

## Appendix

**Terms of reference for gender specialist**

The consultant should have a postgraduate degree in gender/women's studies and considerable expertise in designing gender-responsive projects in agriculture and rural development, particularly in the Asia/Pacific region. The consultant's responsibilities will include, but not be limited to, the following tasks:

- á List major GAD-related policies affecting the sector at the national and provincial levels.
- á On the basis of a survey of available information, identify GAD issues that need to be particularly studied for project preparation.
- á Conduct a gender analysis.
- á Design a representative household survey aimed at obtaining data on the gender division of labor in farming and related productive activities and in reproductive work; women and men's access to resources, services, and markets; and the likely impact of all these on project activities.  
This task will involve an analysis of:
  - gender-based patterns of work allocation and their relative rigidity;
  - access to and control over productive resources;
  - patterns of male and female access to benefits arising out of their labor (wages, incomes and profits, savings) and control over the use of such benefits;
  - relative access of women and men to training and extension for improved productivity and incomes; and
  - gender-based opportunities and constraints on participation in decision making.
- á On the basis of this gender analysis, develop and recommend mechanisms, strategies, and design features through which the project may address the practical needs of women and men and help improve the strategic position of women by suggesting:
  - ways of improving women's access to productive resources required under the project, as well as avoiding any negative effects of the project on women's position;
  - ways of improving women's participation in training, and their access to information and extension services;
  - measures to improve their access to basic services in order to reduce domestic drudgery, increase their leisure time or give them more time for additional income-earning opportunities, and generally improve their quality of life;
  - steps to facilitate women's participation in producers' organizations to give them access to services, inputs, and markets; and
  - support for women's savings and credit activities through group formation, training, and linkage with microfinance services.
- á At the level of strategic gender needs, on the basis of the foregoing gender analysis, the consultant will:
  - identify opportunities and strategies to facilitate the organization of women into separate groups or subgroups for training and capacity building in preparation for their participation in mixed groups;
  - identify ways to promote women's full participation in decision making with regard to project planning, implementation, access to benefits from the project, and management, monitoring, and evaluation;
  - strengthen women's social status in the household and the community with regard to decision making and access to development opportunities;
  - ensure that the results of the gender analysis are incorporated in the project design, implementation, and evaluation; and
  - prepare a gender strategy that clearly specifies how the project will address GAD concerns to be annexed to the Report and Recommendation of the President.

## Selected references

- Australian Agency for International Development. 1997. *Guide to Gender and Development*. AusAid.
- Fong, Monica, and Anjana Bhushan. 1996. *Toolkit on Gender in Agriculture*. Gender Toolkit Series No. 1. Washington, D.C.: World Bank.
- Moser, Caroline O.N. 1993. *Gender Planning and Development: Theory, Practice, and Training*. London: Routledge.
- Wilde, Vicky L., and Arja Vainio-Mattila. 1995. *Gender Analysis and Forestry*. International Training Package. Food and Agriculture Organization.