

Scoping Study on Women's Leadership in the Agriculture Sector in Nepal

**Submitted to
Women Organizing for Change in Agriculture and NRM
(WOCAN)**

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WOCAN Scoping Study on Women's Leadership in the Agriculture Sector in Nepal

1. The Context

About 68 percent of the rural poor adopt farming as their main livelihoods strategy. Of the total labor force, seventy percent comes from women. The contribution of agriculture sector in the Gross Domestic products (GDP) is accounted for 32 percent¹. Nepal adopted the periodic development plan since 1950's with emphasis on agriculture sector as one of the major contributors for poverty reduction. In 1995, the Government of Nepal (GoN) developed an Agriculture Perspective Plan (APP). This long term vision paper in agriculture was prepared as part of commitment to meet the objectives set by the World Food Summit (WFS). Subsequently, National Agriculture Policy (BS 2061), Agricultural Extension Strategy (BS 2062) and Agro-business Promotion Policy (BS, 2063) were adopted by the GoN. Nepal as a party to Millennium Development Goals (MDG) has also committed to meet its targets. Out of eight goals, poverty reduction, gender equality and partnership for development are directly related with women and agriculture sector development. Almost all the sub agricultural policies are focused on improving productivity and transforming subsistence to commercial agriculture. Though, all periodic plans, policies and strategies of the development sectors of Nepal emphasized on agriculture, the relation with structural causes of sub-ordination of women and gender based exclusion in agricultural development process were not taken into account at its full strength. Hence, poor representation of women in leadership position in agriculture and other social sectors remained persistent for a long time.

Agriculture in Nepal is a feminized sector. The decade long (1996 to 2006) armed conflicts and higher out-migration of men-folks from rural areas of Nepal has not only severely increased the burden on women but has also increased feminization of agriculture. However, the government has yet to adopt measures to address the challenges brought by feminization in agriculture sector. The feudal social system and skewed power relation in society has severely undermined the leadership of women. Though the feudal vertical social relations has been changed to some extent after the political change of 1990, the skewed gender-based power relation is not much changed and that has severely limited the meaningful participation of women in decision making.

Women's access to land and other means of production and other services enables them to take leadership. It has continued social position of sub-ordination of women in society and consequent limitations in access to economic opportunities. The social norms and traditional values of Nepalese society are still major hindering factors to recognize, accept and promote leadership of women in Nepal. In the production chain, access to resources determines the power relation at all level. In this context, ownership of amount and quality of land is the prime factor to determine the social status and productivity potential of women. However, the land distribution pattern in Nepal is highly skewed. Table 1 demonstrates a general land ownership situation in Nepal. More than 24 percent people are landless and another 6.98 percent people are semi-landless. As observed, the total percentage of women holding ownerships of land in Nepal is only 8.1 (CBS, 2006).

In Nepal, farmer's movement has been one of the important part of major political breakthrough since the histories. The movements related to *land to the tillers* adopted by the Nepali Congress and *Bhakari phor* (burst-open grain storages) led by UML-Nepal are some specific initiatives in the history of farmer's movement. The democratic movement since 1990's and after the Constituent Assembly has brought even more opportunities to promote and enhance competence of Farmer's organizations (FO) and women for their leadership.

¹ Budget of the FY 2065/66 presented by Finance Minister, Dr. Babu Ram Bhattarai at Constituent Assembly meeting on Friday, 19th of September, 2008

Table 1: Land Distribution Situation in Nepal

S.N.	Category of people	% of total population
1	Landless	24.44
2	Semi-landless (owing less than 0.20 acre or 0.08 ha)	6.98
3	Marginal cultivators (owing 0.21 to 1 acre or 0.084 to 0.4046 ha)	27.59
4	Small cultivators (1.01 to 2 acres or 0.4087 to 0.809 ha)	20.15
5	Semi-medium (2.01 to 4 acres or 0.809 to 1.618 ha)	13.42
6	Medium cultivators (4 to 10 acres or 1.659 to 4.05 ha)	6.25
7	Large cultivators (more than 10.01 acre or 4.06 ha)	1.17

Source: Table 11, UNDP (2004: 176)

The land ownership pattern directly or indirectly affecting agricultural production and productivity as well as contributing to keep women in sub-ordinate position in society that ultimately hinders the development of their leadership capacity. Denial of legal ownership of land, women are not recognized as autonomous farmers and restricted from access to different other production related services and facilities. As the result, majority of women still remain as simple producers.

The stakeholders engaged in agriculture sector widely accept the important role of women in agriculture. However, constant ignorance of policy makers, service providers, political party leaders, and private sectors and denial of access to resources has constrained itself from adopting women friendly policies and programs to the extent required.

Nepal adopted liberalized policy since the eighties and became a member of the World Trade Organization (WTO) and other regional trade forum such as Bay of Bengal Initiative for Multi Sectoral Technical and Economic Cooperation (BIMSTEC). In this context, Nepal has to enhance its competitiveness in agriculture sector through harmonized approach of resource management and market integration. It is possible to tap the opportunities brought by liberalization and commercialization of agriculture sector only through gender sensitive and inclusive development policies and programs.

2. Objective and Outputs of the Study

Objective:

- To gather background information on existing resources for enhancement of women's leadership in Nepal, with in-depth information on the situation of women in farmer's organizations in Nepal for the rural women's leadership program.

Specific Outputs:

- country briefs with in-depth information in Nepal to produce briefs on women's status in farmer organizations and identify and assess available resource persons, organizations and projects/programs,
- indicative work plans and budget for the country,
- communication and knowledge management

3. Methodology and Time Frame

Methods used:

The study is based on interviews, focus group discussions and review of literatures. The primary information has been obtained from interviews and discussions with government officials and policy makers, and representatives of political parties, farmer's organizations, cooperatives, private sector, donor

agencies, media houses and NGOs. The secondary sources of information have been reports, project documents and other literatures. The program and policy recommendations presented in this paper are based on the primary and secondary sources of information.

Time frame:

The scoping study was conducted within five days between August 18 and September 24, 2008.

4. Scope of the Study

Within the five days of study, it was possible to organize some focus group discussion, interviews and literature reviews. Finding gender-based disaggregated data especially in the technical sector like agriculture and access to available information is very limited. The limited time frame restricted field visits outside the Kathmandu valley for collection of district based information and triangulation. In addition, no single common farmer's organization exists in Nepal. Instead, there are several sister organizations of political parties, and it is difficult to contact and discuss with them in a short timeframe. These factors to some extent have limited the scope of this study. There are political party specific farmer's organizations, all of them are in initial stage of organizing themselves, and majority of them are not very functional and prominent on farmer's issues. Therefore, for the purpose of this study, the detail analysis and recommendations are drawn based on experience of All Nepal Peasant Federation Association (ANPFA) and National Cooperative Federation Nepal (NCF/N), which are the mass based organization and actively engaged on farmer's issues and leadership enhancement.

5. Observations and Findings

Understanding and Interpretation of Women Leadership

From the interaction with different key informants, it was reconfirmed that women's role in agricultural development is very crucial, as they are the producers for household consumption and supply to the market. Increasing market oriented farming systems and the growing trend of male out migration has increased the burden of women in the rural areas. Increased feminization in agriculture is widely recognized and accepted by different stakeholders at different levels. However, the increasing gap between the feminization in agriculture and appropriate response to address it is still a mismatch. The learning and understanding is not fully recognized by the system of both government and non governmental sectors. It was noted that very limited conscious and systematic efforts have been carried out even where the possibilities exist. It has enforced women's subordination position with constant denial of access to means of production and other services such as credit, information, market etc. The respondents as well as literatures clearly indicate that importance of developing and promoting women's leadership is not well recognized, accepted and promoted mainly due to persistent feudal mindset at the national and local levels.

Women's leadership in farmer's organizations and cooperatives are widely recognized in general. For example, All Nepal Peasants Federation Association (ANPFA) and National Cooperative Federation of Nepal (NCF/N) Ltd. has special wing of women sub-committee to further emphasize on women's leadership enhancement and respond specific needs of women farmer's and or entrepreneurs. It shows high potential of enhancing women's leadership in farmer's organizations and cooperatives, for which concrete combined efforts dealing with social, political and economic rights of women and opting pragmatic strategies are required. In this process, leadership development trainings can be very vital at the beginning and build on towards overall growth of women and the institution they associate with.

Participation and Representation of Women in Leadership

The changing political scenario in Nepal has raised some hopes in securing women's rights and promoting women's leadership. The constitutional provision of ensuring at least 33 percent of women in all the state structures and recent result of 33.2 percent representation of women Constituent Assembly (CA) members are some of the bright sides of the political changes.

The provision can have significant contribution to change the situation of under representation of women in both political and administrative structures. For example, the provision set by the national agriculture policy, 2061 for 50 percent of women in agriculture related programs is a gradual progress in terms of participation but has limited their participation to the producer level only. There is also a huge gap in the education system and service providing mechanisms to promote women leadership.

From the interviews, discussions and reviews of different literature, it is reconfirmed that almost 70 percent of the rural women have engaged themselves in agriculture for their livelihoods. Almost 90 percent of women producers have physical access to land as users but do not have the decision making power regarding what to grow, which land to allocate for which crops or what share of foods to be allocated for family consumption and access to other means of production.

Though women's' role in development has been officially acknowledged since the sixth periodic development plan, the efforts in leadership development are still to enhance. Formation of Women Farmer Development Division and later changed to Gender Equity and Environment Division within Ministry of Agriculture and Cooperatives (MoAC) has made an attempt to mainstream gender equity in agriculture sector. The guideline for gender sensitive planning can be taken as one of the important initiative of the division. With the constant effort since the 6th periodic plan, by the end of the 9th plan, average achievement of women's participation and representation in agriculture development process was 38-40 percent (MoAC, 2062). Till the date, only limited number of women has been turned into entrepreneurs. One of the studies carried out by the MoAC in five representative districts in each development regions shows the emerging trend and potential of entrepreneurship in the leadership of women. Roster of best women entrepreneurs prepared by MoAC shows that there are 14 to 30 women led enterprises functioning in different districts (MoAC, 2064). The experts in private sectors opined that out of the total women producers, only 4-5 percent women can become an entrepreneur as majority of them are constrained by limited access to financial resources, knowledge and skills to deal with market, family support system and conducive policy provisions.

The situation of women representation and leadership at the government structure, media houses, private sectors and NGOs has not been quite encouraging. For an example, out of the total 8252 staff in government structures in agriculture sector, only 5.8 percent are women. Likewise, there isn't a single woman District Agriculture Development Officer (DADO) in any of the 75 districts. It reconfirms that either women's leadership is not well accepted or their gender specific needs are not well addressed by the system.

In the changing political context, 33.2 percent of women in CA and constitutional provision of at least 33 percent of women in all structures of the government is a good basis for promoting women in leadership. A representative picture of women's representation in different levels is summarized in the table 2 below:

Table 2: Women's Participation and Representation

Level	Number	Percentage
Representation in the cabinet	4	16
Representation in CA	192	33.2
Technical human resources	478	5.8
Farmer's organization (Central Committee)		
Nepali Congress	33	11
Unified Marxist Leninist	-	45
National Cooperative Federation of Nepal (Board of Directors)	1	8

Women Agriculture entrepreneurs ²	35	14.95
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Source: Compiled from different documents

Women’s leadership in farmer’s organization and cooperatives are quite encouraging though not up to the mark. Some of the innovative initiatives adopted by some of the farmer’s organization and also cooperative federations are exemplary. For example, the cooperative federation, which represents around 12,000 cooperatives with more than four hundreds thousands members of which 1200 women specific individual members, provisioned for awards for the cooperatives who have more than 50% women members. Likewise, the cooperative federation and ANPFA has separate women wing and or sub-committee to enhance women leadership and deal with specific issues thereby. Some specific measures such as quota also set aside to bring women in central level leadership of ANPFA. However, issues of under-representation and exposure to wider leadership potential are still limited for the women members. For example, in ANPFA, except women wing, all commodity specific committees are headed by male, like is the situation of NCF/N. It shows importance and urgency of collaborating with those kinds of mass based organization to capacitate women members and support in transformation of farmer’s organization and cooperative federation.

Policy Frameworks to Promote Women Leadership in Agriculture

Women’s’ inclusion in agriculture conceptualized from the 6th periodic plan (1980-1985). It took more than 30 years to formally recognize women’s role in agriculture development since the inception of the first periodic development plan in the 50’s. The 7th periodic plan recognized the need to have women focused program and introduced a minimum standard for at least 10 percent of women participation in agriculture related trainings. In this process, the 8th plan has focused on expanding women participation in farmer’s groups, technical trainings, and access to credit. Within the 8th plan, Women Farmer Development Division was established within the Ministry of Agriculture. From the 9th plan onward, gender role and its importance were recognized and programs were adopted towards gender mainstreaming. The division was expanded and renamed as Gender Equity and Environment Division, with expanded mandate to link with biodiversity related programs as well. This indicates some gradual efforts in understanding and mainstreaming of women and gender issues in agriculture sector development.

Within the 8th plan period, **five years strategic plan for women farmer’s development** was prepared. As a result, the 9th periodic plan brought additional agenda of cooperatives development and preparing **gender responsive plans and budgets**. Within this period, women participation was mandated at least for 35 percent in all agriculture related programs. The 10th plan also known as Poverty reduction Strategy Paper (PRSP) for Nepal adopted a holistic approach of poverty reduction of which greater social and economic inclusion of men and women through mainstream and targeted programs as one of its four pillars as shown in the figure 1 below:

Figure 1: Four Pillars of PRSP

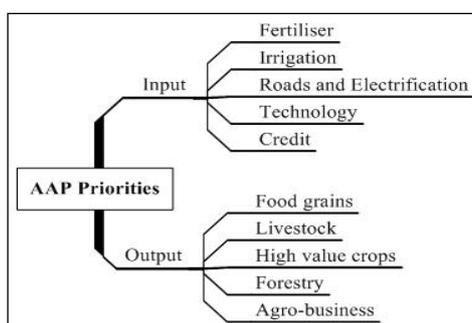


² 14 commodity specific-Dairy, Horticulture (fruits, vegetable, Floriculture, nursery), Spices, Sugar, Tea and coffee, Pulses, Cereal and food items, Oil and ghee products, Pickle, Mushroom, Poultry, hatchery and slaughtering, Apiculture, Feed industries, Herbal products

Source: Poverty Reduction Strategy Paper, 2002

The above figure shows that one of the pillars directly relates to the economic and social inclusion of women. The current Three Year's Interim Plan (2007-2010) (TYIP) has adopted the spirit of PRSP in terms of inclusion and economic transformation. Various components of the TYIP have considered the agriculture sector as one of the contributing sector to poverty reduction. The Agricultural Perspective Plan (APP) is said to be one of the fundamental policy frameworks in agriculture. The following figure provides an overview of APP's emphasis in agriculture sector which emphasizes the input-output relation as a prominent factor but is surprisingly silent on gender responsive and social inclusive processes.

Figure 2: Input-output Relations as a Priority of APP



The Interim Constitution concept of 'food sovereignty' citizens. Article 19.3 of the reform and Article 20 deals

have been the milestones for women and agriculture sector. However, translating these provisions into actions are still a daunting challenge. An overview of women and gender specific initiatives of the different periodic development plans of Nepal is presented in the box 1 below:

(IC) (2063) has introduced the as a fundamental right of its IC states the scientific land with women's rights which

Box 1: Progression of Women Inclusion in Periodic Development

6 th periodic plan (1980-85) - conceptualization of women inclusion in development programs
7 th periodic plan (1985-90) - active participation of women and quota for women, ensuring at least 10 percent of women participation
8 th periodic plan (1992-97) - women specific sub-sector program such as group formation, training
9 th periodic plan (1997-02) - women in decision making, post harvesting programs
10 th periodic plan (2002-07) - gender mainstreaming through capacity building and entrepreneurship
Three years interim plan (2007-011) - inclusive development and targeted programs

In the decade of nineties, women rights movements and sectoral development was quite prominent in Nepal. After the political change, some positive initiatives have been started such as National Agriculture Policy, National Extension Strategy, Agriculture Entrepreneurs Policy which had acknowledged the role of women in agriculture development and poverty reduction. Likewise, different initiatives at the farmer's organizations and the national federation of cooperatives of Nepal have adopted some innovative approaches to promote women in leadership. For an example, the national cooperative federation awards their member which has over 50 percent of women membership. This provision is considered as an incentive to promote women in mainstream cooperative development process. Some of the major policies and programs in agriculture sector and gender specific objectives are presented in the table 2 below:

Table 3: Major Policies and Program in Agriculture Sector and Gender Specific Provisions

Major Policies in agriculture sector in Nepal	Preamble/main Objectives	Gender specific objectives/provisions
APP (2052)	Transform subsistence agriculture to commercial	Improve women participation to enhance agricultural productivity
National Agricultural policy (2061)	Transform subsistence agriculture to professional and competitive system	50% involvement and participation of women in all programs as possible
Agricultural Extension Strategy (2062)	Increase efficiency and productivity of agriculture and competitiveness in the value chain of agricultural system	-
Interim Constitution (2063)	People of Nepal in exercise of the sovereign powers and state authority inherent in us....	Article 20 under fundamental rights: no discrimination based on gender and equal rights to son and daughters on ancestral property
Agro-business Promotion Policy (2063)	Support for commercial and competitive agriculture for internal market and export	Special programme to support enterprises established and promoted by women, dalits, poor
One Village One Product Procedure (2063)	Product development and value addition on specialized commodity	-

Source: Compiled from different documents

Almost all of the policy documents do not recognize existence of farmer's organization in Nepal. In this context, it is obvious to have no specific support to enhance women leadership within the farmer's organization and resource allocation accordingly. However, different policies and plans very prominently recognize importance of cooperative movement and programs. The cooperatives are well recognized entity by the policies and give more leverage for farmers and or producers to organize themselves in production, processing, marketing and or policy advocacy/lobby. Likewise, the current periodic plan of Nepal named as Three Years Interim Plan, budget for fiscal year 2008/09 and interim constitution of Nepal has further emphasized on cooperative farming as a movement. Therefore, this is an opportunity for development actors to collaborate and enhance competency of women in the leadership of farmer's organization, cooperatives and other service providing institutions.

International Affiliation and Major Activities Carried out by ANPFA and NCF/N

ANPFA and NCF/N both as an umbrella organization which represents large number of rural women has certain affiliation and collaboration with international movements and or programs. For example, ANPFA is affiliated with global peasant's movement Via Campesina, Pesticide Action Network (PAN), South Asian Peasants Coalition (SAPC). Likewise, NCF/N is associated with International Cooperative Alliance, Network for Development of Agricultural Producers in Asia and Pacific (NEDAC) and International Federation of Agricultural Producers (IFAP).

Among other thematic subjects of their primary objectives, both the organization in specific carry out women empowerment specific programs such as leadership training, exposure and visits and awareness programs. However, both of the organization and women department and or wing have felt the gap in:

- Leadership skills in organizing, mobilization and dispute management,
- Holistic understanding on inter-linkages of wider socio-political and technical agendas related to resource rights,
- Women specific policy and plans,
- Enough incentive and or affirmative actions to promote women participation, representation and leadership within the organization,

- Participation and representation in policy processes led to low confidence,
- Investment to enhance competence of women on commodity and or sector specific committees,
- Knowledge and skill to promote and practice gender responsive planning, budgeting, monitoring and policy advocacy.

6. Policy and Program Gaps

Access to Means of Production

- Women's role in agriculture is well accepted nationally and the increasing trend of migration has led to an increase in feminization in agriculture sector. However, majority of women do not have ownership over land and other means of production. Therefore, women are not recognized as autonomous farmer and their participation is limited to the production spheres and not on ownership and decision. Therefore, women's access to land is a very crucial factor to determine entrepreneurship competence and leadership position.
- The policy provisions are becoming sensitive to include women in the production and market processes. However, women's access to necessary means of production such as land, credit, information, technology are either very limited or isolated even when efforts are made. Hence, there is need of massive reorientation of understanding of inclusive agricultural development where women's leadership is recognized and ensured.
- The quick assessment reveals that national development priorities and interventions are so far not well aligned with women's needs and interests in the mainstream development. The research and development agendas are largely guided by the market. There is a need to reorient national research agendas and feedback mechanisms to examine constraints and opportunities for promoting women leadership. The education system; both the formal and informal sector has its own limitations. The agricultural education and general education does not give adequate attention to the gender based analysis of opportunity, challenges and responding mechanisms. Likewise, informal education like of Farmer's Field Schools and other subject specific training do not have system of gender based micro- and macro- analysis which has largely hindered women's competence to relate their life experiences with the technological solutions.
- It is clearly observed that education system in Nepal is not able to fully internalize the gender equity as its content and therefore efforts are needed to revise the curriculum to make gender-sensitive, inclusion oriented curriculum. It is a big challenge to break social stereotypes and that needs preparing human resources through education system.
- Investment on women leadership in agriculture development is very crucial. As per the MoAC annual report of fiscal year 2061/062, gender equity and environment division has received very limited amount of budget. It is a matter of pity to note that the Fiscal year 2059/60 had to run in 'Zero' budget. The opportunities for the capacity development for women in the government structure in specific and their potential for upward growth is limited. Therefore, there is need of investment on gender responsive program and budgeting, enhancing opportunity and competence of women in leadership, creating conducive environment for women to take leadership position and provision of incentives for girl students for tertiary education in agriculture sector. Continuation of gender responsive programs beyond the project specific mandates needs management commitment. Hence, it is essential to analyze the constraints and opportunities for women's leadership growth in the agriculture sector.
- The poverty mapping and wellbeing ranking has most of the time misled the poverty dynamism in the society. Often, economic indicators are considered as determining factor

ignoring social indicators. However, in the last couple of decades social factors are getting some attention in poverty mapping. One of the most important factors of wellbeing especially for women is their psychological wellbeing which is often excluded. It is observed that women are still not easily recognized or accepted in leadership positions.

Service Delivery Mechanism

- In most of the cases, the technical human resources, especially at the government structures are male and therefore their priorities, interests and approaches are different, which has consequently limited women's access to services from those centers.
- The policy and programs most of time are not only de-linked but not well responsive as well. The overarching policy frameworks are either often isolated or not properly linked with international provisions in resource rights. For example, Article 14 of the Convention on Elimination of all forms of Discrimination Against Women (CEDAW) deals with women's rights over land resources but being a signatory of CEDAW, there is no concrete provision made by the GoN to fulfill the obligations of international instruments. Some operational provisions such as concession in registration fee while the land is registered in the name of women is in place but the most important groups of women who reside in remote areas either do not have access to information, or they lack the guts to ask their male partners to ask to register land in their names. Hence, they are not getting much benefit from this provision. However, the female house/land ownership is increased in urban centers from this provision. Likewise, the transaction of land in the rural areas is limited due to the unwillingness of youths to remain in the village and also lack of other livelihoods options. Similarly, Nepal is being a signatory of ILO 169; it has obligations to respect rights of indigenous people over natural resources but their implementation is yet to be seen.
- In most of the cases, access of rural women to project activities of CBOs and NGOs is good. The major constraints in such short term projects implemented by those CBOs and NGOs are that they do not deal with the structural causes of poverty, inequality and injustice, from which women are suffering even more. Dealing with issues of women's rights and linking them with appropriate support mechanisms require considerable time, resources conviction, skills and even risk bearing capacities which development policy makers are not able to fully link incorporate in policy process. Consequently, efforts limits to programs which can thus create acceptance of the idea, program and activities at a beneficiary level.
- Right targeting, avoiding duplications, enhancing efficiency, linkages with structural and operational issues, linking with markets is crucial in service delivery system. Lack of coordination and linkage among different ministries, NGOs, movements has resulted to high transaction cost at the level of rights holders and duplication of resources, aid harmonization and coordinated holistic development.
- Media mobilization and gender sensitive communication are crucial in promoting women's access to resources and enhancing leadership.

Enhancing Competence of Women for Leadership

- Poor representation of women in decision making of central committees of farmer's organization and cooperatives,
- Lack of exposure and training on leadership enhancement of women in women wings and departments to be competitive enough and secure leadership position in different commodity specific committees of ANPFA and also central committee of the NCF/N,

- Low confidence due to social barriers and not getting enough opportunity to get exposure to information and knowledge on contemporary issues related to agriculture, market, policy etc,
- Lack of access to formal credit system,
- Lack of access to advanced technical training, management and negotiation skills and dealing with market, support from the family, community and service providing facilitators to enhance their competence,

Socio-political context

- Recognition of women as autonomous farmers,
- Constitutional provisions of 33 percent representation of women in all government machineries, investment on girls education and incentive for higher study in agriculture,
- Resource rights, contractual arrangement and ownership rights,
- Post conflict scenario,
- Organising rights holders and link with movement groups,
- Interim constitutions, TYIP, Food sovereignty, ILO 169, scientific land reforms,
- Revising curriculum of educational system to make gender-friendly

Development priority

- Prioritisation of The world development report of 2008 set the precedence to invest in agriculture sector and its importance on food security, income generation,
- TYIP thrust to invest on agriculture sector transformation,
- Programme and budget speech of FY 2065/66 consider agriculture as one of the priority sectors and open scope for promotion of women in agriculture and development

Global scenario

- Commitment to MDG,
- Market opportunity due to the membership of the WTO, BIMSTEC, and commitment to CEDAW, ILO 169 etc
- Equal wage for equal work,
- Increasing trend of food prices and food insecurity, climate change, and needs of agriculture adaptation.

The pilot project is proposed for two years with its coverage in 10 working districts of IFAD in Nepal in west, mid and far west region, which is socio-politically and economically most deprived regions. The proposal also includes limited number of regional and national level initiatives, which are necessary and useful for the policy advocacy and lobby in collaboration with other like-minded development actors. The program can be further expanded to other regions and districts based on learning of the pilot project.

Goal

Women in Nepal have equitable access to means of production; representation in production and value chain related decision making positions and improved socio-economic conditions.

Major activities

The activities proposed for roll-out of capacity building to be piloted are presented below.

- 1) Training and capacity building

i. training of trainers and mentors of women leaders (indicatively 20 person) in following areas:

- Orientation on socio-political and economic rights and its importance and linkage with women leadership,
- Orientation on assessment of farmer's organization and federation units for self-reflection and identify the gaps to promote women leadership at decision making levels,
- Orientation on national policies, government priorities and working approaches of development actors including government, non-government and private sectors to link women's issues with leadership quality on value chain,
- Training on gender budgeting, analysis and monitoring,
- Develop training module on resource analysis, leadership development and productivity enhancement,
- Training on dealing with empowerment complexities and link with mediation, negotiation and dispute management in the team,
- Training on micro-macro linkage of issues and policy advocacy tools and approaches.

ii. training and exposure visit of regional and grassroots women leaders in at least 10 districts of the country (preferably an IFAD project area)

- Orientation on assessment of farmer's organization and federation units for self-reflection and identify the gaps to promote women leadership at decision making levels,
- Training on organizing, mobilization and resource (human, financial and technical) mapping,
- Organize interaction and planning meeting with line agencies, other development actors and private sectors in the districts,
- Orientation to media house and reporters about importance of gender mainstreaming in mass based organizations and its importance to productivity enhancement and overall rural development,
- Training on mediation, negotiation and dispute settlement in interest of conflicts among the groups,
- Interaction of women experienced leader farmers and entrepreneurs with private sectors,
- Training on commodity specific production and marketing, where women have potential competence for the leadership development,
- In-country exposure visits and interface with private sector,
- Interaction with local authorities of Village Development Committee (VDCs) and District Development Committee (DDCs) about the inclusive planning, budgeting and monitoring of agriculture and other development activities in the districts,
- Interaction with Community Forest Users Committee (CFUC) and Leasehold Forest groups about leadership development and resource management,
- Orientation on district level development program planning and budget allocation processes and support mechanism and linkage with polices

2) Documentation and Policy advocacy: To support the initiatives related to capacity building some other complimentary activities are utmost important and very useful. The programs will support to enhance the quality of training and also in policy advocacy. Some of the proposed activities are:

- Review of agriculture related policies, assess women's position thereof and its impact on agriculture productivity and food security,
- Review wage system for women in policies and practices,
- Support national media and community radio programs to promote women leadership, resource rights and agriculture production and marketing,

- Prepare a documentary on feminization of agriculture sector, migration and its impact on agricultural productivity,
- Organize interaction program with Constituent Assembly members to identify major issues to be included in the new Constitution about equitable access to means of production and representation of women in decision making positions,
- Organize national workshop with policy makers, farmer's organization of different political parties and private sectors such as Agro-enterprise services and seed entrepreneur's association of Nepal (SEAN).

Outputs

- Trainer of Training for women leadership development is established at central, regional and local level.
- The number of women in central committees of farmer's organisation and cooperatives increased.
- Affirmative provisions adopted by farmer's organisations and cooperative federation through incentives to increase number of women in decision making positions are introduced.
- Districts based land rights and women movements collaborate for joint movements to ensure women's access to means of production and representation in decision making positions.
- Policy makers, and state authorities at VDC, DDC and Constituent Assembly are aware of issues related to women's leadership in agriculture, forestry and land management and production system.

Outcomes

- The farmer's organisation and cooperative federation are sensitized and adopt gender sensitive measures and inclusive programme with adequate resource (human, financial) allocation.
- Women members are recognised, trained and linked with resources to enhance their leadership competence to enhance agricultural productivity and represented in value chain, marketing and policy advocacy.

9. Indicative resources

1) project management

The project will be implemented by WOCAN-Nepal in collaboration with WOCAN-Secretariat in USA and other resource organizations in Nepal. WOCAN has its established connection and working relation with Department of Agriculture and Department of Forest in Nepal. WOCAN also has very strong members, who can support WOCAN as a resource persons on different topics of relevance.

2) Partner Organizations

The resource organizations such as Jagaran Nepal, Women Rehabilitation Centre, Forum for Law and Development, Shtri Shakti and IRHICON will remain as resource organizations to provide trainings according to the relevancy of content and project requirement. Rural Reconstruction Nepal, FORWARD and SEDA Nepal are identified as potential collaborating institutions to organize events at regional and districts level in the districts of their presence. The Agro-

Enterprise Centre (AEC) of Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and SEAN can be considered as a resource organization for market and enterprise related issues in all trainings.

The constituent of the program will be of women wing of ANFPA and NCF/N and women members of Farmer's Organization of different major political parties. It is expected that the women from those federations and or associations are trained and promote them as a local resource person and change makers.

3) Budget

Activities	Budget (US \$)
Roll-out of capacity building	
National level	
<i>Training of trainers and mentors of women leaders (indicatively 20 pax*2 times*3 days each*100 per pax)</i>	12,000
<i>Honorarium for mentors (average 200 per session*48sessions)</i>	9,600
<i>Logistics</i>	1,000
Regional cum District level	
<i>Training for three regions and ten districts (indicatively 30 pax*13times*3 days each*100 per pax)</i>	1,17,000
<i>Honorarium for mentors (average 200*312sessions)</i>	62,400
<i>Logistics including travel cost for resource persons</i>	20,000
<i>Exposure visit to market centers for 60 pax*3 times within Nepal</i>	7,000
Policy advocacy	
<i>Documentary</i>	2,000
<i>Media support</i>	3,000
<i>Study and documentation on policies and wage system (2 studies)</i>	5,000
<i>Interaction with policy makers</i>	700
<i>Interaction with CA members</i>	700
Staff and administrative cost (1 coordinator*2 years*300)	7,800
Travel cost for WOCAN once a year	10,000
Sub total	2,58,200
Support cost @ 10% of total cost (Includes cost for 1 Support staff cost for 1*2years*125 and all utility costs)	38,730
Total	\$ 296,930

Note: exchange rate 1 US \$ = 70 Nepali Rupees

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Annex 1: Terms of Reference

IFAD's Rural Women's Leadership Program – design of country-level pilots

Objective: To gather background information on existing resources for women's leadership in Africa and Asia, with in-depth information on the situation of women in Farmer Organizations in four countries in Asia and Eastern/Southern Africa for the Rural Women's Leadership Program.

A. Terms of Reference:

- a) Gather in depth information in one country in Nepal to produce briefs on women's status in Farmer Organizations
- b) Identify and assess available resource persons, organizations and projects/programs
- c) Produce recommendations for country level plans, with activities and budgets for pilot activities

Outputs:

- country briefs on a) and b) for 1 country;
- indicative work plans and budget for the country pilot each of which will include:
 - *research and planning* (including field research, where needed, to develop training modules and materials)
 - *roll-out of capacity-building*
 - *training of trainers and mentors of women leaders (indicatively 10 people: two high-level trainers)*
 - *training of grassroots women leaders in 1-3 areas in the country (preferably an IFAD project area) to be followed by*
 - *exchange visits*
 - *backstopping and mentoring*
 - *Implementation of a sensitization/ training event for men supporting women leaders*
 - *Communication and knowledge management, including but not limited to:*
 - *Media communications (TV and radio) on the role of women producers and leaders*
 - *Documentation of experience;*
 - *In-country stock-taking on lessons learned and planning for up scaling*

B. Governing Key principles

Work will be done in a consultative way with the WOCAN Director.

C. Reporting

The WOCAN Director will supervise this work. The Consultant will report to the senior Technical Adviser of the Technical Advisory Division.

Final report will be completed and submitted to WOCAN by Sept. 24, 2008.

D. Total duration: 5 days, between August 18 and September 24, 2008

E. Location: Nepal

Annex 2: Organizations Consulted

S.N.	Name	Designation	Organization
Farmer's Organization			
1	Prem Dangal	General Secretary	All Nepal Peasant Federation
2	Balram Sapkota	Vice general secretary	Association-UML

3	Durga Thapa	Central committee member	
4	Jalapa Bhusal		
5	Rekha Shrestha		
6	Chandra Thani	Secretary	All Nepal Women Peasant Association, UML
7	Bhanu Sigdel	Secretary	Nepal Farmer's Association-Nepali Congress
Social Movement Group			
8	Jagat Basnet	Secretary	National Land Rights Forum
Cooperatives			
9	Dipak Baskota	General Manager	National Cooperative Federation of Nepal
10	Kalawoti Rai	Production Manager	WIN Cooperative
11	Uma Dahal	Member-Board of Director and Coordinator for Women Sub-committee	National Cooperative Federation of Nepal
Private Sectors			
12	Dr. Dev Bhakta Shakya	Executive Director	Agro-enterprises Centre, Federation of Nepalese Chambers of Commerce and Industries
13	Durga Ghimire	Executive Director	Seed Entrepreneurs Association of Nepal (SEAN)
Service Providing NGO			
14	Babu Ram Gautam	Executive Director	Women Rehabilitation Centre (WOREC)
15	Dr. Sarba Raj Khadka	Director	Rural Reconstruction Nepal (RRN)
16	Lanka Shahi	Chairperson	SEDA-Nepal, Jumla
17	Jarman Nepali	Executive Director	
Government of Nepal			
18	Gita Koirala	Agriculture Extension Officer	Directorate of Extension, DoA
19	Shree Ram Ghimire	Senior Agriculture Officer	WTO cell, MoAC
20	Shambhu Kumar Shrestha	Director	Directorate of Training, DoA, MoAC
21	Ganesh Kumar Shrestha	Senior plant protection training officer	
22	Tirtha Shrestha	Agriculture Extension Training Officer	
23	Naina Dhakal	Focal person	Gender and social equity unit, Ministry of Agriculture and Cooperatives
24	Niru Pande	Senior Crop Development Officer and Acting chief	National Industrial Crop Development Program, Department of Agriculture
Media			
25	Sushma Gautam	Chief Producer	Agriculture program, NTV
26	Kiran Marahatta	Producer	
Donors and bi-multilateral organizations			
27	Laxman Gautam	Assistant Country Representative	FAO, Nepal
28	Govinda P. Gewali	Senior Project Implementation Officer	Resident Mission of Nepal ADB
29	Narendra Gurung	Senior Program Officer	JICA
30	Rishi Ram Pande	Social Empowerment Specialist	Agriculture Training and Extension Improvement Project (ATEIP)

Annex 3: List of Resource Persons and Thematic Competence

Name	Specialization
<u>National level</u>	
Lynn Bennett	Gender and social inclusion
Sapana Malla	Legal aspects of women rights
Yamuna Ghale	Resource rights, trade and social inclusion
Bimala Rai Poudyal	Forestry and social inclusion
Radhika Regmi	Gender and development
Renu Rajbhandari	Women's political rights and leadership
Sumitra M. Gurung	Gender and minority rights
Niru Pande	Agriculture and gender
Sashi Adhikari	”
Naina Dhakal	”
Kanchan Lama	Gender and development
Bishnu Raj Upreti	Women and conflict management
Bharat Pokharel	Social inclusion and local governance
Uma Dahal	Leadership development cooperative
Chitra Subba	Leadership development cooperative
Sharmila Karki	Women rights, Jagaran Nepal, Kathmandu
Dr. Dev Bhakta Shakya	Agriculture Entreprises Centre, Kathmandu
Dr. Sarba Raj Khadka	Social mobilisation, Rural Reconstruction Nepal, Kathmandu
Sarita Moktan	Human resource management and social inclusion
Indira Shrestha	Gender and development
Shova Gautam	Women and peace
<u>Local level</u>	
Niraj Narayan Joshi Bhanu Parajuli	Gender, Rural Reconstruction Nepal, Kathmandu Food security, Rural Reconstruction Nepal, Nepalgunj Gender and Development, Nepalgunj
Kamala Pant	Income Generation Activities, Dailekh
Sarba Raj Thapa	Social Mobilisation, Kathmandu
Ganesh BK	Advocacy, Human Rights Alliance, Kathmandu
German Nepali	Leadership and biodiversity, Sustainable & Equitable Development Academy (SEDA-Nepal), Jumla
Lanka Shahi	Micro-finance, SEDA, Jumla

List of potential NGOs for the collaboration

1. Sustainable & Equitable Development Academy (SEDA-Nepal), Jumla-working in five districts of Karnali zone,
2. Forum for Rural Welfare and Agricultural Reform for Development (FORWARD), Chitwan-working in all districts of Karnali,
3. Rural Reconstruction Nepal, Kathmandu, with field offices in west and far west

List of potential resource organizations for the collaboration

1. Shtri Shakti, Kathmandu, working in women's empowerment,
2. Women Rehabilitation Centre (WOREC), Kathmandu, working on women empowerment and sustainable agriculture,
3. Forum for Women, Law and Development (FWLD), Kathmandu,
4. Jagaran Nepal, Kathmandu, working on women leadership for women political leaders,
5. IRHICON, Kathmandu, working on gender, women in peace process

Target organisations

1. All Nepal Peasant Federation Association (ANPFA),
2. National Cooperative Federation Nepal (NCF/N),

3. Women members of different major political parties

Acronyms

AEC	Agro-Enterprise Centre
ANPFA	All Nepal Peasants Federation Association
ANWPA	All Nepal Women Peasant Association
APP	Agriculture Perspective Plan
BIMSTEC	Bay of Bengal Initiative for Multi Sectoral Technical and Economic Cooperation
CA	Constituent Assembly
CBO	Community Based Organization
CBS	Central Bureau of Statistics
CEDAW	Convention on Elimination of All forms of Discrimination Against Women
CTEVT	Centre for Technical Education and Vocational Training
DADO	District Agriculture Development Officer
FNCCI	Federation of Nepalese Chambers of Commerce and Industries
FO	Farmer's Organization
FWLD	Forum for Women, Law and Development
GDP	Gross Domestic Product
GoN	Government of Nepal
IC	Interim Constitution
ICA	International Cooperative Alliance
IFAP	International Federation of Agricultural Producers
ILO	International Labor Organization
MDG	Millennium Development Goal
MoAC	Ministry of Agriculture and Cooperatives
NCF/N	National Cooperative Federation Nepal
NCF/N	National Cooperative Federation Nepal
NEDAC	Network for Development of Agricultural Producers in Asia and Pacific
NGO	Non-Governmental Organization
NLSS	Nepal Living Standards Survey
PAN	Pesticide Action Network
PRSP	Poverty Reduction Strategy Paper
SAPC	South Asian Peasants Coalition
SEAN	Seed Entrepreneurs Association of Nepal
TYIP	Three Years Interim Plan
WFS	World Food Summit
WTO	World Trade Organization