



Policy for Gender in Agriculture in Fiji (2022-2027)



Addressing Gender Gap
for Agriculture in Fiji



Table of Content

Acronyms and Local Terminology	3
Foreword	4
Preface.	5
Executive Summary	7
The Need for Gender Policy in the Agriculture Sector and Relationship with other Policies of the Government of Fiji	9
Key Findings of the 2020 Fiji Agriculture Census: III. Gender Analysis and the Country Gender Assessment of Agriculture and the Rural Sector in Fiji	10
Strategies for Change.....	13
Vision of the Policy	14
Overall Goal of the Policy	15
Objectives of the Policy	16
Objective 1: Equality of access to economic resources required for productive and resilient agriculture and markets	17
Objective 2: Equality of access to information, technology and training for secure livelihoods and healthy diets	18
Objective 3: Equality of representation and participation in decision-making by women and men for informed future agriculture planning and resourcing.	19
Objective 4: Effective mainstreaming of gender perspectives through strengthened capacities in agriculture ministries	20
Governance Arrangements and Implementation Approach	21
Monitoring and Review Arrangements	22
Allocation of Resources	23
References	24
Annex I: Stakeholders Consulted in the Formulation of the Policy.....	25
Annex II: Logical Framework for Monitoring and Evaluation	26
Annex III: Plan of Action for Gender in the Ministry of Agriculture	32
Annex IV: Proposed Plan of Action for Gender in the Ministry of Fisheries	34
Annex V: Proposed Plan of Action for Gender in the Ministry of Forestry	36

Acronyms and Local Terminology

FAO	Food and Agriculture Organization of the United Nations
GMAG	Gender Mainstreaming Action Group
GMAP	Gender Mainstreaming Action Plan
GRPB	Gender-Responsive Planning and Budgeting
MoA	Ministry of Agriculture
MWCPA	Ministry of Women, Children and Poverty Alleviation
SPC	Pacific Community



Foreword



Minister for Agriculture, Waterways and Environment

The 2022-2027 Gender in Agriculture Policy compliments Fiji's commitment to 2030 Agenda for Sustainable Development Goal 5, Convention of all forms of discrimination against women (CEDAW), Beijing Platform of Action (BPFA), 2014 National Gender Policy and 5-20 Year National Development Plan.

The policy targets women's full and effective participation, equal opportunities for leadership, decision making, equal rights to economic resources and financial services, and use of enabling technology in the Agriculture sector. The Gender Policy equitable outcomes will be influenced by both men and women's knowledge in ensuring Agriculture productivity through climate and disaster resilience.

There is a need to accurately identify Women contribution to Fiji's Agriculture sector and Gender inequality has always been an obstacle to Women's capacity to develop their full potential. It limits agricultural productivity and efficiency and in doing so, undermine development of the 2030 Agenda, thus, the need to design a Gender in Agriculture Policy to address existing Gaps is long overdue.

The 2020 Fiji Agriculture Census (FAC) reports that 1/3 of total number of farmers are women who participated in any Crop/Livestock tasks during the Census period. It also identified equal men and women engagement in Forestry and recorded 27.1% of 4513 fishers are women performing any form of fishing tasks. These findings encourages the finalization of Gender in Agriculture Policy which is aimed at promoting professionalization of women farmers, increase use of technology and promote technical assistance for a more gender inclusive programs in the Agriculture sector.

On that note, I would like to sincerely acknowledge technical support by UN FAO and Ministry of Women- thank you very much for your continuous guidance and assistance to the Ministry of Agriculture. Today, we will witness your hard work and expertise which culminates to the successful production of this important document.

In light of the above, it is now my honour and privilege to present the "2022-2027 Gender in Agriculture Policy in Fiji" and look forward to its effective implementation by all stakeholders in addressing Gender Gaps in the Sector.

Hon. Dr. Mahendra Reddy

Minister for Agriculture, Waterways and Environment

Preface

Through this policy, the Ministry of Agriculture is committed to elimination of all forms of discrimination against women and effective mainstreaming of gender perspectives through strengthened capacities in the Agriculture sector.

The Gender in Agriculture policy was initially developed in 2017 and further revised in 2021 following the release and outcome of the 2020 Fiji Agriculture Census Reports. The Ministry of Agriculture in collaboration with UN FAO FIRST reviewed the draft Gender in Agriculture policy, facilitated consultation and validation and proposed updates.

New evidence that were indicated by the 2019 UN FAO/SPC Gender Assessment of Agriculture and Rural sector in Fiji and 2020 Fiji Agriculture Census (FAC) suggested a gender policy with a more clear rationale, brief background objectives, priority actions, targets where appropriate, governance arrangements and timing covering up to five years – 2022 to 2027.

This policy therefore, was developed to promote and ensure, the adoption of a gender sensitive and responsive approach towards stimulating agriculture plans and programs. It will ensure that men and women have full access to and control of productive resources and facilities to meet both domestic and foreign demand.

This Gender in Agriculture Policy underwent a consultative process that is guided by key stakeholder inputs at National, Regional and District levels. It encourages participation of both Government and non-Government actors, development partners and traditional authorities across the country.

With these few words, it is indeed my privilege to introduce the “2022-2027 Gender in Agriculture Policy” hoping its success and inclusivity at all levels of the sector. This policy will inspire equal opportunity and participation of both male and female in Agriculture Development and Growth.



Mr. Vinesh Kumar

Permanent Secretary for Agriculture



EXECUTIVE SUMMARY



EXECUTIVE SUMMARY

The Policy for Gender in Agriculture in Fiji (2022-2027) has been developed as part of the Fijian Government's commitment to progressively realise gender equality for all its citizens, including by having a specific gender action plan for each sector and its ministry.

Achieving gender equality in agriculture is an important step towards acknowledging the full rights of both women and men in a sector of the Fijian economy that is a basis for food security, livelihoods and economic growth, including through tourism and trade. It is well established that achieving more gender equitable outcomes in agriculture also markedly increases the success of both agriculture productivity and climate and disaster resilience, because it leverages both women and men's knowledge and hard work towards better results.

Agriculture in all its forms, including sugar, other crops, livestock, fisheries, aquaculture and forestry, is a major occupation for Fijians, especially in rural areas. However, the experience of agriculture is different for men and women, and particularly for women who are contributing to agriculture activities as part of men-headed households, compared with women who head their own households and farm in their own right.

The 2020 Fiji Agriculture Census (Government of Fiji 2021) has collected valuable statistics on the details of men and women's involvement in agriculture in the country, as well as the different access that men-headed and women-headed households currently have to economic resources and enabling services for agriculture. The Country Gender Assessment of Agriculture and the Rural Sector (SPC/FAO 2019) has likewise elaborated valuable findings and recommendations on how Fiji can achieve greater gender equality in agriculture, including through government and community institutional change.

Evidence from these assessments and other reports has informed the development of the Policy for Gender Equality in Agriculture in Fiji, which has been undertaken in consultation with multiple stakeholders from government, the private sector and civil society.

The policy lays out the principles and mindset by which agriculture-related ministries will be able to mainstream gender into all their programs and activities, whether capital or development-related.

The vision of the policy is to address the gender gap for agriculture in Fiji. This means that in the future, every Fijian farmer or person working in agriculture, whether a man or a woman, should have equitable access to the resources and services that he or she needs to be productive, resilient and food secure.

With this aspiration, the policy has, as its overall goal, institutionalising a gender mainstreaming strategy, thus realising better food and nutrition security, sustainable livelihoods, climate and disaster resilience, and successful commercial agriculture for women and men in Fiji. With this goal, agriculture-related ministries can fully integrate gender considerations into their strategies and plans for the sector.

The policy has four long-term objectives agreed by a multi-stakeholder consultative mechanism that will work towards achieving the vision and goal:

1. Equality of access by women and men to the economic resources required for productive and resilient agriculture and markets;
2. Equality of access by women and men to the information, technology and training needed for secure livelihoods and healthy diets;
3. Equality of representation and participation in decision-making by women and men, for informed future agriculture planning and resourcing; and
4. Effective mainstreaming of gender perspectives in all programs through strengthened capacities, resources and commitment in the agriculture ministries.

These objectives are further elaborated into 14 specific outcomes relating to equitable inclusion of women and men across a broad range of access, participation, decision-making and capacity development measures.

Under Objective 1, the outcomes sought are equality of access by women and men to land, water, fisheries and forests, to modern inputs, to equipment and tools, to finance, and to insurance.

Under Objective 2, the outcomes sought are equality of access by women and men to mobile communication, agricultural applications and banking, to market, weather, scientific and nutrition information, and to training on all relevant aspects of the food system.

Under Objective 3, the outcomes sought are improved gender balance in government and community agriculture decision-making bodies, improved allocation of resources to gender-inclusive and women's equity initiatives, and improved gender awareness at every level.

Under Objective 4, the outcomes sought are that a gender focal point is active and effective in all agricultural ministries, gender analysis conducted when designing and reviewing all programs, and gender-disaggregated statistics inform all program design and reporting.

The policy has a five-year timeframe, of 2022-2027, after which the policy will be reviewed in terms of

the relative success of agriculture ministries in mainstreaming gender into their delivery of policy and services to the sector.

The policy's implementation will be guided by via ministry-specific Action Plans, which are considered the Gender Mainstreaming Action Plans (GMAPs) for those sectors. Each Action Plan contains commitments to actions and targets and identification of budgetary resources to achieve each outcome of each objective, and is aligned to the strategic objectives of those ministries. The Action Plans of each ministry will be implemented through, and included in, their regular operational plans.

The policy is designed to integrate well with the Fijian Government's existing initiatives, including Gender-responsive Planning and Budgeting (GRPB), led by the Ministry of the Economy, and the Gender Transformative Institutional Capacity Development

Initiative, led by the National Machinery of Women (that is, the Ministry of Women, Children and Poverty Alleviation).

The governance arrangements for the policy involve the Ministry of Agriculture; Ministry of Fisheries; Ministry of Forestry, Ministry of Women, Children and Poverty Alleviation and Ministry of the Economy. These will coordinate to jointly monitor the policy's progress against the three Action Plans, via a comprehensive logical framework listing the indicators to be measured for each activity, outcome and objective, across all ministries.

The impact of the policy after its five-year implementation will be evaluated against the evidence produced in future Fiji Agriculture Censuses as well as interim data and statistics collection efforts by the Fiji Bureau of Statistics and the statistical units in the agriculture-related ministries.



The Need for Gender Policy in the Agriculture Sector and Relationship with other Policies of the Government of Fiji

This Policy for Gender in Agriculture in Fiji has been developed as part of the Government of Fiji's commitment to promote gender equity, equality, social justice and sustainable development for all its citizens, including having a specific gender mainstreaming action plan for each sector and its ministry.

The National Gender Policy of 2014, aligned with the Republic of Fiji's obligations under the 1995 Beijing Declaration and Platform for Action (BPA) as well as the 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), seeks to promote active and visible gender mainstreaming in all sectors.

The Government of Fiji's 20-Year Development Plan for 2017-36 seeks for women to be empowered, with opportunities for greater participation in leadership and decision-making across all sectors, including agriculture, fisheries and forestry, and commits that gender inequality and discrimination will be eliminated, with women to be included in and consulted with for all planning for future development.

The Policy for Gender in Agriculture in Fiji thus aims to realise existing policy but in a more specific manner related to the agriculture, livestock, fisheries and forestry sectors. It is designed to be integrated with and consistent with other policies, commitments and strategic plans of the Fijian Government. The policy is horizontally integrated with the National Gender Policy and vertically integrated with the agriculture-related ministries' various strategic and operational plans.

For example, the Strategic Plan for the Ministry of Agriculture (Government of Fiji 2019) has, as its strategic priorities, improving food and nutrition security for all Fijians, increasing farmer household incomes for sustainable livelihoods, improving the adoption of sustainable resource management and climate-smart agriculture, and improving quality public sector performance and service delivery. The Policy for Gender in Agriculture in Fiji will assist the Ministry of Agriculture to achieve all of these priorities by the application of a gender lens to their implementation.

Similarly, the Ministry of Forestry has six strategic priorities (Government of Fiji 2017), which are: cohesive legislation, regulation, policy, guidelines and compliance; enhancing sustainable forests management frameworks; capacity building; stewardship; forest financing; and organisation

effectiveness. Again, the Policy for Gender in Agriculture is consistent with achieving these priorities.

The inextricable link between gender equality and sustainable development is recognised in Goal 5 of the 2030 Agenda for Sustainable Development, which includes several targets particularly relevant to agriculture: women's full and effective participation and equal opportunities for leadership at all levels of decision-making; equal rights to economic resources, access to land and financial services; recognition and valuing of unpaid care and domestic work; and the use of enabling technology, particularly information and communications technology, to promote the empowerment of women.

Reaching for gender equality in agriculture is an important step towards acknowledging the full rights of both women and men, in a sector of the Fijian economy that is a basis for food security, livelihoods and economic growth, including through tourism and trade.

It is well-established that achieving gender equitable outcomes in agriculture also markedly increases the success of both agriculture productivity and climate and disaster resilience, because leverages both women and men's knowledge and hard work towards better results (FAO 2011). Some of the proven strategies for attaining gender equality in agriculture are equitable participation and voice in decision-making in rural institutions; equitable access to natural and productive resources; equitable access to services, markets and decent work; and attention to reducing women's present work burden and time-poverty, including by enhancing their access to technologies, practices and infrastructure (FAO 2020, DFAT 2014).

By taking a 'Gender and Development' approach, systems and mechanisms that produce gender inequality can be gradually corrected. This is done by focusing not only on women, but also by assessing the social status of both women and men. Moreover, the role of men in resolving gender inequality must be emphasised, and importance placed on working together for the empowerment of women. In this way, gender asymmetries can be rebalanced in a socially cohesive way to achieve a more resilient and productive agriculture sector (World Bank 2009).

Key Findings of the 2020 Fiji Agriculture Census:

III. Gender Analysis and the Country Gender Assessment of Agriculture and the Rural Sector in Fiji

culture in all its forms, including sugar, other crops, livestock, fisheries, aquaculture and forestry, is a major occupation for Fijians, especially in rural areas. However, the experience of agriculture is different for men and women. It is also notably different for women who are contributing to agriculture activities as part of men-headed households, compared with women who head their own households and farm in their own right.

An historical constraint to the effective recognition of women's actual roles and responsibilities and how they are different from men's in agriculture has been the scarcity of gender-disaggregated data. Gender-disaggregated data helps to understand the "gendered role differences in food and cash crop production as well as men's and women's differential managerial and financial control over production, storage and marketing of agricultural products" (FAO 1990).

The 2020 Fiji Agriculture Census (Government of Fiji 2021) has collected valuable statistics on the details of men and women's involvement in agriculture in the country, as well as the different access that men-headed and women-headed households currently have to economic resources and enabling services for agriculture. Analysis of this disaggregated data has confirmed that men are more advantaged than women in many aspects concerning the agriculture sector in Fiji.

There are 300,861 people who are members of agricultural households, nationally, of which 51.7 percent are men and 48.3 percent are women. Of these, 246,373 are 10 years of age or older. In the Census, 83,395 of these people (33.85 percent) identified that farming was their primary or secondary occupation (85.6 percent of these were men and 14.4 percent were women); 14,094 people identified forestry as their primary or secondary occupation (48.8 percent of these were men, and 51.2 percent were women); and 4,513 people identified fisheries as a primary or secondary occupation (66.7 percent were men, while 33.3 percent were women). People identifying one of the agriculture sectors as their primary or secondary occupation are described as farmers, foresters and fishers, respectively.

The Census data reveal that most farmers in Fiji are unpaid family workers (59.8 percent) or selfemployed (39.5 percent), suggesting a predominance of subsistence agriculture.

The data also reveal that most agricultural household members, including 88,034 women, perform agricultural tasks, even if they do not declare it as their main or secondary occupation: 188,786 people,

or 76.6 percent, perform crop-related tasks while 28,719 people, or 11.7, percent perform livestock tasks. In terms of fisheries and aquaculture, 29.5 percent of all men household members and 27.1 percent of all women household members perform tasks related to this sector. In the case of forestry, although just 5.7 percent of agricultural household members declared it as their primary or secondary occupation, at least 74.3 percent of all agricultural household members, and 73.7 percent of women agricultural household members (87,537 women), are engaged in forestry to a certain extent.

These differences show that agriculture (including crops, livestock, forestry and fisheries) is underrecognised as a formal occupation, specifically for women, but also for men. More than five times as many men as women identify as farmers, despite women comprising more than a third of the people in agricultural households who are engaged in agricultural tasks. Again, for fishing, twice as many men as women identify as fishers, despite roughly equal proportions of women and men engaging in fishing tasks. However, roughly equal proportions of men and women identify as foresters.

Thus, when designing agriculture development programs and activities, it has to be understood that women often have a less recognised role, which prevents them from being considered professional farmers and fishers, and consequently eligible for and interested in programs that benefit the sector and which can increase incomes and make livelihoods more secure.

The differences in the roles of agricultural household members who are men and women are mostly related to the involvement of men in more commercial and profitable agriculture activities that require some degree of technical knowledge and/or access to modern inputs and equipment. Activities in which women have a higher involvement are those that are more compatible with women's present burden of unpaid household chores and role in feeding their families and carrying out community work. Similar patterns are found for fishing and forestry, with women always more involved in activities that are compatible with unpaid household and community responsibilities. For all subsectors, that is, crops, livestock, forestry and fishing, the Census reveals similar data; the more professional, commercial, or profitable the activity is (measured by activities providing the highest cash or non-cash value), the smaller women's participation is.

The Census contains a wealth of further detail relating to the specific activities and sub-sectors engaged in

by women and men, as well as sex-disaggregated information about differential access to the economic resources and enabling services for agriculture, fishing and forestry, which underline the need to facilitate women's access. The information collected at household level reveals a marked disparity between the access of men-headed households compared with women-headed households, to many of the economics resources and enabling services required for agriculture.

The Gender Analysis in the Census produced six main recommendations. These are: to promote professionalisation of female farmers in the agriculture sector; to increase technical education levels and technical assistance (to both women and men); to facilitate access to finance and digital services (for both women and men); to take a collaborative approach to close gender gaps in agriculture; to raise gender awareness; and to adopt gender-inclusive policies and programs.

The Census also suggested several ways to implement these recommendations, and clearly identified sub-sectors where women's access to resources and services should be improved: vegetables, fruits, root crops and floriculture; poultry, goats and pigs; freshwater fishing and fish products; and voivoi, spices and other forestry products.

The Country Gender Assessment (CGA) of Agriculture and the Rural Sector in Fiji (SPC/FAO 2019) has likewise presented a thorough assessment of the situation and status of women and men in rural Fiji. Gendered divisions of labour are clearly apparent in the agriculture sector. In crop production, women tend to complete the ongoing, time-intensive work of garden maintenance and crop harvesting, processing and marketing, while men are involved in the more physically strenuous work of land clearance, burning, maintaining large root crops, brush cutting and cane harvesting.

In fisheries, men tend to fish from boats in deeper water, using larger nets to harvest larger species, while women are more involved in shellfish, invertebrates, and fishing with handlines, close to the shore. They also undertake processing and cooking of fish for sale in small market settings. On top of this, women spend considerable time on reproductive work, taking the largest responsibility for childcare, cooking, cleaning and community work, thus facing greater time-poverty than men. Gendered roles in decision-making and having a public voice, and access to tenure of land, forests and fisheries, are unequal and are influenced by social norms.

The CGA elaborated valuable findings and recommendations on how Fiji can achieve greater gender equality in agriculture, including through government and community institutional change.

The first of its main findings was that the contributions of rural women to household and rural economies needs to be better recognised (for example through the further collection of disaggregated data, including about informal and unpaid work), and adequately reflected in policies, strategies, plans

and programs. The second finding was that gender inequalities do affect rural women's capacity to develop their potential; this mainly relates to the unequal access to resources and enabling services that are relevant to women and men's activities and contributions. The third finding was that the integration of gender inequality as an impediment to sustainable development has not been systematically mainstreamed so far in public policies, strategies, plans and programs.

The CGA highlighted that programming at the community level needs to be more equitable, practical and beneficial for women, pointing out that infrastructure that reduces women's workloads and facilitates their ability to engage in the cash economy will enhance economic opportunities and contribute to improved family welfare. Promoting communication mediums that allow women to share information on weather, prices, economic opportunities, and promoting savings and banking, can empower women to make more informed decisions for the sector. Building the gender analysis capacity of civil society actors working on climate change, disaster management and sustainable development will support engagement of women in community-based decision-making.

The two actions identified by the CGA as key to the systematic integration of a gender perspective were the establishment of an intra-governmental coordination mechanism dedicated to the gender equality and rural women's empowerment across the governmental system; and the setting up of a structure of Gender Focal Points in all agriculture-related ministries as well as other institutions.

Box 1. What do Women do in Agriculture?

Women in Fiji play indispensable productive roles throughout agricultural value chains and rural livelihoods. They work in collaboration with other household members engaged in subsistence agriculture to meet household needs and produce surpluses for sale; and, increasingly, in market-oriented agriculture.

Women assume responsibility for post-harvest management and for home-based and small, local enterprises that process agricultural products. Women work as collectors and traders, and are active in wholesale and retail markets for agricultural products at the local, regional and national markets. Women operate input supply businesses on their own or in partnership with their husbands, and provide customers with technical assistance on seeds, fertilizers and other inputs.

Women play a crucial role in the translation of the products of the agriculture sector into food and nutritional security for their households. Women are responsible for food production, selection and processing and for the care and feeding of children and are the key to food security for their households.

Women are at risk of being disproportionately affected compared to men by the effects of emerging issues and trends such as climate change, migration, mechanization and commercialization of agriculture, trade liberalization and regional integration of the economy.



STRATEGIES FOR CHANGE

Strategies for Change

The task of mainstreaming gender in agriculture-related ministries is informed by the evidence base collected by institutions who are taking a 'gender and development' approach around the world (FAO 2020, World Bank 2009).

There are some key tools and strategies that are proven to assist governments and other organizations to mainstream gender into their programs and processes, which can assist in normalising gender equality concepts and lead to the practical achievement of more equitable outcomes for women and men.

The Government of Fiji has already adopted many of these through its National Gender Policy 2014, the related Gender Transformative Institutional Capacity Development Initiative led by the Ministry of Women, Children and Poverty Alleviation, and the Gender-Based Planning and Budgeting methodology led by the Ministry of Economy. The documentation for those policies and initiatives contains detailed explanations and definitions of terminology.

The main tools and strategies to be used in this policy are shown in Figure 1.

Figure 1 Tools and strategies for change

<u>Gender-disaggregated statistics</u> , regularly collected, provide baseline evidence and demonstration of achievement of gender equality in a sector.	<u>Gender analysis</u> of the agriculture sector provides information about the different activities, access and needs of women and men participating in the industry and in development programs.
<u>Gender awareness</u> allows programs to be designed in a gender-responsive way so that the different needs of women and men are met and so that more equitable outcomes can be achieved, leaving no-one behind.	<u>Gender-inclusive programs</u> provide the opportunity for both women and men to benefit from the gains possible e.g. in food security, sustainable livelihoods, climate and disaster resilience, and commercial agriculture and fisheries.
<u>Gender focal points</u> play a leadership role in championing change towards gender equality in agriculture, through their knowledge, budget allocation and commitment.	<u>Gender-responsive planning and budgeting</u> realises gender equity by analysing and then allocating appropriate resources to genderinclusive programs and women's equity initiatives.

Vision of the Policy

The vision of the Policy for Gender in Agriculture in Fiji is:

“Addressing Gender Gap for Agriculture in Fiji”.

This means that in the future, every Fijian farmer or person working in agriculture, whether a man or a woman, should have equitable access to the resources and services that he or she needs to be productive, resilient and food and nutrition secure. In this way, the full potential of Fijian farming, fishing and forestry of Fiji can be realised.



Overall Goal of the Policy

The overall goal of the Policy for Mainstreaming Gender in Agriculture in Fiji is to institutionalise a gender mainstreaming strategy and realise better food and nutrition security, sustainable livelihoods, climate and disaster resilience and successful commercial agriculture for women and men in Fiji.

The intention of this goal is that agriculture-related ministries become fully aware and progressively integrate gender considerations into all their strategies and plans for the sector. This avoids the less effective approach of running a small number of women's equity initiatives while disregarding gender in mainstream programs and activities (World Bank 2009). In this way, all programs and activities will become gender-sensitive in their design and implementation.



Objectives of the Policy

Under the overall goal, the Policy for Mainstreaming Gender in Agriculture in Fiji has four interconnected objectives, agreed by a multi-stakeholder consultative mechanism, that will work towards achieving its vision and goal:

1. Equality of access by women and men to the economic resources required for productive and resilient agriculture and markets.
2. Equality of access by women and men to the information, technology and training needed for secure livelihoods and healthy diets.
3. Equality of representation and participation in decision-making by women and men, for informed future agriculture planning and resourcing.
4. Effective mainstreaming of gender perspectives in all programs through strengthened capacities, resources and commitment in the agriculture ministries.

These objectives specifically respond to the findings of the CGA for Agriculture and the Rural Sector in Fiji and the 2020 Fiji Agriculture Census Gender Analysis, and are based on a sound theoretical framework.

These objectives are further elaborated into 14 specific outcomes relating to equitable inclusion of women and men across a broad range of access, participation, decision-making and capacity development measures.

The 14 outcomes have been agreed during interviews, stakeholder consultations and validation meetings during 2021 as appropriate and desirable for the achievement of the objectives.

A list of key stakeholders and their roles in agriculture, rural development and gender equality is provided in **Annex 1**.

Figure 2 shows the overall framework for the Policy, including the vision, goal, objectives and outcomes.

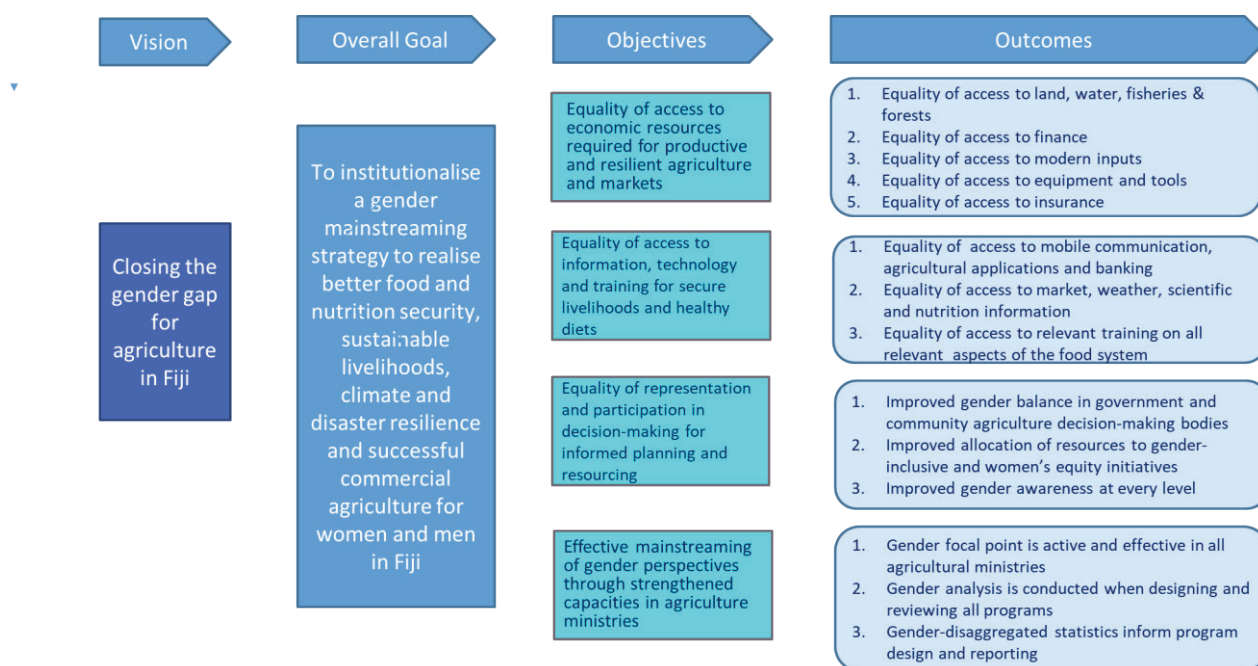


Figure 2. Framework for the Policy for Mainstreaming Gender in Agriculture in Fiji (2022-27)

Objective 1: Equality of access to economic resources required for productive and resilient agriculture and markets

This policy objective has five desired outcomes. These are the components of the gradual increase in equality of access to economic resources that is required for fully productive and resilient agriculture and markets:

1. Equality of access to land, water, fisheries & forests
2. Equality of access to finance
3. Equality of access to modern inputs
4. Equality of access to equipment and tools
5. Equality of access to insurance

The purpose of this objective is to respond to the well-known gender divide in access to economic resources. Agricultural communities around the world face a serious gender gap in productive resources (FAO 2011).

This variously relates to women typically controlling less land than men, owning fewer of the working animals and machinery or vehicles needed in farming, having less access to distant fishing grounds and forest resources, being less likely to use modern inputs such as improved seeds, fertilizers, veterinary medicines, animal and fish feeds, and mechanical tools, and using less credit and less hired labour.

These obstacles, which are inter-related, create a gap in the yields, catches and harvests achievable by women of 20 to 30 percent (FAO 2011), whereas improving access facilitates food security, climate and disaster risk reduction, and commercialisation

of marketable agricultural products, for the whole community.

In Fiji, women farmers make up only 6.2 percent of users of small machinery, women-headed households own only 9.8 percent of land, only 12.7 percent of borrowers are women, while 5.9 percent of agricultural households taking a loan are women-headed, and credit for farms larger than 3 Ha is dominated by men borrowers (Government of Fiji 2021).

Equality of access does not mean that the same resources are always required by women as by men. Rather, through the detailed gender analysis of sub-sectors, assets and time-use, the specific resources needed by women and men can be identified. Programs are then designed to facilitate this access.

Actions for achieving Objective 1 in each ministry's plan will mainly relate to dismantling the barriers to access. For example, working with the banking sector to streamline the procedures and eligibility for accessing finance and finding alternative methods of assessing credit worthiness, including those based on productivity records rather than holding titles to land. Or, re-designing commercial agriculture development programs so that women are aware of, and obtain increased access to and licensing for equipment and machinery to modernise production methods in the sub-sectors they are focused on; this may include sub-sectors which are apparently managed by men, but which have a substantial work contribution from women.



Objective 2: Equality of access to information, technology and training for secure livelihoods and healthy diets

This policy objective has three desired outcomes. These are the components of the gradual increase in equality of access to information, technology and training that is required. Access to these services not only helps secure livelihoods and healthy diets, but also contributes to productive and resilient agriculture and markets.

1. Equality of access to mobile communication, agricultural applications and banking.
2. Equality of access to market, weather, scientific and nutrition information.
3. Equality of access to relevant training on all relevant aspects of the food system.

The purpose of this objective is to respond to the documented inequalities in access to enabling services. Closing the gap on services relating to information, technology and training is one of the most efficient ways to enhance the agriculture, livestock, fisheries and forestry sectors and to help achieve results in sustainable development goals regarding poverty reduction, food security and nutrition, health and education.

Access to mobile phones is particularly important to break the digital divide and provide such things as agricultural market pricing information, weather and natural hazard warnings, online trainings, information exchange in sub-sector producer groups and associations, information about animal disease outbreaks, auctions and vaccination drives. There is a gap in access to devices to enable mobile communication, agricultural apps and banking in Fiji for both women and men. Men farmers' ownership

of mobile phones is at 63.3 percent while women farmers' ownership is at 54.5 percent. Men foresters' ownership is at 51.1 percent while women foresters' ownership is at 27.1 percent (Government of Fiji 2021). There is also a gap in ownership of bank accounts, which are a key factor in saving, investing and commercialising agriculture production and in making decisions about how income will be used. The Fiji Agriculture Census found that 53.2 percent of men farmers have a bank account, while 40 percent of women farmers have a bank account.

Extension services have traditionally not met the needs of women and men equally, whether through flaws in the training module design, or the gender and teaching methodology of extension officers, or the accessibility of extension services near to production sites used by women, at times they are available. In Fiji, there are gaps in participation in agriculture, fisheries and forestry training, for both women and men. The Fiji Agriculture Census found that just 10.3 percent of people in agriculture households declaring farming as their primary or secondary occupation attend agricultural training provided by the government, and just 6.9 percent of these are women. Among fishers, only 0.8 percent of them attend such training, and of these, only 10.7 percent are women (Government of Fiji 2021).

Actions for achieving Objective 2 in each ministry's plan will largely relate to designing and allocating resources to programs where women and men can learn about the technologies, services and techniques they can adopt, and catalysing this adoption through targeted programs that mainstream gender in their design and reporting.



Objective 3: Equality of representation and participation in decision-making by women and men for informed future agriculture planning and resourcing.

This policy objective has three desired outcomes. These are the components of the gradual increase in equality of representation and participation in decision-making by women and men for informed future agriculture planning and resourcing:

1. Improved gender balance in government and community agriculture decision-making bodies
2. Improved allocation of resources to gender-inclusive and women's equity initiatives
3. Improved gender awareness at every level

The transition towards equality of representation and participation in decision-making is a broad area of gender mainstreaming that is actively undertaken across all sectors, including agriculture, livestock, fisheries and forestry. The under-representation of any group in society means that decisions taken regarding resource use, legal frameworks and service availability are unlikely to usefully address

the needs of all groups. Equitable inclusion of women in decision-making bodies means that higher quality decisions can be expected for communities, owing to the consideration of both women and men's specific knowledge and understanding derived from their different experiences in society and in agricultural production.

Actions for each ministry under this objective include, for example, collaboration with non-government organizations and civil society to dismantle barriers to women's participation in leadership roles in communities, and the effective use of women's organizations and associations to increase discussion and awareness raising about the value of women's involvement in public discourse on agriculture, fisheries and forestry. Integration of gender awareness training into extension services and into the design of programs normally delivered to men farmers, foresters and fishers, and targets for women's participation in training delivered by government, are other key actions.



Objective 4: Effective mainstreaming of gender perspectives through strengthened capacities in agriculture ministries

This policy objective has three desired outcomes. These are the components of the gradual increase in effective mainstreaming of gender perspectives through ongoing strengthening of capacities in the ministries for agriculture, fisheries and forestry:

1. Gender focal point is active and effective in all agricultural ministries
2. Gender analysis is conducted when designing and reviewing all programs
3. Gender-disaggregated statistics inform program design and reporting

All three ministries have already embarked on this objective, firstly through their participation in the Gender Transformative Institutional Capacity Building Initiative, in which ministries have begun acquiring the capacity, systems and staffing required to mainstream gender in their broad program of work.

Secondly, through the articulation of service delivery

objectives in each of their respective strategic planning documents (Government of Fiji 2017, 2019 and 2019a), ministries have the chance to build their capacity in all of the tools of gender mainstreaming, including the use and collection of genderdisaggregated statistics, funding a gender focal point (GFP), conducting gender analysis of programs and services, training staff in gender awareness, maintaining a gender mainstreaming action group (GMAG) that coordinates with other ministries, and preparing a gender mainstreaming action plan (GMAP) attached to this policy.

The availability of the Fiji Agriculture Census (Government of Fiji 2021) means that the genderdisaggregated statistics are available to inform program design, and the monitoring framework for this policy will ensure that such data continues to be collected, from the program implementation level right up to the assessment of overall impact.



Governance Arrangements and Implementation Approach

The policy is designed to integrate well with the Fijian Government's existing initiatives, including Gender-responsive Planning and Budgeting (GRPB), led by the Ministry of the Economy, and the Gender Transformative Institutional Capacity Development Initiative, led by the National Machinery of Women (that is, the Ministry of Women, Children and Poverty Alleviation).

The policy's implementation will be guided by via ministry-specific Action Plans, which are considered the Gender Mainstreaming Action Plans (GMAPs) for those sectors. Each Action Plan should contain commitments to actions and targets and identification of budgetary resources to achieve each relevant outcome of each of the four objectives. Action Plans are to be aligned to the strategic objectives of the participating ministries. The Action Plans of each ministry will be implemented through, and included in, their regular operational plans.

To ensure good coordination, the Gender Focal Points from each of the agriculture-related ministries will

meet regularly to monitor implementation, exchange best practices and prepare coordinated advice to the leadership of the ministries. These Gender Focal Points will also ensure that the Gender Mainstreaming Action Group from their respective ministry coordinates with its counterparts.

Hence, the governance arrangements for the policy involve the Ministry of Agriculture, Ministry of Fisheries, Ministry of Forestry, Ministry of Women, Children and Poverty Alleviation and Ministry of the Economy. These will coordinate to jointly monitor the policy's progress against the three Action Plans, via a comprehensive logical framework listing the indicators to be measured for each activity, outcome and objective, across all ministries.

The governance body will comprise at least one representative from each of the three sectoral Gender Mainstreaming Action Groups, as well as representatives from the National Machinery of Women and the Ministry of the Economy. It will be chaired by the lead agency for the policy, the Ministry of Agriculture.



Monitoring and Review Arrangements

The duration of the Policy for Gender Mainstreaming in the Agriculture Sector in Fiji is five years, from 2022 to 2027. During this time, a mid-term review of the policy will be conducted after three years in 2025, and again after five years in 2027.

The comprehensive logical framework at **Annex II**, listing the indicators proposed to be measured for the vision, goal, objectives and outcomes, across all ministries, has been guided by the SDG targets and

indicators and the known surveying and statistics capacity of national institutions, particularly the evidence produced in future Fiji Agriculture Censuses (including planned mini-Censuses) as well as interim data and statistics collection efforts by the Fiji Bureau of Statistics and the statistical units in the agriculture-related ministries. Some new criteria and measurements also need to be initiated by the ministries, in order to completely evaluate the progress and eventual impact of the policy.



Allocation of Resources



Targets and costs for the priority actions of individual ministries are estimated for the five years from 2022 to 2027 in the Action Plans included in this policy which are at **Annex III**, **Annex IV** and **Annex V**.

Existing budgetary allocations available for the strengthening of the ministries' gender mainstreaming capacity under other policies, strategic and operational plans are noted, while new funds required are estimated. Formal submissions for these funds are expected to be made by the relevant ministries under the normal budget preparation cycle.

The Gender-Responsive Planning and Budgeting methodology of the Ministry of the Economy, already trialled on selected programs, is to be utilised by each agriculture-related ministry in preparing its

plans. Further, the inclusion of women in decision-making boards and committees (Policy Objective 3) and the design of projects and programs so that they equitably include women (Policy Objective 4), should gradually result in a substantially more even proportion of government resources going to benefit women and men in agriculture.

One of the most crucial signs of success when adopting a gender mainstreaming approach is that the regular process of budgeting and planning results in allocation of resources to programs and activities that benefit both men and women in a much more equitable manner. This will be measured in the multi-ministry monitoring effort for this policy through the assessment of key indicators in the logical framework (Annex II).

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Annex I: Stakeholders consulted in the formulation of the Policy

Adventist Development and Relief Agency, ADRA
Fiji Agriculture Marketing Authority, AMA
Australian High Commission in Suva
Delegation of the European Union in the Pacific
Fiji Crop and Livestock Council, FCLC
Fiji Development Bank
Food and Agriculture Organization of the United Nations, FAO
Ministry of Commerce, Trade, Tourism and Transport, MCTT
Ministry of Agriculture, MoA
Ministry of Economy, MoE
Ministry of Fisheries, MoF
Ministry of Health and Medical Services, MoHMS
Ministry of iTaukei Affairs
Ministry of Women, Children and Poverty Alleviation, MoWCPA
Ministry of Youth and Sports, MYS
Pacific Community (SPC)
UN WOMEN
Wildlife Conservation Society in the Pacific
Consumer Council of Fiji
Women Farmers Groups in Central, Western and Norther Divisions



Annex II: Logical Framework for Monitoring and Evaluation

Policy for Gender in Agriculture in Fiji	Indicators	Related SDG Targets	Baseline information source	Proposed Means of Verification	Important Risks and Assumptions
Vision: Addressing gender gap for agriculture in Fiji.	Qualitative assessment. Economic growth rate of agriculture sector.	5.1.1 <i>Whether or not legal frameworks are in place to promote, enforce and monitor equality and nondiscrimination on the basis of sex.</i>	FAO country gender assessment of agriculture and the rural sector Economic survey.	National Gender Policy review outcomes. Economic survey.	The agriculture sector is covered in the National Gender Policy review.
Goal: To institutionalise a gender mainstreaming strategy to realise better food and nutrition security, sustainable livelihoods, climate and disaster resilience and successful commercial agriculture for women and men in Fiji.	Qualitative assessment. Number of programs in agriculture-related strategic plans which have utilised gender analysis in their design.		5-year strategic plans of agriculture ministries. 5-year National Development Plan.	5-year strategic plans of agriculture ministries. 5-year National Development Plan.	The government has access to gender-disaggregated data and related gender analyses, and uses it to design programs.
Objective 1. Equality of access to economic resources required for productive and resilient agriculture and markets					

Policy for Gender in Agriculture in Fiji	Indicators	Related SDG Targets	Baseline information source	Proposed Means of Verification	Important Risks and Assumptions
1.1 Equality of access to land, water, fisheries & forests.	<p>Percentage of individual women and individual men (including jointly) who own or lease land in agricultural households, categorized by land tenure type.</p> <p>Average farm size (Ha) owned or leased by women-headed agricultural households and by men-headed agricultural households.</p> <p>Average area of common land, forest reserves and/or fishing grounds (Ha) accessible to individual women and individual men in agricultural households.</p>	<p>1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights as secure, by sex and by type of tenure.</p> <p>5.a.1(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex.</p> <p>5.a.1 (b) Share of women among owners or right bearers of agricultural land, by type of tenure.</p>	<p>2020 Fiji Agriculture Census: Gender Analysis.</p> <p>i-Taukei Land Trust Board reports.</p> <p>Ministry of Fisheries annual reports.</p> <p>Ministry of Forestry annual reports.</p>	<p>Mini Census (every 5 years).</p> <p>Integrated agriculture survey, starting 2023.</p>	<p>The Government conducts regular surveys and mini-censuses to that measure farm size and land/forest/fishing ground access area sizes.</p>
1.2 Equality of access to equipment and tools	<p>Percentage of women and men who own and/or use agricultural, fishing or forestry tools.</p> <p>Aggregate value in FJD of agricultural equipment and tools owned by individual women and to individual men in the agriculture sector.</p> <p>Aggregate value in FJD of agricultural equipment and tools owned by women-headed agricultural households and by men-headed agricultural households.</p>		<p>2020 Fiji Agriculture Census</p>	<p>Mini Census (every 5 years)</p> <p>Agriculture ministry program records / monitoring reports only for the assisted</p>	<p>Criteria for agricultural equipment and tools, and categories, are established, covering, inter alia, tractors, boats, land preparation equipment, nursery/incubation equipment, harvesters, processing equipment, storage facilities.</p>

Policy for Gender in Agriculture in Fiji	Indicators	Related SDG Targets	Baseline information source	Proposed Means of Verification	Important Risks and Assumptions
1.3 Equality of access to finance	<p>Percentage of women and men who access finance (loans or credit) for agricultural purposes.</p> <p>Aggregate value in FJD of formal loans, credit and grants disbursed to individual women and to individual men in the agriculture sector.</p> <p>Aggregate value in FJD of formal loans, credit and grants disbursed to women-headed agricultural households and to men-headed agricultural households.</p>		2020 Fiji Agriculture Census: Gender Analysis.	<p>Mini Census (every 5 years)</p> <p>Banking industry body reports.</p> <p>Agriculture ministry program records.</p> <p>Development partner program records.</p>	
1.4 Equality of access to modern inputs	<p>Percentage of women and men who access modern agricultural inputs.</p> <p>Aggregate market value in FJD of modern inputs purchased by or received by individual women and men in the agriculture sector.</p> <p>Aggregate market value in FJD of modern inputs purchased by or received by women-headed agricultural households and men-headed agricultural households.</p>		Fiji Agriculture Census	<p>Mini Census (every 5 years)</p> <p>Agriculture ministry program records.</p> <p>Development partner program records.</p>	<p>Criteria for modern inputs are established, covering, inter alia, certified seeds, standard fertilizers, irrigation supplies, livestock feed, poultry feed, veterinary medicines, artificial insemination services, fish stocks, tree nursery stock.</p>

Policy for Gender in Agriculture in Fiji	Indicators	Related SDG Targets	Baseline information source	Proposed Means of Verification	Important Risks and Assumptions
1.5 Equality of access to insurance	<p>Percentage of women and men who access agricultural insurance products.</p> <p>Aggregate value in FJD of insurance products sold or provided to individual women and men in agriculture households.</p> <p>Aggregate value in FJD of insurance products sold or provided to women-headed agricultural households and to men-headed agricultural households.</p>		2020 Fiji Agriculture Census: Gender Analysis.	<p>Mini-census (every 5 years).</p> <p>Insurance industry body reports.</p> <p>Agriculture ministry program records.</p> <p>Development partner program records.</p>	Insurance for agricultural (horticulture, crop, livestock, fishing and forestry) purposes is defined.
Objective 2. Equality of access to information, technology and training for secure livelihoods and healthy diets					
2.1 Equality of access to mobile communication, agricultural applications and banking	<p>Percentage of women and men who own mobile phones in agricultural households.</p> <p>Usage statistics of agriculture-relevant apps by women and by men, in agricultural households.</p> <p>Percentage of women and men who have bank accounts in agricultural households.</p>	5.b.1 <i>Proportion of individuals who own a mobile telephone, by sex.</i>	2020 Fiji Agriculture Census: Gender Analysis.	<p>Mini Census (every 5 years)</p> <p>Mobile telephony industry body reports.</p> <p>Banking industry body reports.</p>	
2.2 Equality of access to market, weather, scientific and nutrition information	Percentage of women and men in agricultural households who have digital access to weather information.		2020 Fiji Agriculture Census: Gender Analysis.	<p>Mini Census (every 5 years)</p> <p>Meteorological agency download data.</p> <p>Agricultural market information system download data.</p>	

Policy for Gender in Agriculture in Fiji	Indicators	Related SDG Targets	Baseline information source	Proposed Means of Verification	Important Risks and Assumptions
2.3 Equality of access to relevant training on all relevant aspects of the food system	<p>Percentage of women and men participants in agriculture, fisheries and forestry training programs.</p> <p>Percentage of women and of men trainees who are satisfied or very satisfied with agriculture, fisheries and forestry training programs.</p>		FAO/SPC Country Gender Assessment	<p>Program reports and reviews.</p> <p>Participant-filled training needs assessments.</p> <p>Participant-filled training satisfaction surveys.</p> <p>Training post-test results.</p> <p>Capacity building records.</p>	<p>Measurement is made of:</p> <p>Gender distribution of trainees in agriculture ministry programs.</p> <p>Participant satisfaction rating in agriculture ministry training programs, disaggregated by gender.</p>
Objective 3. Equality of representation and participation in decision-making by women and men, for informed future agriculture planning and resourcing.					
3.1 Improved gender balance in government and community agriculture decision-making bodies	Percentage of women in agriculture ministries and government-funded agriculture bodies, disaggregated by seniority.	<p>5.5.2 <i>Proportion of women in managerial positions.</i></p> <p>5.4.1 <i>Proportion of time spent on domestic and care work, by sex, age and location</i></p>	Costed Operational Plan of Ministry of Agriculture.	<p>Annual reports of agriculture ministries and government-funded agriculture bodies.</p> <p>Annual monitoring reports by HR.</p>	<p>Measurement is made of:</p> <p>Gender distribution of regular and casual staff in agriculture ministries and government-funded agriculture bodies, categorized by seniority level.</p>
3.2 Improved allocation of resources to gender-inclusive and women's equity initiatives	Percentage of budget allocation in agriculture ministries to programs that address women's equity or which are gender-inclusive.	1.b.1 <i>Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups.</i>	<p>Ministry of Agriculture's <i>Costed Operational Plan</i></p> <p>Ministry of Fisheries' <i>Annual Corporate Plan</i></p> <p>Ministry of Forestry's <i>Annual Operational Plan</i></p>	<p>Annual reports of agriculture related ministries.</p> <p>Ministry of Economy's assessment of GRPB for agriculture ministries.</p>	<p>Criteria for programs judged to be addressing women's equity or are gender-inclusive are established.</p> <p>Criteria for programs judged to be gender-inclusive are established.</p>
3.3 Improved gender awareness at every level	Percentage of agriculture-related ministry staff who are trained in gender awareness.		FAO/SPC Country Gender Assessment	<p>Mini Census (every 5 years)</p> <p>Surveys of agriculture ministry staff covering gender-related knowledge, attitudes and practices.</p> <p>Staff development and training reports of agriculture ministries.</p> <p>GMAG reports</p>	<p>Internal expertise in gender awareness training is acquired and maintained in agriculture-related ministries.</p> <p>External expertise in gender awareness is available to assess effectiveness.</p>
Objective 4. Effective mainstreaming of gender perspectives through strengthened capacities in agriculture ministries					

Policy for Gender in Agriculture in Fiji	Indicators	Related SDG Targets	Baseline information source	Proposed Means of Verification	Important Risks and Assumptions
4.1 Gender focal point is active and effective in all agricultural ministries	<p>Number of agriculture-related ministries that have a GFP.</p> <p>Expenditure in FJD on the position of GFP in each agriculture ministry, and on activities managed by that position.</p>		Costed Operational Plan of Ministry of Agriculture.	<p>Ministry of Finance records of annual expenditure by agriculture ministries.</p> <p>Annual reports of agriculture ministries.</p> <p>Financial statements of agriculture ministries.</p> <p>GMAG reports</p>	GFP terms of reference supplied by National Machinery of Women
4.2 Gender analysis is conducted when designing and reviewing all programs	Value in FJD of specific programs of agriculture ministries that include gender analysis of sufficient quality, both in formulation and in measurement of outcomes.		FAO/SPC Country Gender Assessment	<p>Program design documents.</p> <p>Program reports and reviews.</p> <p>GMAG reports</p>	<p>Internal expertise in gender analysis is acquired and maintained in agriculture-related ministries.</p> <p>External expertise in gender analysis is available to assess effectiveness.</p>
4.3 Gender-disaggregated statistics inform program design and reporting	Percentage of programs in agriculture ministries that include gender-disaggregated statistics in both their design and reporting documents.		2020 Fiji Agriculture Census	<p>Annual reports of agriculture ministries.</p> <p>GMAG reports</p>	Production of further Fiji Agriculture Censuses that include gender analysis reports.

Annex III Plan of Action for Gender Mainstreaming in the Ministry of Agriculture

Objective	Outcome	Actions in MoA	Targets
1. Equality of access to economic resources required for productive and resilient agriculture and markets	1.1 Equality of access to land, water, fisheries & forests	Work with land registration authorities to review means by which women-headed households and women in men-headed households to be clearly identified on documentation Pilot container, vertical and hydroponic farming systems with a small group of SMEs	1 gender assessment report on land registration and titling in Fiji
	1.2 Equality of access to equipment and tools	Provide training and licensing/registration program to women and men farmers for equipment and tools useful for horticulture, crops and livestock SMEs, for example, solar driers, or motorbike riding.	15% of users of agricultural machines, small or large, are women.
	1.3 Equality of access to finance	Work with Fiji Development Bank to review eligibility criteria for agricultural finance. Utilise gender analysis in developing tailor made incentives and financial packages for smallholder farmers (SP2)	10 registered horticulture or livestock-related SMEs owned by women secure finance to grow.
	1.4 Equality of access to modern inputs	Ensure women and men engaged in horticulture, crop and livestock enterprises have access to quality input supplies, through standard setting and supply chain improvement	15% of women crop and livestock product producers are using quality input supplies
	1.5 Equality of access to insurance	Work with insurance providers to review product price and features useful to women and men, for disaster and business purposes	50% of horticulture or livestock SMEs owned by women use insurance products
2. Equality of access to information, technology and training for secure livelihoods and healthy diets	2.1 Equality of access to mobile communication, agricultural applications and banking	Work with telephony companies to review mobile phone product price and features useful to women and men Work with banks to review banking product features useful to women and men.	60% of women in households undertaking agricultural tasks own a mobile phone. 55% of women in households undertaking agricultural tasks own a bank account.
	2.2 Equality of access to market, weather, scientific and nutrition information	Utilise gender analysis in strengthening the role of the Agriculture Marketing Authority in supporting the marketing of agro-produce for small holder farms. (SP2)	10% of women horticulture producers are aware of methods to improve marketability of their products.
	2.3 Equality of access to relevant training on all relevant aspects of the food system	Ensure women-headed households are assisted in crop and livestock training (SP2) Ensure women subsistence farmers are among those elevated to commercial farming (SP2)	10% of women in agricultural households access crop, horticulture or livestock training from MoA.

Objective	Outcome	Actions in MoA	Targets
3. Equality of representation and participation in decision-making by women and men, for informed future agriculture planning and re-sourcing.	3.1 Improved gender balance in government and community agriculture decision-making bodies	Provide gender-disaggregated staffing figures by seniority level in costed operation plan. Provide leadership and committee skills training to women community leaders involved in horticulture, crops and livestock.	Proportion of women staff reaches 40% in divisions of crop extension, animal health & production, agricultural research. Proportion of men staff reaches 40% in divisions of HR development, finance and economic planning & statistics.
	3.2 Improved allocation of resources to gender-inclusive and women's equity initiatives	Work with development partners and government to enable organic, geographic indication or other product differentiation schemes for women and men managing land sustainably.	15% of women farmers have access to organic, geographic indication or other product-differentiation certification schemes.
	3.3 Improved gender awareness at every level	Provide gender awareness training for Agriculture Marketing Authority personnel. Conduct gender awareness training for all staff including refresher sessions	100% of ministry staff have received gender awareness training.
4. Effective mainstreaming of gender perspectives through strengthened capacities in agriculture ministries	4.1 Gender focal point is active and effective in all agricultural ministries	Provide ongoing resources (salary and operational costs) for GFP in the Ministry of Agriculture.	GFP is funded for three years in succession.
	4.2 Gender analysis is conducted when designing and reviewing all programs	Provide gender analysis training to 25 staff in the ministry	At least 25% of agriculture programs are incorporating qualitative gender analysis to improve their design and evaluation
	4.3 Gender-disaggregated statistics inform program design and reporting	Provide training to 50 staff in the ministry on collecting and using gender disaggregated statistics	At least 50% of agriculture programs are utilising gender-disaggregated statistics in design or reporting or both.



Annex IV. Proposed Plan of Action for Gender Mainstreaming in the Ministry of Fisheries

Objective	Outcome	Actions in MoFisheries	Targets
1. Equality of access to economic resources required for productive and resilient agriculture and markets	1.1 Equality of access to land, water, fisheries & forests	Conduct gender analysis of access to fisheries resources and review legal- and environmental frameworks with a gender lens.	1 gender assessment of access to fishing grounds, and quality and sustainability of fisheries utilised by women and men.
	1.2 Equality of access to equipment and tools	Provide a program for women engaged in fishing (e.g. inland) to have access to more efficient fishing gear and licensing Provide a program for men engaged in fishing (e.g. offshore) to have more efficient equipment and licensing	10% of women fishers are licenced and trained on fishing gear technology
	1.3 Equality of access to finance	Work with Fiji Development Bank to review eligibility criteria for fishing business finance	10 registered fisheries/aquaculture-related SMEs owned by women secure finance to grow.
	1.4 Equality of access to modern inputs	Ensure women and men engaged in aquaculture and fish value adding businesses have access to quality input supplies, through standard setting and supply chain improvement	15% of women aquaculture/fish product producers are using quality input supplies
	1.5 Equality of access to insurance	Work with insurance providers to review product price and features useful to women and men, for disaster and business purposes	50% of aquaculture/fish product SMEs owned by women use insurance products
2. Equality of access to information, technology and training for secure livelihoods and healthy diets	2.1 Equality of access to mobile communication, agricultural applications and banking	Work with telephony companies to review product price and features useful to women and men Work with banks to review banking product features useful to women and men.	60% of women in households undertaking fishing tasks own a mobile phone. 55% of women in households undertaking fishing tasks own a bank account.
	2.2 Equality of access to market, weather, scientific and nutrition information	Work with Ministry of Health to disseminate nutrition guidelines, food safety and marketing tools to women and men subsistence fishers, using digital technology	25% of women fishers are aware of the value of their product, and are marketing it
	2.3 Equality of access to relevant training on all relevant aspects of the food system	Ensure women fishers are part of training programs on postharvest handling and value addition.	10 trainings are held on fishing post-harvest handling and value addition, specifically designed for women.

Objective	Outcome	Actions in MoFisheries	Targets
3. Equality of representation and participation in decision-making by women and men, for informed future agriculture planning and resourcing.	3.1 Improved gender balance in government and community agriculture decision-making bodies	Provide gender-disaggregated staffing figures by seniority level in annual corporate plan. Provide leadership and committee skills training to women community leaders involved in fishing.	Proportion of women staff reaches 40% across all offshore, inshore, aquaculture, research divisions. 20 women on boards and committees concerning fisheries and aquaculture.
	3.2 Improved allocation of resources to gender-inclusive and women's equity initiatives	Work with development partners and financial institutions to enable 'blue economy' investments that are accessible to women and men managing fisheries sustainably.	15% of women fishers have access to 'blue economy' investment vehicles.
	3.3 Improved gender awareness at every level	Maintain ministry's centralised database on women in fisheries Conduct gender awareness training for all staff including refresher sessions	100% of ministry staff have received gender awareness training
4. Effective main-streaming of gender perspectives through strengthened capacities in agriculture ministries	4.1 Gender focal point is active and effective in all agricultural ministries	Provide ongoing resources (salary and operational costs) for GFP in the Ministry of Fisheries.	GFP is funded for three years in succession.
	4.2 Gender analysis is conducted when designing and reviewing all programs	Provide gender analysis training to 25 staff in the ministry	At least 25% of fisheries/aquaculture programs are incorporating qualitative gender analysis to improve their design and evaluation
	4.3 Gender-disaggregated statistics inform program design and reporting	Provide training to 50 staff in the ministry on collecting and using gender-disaggregated statistics	At least 50% of fisheries/aquaculture programs are utilising gender-disaggregated statistics in design or reporting or both.



Annex V: Proposed Plan of Action for Gender Mainstreaming in the Ministry of Forestry

Objective	Outcome	Actions in MoForestry	Targets
1. Equality of access to economic resources required for productive and resilient agriculture and markets	1.1 Equality of access to land, water, fisheries & forests	Conduct gender analysis of access to forest resources and review legal frameworks with a gender lens.	1 gender assessment of access to forest resources in Fiji.
	1.2 Equality of access to equipment and tools	Provide a program for women and men engaged in subsistence forest product harvesting to have access to more efficient tools.	15% of users of forest product harvesting and processing tools and machines, small or large, are women.
	1.3 Equality of access to finance	Work with Fiji Development Bank to review eligibility criteria for forestry business finance.	10 registered SMEs owned by women concerning forest products secure finance to grow.
	1.4 Equality of access to modern inputs	Ensure women and men engaged in forest work have access to quality nursery stock and seeds	15% of women forest workers that produce trees for transplanting are using quality nursery stock and seeds
	1.5 Equality of access to insurance	Work with insurance providers to review product price and features useful to women and men, for disaster and business purposes	50% of SMEs owned by women use insurance products
2. Equality of access to information, technology and training for secure livelihoods and healthy diets	2.1 Equality of access to mobile communication, agricultural applications and banking	Work with telephony companies to review product price and features useful to women and men Work with banks to review banking product features useful to women and men.	60% of women in households undertaking forestry tasks own a mobile phone. 55% of women in households undertaking forestry tasks own a bank account.
	2.2 Equality of access to market, weather, scientific and nutrition information	Ensure women and men have access to silviculture training programs including seed saving and processing.	10% of women foresters are using improved techniques to collect and conserve seeds of forest species
	2.3 Equality of access to relevant training on all relevant aspects of the food system	Ensure women subsistence farmers have access to training on value addition of forest products Ensure women foresters have access to training on improved techniques for rehabilitation and edible indigenous species revival	10 trainings are held on forest product value addition, specifically designed for women. 10% of women engaged in forestry tasks are aware of practical rehabilitation methods for indigenous species.

Objective	Outcome	Actions in MoForestry	Targets
3. Equality of representation and participation in decision-making by women and men, for informed future agriculture planning and re-sourcing.	3.1 Improved gender balance in government and community decision-making bodies	Provide gender-disaggregated staffing figures by seniority level in annual operational plan. Provide leadership and committee skills training to women community leaders involved in forests and forest products.	Proportion of women staff maintained at 40% or more across research, timber, training, forest resource assessment, forest parks, forest harvest, afforestation and corporate services divisions. 20 women on boards and committees concerning forests and forest products.
	3.2 Improved allocation of resources to gender-inclusive and women's equity initiatives	Work with banks and financial institutions to enable financial strategies and mechanisms that are accessible to women and men managing forests sustainably, such as carbon offset payments.	15% of women foresters have access to sustainability finance mechanisms designed for forests.
	3.3 Improved gender awareness at every level	Conduct gender awareness training for all staff, including refresher sessions	100% of ministry staff have received gender awareness training
4. Effective mainstreaming of gender perspectives through strengthened capacities in agriculture ministries	4.1 GFP is active and effective in all agricultural ministries	Provide ongoing resources (salary and operational costs) for GFP in the Ministry of Forestry.	GFP is funded for three years in succession.
	4.2 Gender analysis is conducted when designing and reviewing all programs	Provide gender analysis training to 25 staff in the ministry	At least 25% of forestry programs are incorporating qualitative gender analysis to improve their design and evaluation
	4.3 Gender-disaggregated statistics inform program design and reporting	Provide training to 50 staff in the ministry on collecting and using gender disaggregated statistics	At least 50% of forestry programs are utilising gender-disaggregated statistics in design or reporting or both.





(+679) 338 4233



Ministry of Agriculture Fiji



Fiji Agriculture



agrihelp@govnet.gov.fj



www.agriculture.gov.fj