



GENDER ANALYSIS: OPPORTUNITIES TO STRENGTHEN FAMILY FARMS AND THE AGRICULTURE SECTOR IN UKRAINE

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EXECUTIVE SUMMARY

AgroInvest, a project funded by the U.S. Agency for International Development, commissioned this Gender Analysis of family farms and smallholder agriculture in Ukraine in order to inform and strengthen the design, implementation *and results* of policies and projects. The intention was not to undertake a broad gender assessment of women in rural areas, i.e. not to identify women's needs abstractly, and not to focus on the social dimensions of agrarian life, unless they affect the economic success of small and medium producers (SMPs). And while gender equity (or fairness) is an important social, moral and legal goal, it was relevant to this Gender Analysis only insofar as gender inequality may restrict the economic success of rural families.

The research hypothesis was that women represent specific, significant and often underestimated assets for family farms and growth of Ukraine's agricultural sector, but that if resources are not reaching them effectively, then women's contributions are constrained.¹ With their focus on the economic aspects of gender roles, responsibilities and relations in agrarian areas, the researchers sought to (1) *highlight disparities* between women and men, such as relating to access to and use of training, finance and machinery; (2) *identify gender-blind practices* that, by failing to purposefully reach and benefit from women, or to engage women and men effectively together, are limiting efficacy and results; and (3) *suggest gender-related strategies* by which some focus on women or men, or on gender equality or relations between them, may enhance results relating to the agricultural sector.

The field research focused on the respective roles and responsibilities of women and men, and on how they relate to one other in economic units; and applied the "six domains" conceptual framework to guide their inquiry. Access to agriculture-related resources such as information, skills and finance, was a critical concern. But because access does not necessarily mean utilization, the inquiry particularly asked about use of resources:

The Six Domains:

1. *Access to assets*
2. *Knowledge, beliefs and perceptions*
3. *Practices and participation*
4. *Time and space*
5. *Legal rights and status*
6. *Balance of power and decision-making*

Even when there is "access", like a doorway that is unlocked, it does not ensure utilization, i.e. that one actually enters or crosses the threshold.

Research encompassed review of laws, policies, data and studies, along with intensive field research that covered 9 of 27 oblasts of Ukraine for a representative sample.²

Primary data-collection relied on in-depth individual interviews and focus-groups with women and men, including women farmers or members of their families; rural households' female or male owners; experts on agrarian development policy; gender equality experts; national and local government officials; and representatives of agricultural advisory services, farmers'

business and marketing associations, and women's civil society organizations. It also included site-visits to agrarian cooperatives and seasonal farmers' markets. The gender

¹ For this reason, although the researchers spoke with some men, and sought to identify disparities, this particular research did *not* focus on identifying unmet needs of men.

² Included within those regions were Kyiv, Lviv, Chernivtsy, Vinnytsa, Poltava, Dnipropetrovsk, Zaporizhya, Kherson, and Simferopol.

experts met with representatives of USAID and of the *MAPFU* at the beginning of the research, and provided separate debriefings upon completion of the field research.

Although the Gender Analysis did not include overarching assessment of gender equality and gender mainstreaming in Ukraine, the report highlights two aspects of the gender context that particularly affect the analysis and recommendations: First, while Ukraine has adopted legislative provisions addressing gender equality at the national level relating to European standards and international requirements, and for all the efforts of gender equality advocates, Ukraine is now experiencing some "pushback" and negative campaigns against gender equality. There has been an overall weakening of the GoU's political will for gender equality mainstreaming, persistence of traditional stereotypes regarding the roles and responsibilities of women and men in the family and in the society, mass media practice of focusing on women's sexual appeal while not portraying women and men as equal partners in all spheres of societal development, and an increase in anti-gender activities supported by some religious factions and opponents of Ukraine's movement toward stronger democratic processes and European integration.³ At the same time, international support for Ukrainian CSOs striving to promote gender equality has decreased over time.

Second, the GoU lacks the institutional capacity to address issues relating to women's economic contributions. Through reforms in 2010, the President eliminated the Ministry responsible for coordinating gender equality policy in Ukraine, and transferred those responsibilities to the Ministry of *Social Policy*; there is no institutional mechanism for focusing on women's economic contributions. Thus, while laws and regulations affecting the economic aspects of the agrarian sector may not discriminate on the basis of sex, and while legal norms related to the development of agri-industrial production, farming, cooperatives', and development of rural territories may be characterized as "gender-neutral", the result is that they are gender-blind -- meaning that they fail to recognize and address gender-related obstacles and opportunities.

The Critical Foundation: A Comprehensive and Accurate Portrait of Women Farmers

Women represent 53.1% of Ukraine's rural population, one-third of its 132,000 registered farmers, and 60% of landowners. Yet an overarching finding of the Gender Analysis was while women devote time, skills and labor to agricultural production, little is known or purposefully recognized regarding the specifics of their contributions. A first step for ensuring that policies and programs include and target women effectively is to develop an accurate portrait of who they are, considering their ages and education; land and property ownership; roles and responsibilities within farm work, households, and family care; access to and utilization of resources; and opportunities for professional and personal capacity development and growth.

Regarding age, most women farmers are older, typically ranging from age 40 to 65. Even those who are officially unemployed or pensioners still work on family farms,

³ In the course of their interviews, the researchers framed gender equality issues in practical terms, regarding women's and men's roles and relations in farms, families, and rural community. Thus despite recent efforts by opponents of gender equality to suggest it is promoted by foreigners and to exploit fears and biases about sexual preference and LGBT rights, the farmers and rural community members informants presented quite tolerant attitudes to gender equality relating to agricultural and economic activities.

cooperatives or individual household production. While some middle-aged women work full-time as farmers, others combine employment, such as teaching, with farm-related tasks. Significantly for policies relating to the development of rural areas, young women are seriously under-represented because most migrate to cities or other countries.

Women farmers typically have advanced education: 75% of informants reported college or university education, and about two-thirds had specializations relating agriculture. Although 85% of participants reported having participated in some training, seminar, or conferences on the issues of agro-economic and rural territories' development -- but also said such educational activities were sporadic, and conducted predominantly within international projects. They noted a need for regular learning opportunities relating to farming, modern comprehensive agri-industrial production, economic and organizational management, rural territories' development, and related topics. At a more basic level, women reported limited access to relevant information - that they often get information from wireless radio and do not have facility with using the internet, for which they expressed intense interest.

As an economic unit, the family farm is characterized by delineation of different areas of responsibility. Responsibilities include differences of tasks relating to producing and harvesting crops, tending to livestock and milk production, transport to markets, and legal/regulatory paperwork. Regarding the crops, men typically focus on wheat, corn and sunflowers - crops sown in larger areas. In the observed farms and cooperatives, women typically deal with horticulture and herbs. Several gender-related characteristics are consistent among farms across Ukraine:

- While there is a widespread need for machinery, once selected and obtained, it typically supports men's work (such as tractors, combines and vehicles for transport); in contrast, women's work remains manual (and hence labor-intensive and time-consuming, which contributes to their schedules of rising well before sunrise and not finishing farm and family-related work until late night hours).
- Women are responsible for SMPs' accounting, taxes and legal compliance - and therefore require information and skills with which to undertake those tasks effectively.
- While financial institutions prefer to lend to women, and some resources are available, women do not trust them to offer funding that is affordable, i.e. at reasonable and transparent rates. Further, women often lack financial literacy with which to recognize and utilize available finance.
- Women are concerned about the financial success of their family farms, for which they seek to expand production. Yet despite their knowledge, such as recipes and traditional practices, regarding potential agro-processing, very few women expressed interest in pursuing value-added activities as income-generating possibilities. Risk-averse and already burdened with farm and family-related responsibilities, women do not see such opportunities as viable.
- Respectful collaboration, meaning that women and men work and communicate effectively, is a necessary characteristic of a successful SMP, or family farm.

It is important that women receive information and expertise both because they are partners in SMPs and because they hold leadership roles in some organizations relating to economic production in agrarian areas. While complete sex-disaggregated data regarding women's leadership in agricultural service cooperatives, industry associations and producer organizations is not available, women reportedly lead one-third of dairy cooperatives and nearly fifty percent of extension services. Women serve as heads of villages, and women in rural areas wish to undertake greater leadership through grassroots, local community groups.

Mainstreaming the Gender Analysis Findings: Relating the Portrait of Women Farmers to Illustrative Interventions Supported by AgroInvest

Just as the data collection for this Gender Analysis was not a general gender assessment, but instead focused on women's roles in relation to the success of SMPs or family farms, this analysis relates the findings to areas addressed by USAID and AgroInvest. Framing the analysis according to AgroInvest's three components illustrates of how gender-related factors may limit success and suggests how recognizing gender-based roles or opportunities may strengthen results.

AgroInvest's Component I focuses on *supporting a stable, market-oriented agricultural environment, strengthening industry associations and providing public education for land rights*. The MAPFU's policies articulate objectives and benchmarks without any indication that it anticipates and incorporates women's perspectives or contributions to the economic dimensions of agrarian life. As this Gender Analysis did not detect any systematic or comprehensive strategy, policy or state program toward recognizing, valuing or supporting female farmers' contributions to the agriculture sector within Ukraine's economic strategy, there is a need to encourage the GoU to recognize women as economic assets for rural development.

While understanding gender-based roles and responsibilities is often an essential element for effective implementation, it can also have strategic value. If the GoU lifts the moratorium on the sale of land, while aiming to ensure the survival of Ukrainian-owned family farms when women are 60% of land unit owners, it is important to know women's perspectives. Surveys should not only disaggregate ownership by sex, but should disaggregate all perspectives. If disaggregation were to show that women are less inclined to sell their land and more committed to maintaining the family farms for the future, or to show that women are more optimistic about growth of the family farm than are men, then a *strategy* for maintaining Ukrainian ownership and family farms might be to support women's ability to expand their family farms.

Policies may also have different impacts on women than on men - with unintended consequences. Insofar as the life of a woman-farmer is hard and only arguably reaps barely sufficient rewards, young women see little reason to remain on family farms and are eager to leave for cities or other countries. This is yet another area where young women do not see employment opportunities, and are therefore eager to take alternatives that may lead to trafficking. Furthermore, from a gender perspective, this has ramifications for rural men: not only does the lack of economic opportunities remove

women as assets for the economic activities of family farms, but it also decreases the number of women to be family and economic partners for men in rural areas. Policies that target and offer economic opportunities to young women (and men) may be essential for maintaining the size and economic viability of Ukraine's rural population.

Yet while implementation of agricultural policies requires that family farms comply with laws and regulations, critical actors will not follow the laws if women do not have access to legal information and to affordable legal consultative assistance; if women are not attending seminars and training, and if public informational material is not reaching them. Hence initiatives like AgroInvest's Sustainable Legal Land Rights Services Program must target women and ensure that information is reaching them - going beyond outputs to ensure impacts.

With regard to industry associations, their success depends on good leadership. While most industry associations are led and dominated by men, as compared with dairy cooperatives, there are many examples of women being effective leaders - ranging from cooperatives to extension services. Merit and leadership talent should be the basis for leadership - not gender. The ideal is not necessarily to support separate women's associations, but rather to invest in those institutions where men and women lead and work effectively together because they are likely to be among the most successful. Furthermore, effective management and productivity within any institution depends on people collaborating and communicating effectively -- including women and men. As the successful family farms typically benefit from good partnerships between husband and wife, policies and programs can reinforce such collaboration in the ways that they reach out to the family farms - making a point of talking with the partners together, or making it possible for them to attend important meetings or seminars together.

AgroInvest's Component II focuses on *stimulating access to financial services for SMPs*. Once one looks beyond access to utilization, and at whether SMPs are using financing that is available - and using it effectively - it becomes important to look at whether financial institutions (FIs) are recognizing the roles of women and reaching them effectively. Insofar as FIs typically regard women as more reliable borrowers than their male counterparts, or ensure that a husband and wife are an effective team in agreement about taking a loan, it is critical to determine whether women have the confidence in FIs and financial literacy with which to pursue credit. Finally, the objective is not credit for credit's sake, but to tap into financing with which to make sound investments. If women are central to family farm decisions, and if they are potential entrepreneurs who are hesitant to take risks and only seek financing for seasonal cash flow, then the role of finance in building more vibrant, competitive and sustainable SMPs requires some efforts to support women's pursuit of value-added agro-processing.

AgroInvest's Component III focuses on *supporting the development of producer organizations and developing market infrastructure*. Producer organizations are increasingly central to enabling SMPs to expand and compete. The PO's raise questions about leadership, and about women's participation - whether they are not only "present" (and often are not), but also whether their knowledge and perspectives are being incorporated, and whether they are fully engaged in decision-making. The decisions of

PO's can be essential for responding to disparities of access to equipment and the unmet needs of women laboring on farms. To the extent that women's manual labor takes up all or nearly all hours of their days and therefore precludes them from participating in training or meetings, or from engaging in value-added activities, decisions to purchase equipment supporting women's agricultural tasks may have broader economic implications. Similarly, decisions regarding which crops to support have gender implications: grains or sunflowers may relate to men's work while cold storage for vegetables would often support women. While the objective is not fairness between women and men, there may be economic implications if full and accurate information is included - sometimes depending on women to be present and vocal about what their production entails in terms of inputs and labor. Gender analysis of PO's may reveal whether women are fully engaging, and whether women and men are collaborating effectively - both of which may strengthen the economic results.

In addition, women may contribute to rural development as advocates. For example, while financing for vehicles might help with getting products to market, the utility of the vehicles decreases, and the time necessary to connect with markets increases, if roads are in terrible disrepair. Given the opportunity to work in groups within civil society, rural women may strengthen themselves as citizens and constituents to ensure that the government delivers on its responsibilities relating to public infrastructure important to SMPs. Similarly, the value-added of agro-processing is a major gap in the economic activities of SMPs - slowly developing, but often only thanks to rural agricultural advisors or other technical assistance. But while many potential agro-processing activities relate to the crops that women grow, such as berries or herbs, they will take off only with women's interest, investment and determination. A critical first step is to expose rural women to the possibilities by showing them what others have done. There is little point in encouraging financial institutions to develop new products if women lack the vision and confidence.

The following "AIMS"-tested Recommendations⁴ should strengthen achievement of central goals of the GoU's Agrarian Policy: stronger and more successful family farms, and a stable middle class in rural areas

The Gender Analysis suggests that there are *seven challenges* leading to recommendations for the GoU, USAID and AgroInvest, according to their respective areas of authority and resources:

- 1. Not enough relevant information is flowing to women to enable them to contribute more to the economic success of SMPs*

AgroInvest should add an explicit dimension to its communications functions, including Public Education for Land Rights and information relating to Producer Organizations and Financial products, that starts by consulting with rural women to develop a strategy for reaching them, and is tracked by a baseline to measure improvements. When working with government offices responsible for information dissemination (in Kyiv, the oblasts

⁴ AIMS: that they are Achievable, will have Impacts relating to the goals discussed above, can be Measured (in terms not only of inputs and outputs, but for outcomes), and can be Sustained in Ukraine (whether by government, or other temporary or future resources).

or the AR Crimea) AgroInvest should support a practice of thinking beyond outputs of information to strategic targeting, holding them responsible not only for outputs, but for determining whether critical information is *reaching* the intended users, including women; and share positive examples among those responsible for information-dissemination. When working with ASCs, industry associations or producer organizations, AgroInvest should establish a practice of scheduling seminars or training consistent with women's time/place availability, and then require (whenever possible) that husbands and wives attend together.

USAID and MAPFU should develop programs for young women and men, to introduce them to forward-looking potential in agriculture or agro-business as economic opportunities differ from what they see among older farmers. The MAPFU (or possibly USAID) might develop activities supporting Rural Agricultural Advisory Services with an explicit focus on reaching women farmers. To ensure that information is reaching women (and men) on family farms, the MAPFU (or USAID projects) should link with the heads of village councils as agents.

2. There are insufficient state resources supporting and reaching promising family farms

AgroInvest, in partnership with USAID's democracy partners, should support CSOs in rural territories that may serve as grassroots mechanisms to advocate for and connect State sources of resources with households and farms.

The MAPFU should revive and expand The Ukrainian Fund for Farmers' Support, but with local level management and transparency.

3. Agriculture-related legal support is not sufficiently reaching women responsible for legal compliance and contracting

Within or building on its primary and secondary legal rights/aid programs, AgroInvest should incorporate legal literacy sessions that target women with information relating to agriculture, ranging from land ownership and registration, to contracts and tax requirements.

The MAPFU should ensure the survival of family farms and their preparedness for the lifting of the moratorium on sales of land, by ensuring that women have the legal understanding and support to counter efforts by large commercial entities to buy small plots and monopolize agricultural production. It should partner with the MoJ to establish mobile legal services (pro bono), and a telephone hotline (like that established by La Strada for the Ministry of Internal Affairs that addresses domestic violence and trafficking) for agriculture-related legal advice. It should also engage a public relations firm to develop a targeted information campaign for women.

4. Family farms are not utilizing financing because women are reluctant to borrow and lack the financial literacy to obtain financing

AgroInvest or other USAID partners, such as FINREP II, should introduce FIs to the educational levels and capabilities of women farmers through an information campaign dispelling urban stereotypes of rural farmers and should work with FIs to develop products that clearly link to and support the agricultural products for which women are responsible, including agro-processing. They should develop financial literacy programs

for women *with men* that focus on developing business plans, completing loan applications and presenting themselves effectively to financial institutions.

The MAPFU should establish a Guarantee Fund to build incentives for commercial banks to lend to SMPs, particularly for value-added agro-processing or expansion. To lower the risks, however, the Fund should include an advisory program to help SMPs develop strong business plans from which the banks may judge the viability of their proposed initiatives.

5. *Women's productivity and their ability to contribute in other ways to the well-being of family farms and rural development is constrained by their not having use of machinery*

Considering some of the practices and experiences of cooperatives relating to sharing equipment, AgroInvest should work with Producer Organizations to obtain and arrange sharing of new equipment, including that related to women's agricultural tasks.

AgroInvest and MAPFU should work with Financial Institutions to support products that offer financing for equipment that will increase women's productivity and FF revenues.

Through oblasts, the ARC and village heads, the MAPFU should expand knowledge of, access to, and widespread utilization of the Ukrainian Fund for Farmer Support to ensure that family farms may use small grants or loans to obtain machinery.

6. *Women lack information, inspiration and confidence to develop entrepreneurial value-added initiatives*

Within its communications functions, AgroInvest should set targets for identifying and featuring value-added opportunities that are already launched by or involve women farmers; and expand its system of in-country demonstration site visits, within Ukraine or neighboring countries to introduce women to a range of agro-business possibilities. Such tours might include a focus on young women, to give them some economic opportunities for which to remain in Ukraine.

Within its work with Financial Institutions, AgroInvest should build programs to teach women to develop business plans for agro-processing of fruits and vegetables.

7. *The GoU is not seeking, valuing or using sex-disaggregated data and gender analyses regarding women's roles in agricultural production and rural development to develop effective and sustainable policies*

The GoU and the MAPFU should incorporate collection of sex-disaggregated data within all regular systems and analytical surveys alongside other social indicators (age, ethnicity, education, health, disability, social and financial status). This will improve the value of needs assessments and ensure programs' more efficient outreach.

Like any data, sex-disaggregated data is not useful unless it is analyzed to recognize the causes of disparities between women and men that reveal both obstacles and opportunities for achieving policy objectives. Whenever possible within current programs, USAID should work with the Statistical Office, Research Institutes and others to establish the utility of sex-disaggregated data and the imperative that it be collected *and analyzed*.

To create demand for, and effective use of, sex-disaggregated data, USAID or AgroInvest should sponsor a workshop for USAID program staff and partners, universities and program/project implementers to model the use of sex-disaggregated data to identify disparities that may undermine their sector-related results. Exercises should be designed to demonstrate the utility of data and analyses for policy-making, implementation and M&E.

Through an appropriate D&G implementing partner, USAID should sponsor a workshop focused on gender reviews of proposed legislation - again, not to spot for discrimination or gender equality, but to model how gender neutral legislation may have unintended negative impacts. For example, new regulations for Credit Unions may not only put some out of business, but may eliminate critical sources of financial support for rural women borrowers. Similarly, if women (and men) in the dairy industry do not have the information, skills and equipment to comply with new health or sanitary regulations, then regulations intended to protect consumers (or comply with EU mandates) may drive small and medium producers out of business.

In partnership with the MAPFU (and oblasts and village heads), AgroInvest should launch a series of stakeholder consultations that enable honest discussions of particular needs and perspectives of women and men in relation to agricultural production. Within its national outreach and education campaign, AgroInvest should integrate a communications activity that would partner with Ukrainian media and marketing specialists to develop nationwide efforts to portray women farmers fully and accurately - as contributors to agricultural development.

AgroInvest should encourage the MAPFU to establish a Gender Advisory Committee to ensure consultation, dependence on reliable data and ability to address gender-related issues, needs and opportunities; and Committee's terms of reference should clearly establish that its mandate is not about women's rights, gender equality or international commitments but rather to identify ways to strengthen agricultural results.

Summing Up

There are strategic reasons for the GoU, USAID and AgroInvest to focus on women within their agrarian and agriculture policies and programs: (1) Women not only account for more than half of the rural population, but contribute significantly to many dimensions of family farm businesses, (2) As a matter of gender relations, women are critical partners for their husbands, in order for the family farm to be a success, and (3) The family farms will disappear if younger women and men have no reason to stay and work in agriculture in rural areas, leaving men without wives and vice versa.

But focusing on women means making sure they are seen and heard, recognizing them as assets for the *economic* dimensions of agrarian policy, and investing in them as valuable partners. The reason for successfully engaging women and men, in their respective spheres and contributing their particular knowledge and perspectives, is not simply to respect gender equality principles or commitments. Rather, it is a critical approach for crafting effective policies and achieving national, donor and project results.

ACRONYMS

ARC	Autonomous Republic of Crimea
ASC	Agricultural Service Cooperative
CEDAW	UN Convention to Eliminate All Forms of Discrimination Against Women
CSO	Civil Society Organization
CU	Credit Union
FF	Family Farm
FI	Financial Institution
GoU	Government of Ukraine
MAPFU	Ministry of Agrarian Policy and Food of Ukraine
MoJ	Ministry of Justice
OGP	Oblast Gender Portrait
PO	Producer Organization
RAA	Rural Agricultural Advisors
ROL	Rule of Law
SDD	Sex-disaggregated data
SMPs	Small and Medium Producers
USAID	US Agency for International Development
UFFS	Ukrainian Fund for Farmers' Support
VR	Verkhovna Rada (Ukrainian Parliament)

ACKNOWLEDGEMENTS

The authors of this report would like to recognize that initiation and completion of this gender analysis could not have been accomplished without the noteworthy contributions of several individuals: first, as Chief-of-Party for AgroInvest, Eric Bleich put his leadership, authority and project resources behind it, including representing to USAID the importance of gaining insights from a gender analysis that would strengthen AgroInvest's results. Second, Oleksandra Borodina was determined that a gender analysis be undertaken: She suggested and promoted it, organized and participated in field research, and ensured its completion.

Third, with regard to USAID, we are deeply grateful to Stella Roudenko for her leadership on gender equality and gender integration, and to AgroInvest's COR, Anna Bogdanova, both of whom responded positively to AgroInvest's requests, were fully attentive to plans and progress, and provided USAID support. We also thank others at USAID who have demonstrated an interest in the gender analysis, including Agricultural Development Officer, Charles Davis, and Financial Sector Program Manager, Natalia Berezna.

While planning, financing and political will are essential, implementation often depends on those less recognized but equally essential. Throughout the field research and discussions of this gender analysis, we have underscored the importance of women and men contributing different skills and tasks, and working effectively together, for the success of family farms, cooperatives and communities. In fact, the field research for this gender analysis required similar collaboration: Two other individuals therefore deserve our thanks: Vadim Lutyts'kyi, our driver for our investigations in Western Ukraine, managed to navigate roads in terrible disrepair to get us safely to our far-flung rural destinations. Throughout ten days of intensive and arduous travel, Roman Proskurenko, provided the interpreting services without which a foreigner without Ukrainian or Russian language skills would be unable to contribute. Beyond that, he contributed valuable insights while also looking after our well-being. We owe thanks to both of these men who backed up and supported the women undertaking the gender analysis.

Lastly, we must thank the many Ukrainians who gave of their valuable time to speak with us, and to share honestly with us their experiences, their needs and their aspirations. To the women farmers who work tirelessly to generate income and care for their families, we offer our heartfelt admiration with our promise to transmit to those with potential resources and political will what we have learned from them. We wish them a future in which they see greater returns for their work, and greater opportunities to contribute to the well-being of their families, communities and the agricultural sector of Ukraine.

A. INTRODUCTION

AgroInvest is a five-year (2011 – 2016) project designed to provide technical assistance to accelerate and broaden economic recovery in Ukraine and increase the country's contribution to global food security efforts. Ukraine requires assistance to tap its vast potential in agriculture, thereby diversifying its sources of prosperity, leading to a broader economic recovery and contributing to a more food secure world. The project consists of three components, implemented in parallel:

- Component 1: Support a Stable, Market-Oriented Policy Environment;
- Component 2: Stimulate Access to Finance;
- Component 3: Facilitate Market Infrastructure for Small and Medium Producers.

Chemonics International commissioned this Gender Analysis in July 2013 within the framework of a USAID-funded project in Ukraine, AgroInvest/Ukraine⁵. Two gender experts, one American and the other Ukrainian, conducted the Analysis in August/September 2013 with the support and active participation of AgroInvest's team.

The *goal of the Gender Analysis* was to strengthen both the *design* and *implementation* of policies and projects. The research sought to identify gender issues in order to (1) *recognize and rectify disparities*, particularly by targeting women; (2) *modify practices* that limit efficacy and results by inadvertently failing to reach and benefit from women (or men), or to engage women and men effectively together; and (3) identify ways in which a *strategic focus on gender equality*, on women or men, or relations between them, may present opportunities to enhance results relating to the agricultural sector.

The *working research hypothesis* was that women represent valuable assets⁶ for family farms and growth of Ukraine's agricultural sector - but that if resources are not reaching them effectively, their contributions are constrained.⁷ The Gender Analysis team applied the conceptual framework of "six domains» to guide its inquiry regarding Ukrainian women farmers' access to agriculture-related resources such as information, skills and

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1. *Access to assets*
2. *Knowledge, beliefs and perceptions*
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finance. Yet based on the hypothesis that access does not necessarily mean utilization, the research extended to that level: even when there is "access", like a doorway that is unlocked, it does not ensure utilization, i.e. that one actually enters or crosses the threshold.

The *research objectives* were to identify, examine and describe gender differences in the Ukrainian agriculture sector and rural economy, and the impact of

⁵ www.agroinvest.org.ua

⁶ Recognizing women as assets, rather than focusing on their needs as victims, was a significant shift from early focuses on women in development to current attention to gender analysis and gender equality.

⁷ For this reason, although the researchers spoke with some men, and sought to identify disparities, this particular research did *not* focus on identifying unmet needs of men.

gender inequalities on this sector at the country level; to identify disparities, investigate why such disparities exist, and determine whether they are detrimental -- and if so, to provide recommendations on how they can be remedied.

The process was split into several parts: preparatory period; field trip to regions for primary evidence-based data collection; processing collected data and elaborating recommendations; and presenting the results in oral and written forms.⁸

With support from the AgroInvest project, officials from the Ministry of Agrarian Policy and Food of Ukraine (MAPFU), the Ministry of Agrarian Policy and Food of the Autonomous Republic of Crimea (ARC), Oblast State Administrations, and other related stakeholders were invited to participate in research-related activities, including start-up and debriefing meetings on plans for field research with the gender analysis specialists, interviews, focus-group meetings, site-visits, and presentation of research results.

⁸ More particularly: **August, 2013:** a) Preparatory period and selection of appropriate methodology, elaboration of questionnaires, planning, scheduling and organization of field meetings with farmers, government officials, associations, etc.; preliminary review of related documents; b) Field trip to nine regions/oblasts of Ukraine – collection of primary evidence-based and gender-related data; **September, 2013:** c) Processing of the field trip observations; elaboration of policy recommendations; preparing of report; d) Presentation of gender analytical research results to various stakeholders.

B. BACKGROUND: THE GENDER EQUALITY CONTEXT IN UKRAINE

As this document is not a general Gender Assessment, this section does not provide an expansive description of the gender equality context in Ukraine. Instead, the purpose of this section is to identify those contextual issues that relate to the focus of this gender analysis: opportunities for women in rural areas to contribute to agricultural production and related recommendations. For example, while women's representation in Ukraine's Parliament (the *Verkhovna Rada*, VR) may be significant in terms of women's participation in decision-making (and women are now 43 of 443 deputies or 9.7%⁹), the more important issue for this gender analysis is whether there are women (and men) in the VR who know firsthand and can represent the needs and potential of women in agriculture. And while most of the women who account for 76.7% of employees in the public sector occupy low and middle-level positions, with women holding only 14.2% of managerial and decision-making position, the issue is whether women (and men) at any level understand and work to support women's economic contributions in rural areas¹⁰. Similarly, while different life expectancies of women and men are important for health policies, they are relevant for agrarian policies because of the numbers of older women who continue to own land and to work on family farms or household plots.¹¹

One overarching contextual issue is how government officials and the citizens of Ukraine react to policies that are characterized as relating to "gender". On the positive side, the GoU has adopted legislative provisions addressing gender equality at the national level that relate to European standards, such as the European Social Charter (revised)¹², and to international benchmarks and requirements, such as the UN Beijing Platform of Actions, CEDAW, UN Millennium Development Goals. Further, in recent years, several laws relating to gender issues have been either adopted, or proposed and discussed, including the laws "On Prevention and Elimination of Discrimination in Ukraine"¹³, "On Amendments to Some Legislation (on Protection of Children's Rights for Safe Information Space)"¹⁴ and "On Amendments to Some Legislation on Ensuring Equal Rights and Opportunities for Women and Men in Ukraine"¹⁵.

Yet for all the efforts of gender equality advocates and such accomplishments, Ukraine is now experiencing some "pushback" and negative campaigns against gender equality.

⁹ http://w1.c1.rada.gov.ua/pls/site2/p_deputat_list (12.09.2013). According to the InterParliamentary Union's Sept 1, 2013 ratings, women hold 42 of 445 seats, or 9.4% in Ukraine, for a ranking of 117 out of 188 countries, <http://www.ipu.org/wmn-e/classif.htm>

¹⁰ State Statistics Service, 2012

¹¹ For readers who are interested in and not aware of basic data: The Gender Inequality Index (GII) value for Ukraine was 0.335 in 2010, thus ranking the country as 57th out of 187 states assessed (UNDP 2011 HDR)¹¹. According to the World Economic Forum (2012), in rankings of 135 countries, Ukraine ranks 64th in terms of women's income level, 22nd in terms of women's education, 34th when rated for economic participation and opportunity, and merely 119th in the realm of political empowerment.

http://www.weforum.org/issues/global-gender-gap?utm_source=gendermap&utm_medium=map&utm_campaign=Gender%2BMap

¹² zakon.rada.gov.ua/laws/show/994_062_kopiy

¹³ No. 5207-17; 06.09.2012, <http://zakon4.rada.gov.ua/laws/show/5207-17>

¹⁴ <http://zakon2.rada.gov.ua/laws/show/5300-17>

¹⁵ The Law was to be read in the Verkhovna Rada on August 13, 2013; it refers to gender equality sensitization re political (electoral) and professional quotas, gender equality commitments of public servants. See <http://mlsp.kmu.gov.ua/labour/control> (section on Civil society discussions).

There has been an overall weakening of the GoU's political will for gender equality mainstreaming, reflected in part by ineffective implementation of National GE Machinery and slow progress towards achieving the relevant UN Millennium Development Goal (MDG) on Gender Equality. Due to the persistence (if not reinforcement) of traditional stereotypes regarding the roles and responsibilities of women and men in the family and in the society, gender equality is far from becoming a household notion.

Instead, there has been an increase in anti-gender activities supported by some religious factions and by some opponents of Ukraine's movement toward stronger democratic processes and European integration. In addition, the mass media has further denigrated women by focusing on women's sexual appeal and not portraying women and men as equal partners in all spheres of societal development.¹⁶ At the same time, one mechanism by which both gender equality and the specifics of women's needs and perspectives may be represented to policy makers is through civil society organizations (CSOs). But while CSOs in Ukraine have strived to implement gender equality programs with the support of official technical assistance, such assistance has been limited - and decreased over time¹⁷. Outreach has been insufficient to achieve changes in peoples thinking, attitudes and relations respectful to equal rights and opportunities - and now to counter the religious campaigns. Thus although issues of gender differences, specifics of gender equality, and implementation of gender mainstreaming in regions/oblasts are on the official agenda, they now face new challenges and opposition.

A related issue is the GoU's institutional capacity to address issues relating to women's economic contributions. The President's 2010 reform on the optimization of the executive infrastructure¹⁸ resulted in elimination of the Ministry responsible for coordinating gender equality policy in Ukraine, and transferred those responsibilities to the Ministry of Social Policy -- thereby characterizing most issues relating to women as social issues, and losing some of the previous accomplishments and capacity to address women in the economic sectors. Fortunately, however, the Ministry of Social Policy has renewed the work of two councils, the *Expert Council on Appeals Related to Discrimination* and the *Working Group for Drafting the State Program on Ensuring Equal Rights and Opportunities for Women and Men* (2013-2016). Further, *The Concept of the State Program on Ensuring Equal Rights and Opportunities for Women and Men till 2016* includes plans for activities on strengthening women's leadership, decision-making and entrepreneurial capacities and skills, with special attention to women from rural territories, national minorities and women with disabilities.¹⁹ Thus far, however, the Ukrainian Cabinet of Ministers has yet to approve the Program.

¹⁶ The majority of informants opined that the mass media do not appropriately reflect the value of women and men, working in agrarian sector. The informants voiced their expectations that mass media might improve the image of an agrarian, and thereby present a more positive and attractive sector to young people.

¹⁷ UN-Women - Gender Analysis of Official Development Assistance to Ukraine (Baseline Mapping Study) (researcher - L.Magdyuk, supervisor - O.Kisselyova) – 2013; available at UN-Women Programme in Ukraine's Office by e-mails: oksana.kisselyova@unwomen.org; nadezhda.bachek@unwomen.org

¹⁸ Presidential Decree on the optimization of the executive bodies of Ukraine/December 9, 2010 №1085/2010

[]<http://www.president.gov.ua/ua/documents/12584>

¹⁹ The Cabinet of Ministers approved the Concept on November 21, 2012; #1002-p; <http://zakon4.rada.gov.ua/laws>

At the local level, there are several State-funded promotional and media actions, such as those relating to the World Day of Rural Women (October 15), International Women's Day (March 8), or the seasonal "Field Days" (or celebrations of harvest). Female informants confirmed their appreciation of such events as opportunities to be recognized, to visit other oblasts and exchange experience with other farmers, and to realize their civil society activism.²⁰ Yet such events tend to be sporadic, and do not link to any national strategy and policy on women in agri-economic and rural territorial development.

Beyond institutional structures and events, a critical issue is whether those responsible for developing policies, drafting laws and assessing their results, are taking note of the particular needs and contributions of different demographic groups - e.g. whether male and female, old or young -- and the possibility that generic or general provisions may have different impacts on different people. The GoU's laws and regulations affecting the agrarian sector simply address legal entities or status -- such as farmers, individual households, or owners -- without any specification regarding sex, age, or social and physical status. The only exceptions are some social programs that purposefully target women with children or to families, such as rural children's summer recreation and healthcare; sports development; and prophylaxes of alcohol and drug addiction among rural adolescents.²¹

Thus while the reviewed legal norms related to the development of agri-industrial production, farming, cooperatives', and development of rural territories may be characterized as "gender-neutral", the result is that they are gender-blind²² -- meaning that they fail to recognize and address gender-related obstacles and opportunities. When combined with existing gender-related stereotypes in the Ukrainian society, they then focus predominantly on meeting and satisfying men's needs as primary beneficiaries of state services (being considered main agri-producers, farmers, heads of rural individual households, "breadwinners" for families, etc.), while policies tend to treat women and children simply as "members of farmers' families", positioning them as secondary beneficiaries. No programs to promote or target the economic contributions of women-farmers, such as purposefully targeting the crops that are women's focus, or providing them with relevant skills, were identified.

Yet women represent 53.1% of rural citizens²³, and the female labor force is significant. Insofar as there is no explicit consideration of women's input in agriculture production and development, and the needs of men and women are not specified, gender neutrality in

²⁰ These are celebrations of harvests, such as grains or cherries. Though they are not focused solely on women, women informants mentioned these events as times when they receive some recognition. Male farmers were more constrained in their assessments of such activities.

²¹ MAPFU has reportedly supported a social program in 2012 on summer recreation and healthcare for rural children (either orphans or from big families, with disabilities, victims of Chernobyl disaster), spending ten million hryvnas to reach thirty thousand rural children. Yet not one of the women-farmers consulted for this Gender Analysis were aware of this or other state social support programs for rural citizens.

²² Gender-neutral policies, language, and other social institutions do not distinguish roles according to people's [sex](#) or [gender](#). Gender-blind institutions adhere to not distinguishing people by gender.

²³ Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – pp. 9-14

policies tends to overlook the potential of the female labor force, while likely distorting forecasts for agricultural development.²⁴

Lastly, given the focus of this Gender Analysis on women's economic contributions in rural areas, another critical contextual area is economic opportunities for women: Out of a total of 465.3 thousand registered unemployed in 2012-2013²⁵, women were 55.7%. Unemployment among rural citizens was 37.4%. Yet sex-disaggregated data for those 37.4%, reflecting not only women versus men, but within age cohorts, is not available - and would be a helpful basis for formulating policies and developing targeted programs.

Overall, salary disparities between women and men exist in all sectors, but tend to be better for women in the agriculture and SME sectors.²⁶ It should be noted, however, that data relating to salaries does not reflect family-farm income, or women's control over revenues.²⁷

<i>Sector</i>	<i>Women's salaries compared with men's</i>
<i>Agriculture</i>	92.9%
<i>Industry</i>	68.8%
<i>Financial</i>	71.9%
<i>SMEs</i>	94.7%

C. GENDER ANALYSIS METHODOLOGY

The methodology for conducting this gender analysis of Ukraine's agriculture sector development focused on field-based collection and analysis of evidence, reviewing national and oblast-level documents, and reviewing and analyzing policies and programs of USAID, AgroInvest and MAPFU.

The research sources included:

1. **Primary data collection:** a) *in-depth individual interviews and focus-groups* with women and men, either agricultural cooperatives, women farmers or members of their families; rural households' female or male owners; experts on agrarian development policy; gender equality experts; national and local government officials; representatives of agricultural advisory services; representatives of farmers' business and marketing associations; representatives of women's civil society organizations; b) *site-visits to agrarian cooperatives*, which included those, led by women; c) *visits to seasonal farmers' markets*; and d) *meetings with MAPFU and USAID officials and AgroInvest team* for consultative, supervisory and advisory purposes. The team collected data with structured questionnaires

²⁴ For example, gender blindness of the tax and pension system reforms²⁴ has had negative impacts on the status of women: There is sex and age-based discrimination in a labor market that does not accept 50-60 year-old female employees, as well as discrimination when employers are not willing to hire experienced older women in the pre-pension age, but the reforms do not include regulations to address such discrimination. This particularly disappointed self-employed women, women with children, women of pre-pension and pension age, women with disabilities and rural women. Furthermore, many of the tax and pension reform innovations are experimental; e.g., women's maternity period is not considered as part of their socio-economic activities; most women face challenges to lose their registered seniority that they had according to the previous regulations and have benefits reduced to minimal pensions that additionally average 30% less than the pension of men.

²⁵ <http://infoflight.org.ua/content/dinamika-ta-geografiya-bezrobittya-v-ukrayini-ta-ies-u-2012-2013-rr>

²⁶ Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – p. 68

²⁷ In addition, demand for female labor force in well-paid sectors decreased. Concept of the State Program on Ensuring Equal Rights and Opportunities for Women and Men till 2016; #1002-p; <http://zakon4.rada.gov.ua/laws>

and non-structured methods, i.e., collection of cases, informants' life stories and professional experiences, and analysts' indirect observations.

2. **Secondary data collection:** a) analytical review of GoU national and local/oblast policies on agriculture and on ensuring gender equality, and of gender portraits of regions/oblasts; b) analysis of USAID's gender policies and reports; and c) review and analysis of AgroInvest's program and practices.

Informants were selected by determining their relation to the agriculture/agrarian sector. Other selection criterion were mostly random, and respected a non-discrimination approach regarding age, sex, sexual orientation, nationality and ethnicity, disability, social status, education, etc. Informants' groups were selected considering the focus on: female and male-farmers; farmers' family members; agri-cooperatives and rural individual households, led by women or men; women's and gender-related associations and civil society organizations; agri-advisory services and credit unions, with experience serving rural and agri-clients (both, female and male); officials from national and local governments' departments on agri-economic and rural development and those responsible for implementing Ukraine's policy on ensuring equal rights and opportunities for women and men.

The number of female-male informants, and the types of related legal or physical entities was significant for obtaining precise and verified evidence-based data. There were a total of 67 respondents, of whom 52 (or 77.6%) were women. Forty-two were rural citizens (62.7%), of whom 35 (83%) were women. Urban citizens, individuals who are involved in agri-policy or in agri-production, accounted for 25 persons (37.3%), of whom 16 (64%) were women.²⁸

²⁸ The officials from the USAID and Chemonics/AgroInvest team were not included in the informants' group, as they represented advisory and supervisory entities.



The geographic scope of research

The field research covered nine (30%) of 27 regions/oblasts of Ukraine for a representative sample.²⁹ Regions/oblasts were chosen to reflect the geographical, social and economic diversity of Ukrainian agricultural, farming or related to agri-sector entities/informants, and to enable comparative evidence-based gender analysis of similarities or differences in ensuring equal rights and opportunities for women and men in Ukraine, and in modeling and performing gender roles and responsibilities in farms, farmers' families and rural individual households. For details relating to informants in each region, please see Annex B.

²⁹ Included within those regions were Kyiv, Lviv, Chernivtsy, Vinnytsya, Poltava, Dnipropetrovsk, Zaporizhzhya, Kherson, and Simferopol.

D. FINDINGS: PORTRAIT OF UKRAINIAN WOMEN FARMERS AND FAMILY FARMS

In 2011, women represented 53.95%³⁰ of Ukraine's population of approximately 46 million (45,598,200). Recent data reflect a rural population of 31.09%³¹, of whom women represent 53.1%³². One-third of 132, 000 registered farmers are women³³.

Yet such numbers are insufficient for understanding where there may be missed opportunities to develop Ukraine's SMPs by supporting for women farmers. The purpose of this section is to go beyond the numbers to provide a multi-faceted portrait of the women who farm the land and engage in other agrarian economic activities in Ukraine. Such a portrait is necessary because the Gender Analysis discovered a pervasive failure to visualize and acknowledge women's roles in agri-economic development beyond their roles as mothers and family-keepers. Unless policy-makers and implementing partners begin with a complete and accurate understanding of women's economic and political roles in rural areas, recognizing and valuing their positive contributions, the GoU's socio-economic policies, programs, and budgets will fail to acknowledge and capitalize on the economic assets that women represent.³⁴

*In Zaporizhyya: "The **image of women farmers is not positive**. People think of women as hard workers, but as only trying to survive. They do not think of SMPs as viable, as positive contributors. They do not see impressive women farmers on TV. or in any media."*

In many ways, language has obscured the human, and therefore gender-related, dimensions of agricultural production. First, the word "farmer" either does not designate the gender of the person farming -- though it frequently evokes the image of a man. Second, unlike the word "farmer", the term "family farm" does not refer to one person; instead, it reflects a group of people who labor on behalf of the economic entity. Just as a machine has different parts, each contributing differently to its functioning and each requiring specialized design and maintenance, a family farm is made up of different people who play different roles and require distinctive support. Women contribute to the family farm both independently and in partnership with men, assuming roles that have often been determined by long-standing practice that is gender-based. Hence the starting point for this Gender Analysis is to describe women's contributions to family farms and to determine whether they are gaining effective support for optimal contributions.

³⁰ Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – pp. 9-14

³¹ <http://uk.wikipedia.org/wiki> (April 2013)

³² Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – pp. 9-14

³³ Meeting with a main specialist of the MAPFU's Department of scientific-educational provisioning for agro-industrial production (AIP) and development of rural territories, August 6, 2013; Kyiv. Unfortunately, a comprehensive understanding of the status of women and men within the agricultural sector is obscured by the absence of official, detailed and openly accessible sex-disaggregated statistics regarding the respective roles and responsibilities of women and men in agri-production.

³⁴ A gender analysis looks at both men and women, looking at roles/responsibilities of each, and then focuses on where significant disparities are detected *in relation to the "mainstream" or sector objectives*. This particular gender analysis has focused heavily on women because they have not been seen and addressed.

Several basic characteristics were considered in the comparative gender analysis' findings and indirect observations as *gender-based socio-economic dimensions*: age; education; land and property ownership; division of roles and responsibilities within farm work, households, and family care; access to and utilization of resources; and opportunities for professional and personal capacity development and growth.

Socio-Cultural Portrait of Women Farmers

Sex-disaggregated Profiles by Age

According to official data, in 2011, the average age of women living in rural territories was 43.5 years, while rural men had the average age of 37.6 years old.³⁵ Within the random selection of this research, the average age of female and male informants, who were farmers or members of farmers' families, was 38-65 years old. There were very few women and men younger than 38; and one woman older than 65 years old.³⁶ The age of male-farmers participating in the gender analytical research was not over 55 years old.

According to the *Baseline Survey on Awareness of Land Ownership Rights and Access to Finance and Agriculture Market Infrastructure for Small and Medium-Sized Agriculture Producers* (hereafter, the "Land Ownership Baseline") the average age of land unit owners is 57 years, and 65% of individual farmers are ages 40-60.

There are several noteworthy factors related to different age cohorts of women farmers:

- Even if officially unemployed³⁷, pension-aged women (55-60 years and older) may work as farmers (registered several years ago) or sometimes in farms or cooperatives on full- or part-time basis; or in rural individual households, where the work is not officially registered and not considered for the work experiences and does not guarantee any income.
- Middle-aged women (pre-pension³⁸) register as farmers themselves or work in family farms or cooperatives; or combine employment at state/public workplaces (village councils, schools, kindergartens, healthcare ambulances, associations) with work in rural individual households, sometimes engaging in part-time work in farms or cooperatives.³⁹

³⁵ The informants' ages were in line with life expectancy confirmed by official statistics: 45-year-old women are expected to live more than 8 years longer than their male counterparts (women's life expectancy is 32.6 years beyond). Statistical digest "Women and Men in Ukraine" (2010) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – pp. 9-14

³⁶ Women at age of 65 are expected to live 16.25 years more, compared with 12 years for men Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – pp. 26-27

³⁷ Ukrainian citizens have several options for employment: including officially hired by an employer with full-time official registration (workbook records); employed by contracts (part-time); and self-employed (individual entrepreneurs, farmers, freelancers, etc.).

³⁸ Since 2011-12, the pension age is 60 for women and 65 for men.

³⁹ One interesting observation is that many women in this age cohort are in second marriages, after their husbands have passed away or migrated permanently. Needing to provide for their children, many have turned to farming to generate some income - but find that it is too difficult to do alone, and therefore gladly seek husbands as partners.

- Young women predominantly leave rural territories for education or employment and rarely return to villages for permanent living and work as farmers.⁴⁰ They mostly prefer to seek employment in urban places⁴¹, where they work either as registered or non-registered hired employees, often as sellers of farmers' produce at seasonal or permanent markets, also in house-keeping services (cleaning, cooking); or as registered small and middle entrepreneurs dealing with retailing and other types of urban economic activities.⁴² The few who have returned to their rural villages, explained their decisions as results of marriage, maternity leave, housing conditions, needing to be financially supported by elder family members.⁴³
- Because women farmers are in an older age cohort, and because their life expectancies are longer than those of male farmers, there are many who have health or disability issues.⁴⁴ Yet it was observed during interviews, focus groups, and indirectly that women tend to hide health problems and disability, because they relate to their work opportunities and family relations. At the same time, there were complaints regarding "chronic" tiredness, lack of healthcare facilities and services, and the absence of free time and affordable opportunities for vacations.⁴⁵ Their physical and mental health conditions have economic as well as social ramifications when their labor is essential for the family farm production - as is also the case for men.⁴⁶

Educational characteristics

A factor that has typically been overlooked, but is critical for recognizing women farmers as economic assets for agrarian policy and agricultural growth, is their educational levels. About 75% of informants reported having either college (locally classified as "special secondary education") or university education (higher education).⁴⁷ Among them, about two-thirds had specializations relating agriculture, e.g., zoo-technical, veterinarian, economic and agro-economic, financial, or other technical. One-third reported a

⁴⁰ In Vinnitsa, informants agreed that when young people go to study, only 10% return.

⁴¹ Informants noted, however, that the level of young females' migration abroad has significantly reduced as compared with the early 2000s <http://politiko.ua/blogpost36154>

⁴² Such migration is a crucial challenge to the agri-economic potential as the reduction of the active labor population is resulting in the disappearance of villages and even small towns. For example, for the last 10 years these tendencies were especially observed in Kyiv's'ka, Vinnyts'ka, Chernivets'ka, Zakarpats'ka, Volyn's'ka oblasts. In comparison with female migration, young and middle-aged male migration has tended to be seasonal character.

⁴³ As was reported by informants in Lviv, Dnipropetrovs'k and Kherson, there are some regional specifics related to the migration. They suggested that women living in Western Ukraine would migrate not just for earning, but also with the purpose to release themselves from the overburdening household obligations, hard manual agri-work, and stereotypes, which are strengthened by the local churches, and they also seek decent living conditions. In contrast, in Central/Southern Ukraine religion plays a lesser role, and migration is motivated primarily by education and employment.

⁴⁴ Used within the State statistics and labor-regulation documents, the index of labor activeness refers to how many people would be expected to work, but are not in the active labor market because of illnesses, disability, maternity leave, and other reasons, but receive social monetary benefits; and also who do not work and are not registered as unemployed.

⁴⁵ In terms of connecting health issues with productivity, it was interesting to note public billboards addressing iodine deficiency when it can lead to hypothyroidism for which the symptoms when "As the body slows, you may notice that you feel colder, **you tire more easily**, your skin is getting drier, you're becoming forgetful and depressed." www.thyroid.org/what-is-hypothyroidism/ Therefore a health issue for women may also be a productivity issue for the family farm.

⁴⁶ It should be noted, too, that the oft-mentioned male addiction to alcohol was not confirmed as a problem during the intensive farming season (spring-autumn).

⁴⁷ One informant suggested that "every third farmer has higher education, including economics" and referred to women farmers who are "intelligentsia", including doctors and veterinarians.

humanitarian or liberal arts background; among them, some had pursued some additional education related to agriculture.⁴⁸

Eighty five percent (85%) of participants reported having participated in special trainings, seminars, or conferences on the issues of agro-economic and rural territories' development. But those educational activities were sporadic, and conducted predominantly within international projects by individually hired experts, trainers or by civil society organizations. Most informants said that even if they had participated in some training, they lacked access to regular agri-education for adults (university courses, in-service training programs, distance-learning courses) due to the lack of time and money. In addition, hardly any interviewed women reported use of the internet -- in part because of access from lack of infrastructure, but also because of age and lack of skills, and in part for lack of time.⁴⁹ They noted a need for regular learning opportunities relating to farming, modern comprehensive agri-industrial production, economic and organizational management, rural territories' development, and related topics.

Education is also significant because many women hold other jobs in addition to their work on the family farms, such as teaching. This means that, in some cases, women may be members of the family farm, who qualify to borrow from financial institutions that require evidence of some regular income.

The cultural context of geo-political and religious specifics

Gender-based roles and relationships are context specific, defined by social and cultural norms. Ukraine is a large country with religious and ethnic differences that preclude drawing conclusions without local sampling and purposeful inquiries. In relation to rural areas and the agricultural sector, it was expected that gender-based stereotypes would be stronger in rural areas than in cities, and within the communities with stronger religious affiliations. In fact, in urban locations, informants offered diverse opinions, mostly based on assumptions or personally framed attitudes toward gender equality issues, not on structured and unbiased observations. In contrast, the farmers and rural community members were more "down-to-earth" informants. The researchers framed gender equality issues in practical terms, regarding women's and men's roles and relations in farms, families, and rural community - and the informants responded without any prejudices.⁵⁰ Informants presented quite tolerant attitudes to gender equality with respect to roles and opportunities for agricultural and economic activities.⁵¹

⁴⁸ While the level of education of women who participated in the field research was higher than that of men-informants, it could be explained by the larger number of women-informants.

⁴⁹ This was confirmed by informants, who reported that there is no regular Internet connections from the service providers because of their living in remote villages, and limited offers of service; and that as electricity is intermittent, women have to use mobile devices for Internet connections. This requires greater awareness and skills on using such equipment, in addition to basic training on computer and Internet operation. About 80% of the female informants articulated that as a problem; besides it was observed that women refer to their younger family members for the assistance with operating computer and Internet. This also illustrates an issue that requires further research and sex-disaggregated data to gain more precise understanding of needs.

⁵⁰ It may be noted as well that neither LGBT rights nor HIV-AIDS were discussed as there was no observed evidence relating to them, and informants did not raise them as issues.

⁵¹ While there was very limited opportunity to investigate incidents of domestic violence, some inquiry was incorporated within questions relating to family roles. As observed, family relations were modeled basing on traditional roles; at the same time, informants recognized women's leadership in farming and community life. There was no evidence confirming cases of domestic violence among informants. The influence of religious constraints or domestic violence on the productivity of the female labor force

With regard to the impacts of religion, it was reported that families in Western Ukraine are more Catholic (Greek or Roman) and more traditional with stricter social norms. There was some evidence that women experience limitations for their development due to their obedience and subordination to men. It was suggested that such attitudes partly explain decisions by younger women to go to urban places or abroad (Italy, Poland, Romania, Spain, Portugal, Russia), i.e. partly to escape the rigid expectations. In contrast, the opportunities for women to take up nontraditional farm-related roles are reportedly greater in Eastern Ukraine, where young women ages 30-45 are taking up cattle-breeding. This can in part be attributed to less strict religious attitudes, but also to greater impacts of the Soviet promotion of atheism, in the East.

Observation of gender equality within ethnic minorities or multinational groups was limited and indirect. A meeting with a cooperative composed of Crimean Tatars, who are Muslim, did not reveal any limitations to women's farming, proactive participation in agri-industrial production or civil society activism; on the contrary, it was very supportive. Similarly, although focus groups and site-visits coincided with religious holidays for Muslim, Russian or Ukrainian Orthodox Churches, women and men continued their work in fields, farms, and on household plots,⁵² and agreed to meeting with the AgroInvest team.

Irrespective of religion or ethnic background, gender-based division of labor in rural areas means that women have nearly total responsibility for family care and for housework. No matter how many hours or energy women may put into agricultural production or processing, they still retain responsibility for children and elderly, for cleaning and cooking. Interviews did not reveal any modification of such traditional roles.⁵³

Living conditions for women farmers

In the majority of farms and cooperatives visited for this research, the living conditions were challenging for the efficient farmers' work. Informants reported problems with electricity, gas and water supplies, as well as telephone; and, if at all available or affordable, with internet connections. This means that farmers must make arrangements themselves, and at their own expense, such as purchasing autonomous generators for electricity, gas in tanks, and cell phones. Further, transportation for shopping or selling is more arduous and more time-consuming because of the appalling conditions of rural roads.⁵⁴

in the agri-industrial sector of economy might be considered as an important issue for the further analytical research of gender equality in agrarian life and the agricultural sector.

⁵² It is sometimes dictated that women must predominantly work in households (non-paid work), be obedient to their male-spouses or relatives; and not work outside homes. Yet this contradicts the existing situation and life demands, especially, when women are the main or the only "bread-winners" in the family. To escape such restrictions, some women migrate to urban places or abroad, where they are not subject to gender-related control by the local churches and the community.

⁵³ The only oblique reference to gaining men's support in the house was that within one brief discussion with women-members of farmers' families about family disagreements, the women responded that once a month they would discipline their men, so they would better participate in the household work.

⁵⁴ The informants reported that the road conditions play a significant role in their decisions on which markets to go to with their produce, for going to administrative institutions (banks, CUs, Tax Administrations, others); to hospitals, to trainings, etc. There were examples of arranging anti-crisis farmers' markets in Zaporizhya – where only farmers from the near-by farms participated. The

Such conditions have particular impacts on women, on their use of time, and on their economic contributions because they depend on such utilities to undertake their gender-based household and farm responsibilities - typically manually. According to informants, their work-day starts between 4 and 5 a.m., and they work well into the night. By some of calculations, women's working days may be up to five hours longer than those of men's⁵⁵.

Consequently, there are rarely opportunities to increase women's productivity without improving resources for production. Because of such overload, women tend to resist new ideas proposed for the farming and cooperative operation. As one woman said, "*If there were more than 24 hours in a day, and if I did not need to sleep a bit, I would think about value added.*" To the extent, however, that women do *not* trust that living conditions can be improved, they are not enthusiastic in undertaking value-added activities and agro-processing that they expect to increase their work load.

Women's Economic and Leadership Roles relating to Agriculture

Land and property ownership

As agricultural collectives closed in the early 1990s, they gave a land plot to each member, woman or man, with the result that 53% of small-plot owners were women. Now, with the passage of time and disparities of life expectancies, women reportedly own 60% of land.⁵⁶ They are also now older, meaning that 50% are now pensioners (and therefore not captured in employment data, while also not recognized as active farmers).

Besides ownership, however, there are "Farmers/Managers". The Land Ownership Baseline Survey reports that there are four times as many men in managerial positions as there are women, and that 70% of "heads of farms" are men.⁵⁷

Informants living in rural areas could be grouped into three types:

- 1) Those who own but are not working their land: land owners (obligatory privatization of two hectares) who are former collective farmers and leased their lands to other farmers.
- 2) Those who work both their own land and additional land: land owners (obligatory two hectares) who have long-term rental agreements to increase their agri-processing.
- 3) Those who are rural citizens and do not have their own land, but are members of farmers' families and cultivate individual household land plots.

farmers from week-end farmers' markets in Kyiv reported that they would not be traveling 80 km to Kiev to sell produce were the roads not adequate.

⁵⁵ Information from the Charitable Fund "Community Wellbeing"

⁵⁶ Baseline Survey ... PowerPoint, p. 5

⁵⁷ These labels and distinctions, without consistent sex-disaggregated data, are difficult to assess. Where the baseline survey distinguishes responses of farmers/managers, 70% of whom are male, the responses are weighted toward men; when the report responses to the same questions from "land unit owners", 60% of who are women, the responses are slightly more "female". And in any case, the public title of "manager" may or may not reflect actual management responsibilities on the farm - even as "Head of Farm" as "sole manager" may authorize particular legal business or contractual transactions.

Insofar as this means that women have their own economic assets, it might be expected that they have more sustainable and protected status or partnership on the family farm, with a cooperative and in the rural community.⁵⁸ In practice, however, informants reported that if a woman is not a registered farmer herself, or is not a member of an economically successful farmer’s family, she typically passes her land by lease to small and medium farmers from their neighborhood or community. Some who are older, widowed and impoverished become subjects for land-hunting monopolists who extract long-term lease agreements of 49 years. Lacking negotiating power or financial alternatives, such as employment opportunities or the capacity to generate income from their land, and without access to legal counsel, vulnerable women believe that they have no choice but to accept the terms that are offered. Hence the many women continue to work on their individual household land plots, and collect rents, rather than working on their own land, because they lack the financial, technological and physical capacities to cultivate their land themselves.

Agricultural work responsibilities

As an economic unit, the family farm is characterized by delineation of different areas of responsibility. Responsibilities include differences of tasks relating to producing and harvesting crops, tending to livestock and milk production, transport to markets, and legal/regulatory paperwork. Regarding the crops, men are mostly responsible for it and typically focus on wheat, corn and sunflowers - crops sown in larger areas. In the observed farms and cooperatives, women typically dealt with horticulture and herbs.

Male/Female Duties relating to Crops

<u>Female</u>	<u>Male</u>
Inter-row cultivation, 2-3 times/season (manual)	Plowing & cultivation to prepare soil for planting and planting fodder crops; winter grains
Sweet corn grafting and husking (manual)	Grain, corn and crops harvesting (combine harvesters)
Straw stacking (manual in smaller plots)	Hay harvesting and straw stacking (in the fields; machine-operated)
Planting, weeding & tending to vegetables, e.g. potatoes, pumpkins, cabbage, sugar beets, melons and bell peppers in fields; tomatoes, zucchini, squash (manual or small, partially technical appliances)	Transporting vegetable to farmers’ and wholesales markets
Collecting perishable vegetables, e.g. tomatoes, zucchini, squash, pumpkin seeds, bell-pepper (manual)	Collecting non-perishable vegetables, e.g. potatoes, cabbage, sugar beets, pumpkins (with machines), and melons - (manual)
Putting fertilizers into soil (manual in smaller plots)	Transporting and spreading manure Putting fertilizers into soil (by machines)
Preparing soil for vegetables (manual or small, partially technical appliances)	Preparing soil for vegetables (by machines)
Collecting wild and cultivating herbs	Collecting wild and cultivating herbs

⁵⁸ This is a significant factor that differs from circumstances elsewhere in the world where women's lesser legal status and power in rural areas and in agriculture is partly attributed to their not having their own assets. This unusual factor in Ukraine may be worthy of some additional consideration.

(manual)	(manual)
Collecting grapes (manually)	Planting and cultivating grains, transporting to markets
Planting, tending to, and collecting strawberries, other berries (manual)	Transporting berries to markets
Prepare honeycomb for removal of honey (manual); pack and sell honey	Employ small machines to remove honey; transport and sell honey

On family farms, women take up tasks relating to milking, while men do the heavier labor and are typically

responsible for transport, logistics, and mechanized labor.⁵⁹ While women and men also divide responsibilities relating to cows and dairies, their willingness to undertake specific

Male/Female Duties for Family Farm Dairy Production

Female	Male
Pre-milking preparation	Milk transportation
Three-time milking	Preparing and delivering fodder into feeders
Milk-processing in the household	Delivering water to feeders
Taking cows to/from pasture	Delivering litter
Grazing supervision	Removing manure
Pre-calving care	Providing help during calving
Post-calving care for cow and calf	Taking cows to places for mating or artificial insemination
Keeping zoo-technical records	Purchasing new cattle

tasks typically depends on mechanization. Within dairy cooperatives, women and men tend to take up roles consistent with their skills and responsibilities on the family farms: for example, men oversee transportation and collection of milk, and women handle accounting, legal regulations and quality standards, and contracts.

One major factor for the productivity and profitability of family farms is mechanization: the use of machinery. While some farms have use of machines acquired from collective privatization decades ago, those machines are now old technology as compared with modern versions that may include attachments to help women (e.g. for weeding). The State provides some support for sheep breeding, and can provide milking machines for households with more than three milking cows - which have positive impacts for women. There were reports of some successful farms that have been able to purchase machinery that they do not need full time - and then generate some income by leasing it part-time to neighboring farms. Cooperatives may also support access to machinery, often as follows: The head of a cooperative is responsible for keeping equipment and machinery in working condition. There is then a pricelist for using equipment (which may of course differ in cooperatives). Members of a cooperative register their needs for equipment with the head of cooperative, who finalizes the schedule considering the size of fields, distance and location of fields and plots, the type of work to be done and the type of crops. The final schedule is agreed upon with drivers, and mechanics. (Non-members of a cooperative may also apply and be served, but not as a priority.) If it is about refrigerators, cold storage – there is also a register and a time schedule for the customers. If it is about processing lines, e.g. for horticulture or packaging tea, the work is usually arranged by schedules to facilitate arrangements for hired employees and obtaining the raw inputs.

⁵⁹ Reported and observed in Petrovo, ARC; Tokmak; Shyroke; Vinogradovo

Yet it is important to recognize that for nearly all work on the family farm, access to and use of machinery has gender implications. First, family farms' decisions about which machines to purchase tend to prioritize combines and tractors that are crucial for production of grains (men's work). Second, men's use of machinery extends to transport: If a family farm has the ability to trade or market their produce away from their village, or if the farm is part of a dairy cooperative to which milk must be delivered, men typically undertake the transport.

Third, while men either manage or use machines, women continue to undertake their tasks manually. There was little evidence of family farms obtaining machines with which to mechanize women's manual tasks.⁶⁰ And even as some have gained use of equipment, the traditional division of labor has tended to continue. This again distinguishes access from use: Even as women may have access to machines with which they could undertake "heavy work" traditionally done by men, women rarely use them. The exceptions are when programs promote changes in that traditional division of labor.

In terms of strengthening the family farms, or even household garden output, as long as women's production is nearly entirely manual, it tends to be labor intensive and time-consuming - and is often inefficient.

Other agro-economic opportunities

Most families sell to "traders" or wholesalers who buy from the family farms and villages for low prices.

In a weak position for negotiating prices because they lack any viable alternatives, the family farms are "price-takers", unable to gain a "fair deal" in economic transactions.

Weak Negotiating Power and Monopoly Buyers

One woman reported that when there was an independent lab, the sugar content of her beets was considered very high. Now, however, the only lab is that of the buyer for her beets -- and it consistently says the sugar content is low: "We need roads, anti-corruption and independent laboratories for quality assessment: The tester sets the price. In '97, it was 18%; now they assess as 16%." Without independent means of measuring or an alternative buyer, she has had to accept what they offer. "We are submissive to private large enterprises!"

Lastly, it was consistently reported that the women of family farms are responsible for all "paperwork", i.e. whatever relates to accounting, taxes or legal requirements. Their responsibilities are important to note for two reasons: First, such tasks are in addition to physical labor on the farm, and often attention after the sun goes down and the workday

⁶⁰ One anecdote reported that when a woman was asked how she might spend a loan, she said she would buy a tractor for her husband (not a machine for her own work). When questioned about her response, she said that it would be good for HER if he were able to work more effectively. This is an important reflection of gender relations within a family, household or family-farm: it is not you versus me, my new machine/toy or yours, but what is good for the family. The gender attributes of a successful family farm are not simply about who does what, or who works harder; but are instead about how women and men relate to one another, and whether they respect, support and appreciate one another's contributions.

otherwise may seem to be done. Second, those responsibilities require careful attention, knowledge and skills, and dutiful completion. Without full information or access to professional advice, women may not be able to serve the interests of their family farms effectively.

Family farms and small household producers are challenged by the scale, resources and efficiencies of large, commercial farms. SMPs can rarely increase their incomes significantly by increasing production. Without machines and economies of scale, they cannot match the low costs or efficiencies of large producers. Further, because they lack the means to export or trade well outside their regions, increasing supply without commensurate demand only leads to lower prices. This often means that for more inputs and more labor, they do not reap any net gains.

Hence SMPs need to innovate and launch new agrarian activities - and women are central to recognizing and leading such opportunities.

For example, beyond crops, livestock and dairy, some family farms are now undertaking another type of economic activity: "Green Tourism" (also called Agro-tourism). These

small business initiatives offer new ways for families to generate income - and stay on their land, and gain additional profits. Typically such initiatives entail different contributions by men and women - again often tied to gender-based roles. Hence women focus on hospitality of maintaining guests' rooms and providing meals while men often show or engage visitors in agricultural work.⁶¹

Other opportunities may revolve around organic or specialized production, selling items from cottage industries that can be sold as household production or with country/folk associations. Ukrainian women have traditionally engaged in what could be regarded as agro-processing, such as drying herbs or fruits, or making jams and pickles. Many older women have cherished recipes and use traditional processes.

Yet throughout the field research for this Gender Analysis, women's responses to questions about agro-processing were disappointing. Discussions of potential "value-added" activities confirmed that women have had very little exposure to the income-generating possibilities of agro-processing.⁶² They seemed not to know what they might do, in part because they had not seen others who had done it. They also seemed to lack inspiration and the confidence to believe in the possibilities: "You can do it!"⁶³

The "Melon Trap"

In one case, a community was to sell melons to a buyer in Poland. When the buyer contacted them at the last moment to say he had found an alternative, the families were left with a truck-load of rotting melons representing hard work, inputs and lost revenues.

⁶¹ As noted above, decisions to invest in machinery may ease workloads or improve productivity of men or women depending on who is responsible for those tasks, e.g. washing guests' sheets and towels.

⁶² There were but two exceptions, each of which entailed foreign assistance: In one cooperative supported by a Canadian horticulture project that provided drying and packing machines, women are drying raisins and garlic. In the other, in the ARC, USAID assistance has enabled women to pack teas, dry herbs and jams (from wild roses).

⁶³ There may be an age or generational dimension that is like the story of the three bears: Older women may have the recipes and technical know-how, but lack the entrepreneurial vision or skills because of limited experience living in a market economy. Young women might be glad to start their own businesses, but not have the ideas. But the middle-aged women may be "just right": still using some of the valued recipes or relating to their mothers, and eager to undertake income-generating activities to benefit their families.

Women's needs for information and skills relating to their agricultural responsibilities

Women are eager for useful information, as reflected by a woman who, as head of a dairy cooperative, reported that in the early months of the cooperative, she would have at least ten women approach her for guidance daily. Again and again, when asked if they have access to information, they indicated that they do not. Regarding access, if information is "out there," they either do not know about it, or do not know of its relevance and how to take steps to use it.

Given their agricultural responsibilities, they need more information about how to improve production - relating both to what they do, and what the other members of the family do. Beyond technical agricultural information, women require information and training relating to taxes, finances, and proper legal registration. Women also require greater "financial literacy". Given the age cohorts of women farmers and limited experience with market economies, women need to go beyond accounting to understanding more about banking and finance, and such concepts as supply and demand and prices, and about benefit-cost analyses. One woman reported that she had rented a small shop in a large market building where she sold meat. Her customers knew her and the location. The owner came to her and insisted that they revise the lease to increase the rent. Not thinking she had any choice, she agreed - and signed a new contract. When the owner then said he would raise the rent yet again, to a level that was absolutely beyond her means, she consulted a lawyer who told her that as she had signed the contract, she had no legal recourse. She now has to give up her shop and the business.

Unmet demands and needs raise questions about why women are either not gaining access to, or not utilizing, training opportunities. One obstacle relates to the gender analysis domain of time: that the constraints on women's time mean that they have little time to seek or absorb new information, to gain knowledge of resources or technologies, or to attend seminars and training.⁶⁴ While the occasional informant who is doing better economically in a collective and who has a scientific background reported that she reads relevant literature, by far most women reported that they are not receiving (getting access to) or utilizing much information, e.g. relating to agricultural resources or laws relating to land ownership.

The field research was also a reminder of how life in agrarian areas different from that in cities and large towns: While wire radio may not used very much now in urban areas, women reported it to be their most reliable resource for information (though some mentioned television, typically viewed late at night, after all agricultural, family, and household work is complete). At the same time, very few rural women farmers have access to the internet. Given the conditions of roads, they are not likely to reach libraries with internet to obtain information relating to agriculture or land-ownership. For those who do have access at home, some reported that they turn to younger members of the

⁶⁴ While the gender analysis sample was small, it is noteworthy that only informants already linked to the AgrolInvest project reported having seen any information from the "My Land, My Right" campaign. To the extent that women have known of training, or been able to benefit from some limited opportunities, they generally referred to trainings and seminars for women covering issues of legislations, tax and administrative reforms, women's leadership, communication, computer and Internet skills.

family for help.⁶⁵ But this typically means they are not doing their own searches for agriculture-related information. While women have some sense that relevant information should be available from the internet, they are not internet literate. They consistently expressed demands for more technology skills.

With regard to training, organizations that sponsor training report that women attend much less than do men. The reasons seem not to be simple or consistent: whether because of gendered expectations in the family that men should represent the family in such public venues, because the women simply do not have time, or because it is not clear to them that what is offered will be useful for them.

Sometimes, "gender neutral" decisions about who to invite to a seminar or workshop may have gender implications. For example, workshops or seminars addressing land privatization reportedly targeted heads of villages, land surveyors and representatives of local authorities - resulting in groups mostly of men. Yet, as was discussed above, there has been absolute agreement that women are those on family farms who handle legal issues. Thus it makes sense that 52% of those who utilized AgroInvest's legal services relating to land privatization were women. (Note, too, that evidently they learned of the legal resources and made use of them - perhaps a "good practice" to emulate.)

Among those organizations that recognize the importance of women's participation and the need to reach out to them, some focus their efforts on ensuring that women know about such opportunities -- but then accept that women may their own benefit-cost analysis to choose whether or not to attend. Others, believing that gaining optimal family-farm benefits from such training depends on women and men having equal and shared knowledge, require that husbands and wives participate together.

Women's access to, and utilization of, financing

Gaining access to *and utilizing* financing is an issue both for women's independent agro-economic activities, and for women who may represent or deal with financial institutions on behalf of their family farms. It is critical for enhancing the efficiency of production and processing by both individual farms and small-plot holders. Absent financing, production tends to remain manual and inefficient, while processing is still quite limited.

"Banks suffocate farmers: they make the borrowers do paperwork, provide certificates of income, get everything notarized, all of which takes TIME - and in the end, they say "no!"

Of course the general financial context in Ukraine, of closing banks and collapsed credit unions, affects women and men alike. It is important to determine, therefore, whether women *were* seeking and using financing before - and for what; and whether they are *now* seeking financing. Reportedly, some international banks now reportedly have agricultural or land specialists, and some do not require collateral for loans less than

⁶⁵ Women reported that their children help them with switching computers on/off; getting to e-mail boxes; printing out messages; typing texts; sending texts by e-mail; in searching certain information in the Internet and printing it out. Women and men need skills in operating with Internet Client-Bank service as it is now a requirement from banks and credit unions; the system of taxation is also transferring to electronic ways (till the end of 2013).

6,000 EUR. This raises questions about whether such banks are reaching out to and considering women farmers and borrowers, and whether women are aware of or considering such resources.⁶⁶

While some information relating to access to banks' and credit unions' services varied with different informants, it is evident that even if women have access to finance, they are not using it. They may have access to consumer loans from commercial banks (if they have income streams from other jobs, such as women teaching, or others who work on their family farms), but there was no evidence of women using such access for agricultural purposes. Although some banks may be lending, women cannot use the financial resources unless they have the capacity to put together an effective loan application. This in turn raises questions about women's financial literacy, i.e. their ability to understand what lenders require and to put together effective applications. While some credit unions may help women to gather documentation and compile their applications, commercial banks are already leery of the transaction costs for small loans and are therefore not likely to put time into supporting individuals' borrowing process.

Moreover, and perhaps to some degree because of limited understanding of the processes, women also frankly admitted that they do not have confidence in what might be opportunities to gain financing. They consistently reported that they do not trust credit unions (other than Hromada in Kherson, as an exception): "I don't trust and never will trust a credit union!"

Moreover, there are gender aspects to lending: It is ironic that women have so little confidence or interest in borrowing, when most financial institutions regard them as more reliable borrowers than their husbands. "Men are more risky borrowers: overdue loans are mostly men's." Furthermore, financial institutions, recognizing the importance of family commitment to a loan to ensure that they use it for purposes that generate income, typically interview not only the borrower, but also her/his spouse. One credit union visits the farm, and pays attention to gender relations, including whether the husband and wife function as a team.

It was also intriguing to note the prevalence of women within credit unions. Of the two Credit Unions visited, one reported that 90% of its employees are women, and the other that only 5 of 35 employees are men. Yet there are gender disparities among their customers: One reported that whereas 50% of its depositors are women, 75% of those seeking credit are men. Another reported that while its depositors are typically urban and over 60 years of age, their borrowers tend to be rural women ages 30-50.

There are also gendered differences in the uses for which women and men seek credit: One credit union reported that men typically are looking to procure seeds and fertilizers and fuel, livestock, and machines like combines or tractors. In comparison, women seek financing for plastic to build a greenhouse or to build drip irrigation -- but mostly to

⁶⁶ There was not time during this gender analysis to interview commercial banks (as compared with credit unions). Given the International Finance Corporation's recent interest in women entrepreneurs' access to finance, it may be useful to contact them regarding their most up-to-date information and initiatives.

purchase seedlings. Another credit union reported that their women borrowers typically seek credit for tillage, seeds and greenhouses, and green tourism.

When women were asked whether they would undertake entrepreneurial agro- processing of their produce if financing were available, nearly every woman said absolutely not! (The exceptions were two women in Lviv: one wanted drying machinery for her apples, and another wanted washing, packing and drying lines for vegetables.) This was noteworthy because one reason that women are reliable borrowers is that they tend to be careful and risk averse. While this is safe for the borrowers, it is the antithesis of what is needed to launch entrepreneurial agro-businesses.

Most often, however, credit unions lend to family farms to carry them from the planting to the harvesting season, through the time when farmers' resources are often depleted. What this means from the side of the borrowers, is that they tend to use finance as a survival mechanism for the family farm. They are not taking risks or borrowing in order to try something new, and they are not using finance as a mechanism for expanding. On the lenders' side, while credit unions may gain substantial profits from lending at high interest rates, they are not playing a role providing resources for SMP expansion or enabling family farms to increase their profitability.

Beyond financial institutions, both the MAPFU and Oblast State Administrations reported that there are state programs on the support for farmers and individual rural households.⁶⁷ The Ukrainian Fund for Farmers' Support (UFFS) is a state-budgeted institution (legal entity) that operates according to the national legislation. Its functions include implementation of the state policy on support and development of farming in Ukraine. The UFFS is supposed to provide financial support to farms via regional branches; ensure human resources, scientific technologies, equipment and machinery for farms; and identify the needs and volumes of financial assistance for farms. It is to offer loans on a competitive/tender basis, and no loan should exceed 250 thousand UAH.⁶⁸ Yet most of the women-farmers either did not know about it, or did not want to participate because it required arranging a lot of additional papers when the support was frequently delayed or never provided.

Women's leadership relating to agriculture and agro-business

Issues of women's leadership arise within agricultural organizations, at the community and local government levels, and within civil society. There are many indications of women having the opportunity to lead - and of them doing it well.

Complete sex-disaggregated data is not available regarding women's leadership in agricultural service cooperatives (ASCs), industry associations and producer organizations. Reportedly, however, women now lead one-third of dairy cooperatives⁶⁹. The researchers met with four dairy farms and cooperatives led by women (Sushki, Popasne, Lviv, Vinnytsya) and one by men (Panka/Storozhyntsi).

⁶⁷ <http://zakon.nau.ua/doc>

⁶⁸ <http://udf.gov.ua/>

⁶⁹ MAPFU's data presented at the meeting on August 6, 2013: 30% of 132 thousand of registered farmers are women.

With regard to Industry Associations, there are two women's industry associations: the Council of Women Farmers of Ukraine⁷⁰; and the Union of Rural Women of Ukraine.⁷¹ In all other industry associations, it would seem that they are more led by men than

Family Cooperatives: Gender Division of Roles

In a southeastern village of Ukraine, five families have started a family dairy cooperative. As reported, men started the cooperative and women then joined. They combined the lands of all cooperative members, obtained machinery from their former collective farm, and later purchased additional used agri-vehicles. When it came time to elect a leader, the members elected a woman who is a former school-teacher. She calls her position "my sustainable retirement plan."

women⁷², and it has been reported that men typically represent family farms. But it was reported that of 71 extension services within the National Association of Extension Services in Ukraine, women lead nearly 50%.⁷³ In Dnipropetrovs'k, women head four of seven.

Again, the reason for looking at women's leadership is not one of gender equity (fairness), but to determine the effectiveness of commercial initiatives and support organizations. Certainly no one would say that *all* women are better organized, or that all men are strong leaders. Yet one knowledgeable informant opined, "Based on fifteen years of experience, women-led ASCs are better managed with better financing; and women work to anticipate the future and potential risks." An agricultural advisor who works with private extension services indicated that those led by women are often very well run.

At the government level, the team met with 2 women who head Village Councils -- in Cherepashyntsi, Kalynovs'kiy district and Mikulintsi, Lypovetskiy district in Vinnytsa Oblast; and a main specialist of the Storizhinets's Administration in Chernivtsi oblast.⁷⁴

Women's leadership

District councils	23%
Municipal	28%
Rural towns	51%
Villages	46%

In several oblasts of Ukraine there are Oblast Gender Portraits (OGP). According to Dnipropetrovs'k OGP, in 2012 women's share among heads of village councils was 35.06% (115 women out of 328 heads of village councils).⁷⁵ In Vinnitsa region women are 60.4% (842 of 1393 heads of village councils).⁷⁶ Hence women do seem to be taking leadership roles at the local level, and are often recognized for effective leadership.

⁷⁰ The National Chair is Lyudmyla Klebanova, and Zaporizhya Oblast branch Chair is Nadia Kompaniets.

⁷¹ Led by Galyna Skarga

⁷² A factor yet to be confirmed.

⁷³ Information provided by Roman Korinets, Chair of the National Association of Extension Services in Ukraine.

⁷⁴ Concept of the State Program on Ensuring Equal Rights and Opportunities for Women and Men till 2016; approved by the Cabinet of Ministers of Ukraine on November 21,2012; #1002-p; <http://zakon4.rada.gov.ua/laws>

⁷⁵ Provided by Olena Morgun, CSO "Promin"

⁷⁶ Gender Portrait of Vinnitsa Oblast, <http://www.opensociety-vin.org/#!vudannja/c1bsh>

Since 2004-2005, the focus in Ukraine on strengthening women's civil society at the grassroots has decreased significantly. Earlier initiatives led to supporting some few and most active women from rural territories, who were invited to various forums, conferences, and trainings; and also were supported with grants. Yet as little information

has been shared with the majority of women, they have overall remained inactive. For example, while the head of the Union of Rural Women of Ukraine was asked to meet for this research or to arrange a focus group for it, she was not available and did not arrange a meeting she could not attend: "If I am not there, [the women] might not understand and will not know what to do after that."

Women Speaking Up:

Primary needs for farming activities:

- * Credit, at reasonable interest rates (or one-year interest-free), to purchase machinery and equipment for production "at the European level"*
- * A legal environment that protects SMPs, as compared with large enterprises*
- * Water!*
- * Transportation infrastructure to get goods to markets*

Key Issues:

- * Access to rule-making processes, e.g. re organic farming and cooperatives*
- * Socio-cultural development of villages*
- * Support for private entrepreneurship, including in relation to green tourism, developing cooperative shops and outlets, and processing of raw materials.*
- * Access to information technologies*

Yet women in villages and rural towns wish to mobilize their civil society activism by creating and registering local women's community groups and grass-root CSOs. Their purpose would be to lobby for their rights, needs and interests as farmers, cooperative members, i.e., as agri-industrial producers. Their main objectives are to: consolidate their desire for civil society right protection activism; learn of information and experiences by cooperating with other CSOs; strengthen women's advocating capacities; and increase the visibility and recognition of their communities. Suggested initiatives included the women's initiative group of "Umyut" (a grassroots association), additional activities for women-farmers (Poltava State Agrarian Academy), and regular public actions to increase the positive image of woman-farmers nationwide (all informants noted that).

E. ANALYSIS OF GENDER-RELATED CONSTRAINTS AND OPPORTUNITIES

As is articulated by MAPFU's Draft Strategy for 2015-2020, and reflected in USAID's CDCS, supporting the survival, resilience and success of Ukrainian family farms is strategic on three levels: for ensuring national food security, broadening and expanding agriculture as a source of economic opportunity, and building a civil society grounded in a stable middle class. Yet for family farms to succeed as small and medium producers, they must be able to do well enough economically to support a family, contribute to community and reap rewards for hard work.

Relating an analysis of women's roles on Ukrainian family farms to some activities within AgroInvest's three components offers some illustrations of how gender-related factors may limit success and how recognizing gender-based roles or opportunities may be opportunities to strengthen results.

Component #1: Support a stable, market-oriented agricultural policy environment by accelerating market oriented reforms, strengthening industry associations, and providing public education for land rights

A stable, market-oriented agricultural policy environment entails attention to the three levels of a legal system: (1) drafting and passing new laws, (2) effective institutions for implementation and enforcement, and (3) ensuring awareness and understanding by those expected to take action or comply. An analysis of women's roles within that framework reveals some opportunities to strengthen success:

As has been discussed above, the MAPFU's policy articulates objectives and benchmarks without any indication that it anticipates and incorporates women's perspectives or contributions to the economic dimensions of agrarian life. In large part, this results from not recognizing women as assets for agricultural production and other agrarian economic opportunities. Women, as economic actors, and as those responsible for legal, accounting and tax procedures, tend to be either invisible. Further, this gender analysis did not detect any systematic or comprehensive strategy, policy or state program toward recognizing, valuing or supporting female farmers' contributions to the agriculture sector within Ukraine's economic strategy. In the limited cases that MAPFU's policies focus on women, they refer to social issues, such, as children's recreation and healthcare. Nor is there any special state gender-related budgeting policy for the agro-industrial sector's development.

For example, with responsibility for feeding their families, women both produce and purchase food. To ensure effective policies addressing food security, the GoU must understand women's budgetary calculations. It is noteworthy, therefore, that some rural women reported that they buy the imports (both fresh and processed) rather than either growing their own food or buying locally. They explained that imported food often consumes less of their time and labor, is cheaper; and makes family consumption (menus)

more varied.⁷⁷ Similarly, the GoU must be aware of the potential for unintended negative consequences: If regulations raise health and safety standards without ensuring that women interested in value-added production can meet them (for lack of know-how or equipment, for example), such regulations will prevent the launch or success of women's agro-business activities.

While understanding gender-based roles and responsibilities is often an essential element for effective implementation, it can also have strategic value. If the GoU lifts the moratorium on the sale of land, while aiming to ensure the survival of Ukrainian-owned family farms when women are 60% of land unit owners⁷⁸, it is important to know women's perspectives. Surveys should not only disaggregate ownership by sex, but should disaggregate all perspectives. If disaggregation were to show that women are less inclined to sell their land and more committed to maintaining the family farms for the future, or to show that women are more optimistic about growth of the family farm than are men, then a *strategy* for maintaining Ukrainian ownership and family farms might be to support women's ability to grow their family farms.

Policies may also have different impacts on women than on men - with unintended consequences. Insofar as the life of a woman-farmer is hard and only arguably reaps barely sufficient rewards, young women see little reason to remain on family farms and are eager to leave for cities or other countries. This is yet another area where young women do not see employment opportunities, and are therefore eager to take alternatives that may lead to trafficking. Furthermore, from a gender perspective, this has ramifications for rural men: not only does the lack of economic opportunities remove women as assets for the economic activities of family farms, but it also decreases the number of women to be family and economic partners for men in rural areas. Policies that target and offer economic opportunities to young women (and men) may be essential for maintaining the size and economic viability of Ukraine's rural population. These might include offering young people, such as graduates of agriculture programs like that at Poltava Agrarian University, opportunities to lease small plots of their own, low-cost loans to obtain equipment, or small loans for innovative agri-business; or providing additional training and then hiring them as rural advisors.

In terms of implementation and enforcement, institutions are not buildings: they are people.⁷⁹ Those responsible for applying and enforcing the laws depend on the "legal literacy" of relevant actors. They must therefore be aware of women as key constituents, as the target population for land and other agriculture-related regulations. This means reaching out to them to be sure that they have accurate information and the ability to comply. Critical actors will not follow the laws if women do not have access to legal

⁷⁷ It should be noted that there is a tendency not to value their own food because the culture of growing organic and healthy products is still very low; certain experimental initiatives have not been replicated or scaled up; and the market for organic products in small volumes is not developed and expensive. At the same time, people typically prefer to grow what others in the community grow: e.g., if others are growing larger crops like grains, then almost everybody would do the same -- rather than grow tomatoes or cabbages, even for their own consumption. In addition, if people grow the same types of agriculture -- such as crops, potatoes, or melons -- then they are able to share equipment and transport, or arrange mutual storage. Someone who grows something different from what the rest of the community grows is not accepted seriously (more as "skylark, fun").

⁷⁸ See *Baseline Survey on Awareness of Land Ownership Rights and Access to Finance*, Powerpoint by the Center for Social Studies, the Sociology Institute of the National Academy of Sciences, 2012 - commissioned by the AgrolInvest Project, p. 5.

⁷⁹ This is true for all institutions, whether they are legal institutions of government offices and courts, or industry associations or cooperatives.

information and to affordable legal consultative assistance; if women are not attending seminars and training, and if public informational material is not reaching them. Yet, institutions to ensure that information is reaching women, they must determine how women in rural areas obtain information - and not automatically rely on the internet, or television adverts.

With regard to industry associations, their success depends on good leadership. In Ukraine there are many examples of women being effective leaders - ranging from cooperatives to extension services. Merit and leadership talent should be the basis for leadership - not gender. There are also cases where the "public leader" is male, but the functional leader is female. It is important that those providing training or guidance for "institutions" recognize and target *de facto* leaders who may be women - but also to encourage respect and gender equality between them. The ideal is not necessarily to support separate women's associations, but rather to invest in those institutions where men and women lead and work effectively together because they are likely to be among the most successful.

Furthermore, effective management and productivity within any institution depends on people collaborating and communicating effectively -- including women and men. As the successful family farms typically benefit from good partnerships between husband and wife, policies and programs can reinforce such collaboration in the ways that they reach out to the family farms - making a point of talking with the partners together, or making it possible for them to attend important meetings or seminars together.

As a matter of legal culture, it is well known that many Ukrainians avoid, evade and often blatantly disregard the State's legal system. Ironically, it is women on family farms - the middle class who seek a civil society built on rule-of-law - who do respect (or fear) the law, and who invest time and effort to comply. Insofar as the GoU (and USAID) wish to encourage respect for the ROL, it is important to make it possible for that segment of the population to know the law, comply with the law *and* rely on its protections. If women are not fully informed about tax laws, or about the proposed lifting of the land moratorium, then their family farms likely are not availing itself of legal protections and/or taking steps that put them at risk.

Hence initiatives to provide public information for land rights must target women. While the number of female participants is tracked, it is not clear to what extent AgroInvest's Sustainable Legal Land Rights Services Program (SLLRSP) is reaching women.⁸⁰ Quantitative collection of sex-disaggregated data by local grantee NGOs providing legal services, along with some qualitative assessments, would help to guide design and outreach.⁸¹ For example, they might start by learning the respective responsibilities of men and women for legal issues relating to their family farms, their educational background and training relating to the issues, and examples of women and men's experiences confronting such issues.

⁸⁰ SUCCESS STORY: *Helping Vulnerable Villagers Protect the Land Rights*, Annex 6 to AgroInvest Quarterly Report, Jan-March 2013.

⁸¹ Several bilateral donors (e.g. Canada, Germany and Sweden) have undertaken such assessments, but they are typically internal and not available publically. They have collected and analyzed both quantitative and qualitative data relating to gender equitable assistance and impacts in the agricultural sector, including horticulture, dairy, safe-energy machinery, use of innovative technologies and small entrepreneurship in the agri-sector.

Component #2: Stimulate access to financial services for SMPs by providing sustainable access to financial services

As has been suggested in the Portrait of Women Farmers section, the family farms' "access to finance" or, more importantly, *utilization of finance*, requires thoughtful strategies relating to women - not only for women-particular economic activities, but for all farm needs. Achieving the finance objectives calls for attention to the domains of decision-making, knowledge and perspectives, and participation.⁸² Efforts by the GoU or AgroInvest to increase SMP access to financing may fail if there are other impediments to utilization.

Decision-making is important when one considers that family farms are socio-economic units, and that successful farms are characterized by husbands and wives who listen to and respect one another. Whether a matter of joint decision-making, or that women exercise primary roles in making financial decisions, even if husbands would like to seek financing for new equipment, their wives are likely to dissuade them. Paying attention to women is not, therefore, just about supporting women. Instead, recognizing gender roles and gender relations is essential for developing effective strategies for achieving the GoU's broader agrarian, agriculture and food security objectives.

Furthermore, financial institutions have reasons to reach out to women because they regard them as more reliable borrowers than their husbands. Yet we have learned that women will not borrow from banks and credit unions unless they trust them - both for managing money honestly, and for offering transparent terms that do not exploit them. Trust often depends on purposeful measures to build relationships and confidence.

The concept of access is insufficient just as an unlocked door does not ensure that all will cross its threshold. Those who are expected to enter must know that it is unlocked, that they in particular will be welcomed, and that there is something attractive or worthwhile on the other side from which they will benefit.

Consequently, women's perspectives and knowledge are critical: if women are responsible for FF finances and are leery of borrowing or intimidated by the borrowing process, they must have knowledge. Women must have information regarding the availability of credit for family farms. If credit is available on reasonable terms (i.e. at reasonable interest rates), then financial institutions must ensure that women have such information. In addition, women must participate in information sessions or financial-literacy training - but as active participants. There must be two-way discussions that enable them to ask questions and put forward their concerns. Ideally, consultations with women would precede the design of such sessions to ensure that women's concerns are integrated into the substantive design.

One of the most preliminary findings regarding the portrait of women-farmers was their age cohort: many of the potential woman-borrowers are older (from ages 45 to 65),

⁸² In other parts of the world, legal status might be an issue - such as whether women own any property as collateral, or even whether women have the legal status for ownership. This is not an issue in Ukraine (see WB/IFC).

meaning that they were not raised in a market economy. After more than twenty years of market economy disappointments, having seen the pitfalls of borrowing and sinking standards of living, many women will engage only if they have greater understanding and skills. This may require support to ensure that rural women with strong educational backgrounds, but a lack of financial experience, gain skills relating to business plans, how to present their loan applications, and how to read and assess contracts and legal documents they are required to sign.⁸³

The last issue relating to "access" to finance is the question of how women and their family farms would use it, if available. Credit can be used to purchase seeds and inputs and cover seasonal cash flow problems, to make more substantial investments in equipment, or to finance a new business venture. While financial institutions recognize that women are more reliable borrowers than men, this may be because women tend to borrow only if they are confident that they can repay as required - typically for the seasonal cash flow. Yet to the extent that women are risk averse, this also means that women may be less likely to "take the leap" required for entrepreneurial agro-business activities.

Hence simply crafting new products relating to women's agricultural products and potential value-added activities may not suffice for financial institutions to lend more to women. In addition, they may need to reach out to women as borrowers for entrepreneurial activities (not just as depositors, and not only for low-risk short-term, seasonal borrowing) - not pushing them to borrow beyond their means, and not destroying their attention to risk, but giving them the information with which to recognize the feasibility of somewhat riskier undertakings - with solid business plans and analysis. This may also raise the importance of some guarantee mechanisms not only to encourage the financial institutions but also the women/FF borrowers. When cooperation is possible and supported, such ventures may be undertaken by cooperatives that are able to spread the risks.

Component #3: Facilitate a more effective market infrastructure for SMPs by supporting the development of producer organizations and developing wholesale markets and other market infrastructure.

One major focus of the policies of the GoU, USAID and AgroInvest is to increase SMPs' efficiency and profitability. A gender analysis of family farms reveals a range of inefficiencies, some of which are linked to gender-related roles and responsibilities. Insofar as women typically continue to work manually, their time is not used efficiently and there are opportunity costs to their not being able to engage in other tasks of value to the family farm.

⁸³ From 1998 to 2004, USAID's Trafficking Prevention Project, Cooperative Agreement #121A--090062100, was implemented by Winrock International to address the economic and social factors that were driving women to seek employment abroad. The project established a network of Women for Women Centers that typically served young, single, well-educated women, including training, helping them to start their own businesses and small loans. To this day, women in Ukraine speak positively of that program, and report that there has not been anything like it since. While some have the will to keep the lessons and support going, they all report a lack of resources.

Producer Organizations (PO's) are critical mechanisms for addressing inefficiencies and sharing resources. Yet while PO's should bring together family farm representatives, pooling talent and ideas, there are often shortfalls if women participate less. For example, as long as there is an "entrance" fee or charge per FF, each FF will designate one person to attend meetings and contribute to decisions. According to AgroInvest, among their cooperative partners, 60-70% of the FF representatives are men. The engagement of fewer women results, however, in some failure to impart knowledge and to gain perspectives from who should participate in decision-making. If, for example, a PO must decide between options, such as which crops to support, or whether to focus on transport to markets or cold storage, women and men may have different perspectives depending on their roles on the farm.

In terms of leadership, while men may more often serve as leaders, it was reported that women manage 40% of cooperatives *because women are very active* - and, as was noted above, site visits featured a number of impressive women. Ensuring effective participation by women can therefore contribute to the success of PO's. This is another instance where the goal is not gender equality alone, but rather to contribute to optimal results.

Further, the decisions of PO's can be essential for responding to disparities of access to equipment and the unmet needs of women laboring on farms. To the extent that women's manual labor takes up all or nearly all hours of their days and therefore precludes them from participating in training or meetings, or from engaging in value-added activities, decisions to purchase equipment supporting women's agricultural tasks may have broader economic implications. Similarly, decisions regarding which crops to support have gender implications: grains or sunflowers may relate to men's work while cold storage for vegetables would often support women. While the objective is not fairness between women and men, there may be economic implications if full and accurate information is included - sometimes depending on women to be present and vocal about what their production entails in terms of inputs and labor.

Another issue relating to equipment or machinery is the value of ensuring that men and women have the capacity to "replace one another", i.e. to building redundancy of capacity in case of need for back-up. Whether it is a husband or wife who migrates temporarily to generate alternative income for the family, or who falls ill or sustains an injury, the spouse who remains active on the farm often needs to take up tasks that were not typically hers or his. Rather than characterizing access to or use of equipment in terms of gender equality or empowerment, this context calls for pragmatic rationales for ensuring that men and women gain comparable skills.

A Hierarchy of Participation

Meaningful assessments of participation should not be only quantitative, i.e. simply counting people in a family or in a room. Instead, quality should be determined by considering the efficacy and impacts of contributions. Whether among PO members, or during a collective meeting or seminar, it is important to recognize different levels of engagement and agency: from the basics of being physically present, to speaking out, being heard by others, influencing others' opinions or actions, and actually leading by setting the agenda.

Clearly market infrastructure is critical for all family farms, for women and for men. Farming women and men live and work within the same socio-economic context, where systemic barriers impede economic success as much as individual or gender-based barriers. Technical assistance and guidance to increase yields may result in disappointing revenues if FFs must sell to monopolistic traders who are price-setters - and in economic losses if produce rots for lack of any buyers. Yet the benefits from supporting dairy production or for processing fruits and vegetables are limited if family farmers have no way to get their products to market. While financing for vehicles might be helpful for getting products to market, the utility of the vehicles decreases and the time necessary to connect with markets increases if roads are in terrible disrepair. This is where women as advocates, with civil society organizations or mechanisms to strengthen themselves as citizens and constituents become important - to ensure that government delivers on its responsibilities relating to public infrastructure.

As decision-makers or partners on FFs, women make calculations based on their needs and experience, and the knowledge they have. It presents a serious threat to the current and future economic success of SMPs if women are not fully benefiting from the many seminars, training sessions and meetings organized by AgroInvest. While brochures, flyers or notes may be given to attendees to take home to their spouses, such "participation" by the absent spouse cannot be seriously regarded as effective. When the discussions relate to such issues as FF finances or to sanitary standards, it is essential that the women be present.

This can, however, be a challenge in light of the burdens on women's time. As such, the Heifer Project takes the following approach that can and should be replicated:

"Training is arranged in such a way that both men and women can have access to it: trainings are conducted not in the height of agricultural season, in the places which men and women can easily reach, and on such a schedule that both men and women can properly coordinate the rest of their duties, for example childcare, milking, etc."

So, too, women in one village advised the AgroInvest Gender Analysis team that programs should be in the winter months - after Christmas holidays and before spring planting.

Finally, the value-added of agro-processing is a major gap in the economic activities of SMPs - slowly developing, but often only thanks to rural agricultural advisors or other technical assistance. Currently, SMPs may now sell their tomatoes to large companies producing tomato sauce, or sell milk to a milk-processing company, that have all the negotiating power to pay low prices and place all risks on the producers, others may sell truckloads of melons to buyers in Poland, who then use the melons as fillings for cookies or pastries.

Now, some dairy cooperatives are beginning to produce butter and cheese. But while many potential agro-processing activities relate to the crops that women grow, such as

berries or herbs, they will take off only with women's interest, investment and determination. Yet Ukrainian women -- risk-averse, already burdened with farm and family-related responsibilities, and not seeing opportunities as really viable -- do not seem prepared to embark on value-added production. As a matter of strategy, this may also present an opportunity for AgroInvest and the GoU. The first step, however, is to expose rural women to the possibilities by showing them what others have done. There is little point in encouraging financial institutions to develop new products if women lack the vision and confidence.

F. RECOMMENDATIONS

As has been found and discussed above, there are three fundamental reasons why it is strategic for the GoU, USAID and AgroInvest to focus on women within their agrarian and agriculture policies and programs: (1) Women not only account for more than half of the rural population, but contribute significantly to many dimensions of family farm businesses, (2) As a matter of gender relations, women are critical partners for their husbands, in order for the family farm to be a success, and (3) The family farms will disappear if younger women and men have no reason to stay and work in agriculture in rural areas, leaving men without wives and vice versa.

But focusing on women means making sure they are seen and heard, recognizing them as assets for the economic dimensions of agrarian policy (and not relegating them only to social policies relating to children and health), and investing in them as valuable partners. The reason for successfully engaging women and men, in their respective spheres and contributing their particular knowledge and perspectives, is not simply to respect gender equality principles or commitments. Rather, it is a critical approach for crafting effective policies and achieving national, donor and project results. Gender analysis should lead to specific actions, both modifying current practices and adding new approaches.

The following recommendations follow two principles: The first relates to the purpose of this Gender Analysis, namely that its objective is to strengthen achievement of the GoU's, USAID's and AgroInvest's goals relating to Agrarian Policy: stronger and more successful family farms, and a stable middle class in rural areas. The recommendations therefore focus on gender equality or women's empowerment only to the extent that they further the broader goals.

Second, the recommendations are intended to meet the "AIMS test", subject of course to some discussion and others' knowledge of political will and available resources. While the specific recommendations do not include discussion of the "AIMS" factors, each has been assessed to determine that it is Achievable, will have Impacts relating to the goals discussed above, can be Measured (in terms not only of inputs and outputs, but for outcomes), and can be Sustained in Ukraine (whether by government, or other temporary or future resources).

Each of the following recommendations has been selected because it represents a way to address challenges identified above. The recommendations may be regarded as three types: (1) ways to focus particularly on *women's* needs related to agricultural production or agro-business (W), (2) ways to *modify* existing practices in mainstream activities (intended for men and women) (M), and (3) *strategic* approaches to achieving MAPFU objectives that take account of the respective roles and responsibilities, and relations between, women and men (S). While recommendations are clustered in relation to a challenge, some may respond to more than one. Some clearly identify who should undertake them, e.g. MAPFU, USAID or AgroInvest, while others call for action without certainty regarding who may take up the challenge.

Challenge #1: Not Enough Relevant Information is Flowing to Women to Enable Them to Contribute More to the Economic Success of SMPs

USAID and MAPFU should develop programs for young women and men, to introduce them to forward-looking potential in agriculture or agro-business as economic opportunities different from what they see among older farmers.⁸⁴ (S)

When working with government offices responsible for information dissemination (in Kyiv, the oblasts or the AR Crimea) AgroInvest should (1) support a practice of thinking beyond outputs of information to strategic targeting, holding them responsible not only for outputs, but for determining whether critical information is *reaching* the intended users, including women and (2) share among those responsible for information-dissemination positive examples. (M)

The MAPFU (or possibly USAID) might develop activities supporting Rural Agricultural Advisory Services with an explicit focus on reaching women farmers. (W)

USAID projects or the MAPFU should link with the heads of village councils as agents for sharing information with the women and men on family farms. (S)

When working with ASCs, industry associations or producer organizations, AgroInvest should establish a practice of scheduling seminars or training consistent with women's time/place availability, and then require (whenever possible) that husbands and wives attend together. (M)

Challenge #2: There are Insufficient State Resources Supporting and Reaching Promising Family Farms

Partnering with USAID's democracy partners, AgroInvest should continue to support the formation of civil society organizations in rural territories that serve as mechanisms at the grassroots level to connect State sources of resources with households and farms. (M)

The Ukrainian Fund for Farmers' Support should be revived and expanded but with local level management and transparency. (M)

Challenge #3: Agriculture-related Legal Support Is Not Sufficiently Reaching Women Responsible for Legal Compliance and Contracting

Within or building on its primary and secondary legal rights/aid programs, AgroInvest should incorporate legal literacy sessions that target women with information relating to agriculture, ranging from land ownership and registration, to contracts and tax requirements. (W)

⁸⁴ In a discussion at the Poltava Agrarian University, it was learned that young people are asked to assess and report on the agricultural activities in their home villages. This may be linked with "Community Youth Mapping", and the idea arose of a competition for students to develop short, YouTube-like clips of farming successes.

The MAPFU should ensure the survival of family farms and their preparedness for the lifting of the moratorium on sales of land, by ensuring that women have the legal understanding and support to counter efforts by large commercial entities to buy small plots and monopolize agricultural production. It should partner with the MoJ to establish mobile legal services (pro bono), and a telephone hotline (like that established by La Strada for the Ministry of Internal Affairs that addresses domestic violence and trafficking) for agriculture-related legal advice. It should also engage a public relations firm to develop a targeted information campaign for women. (S)

Challenge #4: Family Farms neither Have Access to, nor are Utilizing, Finance because on the Supply Side, Financial Institutions are Reluctant to Engage with and Lend to Family Farms while on the Demand Side Women Are Reluctant to Borrow

AgroInvest and USAID's FINREP II should introduce FIs to the educational levels and capabilities of women farmers through an information campaign dispelling urban stereotypes of rural farmers. (S)

AgroInvest or other USAID partners should develop financial literacy programs for women *with men* that focus on developing business plans, completing loan applications and presenting themselves effectively to financial institutions. (W/M)

The MAPFU should establish a Guarantee Fund to build incentives for commercial banks to lend to SMPs, particularly for value-added agro-processing or expansion. To lower the risks, however, the Fund should include an advisory program to help SMPs to develop good, solid business plans from which the banks may more effectively judge the viability of their proposed initiatives. (S)

Challenge #5: Women's Productivity and their Ability to Contribute in Other Ways to the Well-Being of Family Farms and Rural Development Is Constrained by Their Not Having Use of Machinery

Through oblasts, the ARC and village heads, the MAPFU should expand knowledge of, access to, and widespread utilization of the Ukrainian Fund for Farmer Support to ensure that family farms are using small grants and/or loans. (S)

Considering some of the practices and experiences of cooperatives relating to sharing equipment, AgroInvest should work with Producer Organizations to obtain and arrange sharing of new equipment, including that related to women's agricultural tasks. (M)

AgroInvest and MAPFU should work with Financial Institutions to support products that offer financing for equipment that will increase women's productivity and FF revenues.

Challenge #6: Women Lack Information, Inspiration and Confidence to Develop Entrepreneurial Value-Added Initiatives

To encourage entrepreneurial women and give them the confidence to launch small agro-processing enterprises, AgroInvest should expand its system of in-country demonstration site visits, within Ukraine or neighboring countries to introduce women to a range of agro-business possibilities.⁸⁵ Such tours might include a focus on young women, to give them some economic opportunities for which to remain in Ukraine. (W)

Within its communications functions, AgroInvest should set targets for identifying and featuring value-added opportunities that are already launched by, or involve, women farmers. (M)

Within its work with FIs, AgroInvest should build programs to teach women to develop business plans for agro-processing of fruits and vegetables. (M)

Challenge #7: The GoU is Not Seeking, Valuing or Using Sex-disaggregated Data and Gender Analyses regarding Women's Roles in Agricultural Production and Rural Development to Develop Effective and Sustainable Policies

The GoU and the MAPFU should incorporate collection of sex-disaggregated data within all regular systems and analytical surveys alongside other social indicators (age, ethnicity, education, health, disability, social and financial status). This will improve the value of needs assessments and ensure programs' more efficient outreach. (M)

While the GoU and the MAPFU may be collecting sex-disaggregated data, the data is not useful unless it is analyzed - to determine what it means in terms of disparities between women and men that reveal both obstacles and opportunities for achieving policy objectives. Whenever possible, within current programs, USAID should work with the Statistical Office, Research Institutes and others to establish the utility of sex-disaggregated data and the imperative that it be collected *and analyzed*. (M)

To create demand for, and effective use of, sex-disaggregated data, USAID or AgroInvest should sponsor a workshop for USAID program staff and partners, universities and program/project implementers to model the use of sex-disaggregated data to identify disparities that may undermine their sector-related results. Exercises should be designed to demonstrate the utility of data and analyses for policy-making, implementation and M&E. (M)

Through an appropriate D&G implementing partner, USAID should sponsor a workshop focused on gender reviews of proposed legislation - again, not to spot for discrimination or gender equality, but to model how gender neutral legislation may have unintended negative impacts. For example, new regulations for Credit Unions may not only put some out of business, but may eliminate critical sources of financial support for rural women borrowers. Similarly, if women (and men) in the dairy industry do not have the

⁸⁵ Recommended cooperatives that are mostly recognized locally would include cooperatives in the village of Nyzhne Selyshche, Khust district in Zakarpattia oblast; dairy cooperatives in village of Pankiv, Storozhyntsi district, Chernivtsi oblast, or in village of Popasne, Novomoskivs'k district, Dniporpetrovs'k oblast; and horticulture cooperative in village of Petrovo in ARC. In all cases, however, it should be noted that serving as host takes time. Whenever possible, there should be some compensation for those undertaking the hosting, or foregoing any agricultural work time for it.

information, skills and equipment to comply with new health or sanitary regulations, then regulations intended to protect consumers (or comply with EU mandates) may drive small and medium producers out of business. (S)

In partnership with the MAPFU (and oblasts and village heads), AgroInvest should launch a series of stakeholder consultations that enable honest discussions of particular needs and perspectives of women and men in relation to agricultural production. (S)

AgroInvest should encourage the MAPFU to establish a Gender Advisory Committee to ensure consultation, dependence on reliable data and ability to address gender-related issues, needs and opportunities. The TOR for the Committee should clearly establish that its mandate is not about women's rights, gender equality or international commitments; but may identify ways in which gender equality is a strategy for strengthening agricultural results.⁸⁶ (S)

AgroInvest should integrate a communications activity into its national outreach and education campaign that would partner with Ukrainian media and marketing specialists to develop nationwide efforts to portray women farmers fully and accurately - as contributors to agricultural development. (S)

⁸⁶ One example might be to engage women as knowledgeable advocates for lifting the land moratorium *as long as* landowners have full information, legal counsel, and the capacity to counter the wealth and power of large companies. Another might be to strengthen ASCs, PO's and industry associations by supporting shared leadership by women and men. A third is to address migration and trafficking by focusing on agriculture-related economic activities for young women.

ANNEX A: WRITTEN SOURCES REVIEWED

1. **AgroInvest** (2011-2016) funded by USAID/Ukraine and managed by Chemonics International Inc., www.agroinvest.org.ua/ukr;
2. **AgroInvest, Quarterly Report**; January 1 – March 31, 2013;
3. **AgroInvest Project, Review and Update of the AgroInvest Project's Agriculture Policy Priorities**, Don A. Van Atta, Chemonics International, (June 2013)
4. **AgroInvest 2012 Baseline Survey of Ukraine's Agricultural Land Owners and Small/Medium Size Cultivators**
5. **Baseline Survey on Awareness of Land Ownership Rights and Access to Finance and Agriculture Market Infrastructure for Small and Medium-Sized Agriculture Producers**, PowerPoint by the Center for Social Studies, the Sociology Institute of the National Academy of Sciences, 2012 - commissioned by the AgroInvest Project (office use);
6. **Cabinet of Ministers' Decree (No.384-p; July 5, 2006) "On approval of the Concept of the State Programme on Ensuring Equal rights and Opportunities for Women and Men in Ukraine till 2016"**; <http://uazakon.com/document/fpart16/idx16318.htm>;
7. **Charitable Fund "Community Wellbeing"**; www.heifer.org.ua;
8. **Concept of the State Program on Ensuring Equal Rights and Opportunities for Women and Men till 2016**/ Про схвалення Концепції Державної програми забезпечення рівних прав та можливостей жінок і чоловіків на період до 2016 року; /approved by the Cabinet of Ministers of Ukraine on November 21,2012; #1002-p; zakon.rada.gov.ua/go/1002-2012-p;
9. **Constitution of Ukraine** (# 254/96-вр, adopted at the Fifth Session of the Verkhovna Rada of Ukraine on 28 June 1996); <http://zakon4.rada.gov.ua/laws> (Ukr); www.ccu.gov.ua/doccatalog;
10. **Council of Women-Farmers of Ukraine**; uff-council.org (main); <https://www.facebook.com/UWFC.Zaporizhzhia> (*in Zaporizhzhia*);
11. **Decree "On Experts Board for Citizens Appeals on Discrimination"**, Ministry of Social Policy of Ukraine (No. 345; 08.06.2012); <http://www.mlsp.gov.ua>;
12. **Decree "On Consultative-Advisory Services on the Issues of Family, Gender Equality, Demographic Development, Prevention of Family Violence and Human Trafficking"**; Cabinet of Ministers of Ukraine's (No. 1087; 05.09.2007); <http://zakon3.rada.gov.ua/laws>;
13. **Decree "On Approval of the State Targeted Program of the Development of Ukrainian Village till 2015"**; Cabinet of Ministers of Ukraine, (N 1158; 19.09.2007; updated on 28.12.2011); <http://minagro.gov.ua>;
14. **Decree of the President of Ukraine "On optimization of the central executive bodies"** (No. 1085/2010; December 9, 2010); <http://www.president.gov.ua/documents/12584.html>;

15. Decree “**On the Order of Ensuring Financial Support to Farms**”; Ministry of Agrarian Policy and Food of Ukraine (No. 441; 02.09.2011; reg. in Ministry of Justice – No.1113/19851, 22.09.2011); <http://agro-business.com.ua>;
16. Decree “**On Additional Actions for Support of Development of Individual Rural Households and Farms**”; Cabinet of Ministers of Ukraine (No. 381; 31.05.1995); <http://uazakon.com/documents>;
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20. **European Commission/EuroStat** – site for statistics; <http://epp.eurostat.ec.europa.eu>
21. **FAO Projects, List of Operationally Active projects for all Organizational Units in Ukraine by funding source**, as of July 2013
22. **Gender Portrait of Dnipropetrovs’k Oblast** (2012) - provided by Olena Morgun, CSO “Promin”); http://www.dbuapa.dp.ua/doc/baner_gender/005_DN_430_Gender_Portrait_of_Dnipropetrovsk_region_UKR.pdf;
23. **Gender Portrait of Vinnitsa Oblast** (2010 - 2012) - provided by Svitlana Khodakova, CSO “Open Society”; <http://www.opensociety-vin.org/#!vudannja/clbsh>;
24. **ILO, First cooperation between the ILO and UNFPA in Ukraine; A Memorandum of Understanding was signed between the International Labour Organization (ILO) and the United Nations Population Fund (UNFPA) on the 8th of October 2012 to kick-start cooperation in the area of gender equality in the Ukrainian world of work.** Press release | 24 October 2012 (Two studies and a public campaign are planned in the framework of the Memorandum of Understanding. The first study will be an in-depth look at gender equality in employment with special focus on vulnerable groups of workers. A total of 1000 Ukrainian workers in addition to 100 women and 100 men employers will be interviewed in order to collect comprehensive data on the situation of women and men in the Ukrainian labour market. The second study will analyse discriminatory job advertisement practices in newspapers. Research findings will be presented and discussed at a one-day national tripartite conference in early 2013.)
25. **Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men in Ukraine”** (No. 2866-15, 08.09.2005); <http://zakon1.rada.gov.ua/laws/show/2866-15>;
26. **Law of Ukraine “On Prevention and Elimination of Discrimination in Ukraine”** (No. 5207-17; 06.09.2012). <http://zakon4.rada.gov.ua/laws/show/5207-17>;

27. **Law of Ukraine “On Amendments to Some Legislation on Ensuring Equal Rights and Opportunities for Women and Men in Ukraine”;**
<http://zakon4.rada.gov.ua/laws/show/5207-17>. The Law was read in the Verkhovna Rada on August 13, 2013 (Referring to gender equality sensitization re political (electoral) and professional quotas, gender equality commitments of public servants); <http://mlsp.kmu.gov.ua/labour/control> (section on Civil society discussions);
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<http://zakon1.rada.gov.ua/laws>
29. **Law of Ukraine “On Individual Farming”** (N 742-IV, 15.05.2003);
<http://zakon.nau.ua/doc>;
30. **Law of Ukraine “On Quality and Safety of Food Products”**(771/97-Вр, updated 11.08.2013 (406-18); <http://zakon2.rada.gov.ua/laws>;
31. **“Mechanisms to improve technological support to agrarian production in Ukraine”;** <http://www.niss.gov.ua/content/articles/files/silhozvurobnustvo-39f77.pdf>
32. **Ministry of Economy in Ukraine. Millennium Development Goals –National Report** (2010); <http://www.me.gov.ua/control/uk/publish/article>;
33. **Ministry of Social Policy of Ukraine; New Social Initiatives, 2013;**
http://www.mlsp.gov.ua/labour/control/uk/publish/category?cat_id=141685;
34. **National Association of Extension Services in Ukraine;** <http://www.g-fras.org/en/world-wide-extension-study/europe/eastern-europe/90-world-wide-extension-study>
35. **News/info about rural women** –radio “Voice of the Capital”;
<http://newsradio.com.ua>;
36. **Poltava State Agrarian Academy;** www.pdaa.edu.ua/eng/
37. **Social Initiatives of the President of Ukraine (2012);** www.pfu.ks.ua;
38. **“Specifics of Advisory Services in Ukraine”;** <http://sg.dt-kt.net/books/book-3/chapter-27>;
39. **«State Registration of Land Plots and Rights to Land Plots; Authority of Local Governments with Regard to Land Disposal»;**
40. **Statistical Digest “Women and Men in Ukraine”** (2011). State Statistics Service of Ukraine; http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm;
41. **Ukrainian Fund for Farmers’ Support;** <http://udf.gov.ua>;
42. **Union of Rural Women of Ukraine;** <https://www.facebook.com/...Спільнота-сільських-жінок-України>;
43. **UN Beijing Platform of Actions;**
<http://www.un.org/womenwatch/daw/beijing/platform>;
44. **UN Millennium Development Goals** (2000); followed by United Nations Millennium Declaration; www.un.org/millenniumgoals;

- 45. UN Millennium Development Goals-Ukraine;**
<http://www.undp.org.ua/en/prosperity-poverty-reduction-and-mdgs/38-prosperity-poverty-reduction-and-mdgs-/624-millennium-development-goals-project>;
- 46. United Nations Treaty Collection (UNTC),**
<http://treaties.un.org/Pages/ViewDetails.aspx>;
http://hdr.undp.org/en/media/HDR_2011_EN_Complete.pdf;
- 47. UNWomen, “Increasing Accountability in Financing for Gender Equality (FGE), Partnership of EU and Spain”(2011-2015), Report for 2012, UN Women in Ukraine: Activity Report 2012** Kyiv, Ukraine, 2012 - The programme aims at increasing the volume and effective use of aid and domestic resources to implement national commitments on gender equality and women’s empowerment. It is implemented in close partnership with the European Commission (EC), ITC/ILO building on the results of collaboration in the area of gender responsive budgeting and aid effectiveness.
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- 50. USAID - Promoting Equitable Opportunities in Agricultural Value Chains: A Handbook,** Development Training Service, Inc (dTS) by Cristina Manfre and Kara Nichols Barrett with Deborah Rubin of Cultural Practice
- 51. USAID - Strengthening Economic Growth through Investments in Gender Equality,** Gender and Economic Growth Fact Sheet
- 52. USAID - The Other Side of the Gender Equation: Gender Issues for Men in the Europe and Eurasia Region, Final Report,** Susan Somach, produced for the Social Transition Team, Office of Democracy, Governance and Social Transition by the Aguirre Division of JBS International, Inc (July 2011)
- 53. USAID Ukraine Country Development Cooperation Strategy, 2012-2016;**
http://www.usaid.gov/sites/default/files/documents/1863/USAID_Ukraine_CDCCS_2012-2016.pdf
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- 55. USAID Gender Equality and Women’s Empowerment;**
<http://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment>;
- 56. USAID Counter-trafficking in Persons’ Policy** (February, 2012);
<http://www.usaid.gov/trafficking>;
- 57. USAID – Cross cutting indicators reference sheets;** www.usaid.gov;
- 58. USAID – United States Strategy to Prevent and Respond to Gender-based violence globally;** <http://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment/gender-based-violence>;

- 59. USAID – Gender Analysis Overview;**
http://transition.usaid.gov/our_work/cross-cutting_programs/wid/gender/gender_analysis.html;
- 60. USAID - Gender Assessment USAID/Moldova;** Catherine Cozzarelli, Bureau for Europe and Eurasia, March 2011
- 61. USAID Policy. Gender Equality and Female Empowerment Policy.** March, 2012;
http://transition.usaid.gov/our_work/policy_planning_and_learning/documents/GenderEqualityPolicy.pdf;
- 62. USAID - WLSME, Factsheet: Unlocking Growth through Credit Guarantees**
- 63. United States National Action Plan on Women, Peace, and Security/White House;** (December, 2011); http://www.whitehouse.gov/sites/default/files/email-files/US_National_Action_Plan_on_Women_Peace_and_Security.pdf;
- 64. “Women In National Parliaments”;** <http://www.ipu.org/wmn-e/classif.htm>
- 65. Women Thrive Worldwide, One Chance to Get it Right: Seven Key Pillars for Achieving Food Security,** 2011
- 66. World Economic Forum; April 2012;** <http://www.weforum.org/issues/global-gender-gap>; http://www3.weforum.org/docs/WEF_GenderGap_Report_2012.pdf;
- 67. Ukrainian Women’s Fund: Participation of Women in politics and decision-making in Ukraine. Strategies of impact;** *portal.uwf.kiev.ua*;
www.osce.org/uk/odihr/85975 (Kyiv 2011, in Ukrainian);

ANNEX B: LIST OF INFORMANTS AND INFORMATION RELATING TO GEOGRAPHICAL SCOPE

1. Government level (9 women)

- **Ministry of Agrarian Policy and Food of Ukraine**, Department of scientific-educational provisioning for agro-industrial production (AIP) and development of rural territories – Oksana Matsyuts’ka, main specialist;
- **Ministry of Agrarian Policy and Food**, Autonomous Republic of Crimea,
 - Department of Economic Development and Investments (Alime Zaretdinova, Chair);
 - Department of Economics (Natalia Reutova, Chair);
 - Department of Informational Provisioning (Ekateryna Moskina, specialist);
 - Department of Human Resources (Viktoria Sokur, Main specialist);
- **Kherson Oblast State Administration**, Department of Agricultural Development - Margarita Stepanova, deputy-chair;
- **Vinnitsa City Council**, Department of Social Services - Svitlana Sulimova, chair;
- **Village Council of Cherepashyntsi**, Kalynovs’kiy district, Vinnitsa Oblast – Natalia Chernysh, Chair;
- **Village Council of Mikulintsi**, Lypovetskiy district, Vinnitsa Oblast – Zinaida Ryabishchuk, Chair;
- **Local Administration of Storozhynets**, Department of economy and agri-market infrastructure development, Chernivtsi Oblast - Iryna Pavlyuk, Main specialist;

2. Farms, cooperatives, rural individual households, individual small and middle entrepreneurs, farmers’ family members (38 person; women – 30, men – 8)

- **Family farm “Kalyna”** (dairy and meat-production), Lviv oblast, village of Yasylnitsya, Drohobych district – Vira Storonyts’ka, Chair;
- **Family farm “Dzvin”** (grains, technical crops, horticulture), Lviv oblast, Sokalshyna district – Oksana Salo, Chair;
- **Family farm “Yarko”** (horticulture – apple orchids), Lviv oblast, village of Zvenigorod, Pustomyivskiy district – Oksana Kardash, Chair;
- **Cooperative “Gospodar of Pidgir’ya”** (dairy production), Panka, Storozhynets district, Chernivtsi Oblast – site visit and meetings with the management and the employees (director, accountant, engineers, laboratory and technical operators, packing-workers 7 persons (women-4; men-3));
- **Cooperative “Dairy-producer of Sushki”**, village of Sushki, Poltava oblast – Lidia Mykhailivna, chair;
- **Cooperative “Dairy-producer of Popasne”**, village of Popasne, Novomoskovs’k district, Dnipropetrovs’k Oblast – Vira, chair, and Vadym, manager and driver (a family couple);

- **Cooperative of the Women-Farmers' Council** (horticulture: table grapes, peaches, cherries, berries, melons, watermelons, tomatoes, cucumbers, zucchini, garlic, greens (parsley, dill, green onion); value-added produce: dried and candied fruit, spices, dry garlic), rural town of Tokmak, Zaporizhya oblast - Nadiya Kompaniets, chair; Lyubov Angelova, agronomist; Stanislav Galushchenko, marketing and logistics; Olga Mazina, office manager;
 - **Cooperative "Umyut/Hope"** (table grapes, berries, herbs, other horticultural produce; value-added produce: dried herbal teas, jams, balsams, etc.), village of Petrovo, Bilogors'kiy district, ARC – Esma Halilova, Chair; other 8 members of the cooperative (total - 9 persons; women – 6; men -3);
 - **Individual farmers – members of Marketing Group** (horticulture, melons and watermelons) village of Shyroky, Kherson Oblast – 4 women;
 - **Members of farmers' families**, working in a local elementary school, being households' owners, village of Vingradovo, Kherson oblast – 7 women;
 - **Individual farmer-entrepreneur for agri-production**, village of Mikulintsi, Lypovetskiy district, Vinnytsya Oblast – Zinaida Ryabishchuk;
 - **All informants** living in rural territories are also rural individual household's owners;
3. **Credit Unions (7 persons; women – 5, men - 2)**
- **Zaporizhya Credit Union "Dovira"** – Olena Petrova, Anatoliy Dovgopolyk, 2 inspectors (woman -1, man-1);
 - **Kherson Credit Union "Hromada"** – Larysa Polozova, Vira Polozova, Galyna Shylakina;
4. **Agri-sector related business and marketing associations (4 persons; women – 3; men – 1)**
- **International Charitable Fund "Community Wellbeing"** (former Heifer International), Lviv – Yaroslava Sorokopud, Training and Gender Coordinator;
 - **All-Ukrainian CSO "Ukrainian Marketing Association"**, Kyiv – Iryna Lylyk, General Director;
 - **Zaporizhya branch of All-Ukrainian Women-Farmers' Council**, town of Tokmak, Kherson oblast – Nadiya Kompaniets, Chair;
 - **Kherson Marketing Group** (working with family and individual farmers), Kherson – Valeriy Fedorenko, Chair;
5. **Agri-advisory and judicial services (3 men)**
- **Poltava State Agrarian Academy, CSO "Official Agrarian Advisory Service"** – Oleg Gorb, Chair;

- *Dniporpetrovs'k Oblast Agrarian Advisory Service* – Maksym Maksymov, Coordinator;
- *Chernivtsy, Private Lawyer-Consultant for AgroInvest* – Dmytro Babychuk;

6. **Academic Institutions related to agri-industrial and economic development (6 persons; women – 4; men – 2)**

- ***Poltava State Agrarian Academy:***
 - University Rectorate – Oleg Gorb, Vice-Rector for International Relations;
 - Department of Economic Theory and Research – Iryna Shypyk, PhD in Politics;
 - Department of Finances and Credits – Lyudmyla Kopayeva, PhD in Economics, Director for In-Service Institute;
 - Department of Economy and Management – Oleksandr Galych, Dean, PhD in Management;
 - Department of Informational Systems and Technologies – Antonina Kalinichenko, PhD in Agri-economy, Chair;
- ***National State Economic University n.a. V.Hetman:***
 - Department of Marketing – Iryna Lylyk, PhD in Economics;

7. **Women's and Gender Civil Society Organizations (4 women)**

- Vinnytsa Oblast CSO (network) “Open Society” – Svitlana Khodakova, Board Chair;
- Dnipropetrovs'k Oblast Women's CSO “Promin'/Ray” – Olena Morgun, Board Chair;
- All-Ukrainian Women's CSO (network) “Women's Consortium of Ukraine” – Tamara Ogorodova, Svitlana Khodakova, Svitlana Sulimova (regional branches' directors);
- Zaporizhya Charitable Fund (gender equality-supportive) “Yednist za Maibutnye/Consolidation for the Future”- Tamara Ogorodova, Board Chair;

8. **AgroInvest team (10 persons; women -; men – 6)**

- Eric Bleich, Chief of Party;
- Aleksander Kaliberda, Deputy Chief of Party;
- Oleksandra Borodina, Monitoring, Evaluation and Gender Expert;
- Mykola Hrytsenko, Market Infrastructure Component Leader;
- Vladyslav Karpenko, Producers Organizations Specialist;
- Maryna Zaryts'ka, Public Outreach and Communications Manager;
- Roman Proskurenko, Translator and Interpreter;
- Natalia Yanchenko, Senior Accountant (payments);

- Yana Vorotina, Administrative Assistant (support with logistic documentation, reservations for regional trips, etc);
- Vadym Lutyts'kyi, Logistic Specialist and Driver (support in regional trips);

9. USAID Supervisory Group (5 persons; women – 4, men – 1)

- Charles Davis
- Anna Bogdanova
- Stella Roudenko
- Natalia Berezhna
- Maria Garasdovs'ka

INFORMATION RELATING TO GEOGRAPHIC SCOPE

1. Central Part of Ukraine:

- **Kyiv** –Meetings were held with the MAPFU (Department of scientific-educational provisioning for agro-industrial production (AIP) and development of rural territories); the Chemonics/AgroInvest team; the USAID team; and with the General Director for All-Ukrainian Marketing Association which conducts marketing research related to agri-business, agri-production, sales and consumption, as well as dealing with agri-economics forecasting. The team also observed and briefly interviewed farmers at the seasonal farmers’ market (Kyiv City Administration’s initiative to support the local producers⁸⁷).
- **Vinnys’ka oblast:** Meetings were held with four (4) women: a head of a Village Council, an individual householder; a farmer (individual entrepreneur); a Board Chair of Oblast civil society gender organizations’ network “Open Society”; a regional representative of an all-Ukrainian network of the Women’s Consortium of Ukraine; and a Deputy of Oblast Council, gender equality advisor.
- **Poltava oblast:** Meetings were held with a woman who is Head of the dairy cooperative in Sushki village; and with an advisory group of Poltava State Agrarian Academy.

2. Southern and Eastern Ukraine

- **Dnipropetrovs’k oblast:** Meetings were held with a woman-Board Chair of the oblast women’s CSO “Promin’/Ray” who is a gender equality advisor to the Oblast State Administration’s Governor; a man who heads an agri-advisory service. There was also a site-visit and meeting with a woman-head of a dairy cooperative and her husband-member of a cooperative in the village of Popasne;
- **Zaporizhya oblast:** Meetings were held with a woman Board-Chair of oblast-level civil society gender organization, “Yednist’ za Maibutne/ Consolidation for the Future”, who is regional representative of an all-Ukrainian Network of the Women’s Consortium of Ukraine, City Council’s Deputy; with managers and consultants of the Credit Union “Dovira/Trust”; and with members of a horticulture cooperative and management of the Oblast Council of Women-Farmers in the rural town of Tokmak.
- **Kherson oblast:** Meetings were held with a woman Deputy-Head of Department on Agri-industrial Development for the Oblast State Administration; with women-members of a horticulture cooperative in village of Shyroke; with women–members of farmers’ families and individual households’ in the village of Vonogradovo and with a man-Head of Marketing Group (agri-sector).
- **The Autonomous Republic of Crimea (ARC):** A meeting was held with a group of officials (all women) from the ARC MAPFU's Departments of Economic Development and Investments; of Economics; of Informational Provisioning; of Human Resources; and a focus group meeting with women and men-managers, and

⁸⁷ newsradio.com.ua

members of the horticulture and herbs cooperative “UMYUT” in the village of Petrovo, in Bilogorskiy district.

3. **Western Ukraine**

- ***Lviv oblast:*** A meeting was held with a woman-gender equality coordinator of an international charitable fund for agri-development support ,“Community Wellbeing” (former “Heifer International”); and with women-heads of horticulture, dairy and meat cooperatives.
- ***Chernivets’ka oblast:*** Meetings were held with a male lawyer, who has worked extensively on land and property-related cases; and with a woman-Town Council official. A site-visit and meeting with management and members of a dairy cooperative was conducted in the village of Panka, Storozhyntsi district.

ANNEX C: GENDER ANALYSIS INVESTIGATION MATRIX & QUESTIONNAIRES

ANALYSIS MATRIX FOR INTERVIEW QUESTIONNAIRES

Summary of the context and the challenges: Agriculture and agribusiness where women only partly involved - for what reasons? Seek explanations of why are not gaining or using full access, not able to contribute fully, or not benefiting at same levels as male counterparts. Remember that need to identify (1) Disparities (between men/women) of access, status, etc, (2) Explanations of the causes of those disparities and (3) Good, solid and "do-able" recommendations about policies/actions to close those disparities (raising the situation of women in relation to men).

Areas to address include: (1) **Access:** to finance (note credit unions, management and policies and implementation), to land and ownership (both legal and actual (*de facto*) of land, to knowledge (extension services); (2) **Effective participation** in associations and organizations for gaining their benefits, e.g. from membership in cooperatives (either mixed of men/women, or women only), and ensuring strong industry associations and producer organizations through women's leadership and contributions; (3) **Full benefits of laws/legislation** in terms not only of law, but implementation by judges, administrative enforcements, etc; (4) **Effective information dissemination** - that women are receiving public education information as promoted in various media, and capacity-building (e.g. training re financial and managerial literacy); and (5) **Understanding the gender dynamics** in varying regions (sub-regions) of Ukraine in terms of the roles of women and men, traditional or actual attitudes, and resulting barriers to women's full participation/contributions.

Working hypotheses to test with data (quantitative and qualitative)

* There are three over-arching but distinct gender-related objectives of the GOU's agriculture and food security policies (and USAID's support of them): (1) To address **women in need** ("vulnerable" or poor women), such as female-headed households, (2) To ensure that women have **equitable access** to economic resources and opportunities and (3) To achieve optimal achievements for families, communities and the nation from in agriculture and agri-business through **women's full contributions**. Women would be contributing more to the agriculture and food-production sectors if they had better access to resources

* **Legal rights & status:** While the legal regimen appears to be gender neutral, **implementation of the law is often not equitable or effective in relation to women**. (Note: Legal systems have three parts - laws, institutions and "legal culture")

* **Access to assets:** While institutions and resources purport to offer "access" to all, that access has not been utilized, the **benefits not having been received by women at levels enjoyed by their male counterparts**.

* Participation is weak for women engaged in agriculture, be it in training or use of extension services or finance. Also questions of participation in leadership, e.g. in cooperatives.

* Beliefs and perceptions: While its history of Soviet influence leads many to expect equality of all, of men and women, Ukraine is a society with deep and pervasive attitudes toward the roles of women and men - throughout the country, but particularly in rural areas and among rural populations. While not always obvious on the surface, gender roles and relationships may undermine the economic relationships needed to support flourishing agricultural and agribusiness sectors.

	General Topic Area	Question(s) Areas of inquiry: A(ccess), B(eliefs), L(egal protections/rights), P(articipation)	Anticipated Sources (Documents, Interviews, other)
Component I: Support a Stable, Market-Oriented Policy Environment		<i>Focus on legal protections and participation</i>	Documents: draft legislation Informants: GOU/MAPFU, Regional Government representatives, local/mayors; lawyers; association leaders/members
	<u>Legislation</u>	* When drafting legislation, has there been consultation with women, or women's groups? If so, with whom? What do with the input? * Have those drafting the legislation consulted any studies, or requested (and analyzed) sex-disaggregated data, that revealed gender-based disparities or areas of focus? Are there any potential "unintended negative consequences" regarding unintended	Documents: If Laryssa or informants (or USAID/AgroInvest) know of any studies. Ministry Representatives Women's advocacy groups

		<p>negative impacts on women - have they been considered?</p> <p>* Do regional or local leaders have mechanisms for working with women?</p> <p>Any gender budgeting?</p> <p>* Do any have gender profiles?</p>	
	<u>Presentations & Manuals</u>	<p>* Is there any consultation with women or gender specialists in identifying topics or reviewing content?</p> <p>* Do any contain specific modules or sections that address women's needs, gender equality or equity, or relations between women and men?</p> <p>* Do they include instructions/guidance for anticipating and dealing with women/men, and effective participation for Q&A or discussions?</p>	AgroInvest
	<u>Industry Associations</u>	<p>* Who participates (women/men) in the associations as members - and at what "level of participation"?</p> <p>* Who leads, and who contributes to or makes decisions? If women are not represented, why not?</p>	<ul style="list-style-type: none"> - Leaders of associations - Members of associations - Union of rural women
	<u>MAPFU's Ag Sector Strategy 2014-20</u>	* What are the major gender issues impacting both women	MAPFU representatives AgroInvest staff

		<p>and men in agriculture as you see them? Have these been changing over time?</p> <p>* What are the policy frameworks that guide your work? How do they address gender? Do you see a need for policy change, or have you been working to develop new policies that address gender equality?</p> <p>* Please give a brief overview of your department's work in agricultural areas. Does the program include any components that are specifically designed to address gender inequalities?</p> <p>* Who is responsible for developing the new Strategy?</p> <p>* Does stakeholder consultation include with women?</p> <p>* Are any gender experts included or consulted?</p> <p>* Has the Ministry requested from the Statistical Office any sex-disaggregated data by which to know of disparities?</p> <p>* Are there any issues for women, or regarding gender equity, that the Ministry anticipates for the Strategy?</p>	<p>USAID</p>
	<p><u>Land rights, access to land,</u></p>	<p>* What is current ownership, in terms of</p>	<p>- Ukrainian Women's Fund</p>

	<u>and effective legal institutions to enforce</u>	women/men? * Are the procedures in place, or anticipated, to ensure that women gain ownership, or that family-farms are held jointly by married couples? * How do the courts function, in terms of gender bias, to ensure that women not lose ownership/access in cases of decisions or disputes?	- La Strada Ukraine - Lawyer with legal services - Written studies of land ownership
	<u>Public education/outreach re land rights, etc. (and baseline survey)</u>	* What are the mechanisms used for outreach (newspapers, tv, radio, internet ...)? * Does outreach actually reach all the target groups, e.g. women? Do they believe that it is really for them? Do they trust it, or expect it to be useful? * How do RURL women typically get information?	AgroInvest implementers, re media, website, and other mechanisms for public outreach Women farmers, associations, etc

Component II: Stimulate Access to Finance		<i>Focus on Access, Participation, Legal status, Beliefs (of women, potential borrowers)</i>	Primarily credit unions (maybe banks), women's groups & women farmers;
	<i>Commercial Banks</i>	* Do banks have proactive policies or products with which to reach women - either as depositors or as borrowers? * Do banks have loan officers focused on and	- Banks (if time permits) - Women farmers - Women's associations

		<p>working with women?</p> <p>* Do rural women have accounts with banks - for deposits? Have any applied for loans? If yes, experience? If not, why not?</p>	
	Credit Unions	<p>* As CUs are closer to and know people better at the local/lender level, are they more effective institutions for reaching women farmers?</p> <p>* Are women regular members of the CUs, in same rates as men - see sex-disaggregated data? (do they collect SDD?)</p> <p>* Do they offer any products or have policies for reaching women?</p> <p>* Are any led by women - headed, or managed?</p>	<p>- Natalya from AgroInvest re CU's;</p> <p>- CUs</p> <p>- Documents relating to CUs</p> <p>- Women farmers</p>
	SMP Capacity Building	<p>* What are the topics covered - and do they flag at all some of the gender issues, especially regarding gender relations, access to information and power?</p> <p>* What is attendance and benefit from training and extension, by sex?</p> <p>* Do women participate at same levels? Is their participation effective?</p>	<p>- Extension services or Agricultural Advisory Services</p> <p>- AgroInvest trainers</p> <p>- Women & men farmers</p> <p>- Documents relating to training exercises</p>
	Input Providers' Financing	<p>* Which companies/providers might offer?</p> <p>* Any unintended negative consequences for women?</p>	<i>If time permits</i>

Component III: Facilitate Market Infrastructure for SMPs		<i>Focus on Access, Participation</i>	
	Cooperatives: Membership and Decision- making	<ul style="list-style-type: none"> * What are the crops or focuses of cooperatives? * Membership/size and internal management? * Who makes the decisions about projects/supports, and how? 	<ul style="list-style-type: none"> - AgroInvest staff - Rural Agricultural Advisors - Cooperatives - Women farmers (members and nonmembers of cooperatives)
	PO development	<ul style="list-style-type: none"> * How are started - by whom? * What capacities needed for development? 	<ul style="list-style-type: none"> - AgroInvest staff - Rural Agricultural Advisors
	Access to market infrastructure, e.g. market places; cold storage; warehouses	<ul style="list-style-type: none"> * Who is at the market, in what positions and selling what? How do producers gain spots, what are they charged, etc. * What are women producing, that they are ready to sell? * What are women processing, for value-added? * What are some of the Value chains - and are women potentially vulnerable in relation to the power of big input markets? Do they have sufficient information/skills to negotiate good terms? 	<ul style="list-style-type: none"> - AgroInvest staff - Cooperative representatives - Farmers generally - Women farmers - Rural Agricultural Advisors
	Studies and decisions	* Have feasibility and marketing studies	

		incorporated questions about women's roles and perspectives?	
General Gender Issues - Gender Roles, Responsibilities and Relations			
	Roles & Responsibilities in Agriculture	<ul style="list-style-type: none"> * Who plants, who harvests? * Who uses machinery? * Who, for family farm, keeps books, and finances? * Who does agro-processing, and of what? * Who manages, who hires? * Who attends trainings and association meetings? 	<ul style="list-style-type: none"> - Documents: USAID's 2011 Gender Assessment - Studies, e.g. by World Bank or UN. Any women's associations' reports - Data: Employment data, from ILO or ideally from Statistics Office of Ukraine - Farmers - Extension Agents
	Relations	<ul style="list-style-type: none"> * If family farm, how work together? * In businesses or cooperatives, how relate to one another (men and women)? * Within associations, who heads, who manages? * Other? 	<ul style="list-style-type: none"> - Farmers - Extension Agents
	Perceived roles, what "appropriate"?	<ul style="list-style-type: none"> * Any work or roles in agriculture that women really "should not do"? * Are there any ways in which Ukrainian (by locality) attitudes toward women and men may affect roles and contributions to agriculture? 	<ul style="list-style-type: none"> - Women farmers, and male farmers

ANNEX D: SUMMARY OF LINKAGES TO DG, HEALTH, AND TIPS

Gender analyses for one sector often raise issues relating to others. First, when the analysis identifies policies or practices that are not reaching women or recognizing the importance of relations and communications between women and men, it typically reveals issues that are systemic. For example, as a matter of effective practice, those who implementing programs failing to reach women because they focus only on outputs, ought to be seeking to produce and measure outcomes and impacts. Second, when policies do not address the needs of women (or of men, or of young or elderly or rural people), there are often weaknesses in governance or democratic processes. The following are some cross-sectorial linkages arising from this Gender Analysis of women's contributions to SMPs and rural development:

Democracy and Governance:

- Governance, and the importance of data as a basis for policies and for monitoring implementation: Data collection is not an exercise. It should be gathered and analyzed. If the GoU valued data as a basis for policy-making, it would likely appreciate the value of disaggregated data, including by sex. It is also important that there be transparency and that data be made available to citizens, NGOs and researchers.
- Citizen consultation: Policies should be informed by citizen input, as those who live close to the issues and will be affected by policies. If the GoU made a practice of consulting with relevant citizens, it would understand the importance of consulting rural residents, farmers and SMPs - including women. Those responsible for formulating policies and drafting legislation should also recognize the value of experts who can report on and analyze circumstances (needs and opportunities), including gender experts.
- Law-making: Well-drafted laws are not only grounded in an understanding of needs but also anticipate how they will work in practice, including unintended negative impacts. For example, the rationale for increasing capital requirements for credit unions may be understandable, but if they are the primary source of finance for SMPs and rural households, what impact with the potential closure of CUs have on SMPs as businesses seeking to survive or expand? Similarly, food safety standards may be important for the safety of consumers, but if SMPs lack the capacity to meet the standards, they may drive SMPs out of business.
- Information dissemination: Information that the GoU disseminates to its citizens must reach relevant target groups. For example, as women are typically responsible for family farms' business accounting and filings, information about changes in tax regulations and requiring filings on an annual rather than quarterly basis must reach them. Similarly, information about lifting the land-sale moratorium must reach female landowners. If it is not reaching them, then those

responsible for information-dissemination may be focusing on producing outputs rather than on reaching constituents.

- Corruption, regulation and oversight: Traders who exploit the SMPs' inability to transport their produce to markets, and inspectors and regulators who require bribes are stealing the modest profits generated by hard-working family farmers. Some policies distorted by and favoring large commercial farms will destroy the viability of smallholder production.

- Governance: Rural development depends on basic utilities and services, including water and roads. The failure to maintain local roads undermines the economic viability of family farm because farmers cannot get their produce to market, either at all or within reasonable costs - and therefore are vulnerable to wholesale traders. Women cannot complete their work efficiently or gain access to valuable farm-related information if they do not have regular electricity or establish internet connections.

- Civil Society and advocacy: Government is not responsive to the needs of rural populations if those constituents lack the means to advocate on their own behalf. Urban or national women's groups do not represent the needs of rural women, as economic producers. Grassroots women's groups are democratic resources that ought to be able to explain and advocate on behalf of their family and communities.

HEALTH

- Productivity of the Agrarian Workforce: Health is an economic as well as social issue. Women and men in poor health cannot undertake the labor necessary for family farms, and family farms are successful when husband and wife are healthy and working together. When a matter of men's decreased life expectancies health, leaving women as widows to manage a farm, or women's iodine deficiencies reflecting thyroid issues and causing fatigue, health affects economics. With the poor conditions of roads and the closures of local health facilities, women and men in rural areas lack "access" to healthcare in terms of local availability (locally). Yet affordability is also an issue, particularly when healthcare requires bribes and outside payments.

- Health impacts of farm work: There are some concerns about use of chemicals or pesticides, and whether farmers are aware of health impacts, and protections. Government and CSOs must be providing reliable information about the impacts of chemicals, who is exposed, and ways to protect workers.

- Lack of services in rural areas drives urban migration: Women express concern about their children's education and healthcare as top priorities. Insofar as basic health services are unavailable, mothers (and fathers) may seek to move their families to areas where better services are available.

TIPS:

- Lack of economic opportunities drives young women out of rural areas: When young women know the long and hard hours worked by their mothers and other adult women around them, and when economic opportunities in rural areas are limited, young women have few incentives to remain in rural areas - and seek opportunities to leave. This makes them vulnerable to attractive job offers, and eager to hope for better possibilities elsewhere. Young women need income-generating opportunities in agriculture, and rewards commensurate with time and labor invested.

- Agrarian policies looking toward the future of family farms are an opportunity to offer young women economic alternatives: Rural agrarian advisors might develop programs for young women (and men) to provide training not only in production, but also in agribusiness. The younger generation has the capacity to be more entrepreneurial than their parents and grandparents who did not grow up in a market economy. The assets and strategy for more value-added economic activities in rural areas may at the same time establish alternatives to the attractions of TIPS.

ANNEX E: HANDOUT FOR THE MINISTRY OF AGRARIAN POLICY AND FOOD OF UKRAINE (IN ENGLISH AND UKRAINIAN)

ENGLISH VERSION

Gender Analysis: Opportunities to Strengthen Family Farms and the Agriculture Sector in Ukraine. Findings, Conclusions and Recommendations

Framing the Gender Analysis' Timeframe, Goals and Process

The gender analysis of economic conditions and opportunities for women in the agricultural sector of Ukraine was commissioned in August-September, 2013 for the AgroInvest Project, funded by the U.S. Agency for International Development (USAID).

The Gender analysis goal was analytically survey family farms and smallholder agriculture in Ukraine in order to inform and strengthen the design, implementation *and results* of policies and projects. The intention was not to undertake a broad gender assessment of women in rural areas, i.e. not to identify women's needs abstractly, and not to focus on the social dimensions of agrarian life, unless they affect the economic success of small and medium producers (SMPs).

With that focus on the economic aspects of gender opportunities, roles, responsibilities and relations in agrarian areas, the research sought to:

- (1) **Highlight disparities** between women and men, such as relating to access to and use of resources (information, training, finance and machinery);
- (2) **Identify practices** that, by failing to purposefully reach and benefit from women (*gender-blind*), or to engage women and men effectively together, are limiting efficacy and achievement of expected results;
- (3) **Suggest recommendations on strategies** for the enhanced consideration of female and male economic potential (*gender-related*), by which it could strengthen results relating to the agricultural sector's development.

And while *gender equity (or social justice) is an important social, moral and legal goal*, it was relevant to this Gender Analysis only insofar as gender inequality may restrict the economic success of rural citizens (women, men, families, in particular).

The research hypothesis was that women represent valuable assets for the effective economic growth of Ukraine's agricultural sector, but at the condition that resources are reaching them effectively, and women are ensured the opportunities for using the resources.

Methodology and informants' group. Research encompassed review of laws, policies, data and studies, along with intensive field research that covered 9 of 27 oblasts⁸⁸ of

⁸⁸ Kyiv, Lviv, Chernivtsi, Vinnytsya, Poltava, Dnipropetrovs'k, Zaporizhyya, Kherson oblasts and the Autonomous Republic of Crimea.

Ukraine for a representative sample. The number of female-male informants, and the types of related legal or physical entities was significant for obtaining a precise and verified evidence-based data. The informants group included, 67 respondents, 52 (77.6%) were women and 15 (22.4%) men. Nearly 42 persons (63%) were rural citizens, of whom 35 (83%) were women. Urban citizens, individuals, who are involved in agri-policy or in agri-production, accounted for 25 persons (37.3%), of whom 16 (64%) were women, and 9 (36%) were men. The gender experts met with coordinators, managers, experts of the USAID, AgroInvest project, a representative of the MAPFU at the beginning of the research and provided a debriefing upon completion of the field research. There were held meetings with national and local government officials; representatives of agricultural advisory services. Primary data collection relied on in-depth individual interviews and focus-groups with women and men, engaging agricultural cooperatives, women farmers or members of their families; rural households' female or male owners; experts on agrarian development policy; gender equality experts; farmers' business and marketing associations, and women's civil society organizations. It also included site-visits to agrarian cooperatives and seasonal farmers' markets.

Main Findings and Conclusions

- 1. *Availability and accessibility of official sex-disaggregated data.*** For the research purposes it was required to access and use the official sex-disaggregated data as the basic information for the comparative analysis with the primarily obtained data. However, there was observed the lack of statistics disaggregated by sex and other social indicators (age, ethnicity, education, health, disability, social and financial status), in the open access.⁸⁹ In spite of that, the analysts were able to get certain official data (by the indexes of demography, education, employment and wages), which had proved the current research hypotheses. These findings are included in the recommendations.

Conclusion 1. Incorporating of collected sex-disaggregated data within all regular systems and analytical surveys alongside (and in combination with) other social indicators (age, ethnicity, education, health, disability, social and financial status) is important for the identification of real situation on the status, interests, needs, socio-economic rights and opportunities for women and men in agricultural sector of economic and in rural territories, on the whole⁹⁰.

- 2. *Portrait of Ukrainian women-farmers and family farms.*** This portrait was compiled on the basis of gender analytical research by the indicators: number of rural women, age, education, employment type and level, wage, conditions for combining professional and family responsibilities.

In 2011, women represented 53.1%⁹¹ of Ukraine's rural population. 67 respondents, 52 (77.6%) were women and 15 (22.4%) men. The age of

⁸⁹ The available in the open access resource was Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm

⁹⁰ This is an international requirement, also stated in the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men in Ukraine" (Article 5; № 2866-IV; 08.09.2005; updated on 13.06.2012); zakon.rada.gov.ua/go/2866-15

⁹¹ Statistical digest "Women and Men in Ukraine" (2011) – official publication of the State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm – pp. 9-14

informants was 38-65 years old. About 75% of informants reported having either college or university agrarian education (zoo-technical, veterinarian) or economic, agro-economic, financial and engineering education, while one-third of them reported a humanitarian education, many of those have pursued additional agriculture-related education. But beyond their education, 85% of women reported participating in special trainings, workshops, conferences on agricultural issues. It was observed that women's education level was higher than that of men's.

Conclusion 2. Women represent the majority in the rural population of the active labor age with high level of education.

- 3. Economic situation with women and men in agricultural sector.*** Women represent 60% of land-owners and one-third of 132,000 registered farmers.⁹² In 2002-2013 there were registered 55.7% of unemployed women out of the total number of 465 300 registered unemployed.⁹³ According to the State Statistical Service of Ukraine (2011)⁹⁴, there is a wage gap in agricultural sector – women get 92.0% of men's salaries; to compare with the industrial sector of economics it is 68.8%; in financial sector – 71.9%; in small and medium entrepreneurship – 94.7%.

The majority of women reported their frustrations and distrust to financial institutions (banks, credit unions) as related to getting loans; as well as to government's programs for financial support to farmers.

Women-farmers and women-members of family farms work longer working hours (rather than 8 hours by the Labor Code). The work intensiveness' increases due to the seasonal type of certain farming majors (field work, harvesting, marketing, etc.). Women's labor include a significant part of manual work (care after animals, weeding, harvesting vegetables, fruit and berries, selling of products at markets); while men's labor is more mechanized (tilling, seeding, harvesting grains and other crops, transportation of produce to wholesale and farmers' markets). In managing farms women and men are represented mostly equally, however, women remain at the lower level of economic and financial decision-making; the higher level of policy and decision-making is (oblast, national government), the lower representation of women is observed.

Besides, women are obliged and responsible for children and family keeping, cooking, cleaning, laundry, working at individual household plots, preparing food supplies for the family consumption (pickles, jams, dry snacks, which are not considered as value added activities). The accumulative hours and content of work⁹⁵ proves women's "doubled load"⁹⁶

⁹² MAPFU's data

⁹³ <http://infolight.org.ua/content/dinamika-ta-geografiya-bezrobittya-v-ukrayini-ta-ies-u-2012-2013-rr>

⁹⁴ State Statistics Service of Ukraine; available at http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm

⁹⁵ By results of different independent local and international studies, rural women might work 15-19 hours per day (paid/productive work – 8-10 hours; non-paid/reproductive work – 5 hours per day; civil society/community work -2-4 hours per day).

⁹⁶ Terms "doubled, tripled loads" are used in studies, analysis, regulations on GE (international and national).

Conclusion 3. Women are represented by a larger number among land-owners, but they have a higher level of unemployment, more non-mechanized/manual work, less level of work remuneration if compared to men, overload with the non-paid work, which they are obliged to do complicated economic, social and household conditions. Women have frustrations and distrust to financial institutions (banks, credit unions) as related to getting loans; as well as to government's programs for financial support to farmers. Women and men are represented mostly equally at the local and farms' decision-making level, men are more represented at the oblast, national level of economic and financial policy- and decision-making.

4. ***Extent to which rural women are recognized as economically valuable assets and equal partners to rural men.*** Ukraine has adopted legislative provisions addressing ensuring equal rights and opportunities for women and men (gender equality) at the national level relating to European standards and international requirements. However, the concept of gender equality in Ukraine's economic agricultural development is not considered and integrated. Rural women's economic contributions are lacked of recognition by the government and society; women's reproductive roles and work⁹⁷ are firstly recognized, though rural women make more than half of the population and labor active force. This situation has significant negative impacts on the agricultural sector. By the conducted empirical research, the non-paid work is predominantly implemented in non-supportive and complicated economic, social and household conditions: no running water, no gasification, problems with electricity supplies, and no regular access to communication and information facilities (Internet, mobile telephones, TV); awful conditions of roads, absence of social infrastructure (hospitals, schools, cultural facilities, etc.). Due to these circumstances Ukrainian women spend more time on this work and are more burnt out than women in developed countries.

State programs on farmers' support or on development of rural territories, as well as, social initiatives, social protection programs are declarative, and do not consider women's and men's interests and needs, they have short terms for implementation and limited financing, which do not ensure systemic impacts, addressed coverage, improvement of the situation and the effectiveness of the small-middle farming. In combination with other economic and political aspects, legal and regulatory provisioning does not promote women as an important entity in the agricultural economic development.

Conclusion 4. State legal and regulatory provisioning, strategies, policies, programs for development of farms, cooperatives, individual households, rural territories do not consider gender equality concept as a prerequisite and tool for improving women's status in the agricultural sector and for recognizing women as economically valuable assets and equal partners to rural men.

⁹⁷ ***Productive/paid work*** – full-time hired work (registration in work records), part-time work, self-employed work (entrepreneurs, etc.); by the Labor Code – it is an 8-hour work with social benefits, etc.; in average, gender wage gap is about 30%.

Reproductive/non-paid work – maternity, family care, work in individual household plots and food supplies; about 5 hours per day (8-9 hours in farmers' season); social benefits for maternity is not remuneration for work and is not considered for labor records.

Recommendations:

1. State legal and regulatory provisioning, strategies, policies, programs for development of farms, cooperatives, individual households, rural territories should be practically (non-declaratively) grounded on the principles of gender equality and to ensure the improvement women's status in the agricultural sector and for recognizing women as economically valuable assets and equal partners to rural men.
2. Consideration of women's interests and needs as active entities in result-based strategies, policies, budgeting for agricultural development (being Achievable, promising Impacts, being Measurable (in terms of outcomes, not only inputs and outputs), and being Sustainable) – is a vital prerequisite for effective development of farming, agricultural cooperatives, individual households. Such a gender-sensitive and responsive approach is perspective and could lead to economic and social stabilization in agri-sector, would reduce labor migration and keep the youth in their homes in rural territories.
3. Strategic support for family farms by legal education to women on lifting the land-sale moratorium, on negotiating with larger cooperative units, and on family-profitable decision-making should be ensured.
4. The comprehensive systemic support to agricultural development in partnership with other stakeholders (Ministries of Justice, Social Policy, Regional Development, Incomes and Taxes, Economic Development and Trade; civil society organizations and business/farmers' associations; academic institutions) should be provided, including informational campaigns, mobile legal consultations in respond to women's and men's needs, "hot telephone lines" for emergency cases related to economic and other issues. There should be revived and enhanced the agri-advisory services, Ukrainian Fund for Farmers support with ensuring equal access of women and men to their services. The role of village councils as reliable resource for information and assistance as related to agricultural development and ensuring women's access to the useful information.
5. To develop supportive conditions for women's and men's (including SME-farmers, both legal and physical entities) access and utilization of financial resources, in particular, including diversification for the banks' and credit unions' support to value added production).
6. To create Gender Advisory Committee for on-going consultative assistance, advising, strategic and short-term planning, practical activities for gender equality mainstreaming; for conducting gender (also, for getting sex-disaggregated data) analysis, researches, monitoring of economic and social environment, women's and men's interests; for coordination of systemic training, endorsement for women and men (mutually and between the seasons), working in agricultural production.

UKRAINIAN VERSION

Аналітичне дослідження «Гендерний аналіз сільськогосподарського розвитку України»: спостереження та рекомендації

Період проведення, мета та задачі. В серпні - вересні, 2013 року було проведено гендерне аналітичне дослідження економічних умов та можливостей для жінок в аграрному секторі України в рамках Проекту Агроінвест за підтримки Агентства США з Міжнародного Розвитку (USAID).

Метою гендерного аналізу було визначення таких гендерних аспектів, застосування яких сприятиме покращенню ефективності та результативності політики та програм сільського розвитку.

Під час гендерного аналізу були визначені *економічні аспекти* життєдіяльності сільських жінок, у порівнянні з чоловіками (можливості, ролі, відповідальності, взаємини), в тому числі:

1) визначення відмінностей у забезпеченні доступу до ресурсів та можливостей для їх використання (інформація, навчання, фінанси, обладнання);

2) визначення практик, які не враховують потреби жінок та не орієнтовані на рівноправне залучення жінок і чоловіків (гендерно-сліпі практики), та які є малоефективними й не сприяють досягненню бажаних результатів;

3) представлення рекомендацій щодо стратегій застосування економічного потенціалу жінок і чоловіків (гендерних стратегій) для підвищення ефективності та результативності розвитку сільськогосподарського сектору.

Питання *соціального забезпечення (соціальної справедливості)* були проаналізовані як контекст для визначення економічних гендерних аспектів.

Дослідною гіпотезою гендерного аналізу було припущення, щодо того, що жіноцтво сільської місцевості має значний недооцінений потенціал (цінний актив) для ефективного економічного розвитку сільського господарства за наявності гарантованого доступу до ресурсів та можливостей щодо їх використання.

Методика дослідження та цільова група. Гендерний аналіз було проведено шляхом вивчення існуючих нормативно-правових документів, матеріалів проекту, офіційних зустрічей з жінками і чоловіками – представниками органів влади, з експертами Проекту Агроінвест; з координаторами, менеджерами, експертами Агентства США з Міжнародного Розвитку (USAID); шляхом проведення фокус-груп, інтерв'ю з жінками і чоловіками – експертами, фермерами, членами фермерських сімей; відвідання сільськогосподарських обслуговуючих кооперативів, фермерських господарств, інших організацій, відвідання фермерських сезонних ринків. Дослідження було проведено у 9 областях України.⁹⁸ В цілому, в зустрічах взяли участь 67 осіб: 52 жінки (77.6%) та 15 чоловіків (22.4%); з них сільських мешканців – 42 особи (жінок – 35; чоловіків - 7); міських мешканців, які залучені до сфери сільськогосподарського розвитку – 25 осіб (жінок – 16, чоловіків - 9).

Основні спостереження та висновки аналітичного дослідження

⁹⁸ Київ, Львівська, Чернівецька, Вінницька, Полтавська, Дніпропетровська, Запорізька, Херсонська області, Автономна Республіка Крим

1. Наявність офіційних даних з розподілом за статтю. Для проведення порівняльного гендерного аналізу було необхідно отримати офіційні статистичні дані з розподілом за статтю. Проте, було виявлено обмеженість як у статистичних даних з розподілом за статтю та іншими соціоекономічними показниками, так й у вільному доступі до них⁹⁹. Незважаючи на ці обставини, стало можливим отримати деякі дезагреговані за статтю офіційні дані (демографічні показники, рівень освіти, рівень зайнятості та оплати праці), які підтвердили дослідницьку гіпотезу даного гендерного аналізу. За результатами гендерного аналізу розроблені рекомендації для органів виконавчої влади з метою консультативної допомоги щодо подальшого врахування в стратегіях та програмах соціоекономічного розвитку концепції гендерної рівності.

Висновок 1. *Проведення гендерних аналітичних досліджень, офіційний збір розширених статистичних даних з розподілом за статтю є необхідною складовою для визначення реальної ситуації щодо становища, інтересів, потреб та забезпечення рівних соціоекономічних прав, умов та можливостей для жінок і чоловіків в аграрному секторі економіки та в сільській місцевості в Україні, в цілому*¹⁰⁰.

2. Портрет сільської жінки, яка працює в аграрному секторі. За результатами гендерного аналізу було сформовано **Портрет сільської жінки, яка працює в аграрному секторі** за показниками: кількість жінок серед сільського населення, вік, освіта, рівень та тип зайнятості, рівень заробітної плати, умови для поєднання професійних та сімейних обов'язків.

За статистичними даними 2011 року, серед сільського населення України жінки склали 53.1%¹⁰¹. В дослідженні взяли участь 67 осіб, з них - 52 жінки (77.6%) та 15 чоловіків (22.4%); середній вік учасників та учасниць дослідження: 38 - 65 років.

75% учасників дослідження, в тому числі, жінки-фермери, повідомили, що мають середню спеціальну освіту (зоотехнічну, агрономічну) та вищу економічну, фінансову, технічну освіту; одна третина з них мають гуманітарну освіту, а також, отримали додаткову агроекономічну освіту. 85% учасниць підтвердили участь в спеціальних тренінгах, семінарах, конференціях з питань сільськогосподарського розвитку. При цьому, серед учасників аналітичного дослідження рівень освіти у жінок був вище рівня освіти чоловіків.

Висновок 2: *Жінки складають більшість сільського населення активного працездатного віку з високим рівнем освіти.*

3. Економічне становище жінок і чоловіків в сільськогосподарському секторі.

Жінки складають 60% власників землі та одну третину серед 132,000 зареєстрованих фермерів¹⁰². У 2012-2013 роках серед безробітних було 55.7% жінок і 44.3 % чоловіків із загального числа 465.300 зареєстрованих безробітних, рівень безробіття серед сільських жителів складав 37.4% (міських – 62.6%)¹⁰³. За

⁹⁹ Доступним офіційним джерелом офіційної інформації був Статистичний збірник «Жінки і чоловіки в Україні» (2011) – [http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm]

¹⁰⁰ Ця умова відноситься до міжнародних вимог щодо забезпечення рівних прав і можливостей, а також, включено у відповідний Закон України (стаття 5) від 08.09.2005 № 2866-IV (Редакція станом на 13.06.2012); zakon.rada.gov.ua/go/2866-15

¹⁰¹ Статистичний збірник «Жінки і чоловіки в Україні» (2011) – [http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm]

¹⁰² За даними Міністерства аграрної політики та продовольства України.

¹⁰³ http://infolight.org.ua/content/dinamika-ta-geografiya-bezrobittya-v-ukrayini-ta-ies-u-2012-2013-rr

даними Державної служби статистики України (2011 р.)¹⁰⁴, середня зарплата жінок в сільськогосподарському секторі складала 92.9% від зарплати чоловіків. Для порівняння, в промисловому секторі економіки – жінки заробляли 68.8% від заробітної плати чоловіків, у фінансовому секторі це було 71.9%, а в малих і середніх підприємствах – 94.7%.

Більшість жінок-учасниць дослідження висловили незадоволеність та недовіру до фінансових установ (банків, кредитних спілок) щодо отримання кредитів; а також, незадоволення державними програмами фінансової підтримки фермерів.

Жінки-фермери, жінки-члени фермерських сімей працюють за типом ненормованого робочого дня для забезпечення функціонування господарства. На посилення інтенсивності праці значною мірою впливає сезонний характер певних видів аграрного виробництва. Жіноча робота включає велику кількість ручної фізичної праці (догляд за худобою, прополка, збирання овочів, фруктів, продаж продукції тощо); робота чоловіків більш механізована (орання землі, посів, збирання зернових, транспортування продукції тощо). В управлінні фермерським господарством жінки і чоловіки представлені майже рівно, проте жінки залишаються на більш низькому рівні прийняття рішень та управління господарством; з підвищенням рівня представлення інтересів (обласний, національний), кількість чоловіків збільшується.

Окрім того, від жінки очікується виконання обов'язків по догляду за дітьми, іншими членами родини, приготування їжі, прибирання, прання, робота на індивідуальних присадибних ділянках, приготування харчових запасів для родинного споживання (що не відноситься до категорії доданої вартості), інше. За сумарною кількістю годин на виконання різних видів робіт¹⁰⁵ жінка має «подвійне» навантаження¹⁰⁶, що призводить до виснаження, зменшення трудової активності та ефективності праці, захворювань, розчарувань, міграції з сільських територій та інших, не менш негативних наслідків.

Висновок 3. Жінки представляють більшість серед землевласників, проте вони мають більш високий рівень безробіття, більшу кількість немеханізованої роботи, рівень зарплати нижчий за чоловіків, перевантаження неоплачуваною роботою, яку вони мусять виконувати у складних економічних, соціальних та побутових умовах. Жінки мають незадоволеність та недовіру до фінансових установ (банків, кредитних спілок) щодо отримання кредитів; а також, незадоволення державними програмами фінансової підтримки фермерів. Жінки представлені майже рівно на місцевому рівні прийняття рішень, чоловіки представлені більше на обласному та національному рівні прийняття рішень.

4. Рівень визнання економічної значущості ролі сільських жінок як рівноправних партнерів сільських чоловіків. Незважаючи на те, що в Україні на загальному законодавчому рівні питання забезпечення рівних прав і можливостей включено у відповідності до міжнародних/європейських зобов'язань та національних інтересів

¹⁰⁴ Статистичний збірник «Жінки і чоловіки в Україні» (2011) – [http://ukrstat.org/uk/druk/katalog/kat_u/publposl_u.htm]

¹⁰⁵ За результатами неофіційних незалежних та міжнародних досліджень навантаження сільської жінки на день має 15 -19 годин на день, а саме: продуктивна праця жінок (оплачувана робота) в сільській місцевості – 8-10 годин на день; репродуктивна праця (безоплатна домашня робота) – 5 годин на день; громадська активність жінок (неоплачувана робота) – 2-4 години на день.

¹⁰⁶ Термінологія «подвійне, потрійне навантаження» використовується в дослідженнях, описах, нормативних документах щодо гендерної рівності (міжнародних та національних)

та потреб, в сфері економічного сільського розвитку концепцію гендерної рівності не враховано.

Недостатнє визнання *економічної значущості ролі жінки* на рівні держави та суспільства, а зосередження лише на репродуктивній ролі та праці жінок,¹⁰⁷ які складають більше половини сільського населення країни (53.1%), має негативні економічні наслідки для аграрного сектору.

Відповідно до проведеного емпіричного дослідження, жінки та чоловіки також не мають сприятливих умов і для виконання обов'язків по догляду за дітьми, родиною та для роботи у домогосподарстві. За відсутності централізованого водопостачання та газифікації, через перебої з постачанням електроенергії та проблематичний доступ до сучасних засобів комунікації (Інтернет, мобільний зв'язок, телебачення), вкрай поганого стану більшості сільських, районних та обласних шляхопроводів, відсутності соціальної інфраструктури (лікарні, заклади освіти та культури, побутових послуг тощо) праця по догляду за дітьми, родиною, робота у домогосподарстві віднімає значно більше часу ніж в розвинутих країнах.

Державні програми підтримки та розвитку фермерських господарств, розвитку сільських територій, а також, соціальні ініціативи, програми соціального захисту мають декларативний характер, не враховують актуальних потреб та інтересів жінок і чоловіків, мають короткі строки реалізації та обмежене фінансування, що не забезпечує системного впливу, всебічного адресного охоплення, покращення ситуації в сільській місцевості та розвитку малих та середніх виробників на селі. В поєднанні з іншими економічними та політичними аспектами, нормативно-правове та програмне забезпечення не сприяє стабілізації ролі жінки як важливого суб'єкта економічного господарювання в аграрному секторі.

Висновок 4. Державне нормативно-правове забезпечення, стратегії, політики, програми розвитку фермерства, кооперативів, індивідуальних господарств населення, сільських територій не включають концепцію гендерної рівності для покращення становища жінок в аграрному секторі та, для відповідного визнання економічної значущості ролі сільських жінок як рівноправних партнерів сільських чоловіків.

Рекомендації

1. Державне нормативно-правове забезпечення, стратегії, політики, програми розвитку фермерства, кооперативів, індивідуальних господарств населення, сільських територій - мають на практиці (а не лише декларативно) ґрунтуватися на принципах гендерної рівності для покращення становища жінок в аграрному секторі та для відповідного визнання економічної

¹⁰⁷ *Продуктивна праця* – це робота по найму (повна зайнятість із записом у трудовій книжці), по контрактах/угодах (часткова зайнятість); робота за статусом зареєстрованої самозайнятості (в тому числі, по різних категоріях підприємницької діяльності), тощо (по законодавству – 8 годин на день), що передбачає отримання заробітної плати. Оплата праці жінок менша за оплату праці чоловіків (до 30%, у середньому).

Репродуктивна роль та праця жінки включає народження та виховання дитини, виконання сімейних обов'язків та роботу у домогосподарстві – дана робота складає понад 5 годин на день, в сільській місцевості це навантаження збільшується, особливо у весняно-осінній сезон, до 8-9 годин на день. Репродуктивна робота *не оплачується* (соціальні виплати не є оплатою праці, та не враховується як економічно-значуща функція).

- значущості ролі сільських жінок як рівноправних партнерів сільських чоловіків.
2. Враховувати потреби та інтереси жінок, як активних суб'єктів в орієнтованих на результат стратегіях, програмно-цільових документах, бюджетах аграрного розвитку – це є необхідною умовою, ефективного розвитку фермерства, сільських обслуговуючих кооперативів, індивідуальних господарств населення. Такий гендерно-чутливий та відповідальний підхід є перспективним та призведе до економічної та соціальної стабілізації аграрного сектору, зменшенню трудової міграції, поверненню молоді до сільських територій.
 3. Забезпечити стратегічну підтримку сімейного фермерства шляхом правової підготовки жінок щодо зняття мораторію на продаж землі, в тому числі, до переговорів з великими корпоративними структурами та до прийняття рішень на користь сімейного фермерського господарства.
 4. Забезпечити комплексну системну підтримку аграрного розвитку з залученням різних партнерів (міністерства юстиції, соціальної політики, регіонального розвитку, доходів і зборів, економічного розвитку і торгівлі; громадських організацій та асоціацій, що працюють в сільській місцевості) для проведення інформаційних кампаній, мобільних правових консультацій у відповідь на потреби жінок і чоловіків-фермерів, забезпечення функціонування телефонного консультування («гарячої лінії»). Відновити або посилити діяльність дорадчих сільськогосподарських служб, *Українського фонду підтримки селянських (фермерських) господарств та забезпечити рівні можливості для доступу та використання для жінок і чоловіків до даних послуг. Активізувати роль сільських та селищних рад як джерела достовірної інформації щодо економічного сільськогосподарського розвитку та доступу жінок і чоловіків до необхідної інформації та консультування.*
 5. Створити прийнятні умови для доступу і використання для жінок і чоловіків до ресурсів фінансування для суб'єктів сільськогосподарського малого та середнього підприємництва (фізичних та юридичних осіб); створити фонд гарантування ризиків сільськогосподарської діяльності; включити диверсифікацію сільськогосподарської діяльності в напрямку отримання доданої вартості як діяльність для підтримки з боку фінансових установ (банків, кредитних спілок).
 6. Створити Гендерний Дорадчий Комітет для забезпечення поточного консультування, дорадчої допомоги, стратегічного та короткострокового планування та проведення практичних заходів щодо забезпечення гендерної рівності. Проводити регулярні аналітичні дослідження та моніторинг економічного та соціального становища, потреб та інтересів жінок і чоловіків в сільській місцевості (включаючи отримання даних з розподілом

за статтю та їх аналіз). Координувати системні навчання та підвищення кваліфікації жінок та чоловіків, які працюють в аграрному секторі (враховуючі сезонність та залучення до навчання жінок і чоловіків спільно).

ANNEX F: SCHEDULE OF MEETINGS FOR GENDER ANALYSIS PURPOSES

Schedule of meetings; August 5 -16, 2013

Date, time	Content	Location
August 5, 2013, Monday - Day 1; Kyiv		
16:00 – 19:00	Start-up meeting of the team – discussion of the research-related issues (schedule, content, respondents, etc.)	4 Volodymyrska St., 2 nd floor, Kyiv
August 6, 2013, Tuesday - Day 2; from Kyiv to Lviv		
10:00 – 11:30	Meeting with the USAID supervisory group	4 Ihor Sikorskiy St., Kyiv
12:00 – 13:30	Meeting with the officials from MAPFU	4 Volodymyrska St., 2 nd floor, Kyiv
13:30 – 20:30	Transfer from Kyiv to Lviv (544 км; 7,5 hrs)	
August 7, 2013, Wednesday - Day 3; in Lviv		
10:00 – 11:30	Meeting with Yaroslava Sorokopud ; 093 64 48 185; 067 18 62 322; Coordinator of training programs, expert on GE; Charitable fund “Dobrobut Hromad/Community wellbeing”; network Heifer International	Lviv, 2-A Vodoginna St., office 503 (5 th floor)
12:00 – 13:30	Focus group with women-farmers (3-4 women)	Lviv, 2-A Vodoginna St., office 503 (5 th floor)
14:00 – 20:00	Transfer from Lviv to Chernivtsy	
20:00 – 21:30	Meeting with a private lawyer working for the AgroInvest project in Chernivtsi	24 I.Bohuna St., Chernivtsi
August 8, 2013, Thursday - Day 4; Chernivtsy-Vinnitsya		
9:00 -10:30	Meeting with an official from the Local Administration	Village of Panka, Storozhynets district
10:30 -11:30	Site-visit to a Dairy Cooperative “Gospodar of Pidgir’ya”	
11:30 – 17:30	Transfer from Chernivtsi to Vinnitsya	
17:30 – 19:00	Focus group in Vinnitsya: women-farmers, women’s associations, local gender advisors	Vinnitsya, 12, Architect Artymov St., 4 th floor
19:00 – 23:00	Transfer from Vinnitsya to Kyiv	
August 9, 2013, Friday - Day 5; Poltava, village of Sushki		
6:20 -9:20	Transfer from Kyiv to Poltava by express train #156 (Intercity Kyiv-Kharkiv; 3 hrs)	Kyiv-Poltava
9:30 -14:30	Site-visit to a Cooperative “Dairy-producer of Sushki”	village of Sushki
15:00 – 17:00	Focus-group at Poltava State Agri-University; CSO “Officials Agri-Advisory Services”	1/3 Skovorody str., Poltava
17:30 - 20:00	Reflections on the daily observations	
20:27 -23:30	Transfer Poltava-Kyiv; Intercity+, Donetsk – Poltava; #154D	Poltava -Kyiv
August 10, Saturday - Day 6; Kyiv		
10:00 – 12:30	Site-visit to a seasonal farmers’ market in Kyiv (social, anti-crisis market)	Kyiv, Revutskogo St.
13:00 – 17:30	Summary of the observations during week 1	4 Alla Tarasova St., Kyiv
18:00 – 20:00	Meeting with General Director, AU CSO “Ukrainian Marketing Association”	4 Alla Tarasova St., Kyiv
August 11, Sunday		

23:25	Transfer from Kyiv to Dniporpetrovs'k; overnight train #080K	
August 12, 2013, Monday - Day 7; Dnipropetrovs'k		
9:30 – 11:00	Meeting with Local Advisor of GE to the Oblast Administration; Head of women's NGO "Promin"	12A Krasnaya St., Dnipropetrovs'k
11:30 – 13:00	Meeting with a coordinator of agri-projects in Dnipropetrovs'k agri-advisory service	
13:30 – 15:30	Site-visit to Dairy Cooperative, village of Popasne, Novomoskovs'kiy district	village of Popasne, Novomoskovs'kiy district
15:30 – 17:30	Transfer to Zaporizhya	
18:00 – 19:30	Meetings with the Board Chair of Charitable Fund "Consolidation for the future"; Head of the Oblast Branch of "Women's Consortium of Ukraine"; Deputy Head of Ordzhonikidze Rayon Administration in Zaporizhya	Zaporizhya, 193 Prosp. Lenina
August 13, Tuesday – Day 8; Zaporizhya-Tokmak-Kherson		
9:00 – 10:30	Visit and meeting at Credit Union "Dovira"	12 Metallurgov Prospekt, Zaporizhya
10:30 – 13:30	Transfer from Zaporizhya to Tokmak	
13:30 – 15:30	Meeting with Cooperative of Women-Farmers' Council	Town of Tokmak, 83 K.Libknehta St.
15:30 – 19:00	Transfer to Kherson	
19:30 – 20:30	Meeting with a Chair of Marketing Group in Kherson	20 Perekopska St., Kherson
August 14, Wednesday – Day 9; Kherson		
10:00 -11:00	Meeting at the Kherson Oblast Administration	
11:30-13:00	Meeting with Credit Union "Hromada"	52 Robocha St., Kherson
14:00 – 18:00	Site-visit and meeting with farmers in village of Shyrokoye and Vinogradovo	Villages of Shyroke and Vinogradovo
August 15, Thursday – Day 10; Kherson – Simferopol		
6:00/6:30	Transfer to Simferopol	
09:00 -14:00	Focus group with Cooperative "UMYUT"	Village of Petrovo, Bilogorskiy rayon, ARC
14:30 – 16:30	Meeting with ARC MAPF	Local office of AgroInvest
17:20	Transfer from Simferopol to Kyiv	
August 16, Friday – Day 11; Kyiv		
11:00 – 12:30	Debrief with USAID	4 Ihor Sikorskiy St., Kyiv
13:00 – 15:00	Debrief with MAPFU	4 Volodymyrska St., 2 nd floor,
15:30 -17:30	Debrief with AgroInvest	Kyiv