. The practical quality of the report points to its use as a gender training tool for strengthening and institutionalizing the gender component of the work of those within development organizations.

Integration of Women and the Management of Natural Resources in Training for Small Scale Development of Private Voluntary Organizations, A Concept Paper

Vukasin, Helen. Los Angeles: University of California, Development Institute, African Studies Center, 1987.

Stressing the inseparable nature of women's work and natural resource management, this paper proposes the integration of this linkage into development work to assure sustainable development. The paper cites numerous examples of projects that have failed because women's roles or local environmental conditions were not accounted for, indicating that these two topics must become central to development planning.

In order to develop more thoughtful and successful projects, Vukasin suggests incorporating these issues into coherent training for personnel. Even though Vukasin is primarily addressing private volunteer organizations (PVOs), the concept merits reflection in many other kinds of organizations. Vukasin sees the development and presentation of materials that emphasize the central link between women's economic roles and ecosystem management as essential. The conclusion emphasizes that sustainable development policies should advocate training that affirms this critical link. This convincing paper warrants attention given the nexus of concepts and their application to natural resource management policy development.

Women, Conservation and Agriculture: A Manual for Trainers

Jackson, Cecile, Jennifer McCracken, Charity Kabutha, and Winnie Ogana.

Women and Development Program, Human Resource Group. London: Commonwealth Secretariat, 1992.

The main objective of the training program is to assist rural and urban-fringe women to develop sustainable farming practices and to conserve local natural resources, to enable women to build upon and exchange their indigenous knowledge, and to enable them to benefit directly from sustainable resource management. An accompanying goal is to sensitize government policy makers and planners to the vital importance of involving women in global, national, and local efforts to conserve the environment.

The manual was prepared primarily for extension or development field staff who work with women's organizations, mixed gender NGOs, or government bodies in Africa. It also applies to those responsible for training these people. The main points for the trainers to grasp and pass on are 1) the need to consider gender and environmental issues in the planning, implementation, monitoring, and evaluation of any development activity; 2) the value of communicating with and learning from rural women and men to better understand the ways in which resources are being used at present and to better plan with them any improvements in resource use; 3) some approaches and techniques to facilitate effective communication with rural women and men for sustainable management of natural resources; 4) lessons which can be learned from looking at examples of successful and not-so-successful conservation activities by groups of rural women; and 5) an introduction to a variety of conservation techniques, their value and limitations, and pointers to sources of further information on these practical techniques.

The first section is an introduction to the interrelated issues mentioned in the title, which reviews the problems of environmental degradation in Africa with a general discussion on appropriate approaches for working with rural women in conservation and agricultural development activities. Section II, entitled "Learning from Rural Women," contains a set of guidelines on communication, learning, and analysis techniques for use in investigating local natural resource issues with rural women. Some examples are given of where and how these techniques have been applied. Section III examines women's organizations that have been successful in conservation efforts and provides case studies of local-level women's and mixed-gender conservation organizations. An explanation of their methods establishes the reasons for their success and reveals the benefits women have received

from this type of training. Suggestions are provided on ways to replicate the successes and avoid mistakes. Section IV offers a multitude of practical field techniques for conservation. These range from soil and water conservation, organic farming and agroforestry to conservation of indigenous natural resources. References for further information are included.

Although this is not a policy document, it provides a wealth of information that can support appropriate and sensitive policy formulation. The participatory style of information-sharing between rural women and trainers described makes this a powerful grassroots approach to conservation. Acknowledgement of local knowledge and conditions as proposed by this book can render associated policy and program plans ultimately more effective.

B. Workshops and Project Management

A Trainer's Manual - Volume I: How to Conduct a Workshop to Integrate Gender Considerations into Development Programming

The MayaTech Corporation. Prepared for the USAID Office of Women in Development, Bureau for Program and Policy Coordination. Washington, D.C.: The MayaTech Corporation, 1991.

A guide to the design and implementation of workshops on inclusion of gender issues in USAID projects and programs, this manual describes a workshop that will increase awareness of, information about, and skills for addressing gender issues in development programming. Many development practitioners already have an awareness of the dominant gender issues and considerations. Greater technical depth and skill-building is required to accomplish solid sustainable development policies and practices. The workshop comprises a series of individual sessions. A common thread throughout is the Gender Information Framework (GIF), a tool for addressing gender issues in AID's programming. The GIF poses questions in order to consider where gender differences might have an impact on the success of development interventions. The presentation of all ten sessions of the training workshop requires a three-day period. However, the workshop's form can be tailored to specific needs. The extensive information on logistics makes this manual useful to those who have little training or experience, as well as to skilled gender issues trainers. Suggestions regarding workshop planning and preparation make up a detailed guide for implementing the training. Included at the end is a copy of the GIF, as well as pre-workshop materials.

Training is an important element in the process of bringing gender considerations into the mainstream of development planning. The materials are extensive and should prove useful as a guide for training activities whether or not the program is undertaken at its full scale. No specific workshop session addresses the topics of natural resource management, forestry, or agriculture, but the workshop leader could place emphasis on them through adjusted group training.

"Gender in Development and Project Management"

NGO Management, No. 21, April-June 1991.

This short article describes a procedure for holding a session to brainstorm about the two ways of involving women in development: the basic needs approach and the strategic approach. Because many projects are conceived to improve the day-to-day conditions of women's lives, few concern themselves with improving women's position in society. The session is designed to consider ways to empower women so that they can have greater access to resources and participation in decision-making. It highlights consciousness-raising as a means for women to become more aware of their position in society and of the possibility of becoming involved in working towards change. This article could be used when preparing a workshop on practical means to involve women in the decision-making process in natural resource management or other issues.

The article calls for consciousness-raising so that a distinction is made between the two ways projects can change women's situation, by improving their conditions and/or their position in society. According to Caroline Moser in her article "Gender Planning in the Third World" in *World Development*, this is called meeting practical gender needs versus meeting strategic gender needs. The distinction defines a model of social equity that challenges the traditional sex-based division of labor. The article explores ways of initiating dialogue on these different approaches to gender planning and policy formulation, and suggests a workshop format.

VII. Economic Issues

A. General

Woman's Role in Economic Development

Boserup, Ester. London: Earthscan Publications, Ltd., 1970.

In this classic, Boserup looks at roles for women and men in traditional societies, tracing how the division of labor along gender lines evolved from within traditional village roles to market and industry employment. This book identifies these patterns of change and explains their significance from the point of view of development policies to see how these vast social changes come to bear on women's productive and reproductive functions.

The book is divided into three parts: In the Village, In the Town, and From Village to Town. Part I contains chapters on traditional male and female farming systems, the economics of polygamy, the loss of status under European rule, and how colonialism affected the casual worker. Part II looks at women in a men's world; industry; from the hut to the factory; the educated woman; and women in the urban hierarchy. Part III examines the lure of the towns, urban job opportunities for women, the unemployment scare, and the design of female education.

This seminal book on women in development provides a thorough economic analysis of the topic. It can be seen as a primer that informs and directs further policy research. Because its primary orientation is economic, the book should be combined with materials referring to natural resource management.

Making the Case for the Gender Variable: Women and the Wealth and Well-being of Nations

Blumberg, Rae Lesser. Technical Reports in Gender and Development No. 1. Washington, D.C.: USAID Office of Women in Development, 1989.

The stance of this report aligns with other AID/WID policy documents in maintaining that attention to the gender variable is needed if projects are to meet their objectives. Moreover, Blumberg uses diverse examples to argue that such attention contributes significantly to achieving overall economic development. As the forward states, her case examples, lessons learned, and sectoral analyses alone make this report a valuable addition to the growing body of knowledge about women's economic activities in developing countries....This report is basically a 'roundup' of what was already out in late 1988 that could be used to substantiate the fact that women's contributions to national economies are large and rapidly growing larger.

Blumberg provides examples of how women contribute to national economic growth and gives an overview of their contributions to the world economy. The impact of women's production and control of income is discussed, as well as female producers' contributions and constraints. By tracing the link between women's education and important social indicators, she determines the potential for human capital growth. She draws four main conclusions from her data. First, gender must be tracked in projects, programs, and policies -- which should then be adapted to overcome special constraints on women's productivity, participation, and access to benefits. Second, attention to female farmers' skills, incentives, and constraints could be the single most cost-effective approach to alleviating the African food crisis. Third, strong efforts should be made to identify and serve women in microenterprise credit projects. Fourth, female education should be given higher priority than it now is. Essentially, she calls the inclusion of gender critical to the "development equation." An economic analysis such as this expands the grounds for including the gender variable in development policy and planning.

Women, Poverty and Progress in the Third World

Buvinic, Mayra and Sally W. Yudelman. Headline Series, No. 289. Washington, D.C.: Foreign Policy Association, Summer, 1989.

Analyzing the economic contributions women make and their roles in managing natural resources and promoting family health and welfare, this booklet "examines what international donors and national implementing agencies have and have not done, and why they have not accomplished more. It concludes with policy, institutional and project recommendations to increase women's access to the resources and opportunities that will move them and their families out of poverty." The text is an examination of the neglect of women's roles by governments and international agencies in the development of many projects in poor countries and is a call to move toward a development strategy that widens women's opportunities instead of diminishing them.

The first chapter comprises a primer on women and development and a recent history of the poverty crisis and western governmental response. The second chapter provides an overview of women's economic contributions and how they manage natural resources. The third chapter focuses on the past and future of development assistance, discussing problems in the donor agencies' understanding of women's roles. The final chapter outlines an agenda for the 1990s to alleviate women's poverty. Enlightened policy positions are proposed for these areas: agriculture, credit, formal-sector employment, education, training, and health. The goal of these policies is to provide women access to decently paid employment and productive resources, thereby producing benefits for the entire family and achieving overall development goals. The policy recommendations are clearly and succinctly justified, and a few case studies illustrate their utility in practice. The recommendations in the final chapter provide a platform of specific actions to be taken, although except for those pertaining to agriculture, the recommendations are somewhat tangential to natural resource management.

Improving Women's Access to Credit in the Third World: Policy and Project Recommendations

Lycette, Margaret A. Occasional Paper No. 1. Washington, D.C.: International Center for Research on Women, 1984.

In addition to explaining the importance of improving women's access to credit, Lycette discusses the limitations women experience in acquiring credit. Often, the only sources of loans are informal ones such as relatives and friends, moneylenders, pawnbrokers, and informal rotating savings associations. To address the problem, Lycette asks "What policy and project-level reforms can be made to improve women's access to formal finance while incorporating the desirable features of informal systems?" She answers the question by providing policy and project recommendations.

At the policy level, she suggests deregulation and much lower subsidy of interest rates to help reduce the transactions costs of borrowing, simplifying application procedures, and increasing lenders' willingness to finance small borrowers. Another suggestion is to develop intermediary institutions intended to gradually introduce women and other inexperienced borrowers to formal-sector borrowing, as well as creating legal reforms to enable women to borrow independently.

At the project level, she contends that women's access to credit will be improved by the use of flexible repayment options, as well as a broadening of the concept of collateral to include security through group lending or guarantees by members of the borrower's community, and the use of information and credit distribution channels to which women have access, such as women's community and religious organizations and small savings associations.

This paper highlights credit extension as an important factor in the equation of empowering women to participate in development towards self-sufficiency. With improved credit systems leading to more efficient work methods, women are likely to rely less heavily on local natural resources.

When the question of credit for women enters a development policy discourse, this will be a useful paper to turn to for background and recommendations.

Women and Development: Objectives, Frameworks, and Policy Interventions

Schultz, T. Paul. Working Paper WPS 200. Policy, Planning, and Research Complex, Women in Development Division, Population and Human Resources Department. Washington, D.C.: The World Bank, 1989.

The study's thesis appears on the cover: "The private and social returns are high on investments to improve women's economic productivity -- particularly education. Where women receive less education than men, efforts to redress that imbalance deserve priority. Measures to open women's access to information, technology, productive resources, and credit should also be tested far more extensively." This is an economic view of the family and how various development investments and interventions shift women's participation in family-related work.

Since the research is gender-disaggregated, it is possible to perceive the differential patterns of production and consumption within the family. This paper takes a step back to define terms like productivity and to analyze the assumptions present in traditional economic terms and valuations. The author marshalls that the economic bias inherent in accounting only for market income has led to a misallocation of public development resources favoring market vis-a-vis non-market activities, and consequently men's over women's work. People are reduced to units of capital for modeling purposes in a lengthy discussion of investment in "human capital" and rates of return. Social and non-market rates of return measured by education and health are examined, disaggregated by gender.

The paper concludes that human capital investments in women offer attractive returns compared to alternative uses of public resources. A few policy statements are made regarding sectoral interventions, but natural resource management issues figure only in discussions of agricultural extension programs, land ownership, and credit. The research summarized in this paper would provide background material for a cost/benefit analysis for investment in gender programs.

"Projects for Women in the Third World: Explaining their Misbehavior"
Buvinic, Mayra. *World Development*, Vol. 14, No. 5, 1986, pp. 653-664.

This "lessons learned" piece warns against the perpetuation of certain inadequacies in development planning for women. Buvinic attacks the false premises of the "welfare" model of projects intended to improve conditions for poor women in the developing world. A background to the "welfare approach" can be found in Caroline Moser's seminal article, "Meeting Strategic and Practical Gender Needs" annotated in Chapter IV of this bibliography.

Many organizations execute welfare-based rather than production-based projects, directed to low-income women but failing to meet their needs. Often, in spite of women's preference for income generation, projects emphasize social tasks instead of economic-oriented efforts. Failing to recognize women's productive role leads development organizations to neglect such actions for low-income women such as skills training and credit extension programs. Income-generating projects are carried out when women-based institutions initiate them, but not as often where international and national development agencies are engaged in the process. Productive strategies are positive because they have the potential to redistribute resources more equally between men and women. Yet decisions made by men (who run the technical agencies, set development priorities, and allocate resources) tend to counter women's ability to empower themselves. This is the misbehavior to which Buvinic refers.

Buvinic asserts that integrated development institutions should implement productive programs for poor women to minimize the likelihood of project misbehavior. She suggests staff education within those agencies as well as the creation of specific staff incentives to implement economic growth projects for women, including evaluation and monitoring procedures. This is an analysis of why so many well-meaning but ill-designed projects fail to improve women's well-being -- and how development agencies could go about creating programs to help women generate income for themselves, which will empower them economically and otherwise.

The Role of Women in Evolving Agricultural Economies of Asia and the Near East: Implications for A.I.D.'s Strategic Planning

Islam, Inji and Ruth Dixon-Mueller. GENESYS Special Studies No. 2 Prepared for the USAID conference: Women, Economic Growth and Demographic Change in Asia, the Near East and Eastern Europe. Washington, DC: USAID, 1991.

The AID agricultural strategy for this region recognizes the need to consider gender issues in meeting its three main objectives: increased income; increased food availability; and enhancement of the natural resource base. According to the study, women's roles in agriculture in Asia and the Near East must be understood in order to maximize women's contributions to growth and to facilitate the transformation process set in motion by structural adjustment while minimizing its adverse impacts. The main strategic program emphases are: agribusiness development; natural resources management; agricultural planning and analysis; infrastructure management; and trade and market development. The stated belief is that investing specifically in women is not only more likely to achieve food systems growth objectives, but is also more likely to engender greater positive benefits than similar investments in boys and men. Attention to the roles and activities of women will improve their access to productive resources, thereby enhancing their productivity. Overall income will rise, thereby meeting one of the strategy's goals.

AID's fifteen Asian and Near Eastern client countries are grouped into three economic categories according to their per capita income and the share of GDP contributed by agriculture and industry. Country-specific information on the division of labor by gender, coupled with the sectoral breakdown of activities in each country provides background information on the conditions and potential for growth in these countries.

The conclusions that follow consist of "lessons learned" from AID's research on and involvement in the region's agricultural development. Classification of countries based on their degree of structural transformation provides a useful guide for identifying priority areas for investment. There is no linear evolution by which structural transformation induces male migration out of agricultural production, resulting in higher female participation in the remaining farm workforce. Variations in female labor force participation are ascribed to work demand, crop types, the use of irrigation and mechanization, and cultural restrictions on female mobility. Agribusiness is promoted, with cautionary stipulations. Effective natural resource management requires action on gender considerations. Agricultural planning clearly should include and support gender components. Accounting for women's needs in infrastructural investments will ultimately improve women's productivity and incomes. New production-enhancing technologies must take into account the needs of women workers and the decision-making roles of women in farm management. These conclusions are thoroughly supported and can aid in developing policy on women's involvement in agricultural economics.

Women's Initiatives in African Food Security: The Link between Micro Activities and Macro Policies
Nikoi, Gloria. Keynote Address, Advocates for African Food Security: Lessening the Burden for Women Symposium V at the United Nations Final Report. New York: Advocates for African Food Security, 1990.

Nikoi asserts that changes in the realm of national and international policy can foster major shifts in developing women's initiatives. She frames her discussion by delineating domestic responses to adverse terms of trade and structural adjustment, which often hamper women's efforts to produce food. She lists specific, practical recommendations for the key steps to integrating women into development efforts. A focal point is to gather information on the beneficiaries of projects disaggregated by gender and age for planning purposes.

This view is shared in the next section of the report, which provides further suggestions for mainstreaming women's concerns into the development process. For instance, planners can be sensitized through training sessions to the importance of women's contribution to food security. Other specific recommendations for action are enumerated.

In addition to the keynote address, this report includes a panel discussion on NGO Experiences on "The Impact of Women's Initiatives on the Macro Level," and a section highlighting UN, FAO, and CUSO WID perspectives.

B. Structural Adjustment

Gender and Macro-Economic Policy

Joeke, Susan. Prepared for Association for Women In Development (AWID) Colloquium on Gender and Development Cooperation. Washington, D.C.: AWID, 1988.

This analysis of the way macroeconomic policy affects women in developing countries highlights the biases women confront. These range from exclusion from property ownership to the scarcity of such government services as education, training, extension, and health care. The bulk of the paper examines structural adjustment programs, the rationale for them, their objectives, and their impacts for women. The paper covers women in developing countries, and how they are affected by policy, but it does not focus directly on issues involving natural resource management. This is a macroeconomic exploration of the issues that discusses concerns like per capita income, international finance, pricing, and food subsidies. Joeke uses caution in assessing the benefits of structural adjustment programs, acknowledging the range of effects they have on economies. She suggests methods for structural adjustment programs to intervene sectorally to improve national income, which would in fact redress some of the inequalities in income distribution. Her concern is that any increase in equity would eventually fail, leaving the poor even worse off than before. Those who are at least able to adapt to the new economy will be hardest hit by structural adjustment programs.

Empirical analysis of the impact of structural adjustment on women is limited by the lack of gender-disaggregated data. The net effects of adjustment programs will depend on their impacts on how labor, incomes, and consumption are allocated. Joeques posits that adjustment will likely have the most complex effects for women in terms of employment and wages. Further analyses examines the tools of adjustment programs and how they address the sectors occupied largely by women, which are agriculture and the informal sector.

The paper concludes with a section in which the implications of this analysis are translated into strategies that can ensure women's contribution to and benefit from structural adjustment. The first strategy suggested is to improve women's access to assets. According to Joeques, this can be accomplished through agricultural incentives, investment in rural infrastructure and services, and land reform. Improving employment opportunities is a second major strategy, which involves assisting with self-employment and public works programs. A third component would ensure access to health and education services. The recommended means for accomplishing this involve shifting resources into primary health programs, developing strategies to increase the cost-effectiveness of health services, and shifting educational expenditures. The final strategy involves the need for gender-disaggregated research, where gender analysis is encouraged not only to determine the potential impacts of adjustment, but also to ensure the long-term well-being of both women and men.

The Socio-Economic Effects of Structural Adjustment on Women

Boyle, Phillip. Paper presented to the OECD/DAC Paris, France October 5, 1988.

USAID Women in Development Office, Bureau for Program and Policy Coordination. Washington, D.C.: USAID, 1988.

Boyle stresses that in order for structural adjustment programs to realize their long-term growth objectives, policy makers must begin to appreciate the important role of human behavior in the processes underlying the restructuring of national economies. Socio-cultural and political characteristics of policy reforms must be fully taken into account. Due to the recessionary impact of initial adjustment measures, the more vulnerable lower socio-economic classes in most developing countries who feel the impact most must be protected against undue hardship. In the many countries where the majority of the people fall into this category, the problem requires more attention.

There are important reasons why women's roles are tied to structural adjustment programs. First, women have key economic roles in agriculture and in the commercial and service sectors. Second, there are important cultural and socio-legal barriers to the effective expansion of women's economic activities in many sectors of the national economies. Third, the largely unseen and unevaluated household provisioning and maintenance work women perform would have to be performed by men at large opportunity costs based on the wage labor structure. The paper also discusses women's role within the household and their dual productive roles, as well as in household agricultural production. The severe contraction of the economy in the early stage of structural adjustment programs requires households, particularly the women within, to find strategies to maintain viable levels of existence.

The paper also covers the impact of structural adjustment on female labor in cash crop production, as well as on women in non-agricultural labor markets. These sections are followed by a discussion of women's household strategies to cope with exaggerated economic pressures in their unseen adaptive roles as mothers and household managers.

Most of the paper is an exposition of the problem and how people in the developing world have coped and are coping. Boyle questions the theory that structural adjustment is a necessary, though painful, prescription for progress. Rather, he sees that if stabilization and adjustment policies are to result in renewed, sustainable economic growth, policy makers must better understand the "actual decision-making environment of private-sector participants" (Timmer, 27, 1988).

Boyle maintains that renewed growth with equity will require a great deal more understanding of the human dimension of structural change, stating that "policy makers and development assistance agencies must know the basic socio-economic, cultural, and gender characteristics of the populations they seek to transform." Because of this, he highlights the importance of considering the differential effects of structural adjustment policies on women an integral part of the growing need to examine the human dimension of development strategies. He suggests that women's new economic roles will require greater access to labor-saving devices and practices, education, and health services. "Investment in female human capital is crucial to economic progress in most developing countries under structural development programs and beyond," he asserts. "More than this, the solutions to the very real problems of escalating population growth and the mental and physical quality of the next generation are largely in [women's] hands." He ends with a call for more information for policy makers on the likely impacts of various reform packages on different groups. This paper provides a thorough discussion of the issues and intersperses important policy guidelines.

Women and Structural Adjustment Part I: A Summary of the Issues

Joekes, Susan, Margaret Lycette, Lisa McGowan, and Karen Searle. Prepared for the meeting of the WID Expert Group of the OECD Development Assistance Committee, Paris, April 18, 1988. Washington, D.C.: International Center for Research on Women, 1988.

Little research has been done on the impacts of structural adjustment on women. This meeting was called to set the standard for donor coordination and research so that structural adjustment, deemed necessary, can succeed and benefit people in developing countries. The policy implications presented in this paper are based on assumptions rather than proven data, the reason being the immediate need for change. The report offers an analysis of adjustment impacts on women for the agricultural sector and the informal sector. It calls for gender-disaggregated research on the impact of structural adjustment. As things stood at the time the paper was written, the analysis would contribute immediately "to policy makers' ability to create adjustment programs, and complementary policies that are effective both for addressing immediate financial crises and for encouraging long-term benefits of adjustment for women and men."

This paper is a rudimentary policy sketch on the impact of structural adjustment on women which was drawn from scant data. It touches on basic issues and fills in a temporary gap. Further research should be sought to accompany this.

VIII. Theory

A. History

"UN Decade for Women: Its Impact and Legacy"

Tinker, Irene and Jane Jaquette. *World Development*. Vol. 15, No. 3, 1987, pp. 419-427.

One of the effects of the UN Decade for Women was to bring women into the arena of international policy-making. The three documents produced during the decade -- the Plan of Action; the Program of Action; and Forward Looking Strategies -- highlight the policies necessary to improve the status of women worldwide and suggest ways to garner political support of this effort. Most of the recommendations cover social concerns such as violence against women, and such legal rights as property and land ownership. The call for a new international order, where marginalization of women is reversed or avoided, appears most relevant for policy on women and natural resource management.

The article traces the history of the development of WID offices since the inception of the Women's Decade and the adoption of the Percy Amendment in 1973. The creation of institutional structures increased the number of women in decision-making positions in national and international agencies.

Over the course of the Decade and since, the international network of women's groups has grown, representing a diversity of voices. Organizations have formed around the sharing of information among these groups, which gather for meetings, seminars, studies, projects, and events to plan ways of integrating women into development programming, among other things.

The UN Decade for Women mobilized women worldwide to form and carry out their own agendas. This paper provides a sketch of how a policy geared toward the inclusion of women's issues led to institutionalizing the WID agenda in existing structures. Describing the formation of independent groups broadens the scope of activities and makes possible the prospect of collaboration.

Development, Crises, and Alternative Visions: Third World Women's Perspectives

Sen, Gita and Caren Grown. New York: Monthly Review Press, 1987.

This book was written in response to the decline in socio-economic standing women have experienced since the UN Decade for Women. The phenomenon is attributed to the rift between strategies to achieve overall economic growth by increasing agricultural and industrial activity and strategies to improve women's economic well-being. Crises of the past decade, as well as structural adjustment programs have exacerbated the problem. Coming from a feminist perspective, the book documents efforts by women to counteract the effects of the crises.

Chapter One on Gender and Class in Development Experience examines how women's experiences with economic growth, commercialization, and market expansion are determined by both class and gender, tracing these experiences through colonial and post-colonial times. Chapter Two links the history of development policies and strategies to the current systemic crises. It covers the production and distribution of food, water and fuel availability, international debt, and a growing conservatism opposed to women's changing roles. Chapter Three discusses the strategies and methods that women need to overcome the crises and move toward equal participation. This chapter contains some long- and short-term policy changes and strategies which stress the participation of women's organizations in development efforts. An evaluation of the strengths and weaknesses of different types of organizations offers suggestions for changes needed to make them more effective in shaping and pressuring for a new policy agenda.

The book concludes with strategies and policy recommendations. The long-run strategies are very generalized, such as national liberation from colonial and neo-colonial domination, and demilitarization. The short-run strategies address current crises, such as advocating a shift toward the promotion of a more diversified agricultural base. The reasoning indicates that this would lead to a better balance between export and subsistence crops. Some of these are strong recommendations, although they could be substantiated with more specifics. The section can be used as a springboard, a vision of how development policy changes can create a more just society by addressing women's rights.

Staying Alive: Women, Ecology, and Development

Shiva, Vandana. London: Zed Books, Ltd., 1989.

Shiva contends that the dominant paradigm of progress, namely the pursuit of modern scientific knowledge and economic development, has caused the destruction of the ecological systems on which life depends. She maintains that survival of forests, water, and land is threatened by the current model of development because of its intrinsic association with violence against nature and against women. The book relates how rural Indian women, in their daily contact with nature, experience and perceive ecological destruction and its causes. It goes on to describe how these women have initiated processes to halt the destruction of nature and begin its regeneration. The book examines the class, culture, and gender biases in science and development, as seen by women from the developing world.

Chapter 1 analyzes how "economic assumptions of western patriarchy, aimed exclusively at profits, have subjugated the more humane assumptions of economics as the provision of sustenance, to make for a crisis of poverty in ecological devastation." Chapter 2 addresses the myth of the neutrality of modern science, explaining that the reductionist -- rather than holistic -- scientific methodology is necessarily violent to nature and women. Chapter 3 describes both the daily experience and the philosophy of Indian women, explaining their understanding of nature as a living partner in securing sustenance that guides their ecological struggles. Chapter 4 traces the demise of forests in India to the western bias towards maximization of profits, contrasted with women's actions to protect and regenerate forests. Chapter 5 examines "the food crisis as rooted in masculinist agricultural science and development which have destroyed nature's capital and have excluded women as experts and

producers of food." Chapter 6 explores the water crisis and relates it to the use of land and water for profit whereby limited resources are harnessed. The final chapter recaps the rationale behind the dominant development paradigm and then posits "the reclaiming of the feminine principle as a non-violent, non-gendered, and humanly inclusive alternative."

Persistent Inequalities: Women and World Development

Tinker, Irene, ed. New York: Oxford University Press, 1990.

Blending theory and practice, this book provides an understanding of the depth and breadth of the field of women in development its past and current debates. Chapter authors -- theoreticians, practitioners, development economists, and feminist scholars -- represent a broad range of ideological persuasions. The authors weave policy and programmatic issues into what are essentially theoretical discussions rather than applied work. The chapters document and evaluate a range of development programs in which women's work is central in order to illustrate their cases.

The book is organized into three sections. The first, "The Politics of Women," contains two chapters that review the global pattern of women's organizations and networks forming around their articulated priorities. The following two chapters offer feminist analyses of technology transfer and export factories, respectively. All in all, the first five chapters document the interaction between global development issues and the emerging networks of feminist scholars and development professionals. These debates require a rethinking of many basic assumptions.

The second section, "Intrahousehold Distribution and Control," focuses on intrahousehold dynamics, which has been largely ignored by economists. Two economists and a sociologist look beyond the underlying assumption that the male-headed household maximizes utility for all its members. They consider resource distribution and the psychological and social conditioning that perpetuates gender inequalities. This framework underlines assumptions that aren't commonly recognized in project design. Increased efforts that recognize alternative social organization create greater opportunities for women.

The third section contains chapters written by Indian, West African, East African, and Caribbean authors. They all indicate that patriarchy has consolidated its dominance and expanded its control as these societies have modernized, and they describe the ways this trend manifests itself. The final chapter's author predicts the imminent demise of patriarchy as a necessary part of human liberation projected by Marxist theory.

Many aspects of this book warrant perusal for awareness-raising purposes. Some of its ideas can be applied broadly in development work, if only as a gauge against which to check common assumptions. Others are so steeped in theory that their use is quite limited.

B. North/South Dialogue

The Future for Women in Development: Voices from the South

Proceedings of the Association for Women in Development (AWID) Colloquium (in English and French). Ottawa: The North-South Institute, 1990.

The North-South Institute developed three strategic research areas that it considers crucial to the future success of women in development -- reproductive rights, the environment, and economics. Because these issues are major concerns for women in the North and the South, they provide an excellent nexus to generate discussion between women from around the world. A major goal of the colloquium was to examine ways in which the North can respond to some of the concerns expressed by women of the South.

The book of proceedings is divided into four sections of presentations and ensuing discussions. Session 1 is on the topic of Women and Reproductive Rights. The presentation examines reproductive rights, and how Mexico's legal system governs human sexuality and reproduction. Session 2 is a Roundtable on Environment and Gender, for the most part in India; Dr. Bina Agarwal facilitates. Session 3 covers the Impact of the Economic Situation on Development with an essay, "Coping with change: An overview of women and the African economy." This presentation emphasizes how in Africa macroeconomic analyses and concomitant policies contain an implicit bias against women because of the way they define gross national product. Session 4 provides an overview of the DAWN (Development Alternatives for a New Era) approach. Peggy Antrobus, the General Coordinator of DAWN, discusses "Development alternatives with women." There is a brief Plenary session, where some key questions are posed.

This book provides an array of views from practitioners, activists, and academics. It has a progressive bent in looking for alternatives to the problems it addresses. The discussants uniformly raise important issues surrounding each topic. The proceedings include many urgent calls for change, although no set of policy recommendations came from the colloquium. Therefore, this document should be used as a guide, a "checklist" for addressing pressing problems in the area of women/environment/development, with an eye towards equitable dialogue between North and South.

ENDNOTES

USAID. 1989. *Gender Issues in Agriculture and Natural Resource Management* (Washington, D.C.: USAID).

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ADDITIONAL SOURCES CONTAINING STATISTICAL DATA

The World's Women: Trends and Statistics. 1970-1990. New York: United Nations, 1991.

World Survey on the Role of Women in Development. New York: United Nations, 1989.

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