



**Roadmap on public policies for the empowerment of women and gender equality in Family Farming in the framework of the United Nations Decade of Family Farming 2019-2020**



*DECEMBER 2020*





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Grand Mas Food Processing Limited  
Address:  
Room B02, MP, Trivikram Thika Centre, T27, 017  
Das Vastav Road Centre, Hanoi, Hanoi  
grand.mas@bnet.vn  
Barcode: 4 897077 1546903

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## 1. Introduction

On December 20, 2017, the United Nations General Assembly declared **the United Nations Decade of Family Farming 2019-2028** to serve as a framework for the countries to develop public policies and investments in support of family farming, and



to contribute to the achievement of the **Sustainable Development Goals (SDG)** by addressing Family Farming from a holistic perspective and including the eradication of rural poverty in all its forms and dimensions.

The United Nations Decade of Action 2019-2028 (**UNDAF**) reaffirms that the achievement of gender equality and the empowerment of women and girls will make a critical contribution to progress on all the goals and targets of

sustainable development, reaffirming also the critical role and contribution of rural women and, in this regard, the stressing the importance of examining policies and strategies for the aspects represented by family farming (agricultural, forestry, fishing, pastoral and aquaculture production), to ensure that **the fundamental role of women in food security and nutrition** is recognized and addressed as an integral part of short- and long-term responses.

The calendar of the Decade offers an extraordinary opportunity to contribute significantly to the achievement of **Agenda 2030 for Sustainable Development** in an inclusive, collaborative and coherent manner, considering that the multidimensionality of family farming makes it possible to act in a comprehensive manner on the SDG and specifically **SDG No. 2 Ending hunger**, achieving food security and better nutrition and promoting sustainable agriculture and **No. 5 Achieving gender equality and the empowerment of all women and girls**. A Global Action Plan (**GAP**) for the Decade, result of a broad consultation process launched by **FAO** and **IFAD with the different actors**, especially farming organizations, and the outcome of the discussions held in Bilbao during the VI Global Conference on Family Farming, organized by the World Rural Forum (WRF) in 2019, has been launched. This GAP, which consists of seven pillars, includes a cross-cutting pillar, pillar n°3 *Promoting gender equity and equality in family agriculture and the leadership role of rural women*.

**Strengthening women's capacities and improving their participation and leadership role in processes for political, social, cultural and economic equity must be translated into the capacity to propose and design concrete public policies to address their challenges.**

**The IV Global Conference on Family Farming** held in Bilbao, Spain (**October 2011**) is one of the initial scenarios with a unitary global declaration that points out the importance of women as drivers and agents of change in agriculture and, among other recommendations, suggests incorporating gender into key aspects of participatory agricultural research, policy design, implementation, monitoring and evaluation. This statement suggests eliminating gender discrimination in national legislation, especially with regard to land tenure and livestock, access to resources and contractual rights.

In short, it recommends promoting women's empowerment, equality and gender equity. Indeed, the diagnosis of the challenges facing women in rural area and in farming is widely known and similar across the five continents: the status of women farmers not recognized or not effective; more precarious working conditions; workloads due to their dedication to care; access to resources such as credit, markets, rural extension services and limited technology; limited rights and access to land; and gender-based violence. Whose challenges are being intensified by the impacts of the crisis generated by the COVID-19 pandemic as detailed in Chapter 2.

This **roadmap** will propose a section on responses to the COVID-19 social and economic crisis from a gender perspective. **The objective of this roadmap and its elaboration process is to involve women in FF and to bring the gender perspective to the center of the design and implementation of public policies in favour of FF and rural women.** This roadmap is intended to be a tool for women in FF to strengthen and increase their participation and leadership in the processes of political, economic, social and cultural equality and equity, in order to propose, design and influence the design of concrete public policies that address their challenges.

Following the impulse of the Decade that offers **the opportunity to bring together women's organizations and representatives of women in farmers' organizations from the five continents**, it was decided through a **participatory process to develop the questionnaire that has allowed to collect proposals, directly from women and their organizations, for public policies, measures and other actions**<sup>1</sup>.

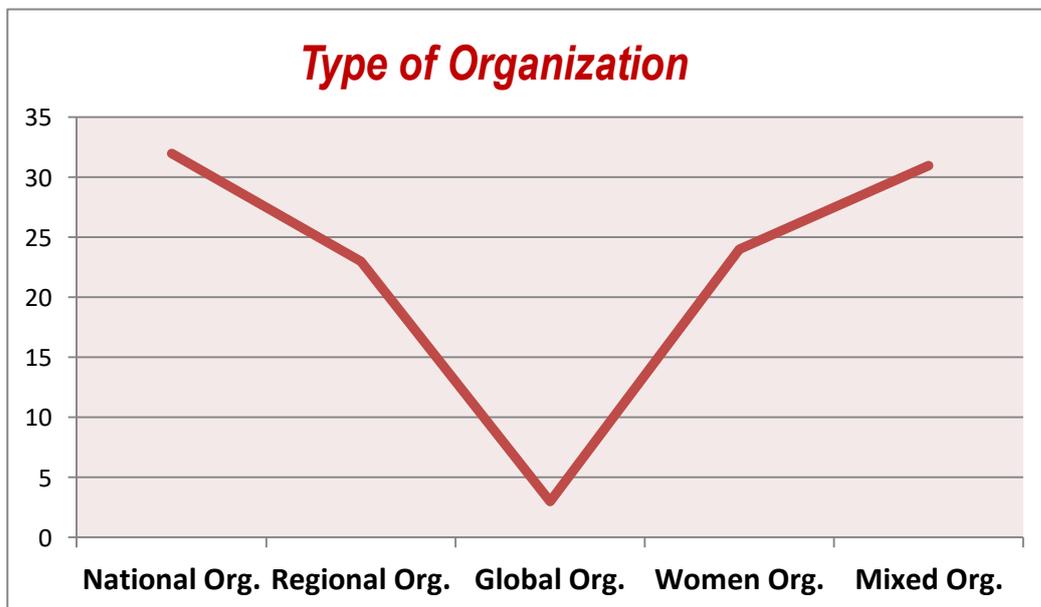
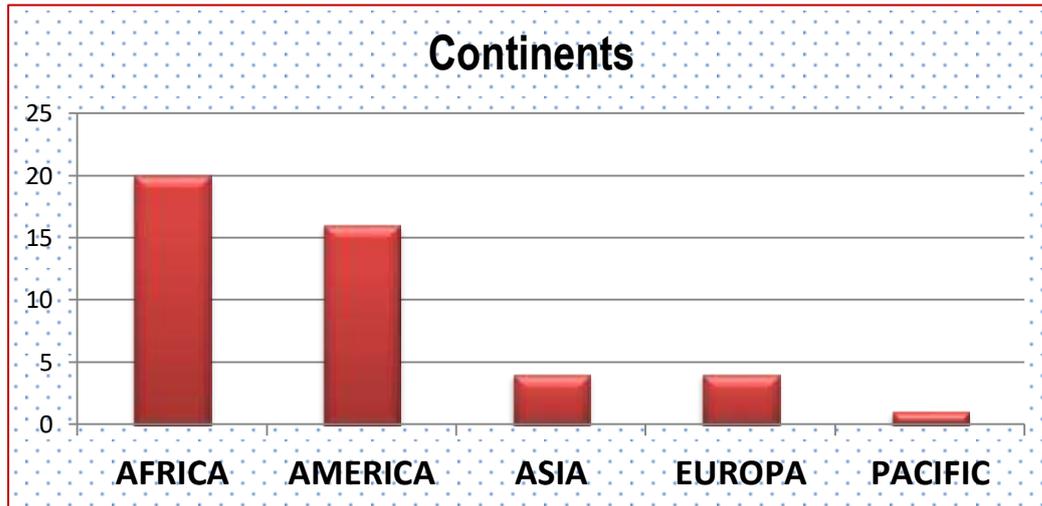


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<sup>1</sup> Organizations which participated and contributed to this process: FAO Gender, FAO PSPD, FAO FFF, WFO, LVC, ILC, COPROFAM, AFA, PDRR, AACARI, REFACOF, Collèges des Femmes du ROPPA, Collège des Femmes de la PROPAC, PIFON, EAFF, ESAFF, Confederação Nacional dos Trabalhadores Rurais Agricultores e Agricultoras Familiares – CONTAG, PROCASUR, World March of Women, Fademur, Asamblea de Mujeres Populares y Diversas del Ecuador – AMPDE, FUNDACIÓN PRODEMU, Asociación agropecuaria mujeres produciendo en la tierra amsati DRL, LANDA XXI, Red de mujeres del triffinio HOSAGUA, Asociación Servicios Educativos Rurales, UVOC-IXOQ MAYAJ, Fondo Ecuatoriano Populorum Progressio - FEPP Regional Ibarra, FIMI, Comité Campesino del Altiplano, AMICAM, Fédération des femmes rurales de Madagascar, WILDAF/Mali, OXFAM, Inades-Formation, WILDAF/Côte d'Ivoire, ADHD, Groupe de reflexion et d'action Femme Démocratie et Développement, WILDAF/Afrique de l'Ouest, Zimbabwe Small Holder Organic Farmers Forum (ZIMSOFF), MMMR- Movimento Mocambicano de Mulheres Rurais, Kattetaah Maali Lanbuure (Kamala), Tele-Bere VSL Association, ASP-CREMA, Community Action in Development and Research-CADER, Tuna Women Development Program, Zuuri Organic Vegetable Farmers' Assciation (ZOVFA), Peasant Farmers Association of Ghana, Cambodian Farmer Federation Association of Agricultural Producers, Central Union of Agricultural Producers and Forest Owners, MTK, Finland, ColColdiretti member of World Farmers Organisation, Jamaica Network of Rural Women Producers, Self Employed Women's Association, Aliansi Petani Indonesia (API) and Indonesi National Committe for Family Farming (NCFE).

The elaboration of the **questionnaire** was based on the **7 pillars of the VI Global Action Plan of the UNDFP** and **the conclusions of the women's session of the March 2019 Conference in Bilbao**. With the answers received, a draft was prepared and shared in a virtual meeting with the main Family Farming organizations and their women's representatives to finalize the document.

It has been done by **45 organizations around the world** and these graphics shows participation by **continent and type of organization**:



## 2. Impacts of COVID-19 and measures proposed to face it

On March 11, the World Health Organization, who declared COVID-19 a pandemic pointing to the thousands of illness cases in over 110 countries and territories around the world and the sustained risk of further global spread. Six months later, there are more than 30million confirmed cases in 216 countries, areas and territories. The COVID-19 pandemic has created not only a public health crisis, but a global crisis with severe economic and social impacts affecting millions of people and sectors all over the world.

**The enormous difficulties already faced by family farming- which made it the focus of most poverty and vulnerability -, have been exacerbated by the spread of the COVID-19 pandemic.** In fact, the health, economic and social crisis generated by COVID-19 has led to other serious problems for family farmers in terms of access to production inputs (shortages and price increases), products conservation (lack of refrigeration and storage systems) and access to markets (restrictions on movements, closure of markets and other marketing channels such as public procurement programmes), among others.

Furthermore, the COVID-19 crisis is exacerbating the already existing **structural inequalities**, increasing the burden on women as they struggle to fulfil their multiple roles<sup>2</sup>. Containment measures pose new challenges to rural women with regard to their roles in maintaining household food security, as agricultural producers, farm managers, processors, traders, wage workers and entrepreneurs. The effects of the pandemic are disproportionately affecting rural women's productive, reproductive and income-generating capacities because it tends to reduce their economic opportunities and access to nutritious foods while at the same time increasing their workloads and escalating gender-based violence. Women are often constrained in their access to social protection programs, such as cash transfers, public work programs and asset transfers. The tensions associated with stay-at-home measures and economic closures increase levels of gender-based violence<sup>3</sup>.

It is necessary to ensure that measures put in place by governments are aware and respond to the challenges that women family farmers are facing.

Therefore, it is essential to:

- monitor and analyse how the impact of government measures has varied at different stages of the pandemic life cycle through the use **and analysis of disaggregated data**;
- **integrate the gender perspective** in any measure proposed to address these impacts;
- to take advantage of this recovery moment **to promote public policies and their implementation** in favour of rural women, women family farmers, peasants and indigenous women, taking into account their own dynamics and situation;
- **recognize women and girls as agents of change**;

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<sup>2</sup> FAO. 2020. *Gendered impacts of COVID-19 and equitable policy responses in agriculture, food security and nutrition*. Rome. <https://doi.org/10.4060/ca9198en>.

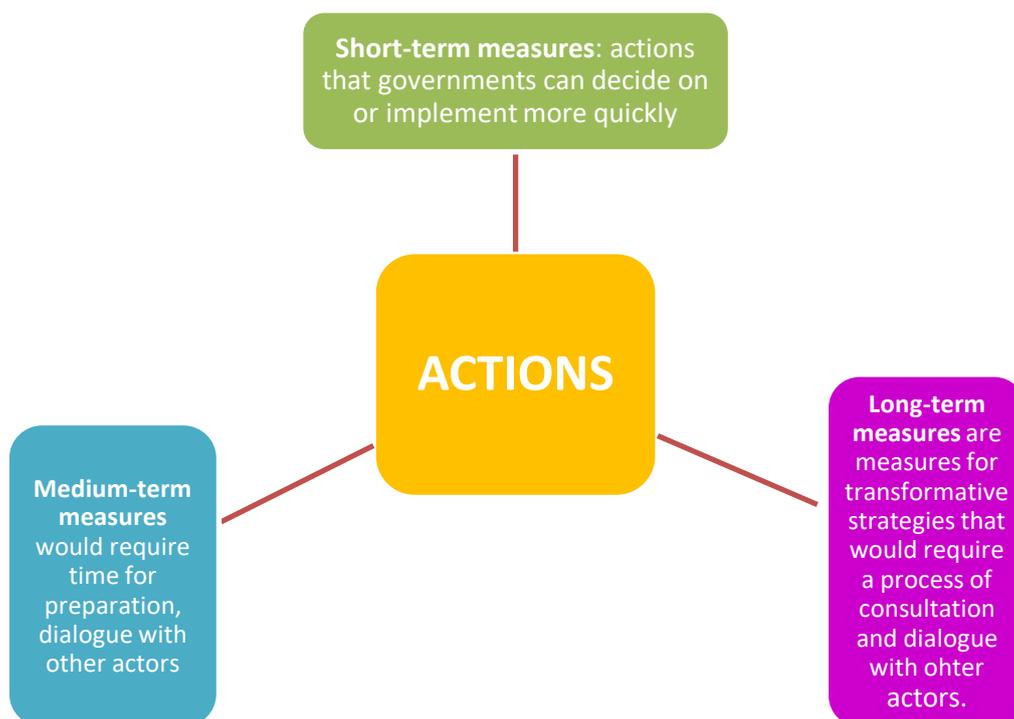
- to promote public policies and measures that give **space and tools to use their full potential** towards sustainable and inclusive food systems.

The aim of this exercise was to **collect the information directly from women family farmers all around the world** to better understand the impact of the covid-19 pandemic and to collect their suggestions on potential measures to respond to these challenges and strengthen women's agency.

Throughout the exercise, similar impacts were identified **in the five continents**, in addition to other impacts specific of each territories related to the local context. There is a consensus among the different organizations that have answered the survey that **the proposals, measures and actions from the governments should include an integral, holistic and gender perspective to respond to all challenges women and men face in rural zones**. However, it is necessary to acknowledge that each country and region has its own political and economic context and its own programs and instruments, impacting directly on its capacity to act in support of the rural women.

**In the following table the different impacts of COVID-19 and the proposed measures to address these impacts are described.** It is important to note that governments have implemented emergency measures to respond to the huge challenges, such as basic food baskets, PPE (Personal Protection Equipment), dissemination of information, quick resource mobilization for combating COVID-19 and its effects. The family farmers' organizations have actively engaged in these emergency responses. However, this exercise brings information directly from women family farmers to better understand how these measures can be strengthened and improved to respond to women's challenges and to allow them to use their full potential.

**Measures at short, medium and long term are required to contribute to the resilience, sustainability of rural women.**



The findings of these exercises are divided in emergency, short-, mid- and long-term measures, each defined in time horizon envisaged for its implementation and results. These temporary criteria have been proposed to facilitate the prioritization of concrete actions. Apart from the emergency measures needed to resolve the direct impacts, it is necessary to propose long-term measures, aimed to transform gender dynamics and structural inequalities that hinder women's agency and potential, thus strengthening women's resilience for future emergencies, as well as that of family farming and rural-urban continuums as a whole.

**The measures identified by women family farmers, aim to be put in place with participation as a guiding principle and to use a gender transformative approach throughout their implementation, so as to work towards structural changes to achieve gender equality.** Moreover, governments are encouraged to leverage on vertical coordination and integration for them to work with established legal institutions, family farmers, and any other relevant actors to build resilience and respond not only to covid-19, but to future emergencies as well.



| Category                     | Major inputs  | Time horizon | Proposed measure  |
|------------------------------|---|--------------|---|
| <b>Care</b>                  | <p><i>Increase of the workload and overload of unpaid care work. The responsibility for housework, children care and the elderly tends to fall on women, even if in some cases they have policies to reconcile family life. The closure of schools and senior centers has overburdened women's activities in addition to their jobs as producers, processors or marketers. This also led to a decrease in women's participation in decision making processes.</i></p> <p><i>Increase in the level of psychological and emotional stress. Women find themselves in a situation of economic vulnerability, physical isolation and overload of work.</i></p> <p><i>Women-specific services. Due to the confinement, sexual and reproductive health support and services are reduced or absent.</i></p> | Emergency    | <ul style="list-style-type: none"> <li>Hygiene measures (hand washing, mask); EPIs; 2m physical distance recommendation; containment management. Necessity of guaranteeing these measures and hygiene and cleaning material to respect these instructions.</li> <li>Guarantee electricity and energy.</li> </ul>  |
|                              |   | Short-term   | <ul style="list-style-type: none"> <li>Participation community leaders or traditional leaders (women's leader, religious leader, clan leader, etc.) to support the design and implementation of measures identified by governments.</li> <li>Promotion of self-help and discussion groups to help women overcoming their feeling of isolation with the provision of safe places and norms.</li> </ul> |
|                              |   | Medium-term  | <ul style="list-style-type: none"> <li>Development of government support programs within public hospitals which address mental health issues exacerbated by unknown factors disrupting livelihoods.</li> </ul>  |
|                              |   | Long-term    | <ul style="list-style-type: none"> <li>Promote sensitization and awareness rising for men and community to understand and know the rights of women.</li> <li>Analyse and better understand how to transform gender dynamics – depending on the contexts – to redistribute care work and ensure support services are in place.</li> </ul>  |
| <b>Gender-based violence</b> | <p><b>Increase in violence against women.</b></p> <p><i>Women victims of violence during confinement are isolated with male abusers locked up at home. In many</i></p>  | Emergency    | <ul style="list-style-type: none"> <li>Provide measures such as a free hotline to provide support and referrals to government entities, depending on the need.</li> <li>Establish temporary shelters that comply with safety measures for COVID-19.</li> </ul>  |
|                              |   | Short-term   | <ul style="list-style-type: none"> <li>Provide direct attention, gender training to those responsible for local networks for detection and action in the case of gender violence.</li> <li>Improve coordination with women's associations and the rural social fabric in the face of possible</li> </ul>  |

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|                  | <i>cases, there is no follow-up or protection for these women. There is a lack of shelters to accommodate them.</i>   |                    | situations of gender violence.  |
|                  |   | <i>Medium-term</i> | <ul style="list-style-type: none"> <li>• Promote processes of debate and training for women to know and demand their rights.</li> <li>• Promote processes oriented for men to raise awareness on the need to eliminate violence against women.</li> <li>• Improve coordination within communities to strengthen/promote community-based services and solutions to reduce violence against women.</li> </ul>   |
|                  |   | <i>Long-term</i>   | <ul style="list-style-type: none"> <li>• Scale up key empowerment approaches like Gender Action Learning (GALS) methodology, Farmers Advocacy Consultation Tools (FACT), Lobby Tools etc.</li> <li>• Ensure long-standing mechanisms are in place and are accessible for women family farmers to safely report and get support for violence.</li> </ul>   |
| <b>Education</b> | <b>Lack of mechanisms for distance learning leading to women investing time for pedagogical support.</b>  | <i>Emergency</i>   | <ul style="list-style-type: none"> <li>• Implement efficient distance learning strategies, based on contexts that do not increase women's burden of unpaid house and care work.</li> <li>• Set up safe shelters where authorities can deliver food to the children.</li> </ul>  |
|                  | <i>The primary and secondary education system does not have a proposal to ensure the continuity of school days for young people and children under adequate quality standards in the rural areas. This has reflected on women investing time for pedagogical support for virtual classes and schoolwork – in case they have access to internet, electricity and computers or tablets. In many rural areas, this context of accessibility does not even exist.</i> | <i>Short-term</i>  | <ul style="list-style-type: none"> <li>• Improving coordination within communities to strengthen/promote community-based services and solutions to reduce women's burden.</li> <li>• Promote community radios providing pedagogical support for disseminating information on COVID-19 safety measures.</li> <li>• Empower both parents with basic skills in parenting roles in education amidst risky situations like COVID-19.</li> <li>• Exploring offline mobile solutions for greater access to digital content. For those lacking of electricity, investments could be made on the use of small solar panels.</li> </ul> |
|                  |   | <i>Medium-term</i> | <ul style="list-style-type: none"> <li>• Assuring the connectivity of rural areas (internet, smartphone, radio).</li> <li>• Providing targeted services for women to decrease the burden of care and housework.</li> </ul>  |
|                  | <b>Schools stopped providing meals for children and consuming family farming products.</b>  | <i>Long-term</i>   | <ul style="list-style-type: none"> <li>• Establish innovative, resilient education services in rural areas that avoid putting the burden of ensuring continuity to education solely on women's shoulders.</li> <li>• Structure safe shelters, to ensure children continue to receive 'school meals' even when emergencies require closing schools.</li> </ul>   |

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| <p><i>Similarly, in many countries schools provide a meal for children in addition to being recipients of family farming products.</i></p> <p><b>Access to basic products</b></p> <p><b>Lack of income due to reduced access to markets.</b></p> <p><i>In many cases, women are the managers of the family budget and the loss of income due to not being able to access markets to sell their crops and/or handicrafts leads to them not being able to buy soap to wash their hands, buy medicines, water or basic food products.</i></p> <p><b>Access to water for family for hygiene.</b></p> <p><i>The lack of water has not allowed the respect of protective measures for hand washing. Fetching water is mostly a task performed by women and girls.</i></p> <p><b>Lack of adequate financing mechanisms.</b></p> <p><i>Most rural financing mechanisms like VSLAs have a limited scope and therefore, women do not have access to the money they need.</i></p> | <p><i>Emergency</i></p> <ul style="list-style-type: none"> <li>• Proposal for emergency economic aid for women who have lost their direct sales channels (of handicrafts or products).</li> <li>• Organize spaces for the exchange of food and barter of products to ensure nutritious food baskets for all families.</li> <li>• Provide sanitizing products that reduce the need of water.</li> </ul> <p><i>Short-term</i></p> <ul style="list-style-type: none"> <li>• Exemption from social security contributions during the period in which it is impossible to carry out the economic activity.</li> <li>• Access to information on existing social protection schemes to ensure household food security and sustain livelihoods.</li> <li>• Guarantee a minimum income benefit to all rural families who need it, extending coverage, speeding up procedures and reducing the requirements for granting it. This income should be given directly to women in the family as they tend to manage better and spend money on buying food for the family and ensuring hygiene and basic services.</li> <li>• Increase access to safe water for women and their families.</li> </ul> <p><i>Medium-term</i></p> <ul style="list-style-type: none"> <li>• Training women on entrepreneurship financial literacy and building social capital to promote social protection.</li> <li>• Kitchen gardens as a food safety net and rainwater collection system (where possible).</li> <li>• Establishment of community-based saving groups with broader scopes.</li> </ul> <p><i>Long-term</i></p> <ul style="list-style-type: none"> <li>• Put in place alternative financing options for future emergencies, such as product loaning and agri-input loans.</li> </ul> |

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| <b>Income generation activities</b>   | <b>Access to markets.</b><br><br><i>With the restriction or closure of markets, women have not been able to sell their fresh, processed or handmade products or to access raw materials.</i>   | <i>Emergency</i>   | <ul style="list-style-type: none"> <li>• Guarantee mobility (means of transport, for example) for the delivery of products to supply centres through safe conduct, establishing protocols according to the needs and context of women farmers, rural and indigenous women.</li> <li>• Guarantee knowledge about and access to hygiene measures such as: cleaning material to respect these instructions; hygiene measures (hand washing, mask); EPIs; 2m physical distance recommendation; containment management.</li> <li>• In areas where there is an internet connection, propose a discount on the internet connection fee.</li> <li>• Deliver seeds to guarantee the next planting cycle.</li> <li>• Emergency economic aid for women who have lost their direct sales channels (of handicrafts or products).</li> </ul> |
|   | <b>Public transport</b> <i>has been paralyzed and has been another obstacle for women to reach open markets. In many regions, women do not have vehicles or access to them.</i>  | <i>Short-term</i>  | <ul style="list-style-type: none"> <li>• Subsequent economic aid for the recovery of the activity.</li> <li>• Increase women's capacity to do online marketing for their products where connectivity is available.</li> </ul>  |
|   | <b>Access to seeds or inputs.</b><br><i>Confinement has not allowed them to provide inputs and seeds for future crops (any exchange or buy).</i>   | <i>Medium-term</i> | <ul style="list-style-type: none"> <li>• Invest in irrigation, support local seed production, and value addition to reduce on post-harvest handling especially during seasons where access to markets is restricted.</li> <li>• Capacity building on business and entrepreneurship for women, focus on identification of income generating opportunities and the establishment of market links.</li> </ul>   |
|   | <b>Informal work.</b><br><br><i>Many women earned a salary from the production of their family garden or handicrafts that allowed them a certain economic autonomy in addition to contributing to the family budget. Income that they now do not have.</i> | <i>Long-term</i>   | <ul style="list-style-type: none"> <li>• Setting up a fund for economic recovery to purchase seeds/inputs or raw materials required.</li> <li>• Support policies that would lead to women access to funds with minimum collateral or no collateral requirements.</li> <li>• Capacity building of family farmers in registers management, financial literacy to be able to develop fundable projects.</li> <li>• Capacity building of family farmers Agricultural risk Management.</li> <li>• Implement measures to re-launch activities such as horticulture, artisanal processing, chicken farming, non-timber forest farms, according to the contexts and territories may be other activities.</li> </ul>  |
| <b>Mobility.</b><br><i>In some countries there was lock on reduced mobility of persons from place to place. This more</i> |  |                    |  |

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|---|---|
|   | <p><i>affected mainly female in moving to access basic services of family farmers like markets, health care, leisure access.</i></p>  |
| <p><b>Dialogue, women's participation, and access to information</b></p> <p><b>Dialogue with the government and access to information.</b></p> <p><i>In several regions, dialogue with the authorities has been of poor quality or absent. Moreover, to the urgency of engaging fewer people in the decision-making processes, top leaders, which mostly tend to be men, were representing the majority, decreasing opportunity of engagement for women in key decision making processes</i></p> <p><b>Lack of accurate information.</b></p> <p><i>In some cases, women, for fear of losing their homes and falling ill, have not gone to the countryside to work or to the city to sell or buy products. And those who dared to go out and work the land reduced the time spent in the field to 20% of activity. The impact of this situation will probably be seen in 2021.</i></p> | <p><i>Emergency</i></p> <ul style="list-style-type: none"> <li>• Transmit adequate information about COVID-19 and reach all women in remote areas to ensure continuity of their activities.</li> <li>• Amplify governments' communication channels to ensure adequate information is reaching women in remote areas.</li> <li>• Awareness raising of women on COVID-19 and how to protect themselves wherever they are to avoid unnecessary panic.</li> </ul> <p><i>Short-term</i></p> <ul style="list-style-type: none"> <li>• Promote the use of means to reach women as using technology such as radio or SMS in different local languages for communication or training.</li> <li>• Awareness raising for governments officials to acknowledge and better respond to rural women's challenges.</li> </ul> <p><i>Medium-term</i></p> <ul style="list-style-type: none"> <li>• Promote processes of debate, experience sharing and training for women to know and demand their rights.</li> <li>• Promote dialogue tables among governments and women representatives.</li> </ul> <p><i>Long-term</i></p> <ul style="list-style-type: none"> <li>• Establish channels for women's participation in the policy dialogue.</li> <li>• Establish communication channels for delivering accurate information on emergencies to rural areas.</li> </ul> |

|                                      |  |                    |   |
|--------------------------------------|--|--------------------|---|
| <b>Access to natural resources</b>   | <b>Land disputes and access to natural resources.</b>  | <i>Emergency</i>   | <ul style="list-style-type: none"> <li>To ensure piece of land, gardens near the home to ensure basic foods.</li> </ul>   |
|                                      | <i>Although access to land by women is a permanent challenge, this has been highlighted during the pandemic. Important number of young men has leaved the cities and returned to the countryside. Women have been in many cases forces off the land.</i> | <i>Short-term</i>  | <ul style="list-style-type: none"> <li>Development of small videos/plays trying to depict why Access to land for the women is equally important.</li> </ul>   |
|                                      |  | <i>Medium-term</i> | <ul style="list-style-type: none"> <li>Promote processes of dialogue, training and awareness rising for women to know and demand their rights.</li> <li>Awareness raising and training for village elders and chiefs to solve social ails that hinder women's access to natural resources, especially land disputes.</li> <li>Promoting processes of dialogue, training and awareness rising on women rights for men and traditional leaders with the aim to change gender dynamics.</li> <li>Implementation of VGGT in the local communities.</li> </ul>   |
|                                      | <b>Access to water.</b>  | <i>Long-term</i>   | <ul style="list-style-type: none"> <li>Design a proposal for a Land Fund focused on rural women to guarantee women's access to land (for example access to credit that will enable them to own their own land).</li> <li>Explore possibilities that can lead to granting women titles for their land in order to protect them from being forced off the land.</li> <li>Implementation of VGGT in the local communities.</li> </ul>  |
|                                      | <i>The lack of water has not allowed the respect of protective measures for hand washing. Fetching water is mostly a task performed by women and girls. Moreover, it has impacted productive activities due to lack of water for irrigation.</i>         |                    |   |
| <b>Post COVID-19 sector analysis</b> | <b>Gender perspective in sector analysis.</b>  | <i>Emergency</i>   | <ul style="list-style-type: none"> <li>Disseminate government strategies and recovery plans in combating after COVID-19 effects.</li> <li>Benchmarking best practices from other countries in combating the COVID-19 effects.</li> </ul>  |
|                                      | <i>A lack of gender perspective has been identified in the sector analyses made on the direct and indirect impact of the COVID19. Many of these analyses do not consider the specific needs of women.</i>  | <i>Short-term</i>  | <ul style="list-style-type: none"> <li>Conducting stakeholder mapping exercise to understand women's potential for combating COVID-19 and future emergencies.</li> <li>Generate debate and dialogue within organizations and among government officials of the potential remedy of the risk of epidemics and the key role of women – highlighting the need to strengthen women's resilience.</li> <li>Policy review and analysis on the potential efforts by government of helping family farmers combat COVID-19, through National funds like Youth Fund, Women Fund, Elderly Fund.</li> <li>Implement training on the use of technologies with the aim to not increase the digital and technologies gap between men and women.</li> </ul> |

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*Medium-term*

- Integrate women into decision-making processes and crisis management at local, regional and national levels.
- Promote virtual spaces for dialogue and exchange, analysis and crossing of information about the situation of rural territories and the initiatives and actions of farmers at local level to face the crisis.
- Demand that the government and its ministries and corresponding sub-secretariat allocate budgets to implement policies with a gender perspective.
- Support dialogue spaces such as the AFC's Inter-institutional Table for the Design of Public Policies for Women and take into account their proposals to implement them.
- Capacity development on gender budgeting for government and its ministries and corresponding sub-secretariats to ensure proper budget allocation.
- Promote defining gender focal points/gender experts at the different government levels to oversee and promote the mainstreaming of a gender transformative/sensitive approach in governments efforts to combat COVID-19 and increase resilience.
- Conduct sector analyses studies on impact of COVID-19 with specific focus on women and youth, highlighting the importance of strengthening women's agency and their role in overcoming COVID-19 and future emergencies.
- Collectively build a National Action Plan for Family Farming that places political and organizational horizons, in the perspective of reconstructing the organizational fabric of the countryside, incorporating differentiated measures for rural women.

### 3. *Proposals to contribute to the Pillar 3 of the UNDF 2019-2028*

The Global Action Plan **recommends a series of indicative and interconnected actions from the global to the local level following the seven mutually reinforcing pillars of work.** Indicative actions presented under the pillars are to be considered as guidance for all actors in building plans and strategies at different levels. While providing potential approaches or entry points, they cover a wide range of possible areas of interventions simultaneously targeting different aspects (including obstacles) of family farmers to be assessed in a holistic manner for concrete action.

To fulfil the transversal **Pillar 2 of the Global Action Plan of the UNDF, *Promote gender equality in family farming and the leadership role of rural women***, it is essential to **incorporate a gender perspective in each proposal, measures, public policies or national action plan.** The survey was thought with this aim to bring for each pillar a gender perspective with the proposals coming **from women representatives.** Following, a summary of the results for each pillar is introduced. The complete analysis of the results will be reflected in the Annex 1<sup>4</sup>.



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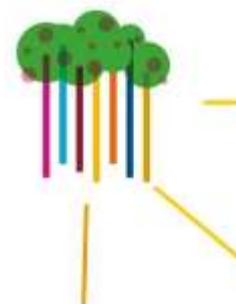
<sup>4</sup> The results of the study and proposals are included in Annex 1. The proposals are divided into normative or institutional proposals and considering the time frame of implementation (short, medium or long term processes). Finally, a summary of the proposed activities that emerged from the surveys and interviews is included.

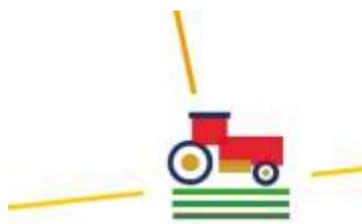
### **Pillar1. Develop an enabling policy environment to strengthen Family Farming.**

The results highlight the importance of the **recognition and representativeness of women in the different spaces of dialogue and decision-making processes** to ensure their challenges are taken into account in the public policies elaborated.

Some main ideas of proposals:

- **To assess, analyse and reflect on** the gender gaps on FF policies and their implementation.
- To **recognize the role of women in agriculture** (as farmers, fishermen and pastoralists) and guarantee **equal rights** to women to make visible the work of women in activities within family farming recognizing their work and their contribution.
- To create **mechanisms for ensuring women's participation** and leadership at all levels in the processes of developing **public policies** (grassroots, community, district, provincial and national).
- **To implement mixed training programs** and **gender transformative approaches** to sensitize on women's rights and **their contribution to family farming** among men of the family, young people and community leaders.
- **To create** permanent round tables for **dialogue with rural women and governments** (national, regional and local) to strengthen the participation of associations of rural women, family farmers, peasants and indigenous women in the planning, implementation and evaluation of policies for rural women.
- To create **gender units in all ministries** with trained staff with gender experts to inform programmes and policy making on sound knowledge and understanding of gender-related issues; **ensure their participation** in spaces for the elaboration of laws, norms, and public policies and dedicate specific budget lines for their operability.
- **To implement Gender training programs** with a multidisciplinary team within the ministries (policy makers, technicians).
- **To elaborate a multi-sectorial national gender policy** with differentiated measures.
- **To implement a law** which promotes and protects **women's access and control** over land with different measures (inheritance law, shared ownership of farms, courses addressed to women to explain their rights, working programme with community leaders, some courses addressed also to men etc.).
- **To recognize the work of women in the informal sector** and their **contribution to the economic and social activities with the family.**
- To promote **measures for conciliation and co-responsibility in the rural environment**, facilitating support in the childcare and eldercare and valorising these tasks.





Some concrete **good practices** in relation to **Pillar 1** are showing in the following **table**.

| <b>PILLAR 1: GOOD PRACTICES</b> |   |
|---------------------------------|---|
| <b>Cameroon</b>                 | Gender units in the Ministries of Agriculture and Territorial Development; Environment; Planning and Economy; Forestry; Education; Land Tenure Affairs; Livestock, Fisheries and Food   |
| <b>Uruguay</b>                  | Law 19846, approval of the obligations arising from international human rights law, in relation to equality and non-discrimination between women and men, including formal, substantive and recognition equality. especially Article 16 on the representation of rural women in the Government. (Adopted in 2020) <a href="https://www.impo.com.uy/bases/leyes/19846-2019">https://www.impo.com.uy/bases/leyes/19846-2019</a> Uruguay |
| <b>Finland</b>                  | The National Council of Women of Finland (adopted in 1911), is an umbrella organisation and a forum of cooperation for women's organisations that promotes gender equality.   |
| <b>Spain</b>                    | Women's Participation Council (advisory body to the Ministry of Equality), in the Women's Bureau of the Ministry of Agriculture, Fisheries and Food; and in the Women's Commission of COPA (Committee of Professional Agricultural Organizations of the EU)   |
| <b>ECOWAS</b>                   | Network of Parliamentarians on Gender Equality. The Network aims to give ECOWAS Parliamentarians the knowledge and skills to advocate for gender-equitable agricultural investment and influence political processes at the local, national and regional levels.  |
| <b>Togo</b>                     | The CTOP (Coordination of Togolese of peasants and producers organizations) Women's College and some members of CTOP, such as the National Network of Togolese Women Farmers (RENAFAT), the Federation of Togolese Women Food Promoters (FEPROMAT), are involved in the elaboration of agricultural policies and agricultural development projects and programmes. At the local and national levels.                                  |
| <b>Mali</b>                     | In Mali, rural women and youth are involved in the design, implementation and/or monitoring/evaluation of projects/programmes and public policies. These are entities that occupy many levels in Mali, for example: they are part of the Higher Council of Agriculture of Mali, chaired by the President of the Republic; they are members of the steering committees of projects/programmes.   |
| <b>Benin</b>                    | National Federation of Women Farmers of Benin (FENAFAB) participated with then National Platform of Farmers' and Agricultural Producers' Organizations (PNOPPA) in the preparation of the Strategic Plan for the Development of the Agricultural Sector (PSDSA) document in order to ensure that gender was taken into account in the document.   |

**Pillar2. Transversal support youth and ensure the generational sustainability of Family Farming.**

One of the main ideas that came out from the survey is the necessity to integrate the youth in the elaboration of public policies and their participation in the dialogues spaces. Complementary to that, the necessity **to integrate the gender transformative approach in the activities developed for young men and women farmers.**

Also it was highlighted that there is a need to promote programmes to strengthen the leadership skills of young women who will become the future leaders and to raise awareness about gender division labour. And finally, there is also an important issue with the access to land for the youth and in particularly young women.

The **main proposals** summarized below:



***Pillar4. Strengthen family farmers' organizations and capacities to generate knowledge, represent farmers and provide inclusive services in the urban-rural continuum.***

The answers related to this pillar emphasized the need to strengthen the leadership skills of women, to recognize the key role of women in Family Farming and to give them space in the political areas.

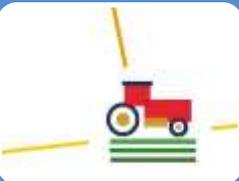
Some of the **main proposals** are:



Regulation for a balance in the participation of men and women to ensure the participation of women in entities working in rural areas (higher councils of cooperatives, local action groups, farmers' organizations, etc)



Establish specific institutional spaces at global, regional, national and local levels for women



Programmes to strengthen women's leadership for positions as spokespersons and representatives in decision-making bodies

**Pillar5. Improve socio-economic inclusion, resilience and well-being of family farmers, rural households and communities.**

This pillar was divided into different items: **Land, production and distribution activities, education, social and health services, women autonomy and gender-based violence.** In all these aspects the rights of women should be strengthened:

Some of the main proposals are:

**Land, natural resources, seeds**

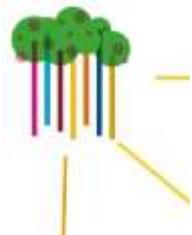


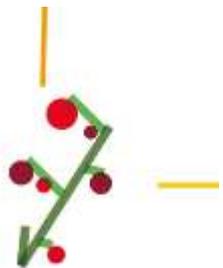
- Law ensuring women's rights on land and forests.
- Law for equal inheritance of land.
- Policies of recovering, selection and conservation of native seeds from each place accompanied by knowledge and agro-ecological practices and the recognition of rural women's role in agroecology.
- Awareness programme for local authorities on women's customary and inheritance rights.
- Training programmes for women on their rights to access and control over land and on the popularization of adopted laws and a support framework for legal advice.
- Auditing land plans to monitor the right of access and control over land for women.
- Creation of networks of municipal seed banks involving the entire population and the promotion of women's leadership in such networks.
- Awareness-raising, sensitization at household and community level about the existing negative social norms that impeded women's equal access to land to address these norms and trigger change in them.

**Production, transformation, distribution, market services**



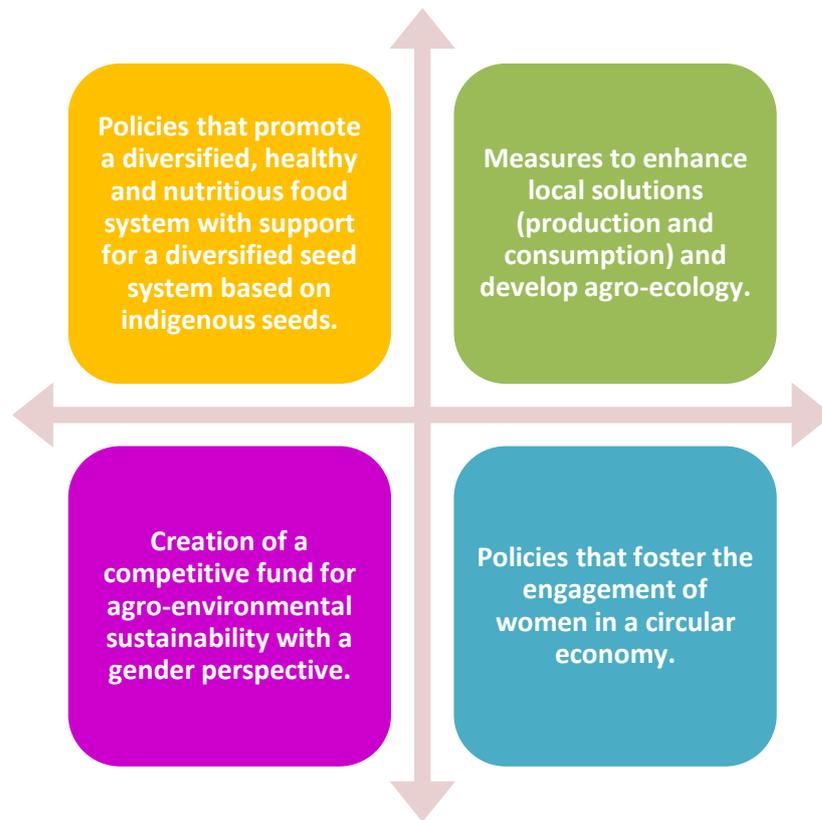
- Policies to support the association of women family farmers in cooperatives.
- Laws to guarantee internet access in rural areas to facilitate women's access to certain financial service.
- Policies that promotes diversification and nutritional production via the value addition, the incorporation into differentiated commercialization channels, FF stamps.

|   |  |
|---|--|
|   | <ul style="list-style-type: none"> <li>• Engagement of ministries and service providers of agri-food value chains to ensure the provision of gender responsive services in agriculture.</li> <li>• Awareness-raising, sensitization at household, community and organizational (producer organizations) level about the existing negative social norms that impeded women’s equal access markets to address these norms and trigger change in them.</li> </ul>   |
| <p><b>Education/Training/ Rural extension services</b></p>  | <ul style="list-style-type: none"> <li>• Policies that guarantee education in rural areas with smaller ratios to maintain basic services in the village.</li> <li>• Policies that promote professional training within the framework of the FF that allows for the obtaining of a professional certificate.</li> <li>• Digital literacy programs so that the gap between women and men does not increase.</li> <li>• Include a minimum number of female participants (or family farms with active women) in public funded programmes to ensure their access to advisory services or Women farmer-to-Women farmer Extension Services Program.</li> <li>• School feeding programmes and conditional cash transfers to safeguard girls’ enrolment in schools</li> </ul> |
| <p><b>Social and health services</b></p>                   | <ul style="list-style-type: none"> <li>• Gender sensitive social protections that include social food safety nets. These policies should enable vulnerable women (heads of households, widows, elderly women, etc.) to have access to essential goods and food.</li> <li>• Differentiated health policies recognizing diseases and injuries affecting women in rural areas and/or working in agriculture.</li> <li>• Proximity health care in rural areas, which is essential to settle population in rural areas.</li> <li>• Creation of models of local mutual health insurance cooperatives or associations.</li> </ul>   |

|   |   |
|---|---|
| <p><b>Social, economic, cultural autonomy</b></p>    | <ul style="list-style-type: none"> <li>• National and local policies for the social, economic and cultural empowerment of women and girls through education, incentive and awareness programmes.</li> <li>• Measures for women's economic autonomy that allow them to change their social status by promoting women's access to the labour market, regularizing the situation of women farmers and accompanying those who want to diversify through transformation.</li> <li>• Medium- and long-term measures to strengthen the organisational fabric.</li> </ul>   |
| <p><b>Violence gender based</b> (included social norms with negative impacts on women and creating situation of violence)</p>  | <ul style="list-style-type: none"> <li>• Laws against violence of any kind against women with budgets and measures. Laws must be specific to each context, for example for rural and indigenous women.</li> <li>• Gender equality laws that provide for family reconciliation, redistribution of domestic tasks and recognition of domestic and care work.</li> <li>• Education programmes on women's rights with community resource mechanisms, facilitation of access to justice, training of leaders from family farming and peasant organizations and support for including gender equality.</li> <li>• Translation of existing laws and legal instruments to facilitate understanding and access to legal aid services and access to dispute resolution bodies.</li> <li>• Awareness and information campaign targeting men and women and working with community leaders.</li> </ul> |

**Pillars6. Promote sustainability of Family Farming for climate-resilient food systems; and Pillar 7. Strengthen the multi-dimensionality of Family Farming.**

The proposals of the Pillar 6 and 7 are related to **healthy and nutritious food systems and agro ecological approaches:**



## 4. Next steps

This Roadmap should not be considered an end in itself, but a first step in **proposing public policies, concrete measures and guidelines for action by women farmers, livestock breeders, foresters, fishers, rural women and indigenous women, so that they can make a real impact on their lives.** It is therefore necessary to continue collaborating and working in this direction on the challenges and proposals that women in family farming are experiencing. That is why a chapter is proposed on the next steps that were agreed upon by representatives of women farmers and rural women from regional farmers' organizations and international civil society organizations.



A **Women's Action Network** has been proposed within the framework of the UNDFP to give continuity to this process and to:

- coordinate and monitor the **implementation of pillar 3 of the Global Action Plan** as well as national action plans;
- **train and exchange experiences on women's leadership** in the process of designing and negotiating public policies;
- provide **training modules on women's land rights and tenure**;
- coordinate **public policy proposals for women in family farming**;
- support the **work of women's organizations** and/or **women's sections of farmers' organizations**;
- design **specific tools and communication actions for pillar 3**;
- **link with pillar 2.**

## 4. Conclusion

This process of consultation with women in Family Farming has brought back to the table the **challenges** they face every day, and which were intensified by the **impacts of the COVID-19 pandemic**. This crisis has once again highlighted problems **similar on the five continents**, while respecting the specific characteristics of each territory, women and young people in rural areas, women farmers, foresters, livestock breeders, fishers and indigenous women. This roadmap aims to provide concrete proposals so that actions, policies and measures can be implemented with a real impact on the lives of women.

**Within the framework of the UNDAF 2019-2028, the Global Action Plan and its National Action Plans offer the opportunity to influence public policies that include a gender-transformative approach.**

For this, it is essential to strengthen women's social, cultural, political and economic autonomy so that their participation is active and has an impact, rather than being symbolic. Also to involve women, young people, and men in programs to visualize the reality and the



importance of the role of women and young people in leadership, in order to develop public policies that take into account the specificities that women and young people face.

The consultation for this **Roadmap** has shown that **women in family farming themselves have much to contribute from their experiences and good practices**. There is knowledge about the problems

they share, but there is also a great opportunity to exchange good practices and solutions to address those problems. There is a need to encourage exchanges among them and to support the dissemination of their good experiences to farming organizations and policymakers.

**Continuing to work on women's and young people's access to land is essential.** It is necessary to work with women themselves on their rights but also with traditional chiefs, men in the communities and local authorities.

And finally, it is essential to move from diagnosis **to action at the local, national, regional and global levels** with concrete proposals and all the necessary measures to implement them effectively. Public policies without adequate measures, budgets, strategies and the involvement of all actors at the national and local levels will not serve **to improve the situation of women in family farming**.

## **Annex:**

### *Annex 1. Results related to the 7 pillars*

This annex includes the results of the survey and the proposals. The proposals are divided as policy or institutional proposals and considering the implementation time framework (short, medium or long term processes). Finally a summary of the activities proposed that came out from the surveys and interviews are included.

## ANNEX 1. RESULTS PILLARS

### Pillar1. Develop an enabling policy environment to strengthen Family Farming.

|                            |                             |   |
|----------------------------|-----------------------------|---|
| <b>Normative framework</b> | <i>Short-term measures</i>  | <b>Proposals related to representativeness</b>  |
|                            | <i>Medium-term measures</i> | <p><b>Proposals related to representativeness</b></p> <ul style="list-style-type: none"> <li>• Policies of gender quotas on the boards of directors of rural communities and local authorities. Policies based on an analysis of the possible negative impacts with the use of quotas (for example having women only for having the number without making them participate).</li> <li>• Quota policies accompanied by awareness raising process for men and women.</li> <li>• Laws that give the status of farmer, fisherman, pastoralist to women, which gives them the same rights as men.</li> <li>• Census of women working in family and sectorial agriculture.</li> </ul> <p><b>Proposals related to land</b></p> <ul style="list-style-type: none"> <li>• Laws that guarantee access to land for women and/or protects their land either as owners or common use.</li> <li>• In the case that there is a Law on Shared Ownership of Farms, reference is made to the need for the revision and strengthening of these laws that will enhance and protect the role of women.</li> </ul> <p>Implementation of VGGT and other land guidelines.</p> <p><b>Proposals related to training</b></p> <ul style="list-style-type: none"> <li>• National vocational training policy for women and adolescents who have been left out of school.</li> <li>• Policies of investment in training programmes for women in family farming to strengthen their economic, social and cultural autonomy and increase their presence in leadership positions.</li> </ul> <p><b>Proposals relating to economic activity</b></p> <ul style="list-style-type: none"> <li>• Policies of investment in creating or strengthening the urban-rural link for sustainable and inclusive development, with a perspective of job creation, diversification, reduction of inequalities and conflicts.</li> <li>• Incentive policies that makes women's work on family farms visible.</li> </ul> |
|                            | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Develop and implement a multi-sectorial national gender policy.</li> <li>• Develop a multi-functional investment policy for all sectors that encompasses family farming for the development of other activities such as agro-tourism, social services such as childcare, activities for the elderly and people with disabilities.</li> <li>• Develop a comprehensive intervention strategy with investment in human, social and productive capital based on close preparatory</li> </ul>   |

|                                |                             |  |
|--------------------------------|-----------------------------|--|
|                                |                             | <p>work with women to learn about their situation and what they need to do to meet their challenges.</p> <ul style="list-style-type: none"> <li>• Proposal for a rural law with a gender perspective at different levels (district, provincial) with representation in local authorities.</li> </ul>   |
| <b>Institutional framework</b> | <i>Short-term measures</i>  | <p><b>Proposals related to representativeness</b></p> <ul style="list-style-type: none"> <li>• Creation of participation mechanisms at all levels for the development of public policies (grassroots, community, district, provincial and national).</li> </ul> <p><b>Proposals related to training</b></p> <ul style="list-style-type: none"> <li>• Mixed training programmes to raise awareness among men of the family, young people and community leaders.</li> </ul> <p><b>Proposal related to economic activity</b></p> <ul style="list-style-type: none"> <li>• Preparation of guides for public and private investment with a gender perspective.</li> <li>• Establishment of an emergency response fund managed by farmers' organizations to address issues affecting family farming.</li> </ul>  |
|                                | <i>Medium-term measures</i> | <p><b>Proposals related to representativeness</b></p> <ul style="list-style-type: none"> <li>• Creation of permanent dialogue spaces with rural women and governments (national, regional and local) to strengthen the participation of associations of rural women, family farmers, peasants and indigenous women in the planning, implementation and evaluation of policies for rural women.</li> <li>• Support and use forums like Commemoration of international of women, youth related celebration days, like youth day, women's day, rural women's day.</li> <li>• Invest in campaigns popularising some of the challenges facing rural women like gender work balance between men and women.</li> <li>• Support policy review exercise and evaluation on some national policies and strategies like mechanisation, value addition and agroprocessing, and other technologies</li> <li>• Career guidance and development in profitable enterprises related to agriculture for policy and practice change.</li> </ul> <p><b>Proposals related to training</b></p> <ul style="list-style-type: none"> <li>• Training programmes for rural, family farming, peasants and indigenous women on their rights, on the gender perspective.</li> </ul> <p><b>Proposal related to economic activity</b></p> <ul style="list-style-type: none"> <li>• Programmes to reduce the social security quota for women who register on the farm as part of an incentive policy to make women's work on family farms more visible.</li> </ul> |
|                                | <i>Long-term measures</i>   | <p><b>Proposals related to representativeness</b></p> <ul style="list-style-type: none"> <li>• Creation of gender units in all ministries with a focal point trained in the gender perspective and participating in parliaments and spaces for the elaboration of laws, norms, public policies.</li> </ul> <p><b>Proposals related to training</b></p> <ul style="list-style-type: none"> <li>• Gender training programmes with a multidisciplinary team within the ministries (parliamentarians, technicians).</li> </ul> <p><b>Proposal related to economic activity</b></p> <ul style="list-style-type: none"> <li>• Programmes to support women working in the informal sector, recognizing their work and economic activity.</li> </ul>   |

|                   |                             |  |
|-------------------|-----------------------------|--|
|                   |                             | <p><b>Proposal related to care activity</b></p> <ul style="list-style-type: none"> <li>• Programmes of measures for conciliation and co-responsibility in the rural environment, facilitating support in the task of care, giving these the value they deserve.</li> </ul>   |
| <b>Activities</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Use of validated tools that allow gender analysis in rural advisory services. For example, there is the Gender Analysis Tool in Rural Advisory Services. There is the GRAST that was elaborated by FAO, governments, institutions, organizations and operators that do technical assistance and rural extension can be trained with this evaluation system.</li> <li>• Public dialogues on raising awareness of the problems affecting women farmers in family farming.</li> <li>• Conduct a study and policy analysis and make recommendations for the review of government policies to address the shortcomings that limit the productivity of women family farmers.</li> <li>• Organize media campaigns on gender and risk management in the midst of epidemics.</li> <li>• Generate policy reports and position papers on issues affecting women and possible recommendations.</li> </ul> |
|                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Methodologies and approaches to make women consultation. Consultations should take into account women's timing, language and space where these consultations take place. For example, posters in prefectures or city halls as awareness raising and information tools for women are in many cases ineffective and inappropriate.</li> <li>• Training in financial literacy, entrepreneurship, partnering, risk management, records management, management and presentation skills.</li> <li>• Training of women and youth on alternative and additional sources of livelihood other than land dependence.</li> </ul>  |
|                   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Creation of "Gender Units" in key ministries for rural women and family agriculture. The concept of gender is abstract and there is a need to operationalize this concept. These units should have the capacity to influence public policy making and budget allocation. A weakness of these spaces is that they do not have a stable call, and only operate in a punctual manner for certain issues or moments.</li> </ul>   |

**Pillar2. Transversal Support youth and ensure the generational sustainability of Family Farming.**

|                            |                             |  |
|----------------------------|-----------------------------|--|
| <b>Normative framework</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Policies that recognize and encourage leadership programmes for young people to strengthen their potential as key agents of change.</li> <li>• Policies to mitigate the infrastructure problems of access of young people to productive resources such as land, capital, and qualified labour for FF.</li> </ul>  |
|                            | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Policies of redistribution of unused agricultural land to young people, especially young women, based on standard lease agreements with landowners.</li> <li>• Policies to facilitate and promote the employment and self-employment of young people in family farming through a strategy that promotes and energises priority value chains.</li> </ul> |
|                            | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Policies that promote rural development focused on youth and with a gender perspective that integrates measures in all sectors such as employment, social, cultural and rural development.</li> </ul>   |

|                                |                             |   |
|--------------------------------|-----------------------------|---|
| <b>Institutional framework</b> | <i>Short-term measures</i>  | <b>Proposal related to training</b> <ul style="list-style-type: none"> <li>• Specific training programmes for young people with a gender perspective.</li> <li>• Programmes for the use of new technology and social networks.</li> </ul>   |
|                                | <i>Medium-term measures</i> | <b>Proposal related to representativeness</b> <ul style="list-style-type: none"> <li>• Creation of specific secretariats for rural youth with a comprehensive strategy.</li> </ul> <b>Proposal related to economic activity</b> <ul style="list-style-type: none"> <li>• Implementation of economic incentives for the incorporation of young people and women into the FF (for example, in some countries they propose temporary bonuses of social security contributions for new incorporations).</li> <li>• Accompanying measures (economic and training) to entrepreneurship for young people.</li> </ul> <b>Proposal related to training</b> <ul style="list-style-type: none"> <li>• Mentoring programmes.</li> <li>• Creation of incubation centers for young people in family farming.</li> </ul> |
|                                | <i>Long-term measures</i>   | <b>Proposal related to training</b> <ul style="list-style-type: none"> <li>• Programmes to promote agricultural schools and work with young women to raise awareness and train them in leadership.</li> </ul> <b>Proposals related to land</b> <ul style="list-style-type: none"> <li>• Implementing programs of donation, cession of land to young people who come together to work it.</li> </ul>   |
| <b>Activities</b>              | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Importance of taking into account the specificities of girls, young women, young widows and young mothers in the different programmes.</li> </ul> Facilitate role models in the participation of agricultural activities.  |
|                                | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Sub-regional programmes on the employability of young people in the livestock and agricultural branches in West Africa.</li> <li>• SEWA focuses especially on the next generation of women and establishes a framework for young women leaders by offering training in agro-ecology, technology, solar energy.</li> <li>• Need to establish a dynamic knowledge and learning management mechanism at the regional level for young people to support and develop employment in agri-food value chains.</li> <li>• Generate a pool of successful youth mentors for young people in agriculture.</li> <li>• Facilitating young people to exchange learning opportunities in relation to family farming.</li> </ul>  |
|                                | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Exchange of knowledge and experiences between the different youth platforms.</li> </ul>  |

**Pillar4. Strengthen family farmers' organizations and capacities to generate knowledge, represent farmers and provide inclusive services in the urban-rural continuum.**

|                                |                             |  |
|--------------------------------|-----------------------------|--|
| <b>Normative framework</b>     | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Laws on regulations for a balance in the participation of men and women to ensure the participation of women in entities working in the rural area (higher councils of cooperatives, local action groups, farmers' organizations, etc.).</li> </ul>   |
| <b>Institutional framework</b> | <i>Short-term measures</i>  | <p><b>Proposals related to representativeness</b></p> <ul style="list-style-type: none"> <li>• Establish permanent dialogue spaces for family farmers and peasants with organizations of women producers, peasants and indigenous women. These spaces should recognize and respect the rural organizational fabric, the diversity of unions and organizations that exist in the countryside.</li> <li>• Training programs on the principles and practices of family farming focused on women and youth.</li> <li>• Programs to promote women's participation in leadership positions in family farmers' organizations.</li> <li>• Establishment of funds that specifically execute programs around social capital, economic capital that promotes family farming.</li> </ul> |
|                                | <i>Medium-term measures</i> | <p><b>Proposals related to representativeness</b></p> <ul style="list-style-type: none"> <li>• Establish specific institutional spaces for women and where they are trained as leaders with organizational capacity.</li> <li>• Programmes to strengthen women's leadership for positions as spokespersons and representatives in decision-making bodies.</li> </ul>   |
|                                | <i>Long-term measures</i>   | <p><b>Proposals related to training</b></p> <ul style="list-style-type: none"> <li>• Programmes of political and technical training for rural women that are permanent and coordinated with the academy (Training School for Rural Women). For example, a learning process in the formulation and negotiation of public policies for rural women.</li> </ul>   |
| <b>Activities</b>              | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Training and exchange of the FAO tool "Gender Action Learning for Sustainability" (GALS).</li> <li>• Teaching women about their rights as citizens; fostering critical thinking and awareness through open debates; questioning traditional views on what women can and cannot do; encouraging discussions on gender roles and highlighting some of their shortcomings.</li> </ul>  |
|                                | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Work and develop awareness campaigns with village chiefs on gender and women's rights.</li> <li>• Mechanisms for local consultation and taking into account the proposals of rural women in the formulation of these policies.</li> </ul>   |
|                                | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Strengthen women's organizational skills through the implementation of agricultural associations or cooperatives.</li> <li>• At the community level work with traditional organizations to act on habits and customs, on community development plans, organize dialogues between rural women and local councillors.</li> </ul>  |

**Pillar5. Improve socio-economic inclusion, resilience and well-being of family farmers, rural households and communities.**

| <b>Land, natural resources, seeds</b> |                             |  |
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| <b>Normative framework</b>            | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Laws ensuring women's rights on land and forests.</li> <li>• Act on Shared Ownership of Farms succeeded in giving equal rights to women's work on family farms.</li> <li>• Laws for equal inheritance of land.</li> <li>• Laws on access to land with a gender perspective.</li> <li>• In the management of forest concessions or protected areas, the rights, interests and specific needs of women must be taken into account and formally included in the management plans.</li> <li>• Integrate into forest management laws and regulations the specificities of women when it comes to the local community.</li> <li>• Regulations for safe access in forest concessions and protected areas to collect non-wood forest products for self-supply or marketing for income.</li> </ul> |
|                                       | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Policies of investment in renewable energy.</li> <li>• Policies of recovering, selection and conservation of native seeds from each place accompanied by knowledge and agro-ecological practices.</li> </ul>  |
| <b>Institutional framework</b>        | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Awareness programmes for local authorities on women's customs and inheritance rights.</li> <li>• Training programmes for women on their rights to access land and on the popularization of adopted laws and a support framework for legal advice.</li> <li>• Priority to women in land access programmes.</li> </ul>  |
|                                       | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Auditing land plans to monitor the right of access to land for women.</li> <li>• Adopt specific measures at lower cost to motivate women who have land ownership rights to certify them.</li> <li>• Establishment of Permanent Frameworks for Dialogue and Concertation, whose function is to resolve land conflicts amicably in their respective localities.</li> <li>• Measures to foster farms that comply with the SDG with aid and tax relief.</li> <li>• Creation of networks of municipal seed banks involving the entire population.</li> </ul>   |
|                                       | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Establish women farmers' observatories in national governments to develop sex-disaggregated data on the status and income from production.</li> <li>• Provide low-interest government loans for land purchases, offering extension services and resources to ensure that the land is productive and sustainable.</li> <li>• Measures to ensure access and control of resources such as wood, water, medicinal plants to women.</li> </ul>   |

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|                   |                             | <ul style="list-style-type: none"> <li>• Institutionalize the ancestral seed exchange fairs. To make a mapping of seeds that allows the exchange of the same ones.</li> </ul>   |
| <b>Activities</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Work with women and men, community leaders and authorities, and involve women in land and natural resource management issues, encouraging collective action and better access to information.</li> <li>• Participatory workshops for the recovery of rural trades, traditional gastronomy and handicrafts.</li> <li>• Intergenerational workshops, which allow collecting life stories and recovering traditions such as filandon (around esparto grass and wool).</li> <li>• Seed banks guarded by women with activities to manage a network of planting material and training in seed saving techniques for seed maintenance and storage of open-pollinated seeds.</li> </ul>  |
|                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Organize workshops with traditional chiefs to discuss the sociological blockages around land ownership for women, the conditions of their motivation and participation, and the levers to be activated. And engage the traditional chiefs to allow women grouped in association to collectively access land.</li> <li>• Work with women and men, community leaders and authorities, and involve women in land and natural resource management issues, encouraging collective action and better access to information.</li> <li>• To give priority in all public policies to those agricultural and livestock farms whose approach is the sustainable use of natural resources, through ecological systems, carbon generation and fixation, circular economy, production with carbon footprint and km 0.</li> </ul> |

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| <b><i>Production, transformation, distribution, market services</i></b> |                             |   |
| <b>Normative framework</b>  | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Policies that promote diversification and nutritional production via the addition of value, the incorporation into differentiated commercialization channels, FF stamps.</li> </ul>  |
|   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Policies to support the association of women family farmers in cooperatives.</li> <li>• Laws to guarantee internet access in rural areas without connectivity to facilitate access to certain financial services and to compensate for the closure of offices in villages with mobile systems that guarantee service (e.g. buses with mobile banking offices), since women have the greatest mobility problems.</li> <li>• Policies to promote value chains for inclusive FF that recognizes and promote the role of women as key agents.</li> </ul> |
| <b>Institutional framework</b>  | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Support and expand the Seed Fairs and promote seed exchange.</li> <li>• Promote an endogenous system of entrepreneurship, farmer's seed bank.</li> <li>• Dissemination and information campaigns. Participatory workshops with exchange of experiences, and incentives for the</li> </ul>  |

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|  |                             | implementation of projects that facilitate short channels and fair prices.  |
|  | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Provision by the administration and other entities of micro-credits for rural women and of guarantee lines with special conditions to be able to access traditional financial services.</li> <li>• Programmes to support the added value of processed quality products.</li> <li>• Establish collective business initiatives to develop local fertilizers and phytosanitary products.</li> <li>• Promote programmes for the association of women farmers, in community-based agro-forestry enterprises, associations or cooperatives.</li> <li>• Campaigns to strengthen the professionalism of women's organizations and to value local consumption.</li> </ul> |
|  | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Creation of funds specifically dedicated to rural women.</li> <li>• Institutional procurement programmes by governments, decentralized public services and development and civil society actors constitute an important niche for strengthening the position of women in agri-food value chains and guaranteeing them a fair income for their work.</li> </ul>   |

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| <b>Activities</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Promote the financing of projects through tools such as Crowdfunding or Matchfunding to attract funds.</li> <li>• Platforms for promoting self-employment initiatives for the rural area. (Example from FADEMUR, Spain: <a href="http://www.ruraltivity.com/">http://www.ruraltivity.com/</a>).</li> <li>• Strengthen short chains for production delivery. Similarly, encourage instances of barter and fair trade.</li> <li>• Develop a mapping of products that have been revalued during the pandemic, either for their nutritional or medical qualities.</li> <li>• Fishing area, animators to train women to group together because they are mainly the ones who transform the fish.</li> </ul> |
|                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Credit programs with a gender focus, operated by the Ministry of Agriculture, which they disseminate and support. An example given by an organization in Chile: it is called "Adelante Mujer" and has a preferential rate, payment facilities and suspension of quotas in case of pregnancy. Adelante Mujer Rural Program: Credit Financing Program for Chilean Rural Women. (<a href="https://bit.ly/2MMZXGD">https://bit.ly/2MMZXGD</a>)</li> <li>• Transformation sector. Measures to avoid post-harvest losses. Sold products can be processed like canned tomatoes.</li> </ul>   |
|                   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• SEWA's RUDI agricultural products - a women-led agricultural processing supply chain - are purchased from women farmers at fair prices; they are processed in RUDI processing centres at the district level and then sold at competitive prices through home delivery by RUDI sisters in rural areas.</li> </ul>  |

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| <b>Education/Training/ Rural extension services</b> |                             |  |
| <b>Normative framework</b>                          | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Policies that guarantee education in rural areas with smaller ratios to maintain basic services in the village.</li> <li>• Policies that promote professional training within the framework of the FF that allows for the obtaining of a professional certificate. It also encourages training in social and health services to cover rural areas.</li> </ul> |

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|                                | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Education policies that guarantee universality and free education at least up to secondary level and taking into account the reality of rural areas.</li> <li>• Policies to promote women's access to extension services and agricultural inputs.</li> </ul>   |
| <b>Institutional framework</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Training programs to strengthen leadership, management, technical and social (self-esteem) skills.</li> <li>• Digital literacy programs so that the gap between women and men does not increase.</li> <li>• Literacy programs that teach women who have not completed formal primary education literacy skills.</li> <li>• Include a minimum number of female participants (or family farms with active women) in publicly funded programmes to ensure their access to advisory services.</li> </ul>   |
|                                | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Women farmer-to-Women farmer Extension Services Programs.</li> </ul>   |
|                                | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Construction of schools or implementation of mechanisms to ensure the schooling of girls and boys.</li> </ul>  |
| <b>Activities</b>              | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Developing specific formats to enable breastfeeding women or women with young children to be part of the student groups in the training courses.</li> <li>• Locate training sites near villages, as they often have no means of transportation and the distance from the training centre can be a barrier for women.</li> <li>• Teach women who did not complete formal primary education literacy skills.</li> <li>• Build support networks that women can trust; a network where women can socialize and learn from each other.</li> <li>• SEWA regularly provides rural advisory services, especially to the agricultural sector, through media such as community radio.</li> <li>• Voice messages on different challenges such as weather forecast alerts, crop advice, market price of commodities, government plans related to agriculture, etc.</li> </ul>  |
|                                | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Recognize the opportunities offered by technology with tele-training, virtual classrooms or those tools necessary for the rural population to have access to a greater offer of quality training. Commitments by the government to offer internet and good connections in remote areas.</li> <li>• Accompanying women at the end of the professional training for their professional installation (project).</li> <li>• Farmers' organizations could play a key role in this, partnering with governments and rural service providers to explain the need to reduce barriers to women's empowerment.</li> <li>• Teach women sustainable agricultural techniques; encourage women to participate in natural resource management; teach women how to manage crops and about sustainable agricultural techniques; encourage women to cultivate underutilized land; teach women about sustainable fodder techniques, use of medicinal herbs, pond management and environmental conservation; teach women to</li> </ul> |

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|  |  | cook nutritious meals using fruits and vegetables grown in their own garden and in community-managed gardens. |
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| <b>Social and health services</b> |                             |  |
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| <b>Normative framework</b>        | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>National social protection policy that include social food safety nets should enable vulnerable women (heads of households, widows, elderly women, etc.) to have access to essential goods and food.</li> </ul>   |
|                                   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>Policies of free health and social protection services for vulnerable elderly people and children, many of whom are cared for by women.</li> <li>Health education policies (birth control, family planning).</li> <li>Differentiated health policies recognizing diseases and injuries affecting women in rural areas and/or working in agriculture.</li> </ul>   |
| <b>Institutional framework</b>    | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>Agricultural funds for solidarity and social initiatives instead of a traditional social welfare scheme (for example for childcare centres, a fund to meet the needs of elderly farmers (pension).</li> <li>Proximity health care in rural areas, which is essential to establish a population in rural areas, with an area for paediatrics and geriatrics.</li> <li>Integration of the groups in the services and collaboration with the local basic health service, creation of an awareness committee in the villages to encourage people to use the social services.</li> </ul> |
|                                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>Creation of models of local mutual health insurance cooperatives or associations.</li> </ul>  |
|                                   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>Proposal of integrated health centres in the production basins where there is a greater concentration of women producers.</li> </ul>  |
| <b>Activities</b>                 | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>Ensure sufficient transport services to access social services, specialists, special education - all services that are not covered in many cases over many kilometres.</li> </ul>   |
|                                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>Improve and universalize internet access in rural areas in order to be able to access services such as online medical consultations, training, accompaniment, paperwork, appointment requests.</li> </ul>   |

| <b>Social, economic, cultural autonomy</b> |                            |  |
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| <b>Normative framework</b>                 | <i>Long-term measures</i>  | <ul style="list-style-type: none"> <li>National and local policies for the social, economic and cultural empowerment of women and girls through education, incentive and awareness programmes.</li> </ul>                  |
| <b>Institutional framework</b>             | <i>Short-term measures</i> | <ul style="list-style-type: none"> <li>Programmes to promote meetings and exchanges of good practices and experiences, where not only the successes are told but also the difficulties and mistakes are shared.</li> </ul> |
|  | <i>Medium-term</i>         | <ul style="list-style-type: none"> <li>Measures for women's economic autonomy that allow them to change their social status by promoting women's access to the labour</li> </ul>   |

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|   | <i>measures</i>             | market, regularizing the situation of women farmers and accompanying those who want to diversify through transformation.   |
|   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Medium- and long-term measures to strengthen the organisational fabric. The processes of formation and training, permanent schools for women of medium and small production must be sustained in the medium and long term.</li> </ul>   |
| <b>Activities</b>   | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Encourage production and marketing associations or cooperatives.</li> <li>• Specific training for women based on a feminist pedagogy in which we discuss women's autonomy in all its dimensions.</li> <li>• An example from Contag, they work with Agro-ecological Notebooks. Agro-ecological booklets have been created so that rural women can record all their work in the production yards as well as in handicraft production and thus be able to visualize the work they do on a daily basis, including the time spent on domestic tasks and childcare. Agro-ecology books have helped to make women's work visible.</li> </ul>   |
|   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• The ECOWAS Parliamentarians' Network for Gender Equality in Agricultural Investment and Food Security organized an exchange trip to Rwanda between ECOWAS and Rwandan parliamentarians on the legislative framework on gender and agriculture that has enabled Rwanda to become a reference in gender-equitable investment and reducing the level of poverty in rural areas.</li> <li>• Encourage community participation; assist the community in addressing gender disparities by encouraging discussions on gender roles and their role in the marginalization of women; promote the inclusion of women in the decision-making process such as formally establishing their participation and decision-making power in the statutes.</li> </ul> |
|   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• An example from SEWA offers banking services by facilitating the opening of savings accounts in the name of women members. Through SEWA's programmes, such as the Digital Financial Inclusion programme, women are able to purchase smart phones and tablets through which they experience financial autonomy.</li> </ul>   |
| <b><i>Violence gender based (included social norms with negative impacts on women and creating situation of violence)</i></b> |                             |  |
| <b>Normative framework</b>  | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Laws against violence of any kind against women with budgets and measures. The law must be specific to each context, for example for rural and indigenous women.</li> <li>• An example from Spain: Organic Law 1/2004, on Measures for Integral Protection against Gender Violence. In December 2017, a State Pact against Gender Violence was reached, which includes specific actions to be developed in the rural environment. (Spain)</li> <li>• Gender equality laws that guarantee family reconciliation, redistribution of domestic tasks and recognition of domestic and care work.</li> </ul>  |
| <b>Institutional framework</b>  | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Education programmes on women's rights with community resource mechanisms, facilitation of access to justice, training of leaders of peasant organizations and support for taking gender equality into account.</li> <li>• Awareness-raising programmes and collaboration with the police and local authorities in sensitizing and training rural women on violence, especially gender-based violence.</li> <li>• Creation of shelters in rural communities for women victims of violence.</li> </ul>   |

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|                   |                             | <ul style="list-style-type: none"> <li>• Translation of existing laws and legal instruments to facilitate understanding and access to legal aid services and access to dispute resolution bodies.</li> </ul>  |
|                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Institutional programmes that address the fight against gender-based violence in rural areas, taking into account their specificities and the obstacles women face in accessing information, advice and resources. Measures such as prevention and awareness-raising campaigns aimed especially at the rural world, and training and awareness-raising aimed especially at rural youth and adolescents.</li> <li>• Prevention and awareness campaigns aimed especially at the rural world, and training and awareness campaigns aimed especially at young people in rural areas.</li> <li>• Strengthen the systems developed by indigenous and peasant women in their territories, respecting community justice or indigenous justice processes.</li> <li>• Awareness and information campaign targeting men and women and working with community leaders.</li> </ul>  |
|                   | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Measures that address problems related to unpaid domestic works that prevent women from engaging in income-generating activities.</li> </ul>   |
| <b>Activities</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Establish Community Care and Self-Protection Networks, including Emergency Shelter spaces that receive women when needed.</li> <li>• Example from Contag, they launched a series of videos "Converación de las Margaridas" (phone support) in which some women are invited to address issues that are included in their priorities.</li> <li>• Contag offers information and education programmes on the division of domestic tasks supported by awareness raising with the aim of changing the sexual division of labour, valuing and recognising women's productive and reproductive activities and, most importantly, seeking their fair division, especially of domestic and care work.</li> <li>• Need to involve men, husbands, in gender advocacy activities To make the advantage of women being independent seen and understood. Better condition of women, better condition of the family and development of the territory.</li> </ul> |
|                   | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Involving church and traditional leaders in communities sensitive to the negative effects of violence on social cohesion and economic improvement in their communities.</li> <li>• Fademur has launched an initiative "breaking with the service imposed by the patriarchal culture" Rurality (entrepreneurship), <a href="http://www.rurality.com">www.rurality.com</a>.</li> </ul>   |

**Pillars6. Promote sustainability of family farming for climate-resilient food systems; and Pillar 7.Strengthen the multi-dimensionality of Family Farming.**

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| <b>Normative framework</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Policies that promote a diversified, healthy and nutritious food system with support for a diversified seed system based on indigenous seeds.</li> </ul> |
|                            | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Policies that encourage a circular economy.</li> </ul>   |

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|                                |                             | <ul style="list-style-type: none"> <li>• Policies that promote renewable energy (solar energy).</li> </ul>   |
| <b>Institutional framework</b> | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Measures to enhance local solutions (production and consumption) and develop agro-ecology.</li> <li>• Search for mechanisms for the exchange of successful experiences in agro-ecological production, in the design of favourable legal frameworks and political incidence for agro-ecology.</li> </ul>   |
|                                | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• Climate change adaptation and mitigation measures and support to the farms that bet on these measures.</li> </ul>   |
|                                | <i>Long-term measures</i>   | <ul style="list-style-type: none"> <li>• Creation of a competitive fund for agro-environmental sustainability with a gender perspective.</li> </ul>  |
| <b>Activities</b>              | <i>Short-term measures</i>  | <ul style="list-style-type: none"> <li>• Organization of informative workshops and innovative activities such as "Rural Women Volunteers against Climate Change" proposals based on the SDG that combine those that have to do with the effects of climate change, and the situation of rural women as especially vulnerable to that change.</li> </ul>  |
|                                | <i>Medium-term measures</i> | <ul style="list-style-type: none"> <li>• With funds from the Women's Program (Chile), the program provides for the development of new production techniques that are more environmentally friendly and that make use of the existing physical natural resources in the property: incorporation of sustainable and agro-ecological management practices of the productive units, in addition to the introduction of non-conventional renewable energies and rainwater harvesting practices.</li> <li>• Mission to raise awareness among rural women about reforestation, forest management and economic and ecological use of the home. (Practice of Seikatsu Kaizen).</li> </ul> |





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[www.familyfarmingcamping.org](http://www.familyfarmingcamping.org)

**Contact:**

[wrfsecretary@ruralforum.org](mailto:wrfsecretary@ruralforum.org)

