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# GENDER MAINSTREAMING IN IPM

*A participatory approach in institutionalizing and integrating gender equality in IPM networks  
and project policies in Indonesia.*

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## **1. Introduction.**

Indonesian farmers, especially women, in the last four decades, have been discriminated by the Indonesian government policies on agricultural development. Since the Green Revolution era, as well as the post green revolution era of Free Trade agriculture liberalization policies, they have been subordinated, marginalized, and displaced from the paddy field by those policies. Although The UN convention on Elimination all forms of discriminations against women has been ratified by the Indonesian government in the 80s and many other UN conventions on women related issues have been adopted, unfortunately they are not automatically prevent the discrimination against women to take place. The recent emergence of the awareness of women equal rights as one of the impact of The Beijing Women Conference 1995, however, does not stop the violation against women rights.

But recently, we are witnessing a phenomenon of emerging of new consciousness to eliminate all forms of discriminations by the farmers themselves in the IPM community networks. The idea of elimination of all forms of discrimination against women in the farmer's community actually has nothing to do with those UN women conventions. The idea of protecting women among the farmers community, actually has been part of old tradition and belief of the farmers, that women dignity traditionally must be protected. However the new awareness of eliminating all forms of discriminations against women was part of a farmers' movement of institutionalising gender in the IPM network, which has a mission that women farmers should be prevented from all forms of social, political, economic as well as cultural dehumanisation.

In this paper, I try to explore and describe the experience and experiment of IPM farmers' networks on how they conducted "Gender mainstreaming" or how they have established institutionalisation of gender equality, and strategize and sustained by farmers

themselves. This paper basically is developed base on the experiment of farmers in doing participatory gender mainstreaming in the Indonesian IPM farmers networks.

### ***Gender in the Farmers community***

All forms of gender based discriminations that take place in the farmers community, actually is a phenomenon that is not easily recognized by farmers themselves. Gender base discrimination is a form of discrimination that structurally and culturally operates in agriculture development programs as well as in the community, which are not easily to be recognized because they have been accepted by farmers men and women and therefore is believed as natural. However, gender discrimination that takes place in the farmers community, took place due to unequal gender relation between male farmers and female farmers basically is socially constructed. In other words, Gender based discrimination is very difficult to understand, because it has already socialized for long time. Gender relations among farmers basically are socially determined relations that differentiate male and female farmers situations. Although Farmers (male and female) are born biologically female or male, but have acquired gender identity. Gender relation between male and female and gender dimension of the social relations are structuring and influencing the relation between male and female in agriculture, such as gender division of labour and division of access to and control over agriculture sources including agriculture development programs between male and female.

Unintentionally, many development programs have been impacted to male farmers then to female farmers. Therefore, many agriculture programs have been in favour of male farmers as a gender, and against women farmers as a gender in the farmer's community including within the IPM farmers network. For example during the Green Revolution programs in Indonesia, millions of women were displaced from the paddy field and agriculture systematically by the program that leads to marginalization of millions of women farmers. Learning from the past agriculture development policies as well as the IPM programs, especially on how the IPM program have contributed to the marginalization and displacement of women farmers from agriculture and other negative impact to women, IPM program staff have expressed their concern that the program needs a special program of integrating gender into IPM. Based on the concern, the IPM Indonesia program management initiated a special program of integrating gender in the IPM. This program actually is not a new program in the IPM. From the very beginning of FFS, the IPM program actually have tried to integrate gender perspective by conducted several workshops on gender, especially for the national program staffs and experts. The result and the follow up implementation of those workshops, however, could not be implemented in to the IPM network. Unfortunately, after several approaches introduced in the program to integrate gender in the IPM have not resulted effective change. The mid term evaluation conducted by the evaluator reveals that IPM needs professional help to integrate gender in the IPM.

Based on the suggestion, finally IPM took an initiative to develop an alternative model of integrating gender in the IPM program, namely by adopting a participatory model of gender mainstreaming. This is an approach that place farmers, women and men at the center of the process of integrating gender into the program. It is a model where farmers themselves become the main actors in the process of transforming the IPM into a gender equal organization. It is a process of transforming IPM community becomes a just and fair society. This approach is taken to respond the marginalization of women in agricultural policy that has taken places for years. Even in development terminology, 'farmer' means man. Those who are involved in and invited to any training activities have been men. This is true that in the IPM program for 15 years, the majority of the participants and facilitators were men.

## ***2. The main aim of gender mainstreaming in the IPM***

The aim of gender mainstreaming in the IPM networks and policy, basically is a process to ensure that women and men benefit equally and that inequality and all forms discrimination such as marginalization, subordination, burden and violence against women farmers are not perpetuated and stopped within the IPM networks in Indonesia. These aims are achieved by establishing Gender strategy activities in the IPM farmers' networks. The objectives of the activities include:

1. Conducting a recruitment of the core team facilitators for Institutionalisation of gender in the IPM network;
2. Creating Special Gender Training for farmers, covering several topics, i.e. Establishing a Gender training curriculum for farmers; gender injustice in rural areas, social and political factors that influencing the situation, development tools to assess gender problems in rural areas, and follow up plan of action;
3. Establishing participatory Gender Assessment Tools concerning gender problems in rural areas carried out by IPM farmers. The participatory Assessment Tools that were conducted through participatory Research and FGD, and simultaneous problem solving;
4. Doing Gender Workshops to establish a training curriculum including gender issues; raising gender critical consciousness in rural areas, especially within the IPM farmers network.
5. Workshop evaluation, i.e. a discussion activity to identify weaknesses and strengths of action results in the rural areas. At the end of the workshop, some further discussions regarding the development of gender strategy in IPPHTI organization in the future were held in the field.

The whole idea of the program basically was assisting IPM farmers' networks in developing Gender critical consciousness and establishing strategies to institutionalising

gender in to their networks and programs, in other words doing participatory gender mainstreaming in the IPM network.

### ***3. Gender and Gender Mainstreaming***

Gender as culturally specific sets of characteristic that are attributed to women and men in Farmers' society is deeply rooted and perpetuated through tradition, religious belief as well as development policies including the IPM programs. Gender as a social and cultural construction relationship between women and men has been contributing genders inequality and all forms of discriminations against women in farmer's society. Therefore gender-based discrimination should be eliminated to establish gender equality in the community.

***Gender equality*** in the IPM networks is a situation where women and men farmers enjoy the equal status and conditions realizing their full human rights as farmers to contribute to the farmers' political, economic, social and cultural transformation through IPM policies and networks. ***Gender equality*** in the IPM networks therefore focuses on the equal valuing by farmers society as well as the IPM networks and all level of IPM policies, both similarities and differences between women farmers and men and the elimination of all forms discrimination such as subordination, marginalization and burden against women caused by IPM policies and activities. The gender equality and discrimination include violence against women and negative stereotypes against women farmers in the IPM networks and policies.

### ***4. Gender mainstreaming in the IPM***

Gender Mainstreaming in the IPM basically is a strategy chosen for achieving gender equality in the IPM through farmers IPM networks and organization as well as IPM project policies in Indonesia. It is an approach to policy development that makes farmers concern, both men as well as women farmers and experiences an integral part of the design, implementation, monitoring and evaluation of IPM policies and programs in all farmers political, economic and societal spheres in Indonesia.

One of the reason why took it seriously the program is that, there has been criticism and strong concern on the need that "gender equality" to be incorporated into policy making process and become integral parts of the design, implementation and monitoring-evaluation within IPM farmers networks as well as within the IPM support programs. Therefore, both Indonesia IPM farmers networks and IPM support program requires gender responsive policies in all levels.

Besides, there are enabling conditions to integrate gender into the IPM policies and networks that have been taken place. There have been political will and leadership of the program to integrate gender perspective in the program.

### ***The pre-requisite condition for gender mainstreaming in the IPM***

The pre-condition for the gender mainstreaming in IPM networks to take place is that every farmer man and woman as well as all people involved in the IPM networks agree that gender equality and discrimination should be eliminated. Therefore all individuals in the IPM networks should aware about the basic concept of gender discrimination and gender equality and why and how gender discrimination takes place in the IPM networks. However, there are pre requisite conditions for “participatory” gender mainstreaming to take place in the IPM.

First of all, there has been policy framework support and commitment from the program staff to integrate gender into the program as well as the farmers network. There have been strong efforts to integrate gender into IPM structure and mechanism. For example, recently the FAO has provided sufficient resources to make it possible for the gender mainstreaming to take place in the IPM networks.

Secondly, there has been support and enthusiasm among the farmers themselves to conduct Gender training, gender data collection and to build gender information system through participatory approach. The result has been the strong establishment of the farmers’ gender knowledge development and gender analysis.

### ***5. Conducting Participatory approach on Gender Mainstreaming***

Participatory Approach of integrating gender in the IPM, basically is a process that places farmers both men and women at the centre and as the main subjects and actors of gender mainstreaming process. Participatory approach of capacity building of farmers in the IPM network is a long-term, and process-oriented activity. It is also experiential undertaking that requires enabling the farmers’ capacity to identify and develop indicators of gender inequality and discrimination in the agriculture as well as in the IPM program and use the indicator to diagnose their program. As an enabling approach, the participatory approach of gender mainstreaming is important not only to IPM-FAO project, but also to other groups whom pioneering the field of gender and farmers. The outcome of the project is, the IPM farmers’ networks have increased capacity to integrate gender in their group and network policy, planning and monitoring, and for the IPM project staff have increased awareness and clarity about their roles in integrating gender in the IPM policies, planning and monitoring.

Based on those experiences we are able to construct the several steps identified as the steps gender mainstreaming that take place in the IPM networks in Indonesia. There are mainly 5 Steps in Participatory gender mainstreaming:

The first step is, Building Participatory Research gender team. They managed to Establish National farmers Gender core facilitators and participatory researchers team. This team becomes the IPM facilitators in conducting gender mainstreaming. They are doing gender training to enable IPM farmers at grass root level to conduct gender participatory research.

The second Step is, gender data collection. The farmer gender facilitator team did gender Participatory training at grassroots level, and established Gender equality indicators and used the agreed indicator to collect data on gender issues, gender equalities and gap in their farmers groups. They also identified gender issues in the farmers' household and farmers' community. The data on gender inequality among the farmers in the IPM network were identified and grouped into 5 category of; Access; Participation, control, Benefit, Burden and Level of violence.

The third Step, is doing Gender Analysis. The farmer gender facilitator enabled farmers to analyse the identified data in each farmers group. Finally, farmers themselves understood the level of marginalization, subordination, burden and violence against women.

The fourth Step is, Action to take. The team established the general objective of gender mainstreaming in the IPM project and farmers networks. The team also implemented activities to reduce and eliminate gaps between women and men.

The fifth Step is, conducting Monitoring and Evaluation. The evaluation basically is a feed backing process on answering the questions on what will increase women access to, control over, and benefit from the resources of IPM program as well as their activities and expand women participation in the IPM farmer's organizations, programs and process.

## ***6. Integrating and Institutionalizing gender in a program; Lessons learnt from IPM***

We can learn how farmers doing participatory research and in integrating gender in development or program by taking lesson learned from the farmers IPM networks' experience as the follows:

1. First of all, we learned that integrating gender into development program cannot be induced from outside. The Gender mainstreaming in FFS shows that putting farmers, especially women as the primary actors in the mainstreaming program is essential.
2. Second lesson learned is that integrating gender into a program requires process led by both men and women farmers themselves.

3. We learned that Gender Mainstreaming needs political will and leadership of the program to integrate gender perspective in the program. A strong effort to integrate gender into IPM structure and mechanism is needed. Therefore Gender mainstreaming requires policy framework to integrate gender into the program as well as the farmers network. Systematic approach is still needed.

4. Forth lesson learned is that gender mainstreaming actually is a combination process of education, research and action. Therefore capacity building is essential. There has been capacity building support for the farmers to conduct Gender Data collection and information system through participatory approach. The capacity building process included enabling farmers to establish their vision, mission and strategies and organizational structure in the context of farmers gender relations and transformation.

5. We learned that building farmers gender mainstreaming program activities should be based on Farmers value and traditions. We need to establish space to build critical understanding on farmers' women rights as human rights, build farmers capacity in identifying gender related problems in the farmers community.

6. Therefore we need to build enabling environment by placing farmers male and females as gender educators and involve both of them to build and reproduce their gender education system.

7. Finally we need to build farmers women crisis center managed by farmers themselves.

## ***7. Conclusion***

The process of integrating gender in the IPM networks and program in Indonesia, or institutionalising gender in to the IPM can be done effectively if it is done through participatory approach, by putting the farmers themselves, male and female as the center and the subject of the process. The process start by forming integrated farmer groups, as the core group in the process, holding workshops to deepen the materials, and insisting that it becomes a political will of IPM networks. These factors are related to each other; when one of them doesn't work, the others cannot, but if all work well, without the existence of the other party, it is still working well. From the three things above, the most important thing to do is to bring it to be the main agenda of IPM.

The development of core groups pioneering the process of gender mainstreaming in the IPM networks is considered as crucial in the process. To start with, we should select farmer communities carefully, to have Gender Field School experiments. For the time being there have been 8 GFS groups have just been started. The time needs to be planned as well.

After GFS is conducted The Farmers Family Crisis center (Tim Pembimbing Keluarga Petani TPKP) is established. The centre is located in the IPM farmers' community and

neighbourhood. With the existence of the centre, divorce rates hopefully can be lower, domestic violence and other form of discrimination against women can be minimized. At present, 8 posts can be formed. GFS should be separated from FFS. In the region where there is FFS; the curriculum can be integrated with GFS.