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# Reducing Gender Wage Discrimination in Agriculture

CARE's Pathways to Secure and Resilient livelihoods program is delivering food and nutrition security for women smallholding farmers and agriculture wage earners in North West and South West Bangladesh through promoting climate smart and sustainable agriculture practices, as well as engaging the local government in gender inclusive programming. The program's vision is to help families achieve secure and resilient livelihoods and sustainable futures for their households and communities. Women's leadership and their productive and profitable engagement in agriculture is at the core of this gender transformative agricultural program.



The project reached 5,573 farmers (99% women), of which 2,205 are women wage earners. An additional 14,649 agriculture wage earners are impacted by the program in two target districts and three sub districts. This three fold impact was possible because of the engagement of all agriculture wage earners in targeted Unions to build their solidarity and strengthening their negotiation and bargaining power with the local authorities.

## Additional earning opportunity for women

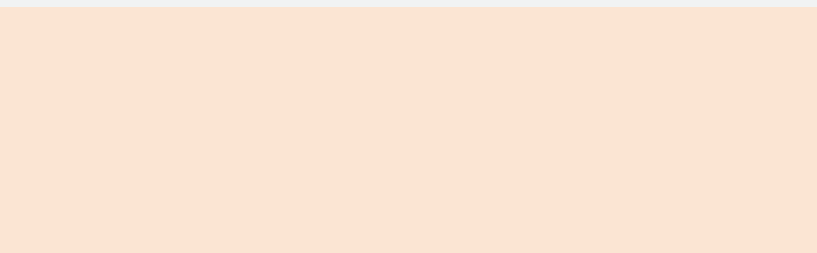
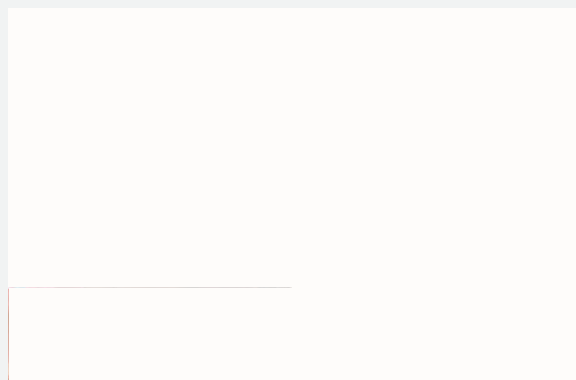
### Key impacts on wage and assets:

- 1,641 women agriculture wage earners added an additional \$ 862 per day to their income (\$ 0.52 per women per day).
- Women's wages have gone from \$0.26 to \$0.64 per day and increased 34% higher compared to men's wage rate.
- Significant reduction in high value asset loss for participating households during disasters.
- Legitimate access to 400 acres of communal and arable land for 1,483 farmers.
- A 25 percent increase in women's household influence over the adoption of agriculture technologies
- Union Parishad Chairman, Member and District Deputy Commissioners have been key agents and played proactive role in declaring the wage increase.



### Women's engagement in agriculture statistics from the project remain significant as follows:





### Wage group members and leaders build skills

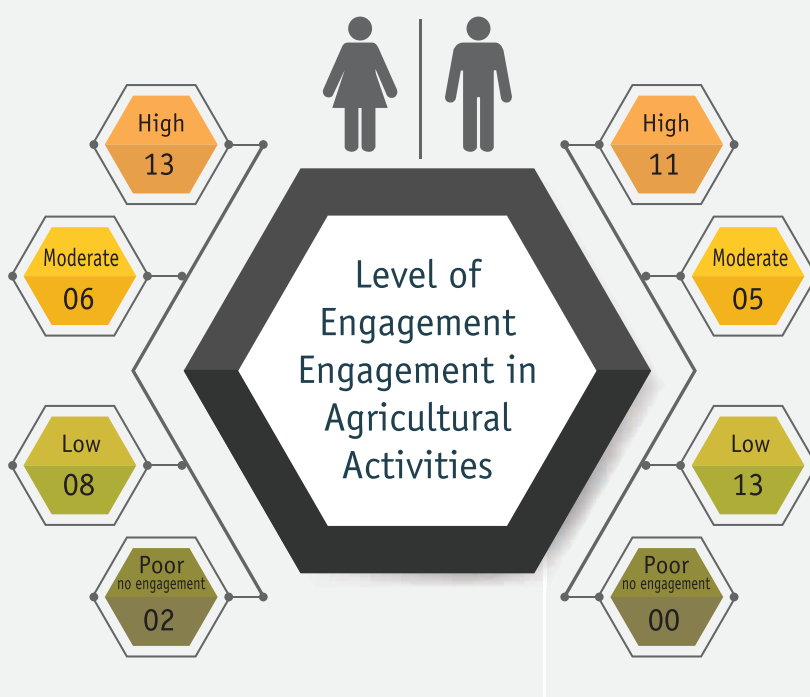
78 wage groups and 156 wage leaders have been trained on leadership and negotiation skills, organizational capacity building, facilitation, and financial literacy.

### Local government and landlords actively participated

Local administration from targeted unions, 360 land lords, 550 local elite, and government and non-government representatives participated in the wage analysis and mass gathering event which declared wage increase for women agricultural laborers. All 360 land lords publicly expressed their commitment to increasing women's wages.

### Communities improved their understanding of gender roles

Based on the labor analysis, out of a total of 29 different activities that agricultural households perform during a major season, women are highly engaged in 13 of these activities, while men are only highly engaged in 11. Nevertheless, men received higher wage (BDT 99 more), even when the activities had higher engagement of women. The illustration below shows the level of engagement of women and men in agricultural activities:



## Engaging men and other community elites

Facilitating dialogue with men and boys, local elites, religious leaders and other influential community members using CARE's gender and empowerment models has helped 1,523 male counterparts to be engaged in gender awareness sessions, as well as 915 local elites, landlords, government representatives, and community and religious leaders in the wage mobilization process. As a result during the latest crop cycles, women wage earners succeeded in gaining a wage raise.

# PATHWAYS to Empowerment

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and social justice, where poverty  
has been overcome and  
people live in dignity and security

