



RURAL EMPLOYMENT

GUIDANCE MATERIAL #1

Guidance on how to address rural employment and decent work concerns in FAO country activities



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This guidance document will:

- Introduce the concepts of rural employment and decent work (RE&DW)
- Acknowledge the centrality of RE&DW for the achievement of the Millennium Development Goals (MDGs)
- Affirm FAO's comparative advantages in dealing with RE&DW and identify the main areas of intervention
- Provide a summary of the results of FAO's "Self-Assessment on Employment and Decent Work"
- Suggest examples of concrete actions that FAO country offices could consider to promote RE&DW within their existing work programmes
- Encourage the creation of links with International Labour Organization (ILO) field offices and facilitate partnerships and the identification of synergies.

This guidance document is also available online at:

http://www.fao-ilo.org/fileadmin/user_upload/fao_ilo/pdf/GuidanceRE.pdf

This document has been designed as a living document, so it will be periodically updated to reflect feedback, lessons learned and practical experience gained at country level.

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Introduction

Since the adoption by the World Summit for Social Development in 1995 of the goal to establish a people-centred framework for social development, there has been an increasing recognition at the international policy level of the importance of employment promotion for sustainable development. The Decent Work Agenda developed by the International Labour Organization (ILO) in 1999 and subsequently adopted by the United Nations (UN) System has better refined this goal – underscoring that both the *quantity* and the *quality* of employment are essential for human well-being.

In 2005, the inclusion of the decent and full productive work target² 1.B in Millennium Development Goal (MDG) 1 – “Eradicate extreme poverty and hunger” – acknowledged explicitly the centrality of employment promotion for the achievement of food security and poverty reduction.



Millennium Development Goal 1 Target (1B)

“Achieve full and productive employment and decent work for all, including women and young people”

Employment Indicators:

- 1.4 Growth rate of GDP (gross domestic product) per person employed (labour productivity)
- 1.5 Employment-to-population ratio
- 1.6 Proportion of employed people living below (US) \$1 (PPP) per day (working poor)
- 1.7 Proportion of own-account and contributing family workers in total employment (vulnerable employment rate)

Given its main mandate to defeat hunger, achieve food security and reduce poverty, FAO has a significant responsibility within this framework. Fully addressing the employment dimensions of its mandate is therefore vital for achieving FAO’s global goals.

While the ILO leads the Global Employment and Decent Work Agenda, FAO has a crucial complementary role in promoting rural employment and decent work (RE&DW) in rural areas, specifically with respect to informal employment in agriculture³, in agro-processing and in rural marketing enterprises and industries.

The ILO and FAO share a long history of fruitful collaboration dating back to 1947, when the two organizations signed a Cooperation Agreement. This commitment was then renewed through a Memorandum of Understanding signed in 2004 where the promotion of sustainable agriculture and rural development was outlined as a key priority for reducing hunger and poverty, with a particular emphasis on improving rural livelihoods, decent work and creating employment.

This guidance document will assist FAO Representatives, staff and consultants involved in country-level programmes, projects and activities to better reflect RE&DW concerns in their work. The document is based on the responses of FAO divisions and decentralized offices to the “Self-Assessment on Employment and Decent Work” conducted in 2008.⁴ The self-assessment allowed for the identification of the Organization’s main strengths and areas of expertise related to the employment dimensions of its work, as well as the identification of weaknesses and needs for further mainstreaming and capacity development.

² For further information on the Employment indicators in the MDGs, please refer to [ILO Guide to the New Millennium Development Goals Employment Indicators](#).

³ We adopt here a definition of agriculture that includes cultivation of crops and animal husbandry as well as forestry, fisheries, and the development of land and water resources (FAOTERM).

⁴ The self-assessment methodology is part of the [CEB Toolkit for Mainstreaming Employment and Decent Work](#), intended to assist international agencies in understanding the potential contribution of an employment and decent work lens to their policies, strategies, programmes and activities.



1. Rural employment and decent work

1.1. Rural employment

Agriculture has a central role in the rural economy of most developing countries, which means that rural employment entails mainly agricultural work – including both on-farm self-employment and wage employment. In addition, the non-farm economy (which is becoming an important source of employment growth in rural areas), depends heavily upon agricultural production (e.g. agro-industry, trade in inputs and products, machinery and transportation services, professional services, etc.).

Any approach to rural employment promotion needs to prioritize agriculture and also the rural-to-urban continuum within which employment occurs. It must also recognize that many workers and households obtain revenues from both rural and urban areas, from farm and non-farm activities, in the formal as well as in the informal economy.

Despite this heterogeneity, some features of rural employment are common across sectors. For instance, most rural workers are self-employed, whether on their own small-scale farms (or family farms⁵) or in micro and small enterprises engaged in rural non-farm activities.

However, the number of workers engaged in paid employment in rural areas is increasing constantly; they are becoming a large group. Many are casual workers within the smallholder sector, and they are often overlooked by policy makers and conventional employment statistics. Given the growing demand for higher-value foods, commercial farming is also becoming more important, and it can be expected that more labour will be needed in modern agro-industries and in the distribution and retail segments of food markets. Agricultural workers in paid employment already account for over 40 percent of the total agricultural labour force (ILO, FAO, IUF, 2007).

Several country studies from the FAO Rural Income Generating Activities (RIGA) project⁶ show that, except in certain countries, participation in on-farm activities, and in particular in agricultural wage employment, is generally greater among poor households. Similarly, non-poor households have a higher share of participation in non-farm activities, where daily wages tend to be higher and associated with higher levels of education.

Rural employment

Rural employment refers to any activity, occupation, work, business or service performed by rural people for remuneration, profit, social or family gain, or by force, in cash or kind, including under a contract of hire, written or oral, expressed or implied, and regardless if the activity is performed on a self-directed, part-time, full-time or casual basis.

Rural employment is comprised of **agricultural** employment, which includes both *on-farm* self-employment and wage employment in the agricultural sector, as well as **non-agricultural** employment, which includes *non-farm* self-employment and wage employment.

⁵ Small-scale farming is used here interchangeably with family farming, smallholder agriculture or own-account farming, or small-scale agriculture. It is generally understood as involving production units that rely essentially on the family workforce and only occasionally on casual labour. For further information on family farming please consult the FAO Regional Office for Latin America and the Caribbean website.

⁶ For additional information on the RIGA project please refer to: <http://www.fao.org/economic/riga/en/>

As a result, most of the rural poor (and in particular women and youth) are represented in the low-productivity employment segment of the rural economy – often informal – both in subsistence farming and agricultural wage labour and in non-farm self-employment. When labour is hired, it is mostly temporary and seasonal, informal and casual. In the Latin America and the Caribbean region, for instance, the aggregate contribution of family farming to the national sectoral economy (agriculture, livestock, fisheries and forestry)

varies from one-quarter to two-thirds. However, its contribution to sectoral employment is much higher, accounting for at least 50 percent of rural employment and as much as 77 percent in Brazil. This difference between share of employment and share of generated product is evidence of the major gap in productivity that faces family farming (FAO, 2010b).

Rural work: a picture

1. Waged and salaried workers

- Permanent, temporary, casual, seasonal, piece-rate workers in an employment relationship with a farmer, farming or plantation company, or agricultural contractor
- Permanent, temporary, casual, seasonal, piece-rate workers in an employment relationship with a rural non-farm enterprise/public actor in the secondary sector (including agribusiness and agro-industries) and tertiary sector

2. Self-employed workers

- Farmers, fishers, forest users, pastoralists and other self-employed rural people without employees (own-account workers)
- Contributing family workers
- Self-employed people in small, medium, large farms with employees
- Members of producers' cooperatives
- Sharecroppers and tenants
- Self-employed people in the secondary (including agribusiness and agro-industries) and tertiary sector (large, medium, small, own-account entrepreneurs)

3. Others

- Domestic workers; child labourers⁹; forced labourers

1.2. Rural employment and the achievement of the Millennium Development Goals

Any given growth in the economy will be able to reduce poverty fast only if the employment potential it creates enables poor people to raise their income, either through reduced unemployment or underemployment or through higher returns on labour, or both.⁷

Because poor people rely mainly on the use of their labour – whether wage-labour or self-employment – for earning their livelihood, more and better rural employment is central to achieving the MDGs, and MDG 1 in particular.⁸ Creating productive employment opportunities for the rural poor is therefore an essential driver for rural development and for more equitable and inclusive societies. Food insecurity, poverty, income inequalities and the lack of employment opportunities reinforce each other in a vicious cycle by eroding human capital and decreasing labour productivity, thereby perpetuating poverty and social inequalities across generations.

It is estimated that around 40 percent of the world's labour force (about 1.2 billion people) live on less than US \$2 a day (ILO, 2010a). Similarly, vulnerable employment, consisting of own-account workers and contributing family workers, makes up around 50 percent of global employment, reaching almost four-fifths of the employed in sub-Saharan Africa and south Asia (ILO, 2010a).

The majority of vulnerable workers work within the informal economy, in rural areas of developing countries and constitute most of the “working poor”.

Given that agriculture is still the main source of income generation and livelihoods for an estimated 86 percent of the rural population worldwide (World Bank [WB], 2007), RE&DW promotion should focus primarily on the agricultural sector, thus improving the productivity and conditions of the activities already available to poor people.

7 UN. 2005. Report of the Secretary-General: [The centrality of employment to poverty eradication](#).

8 UN. 2005. Report of the Secretary-General: [The centrality of employment to poverty eradication](#).

9 Child labour is defined by the ILO Conventions No. 138 and No. 182 as work that interferes with compulsory schooling and is damaging for health and personal development. Especially in the context of family farming and other rural family endeavours, it is important to recognize that some participation of children in productive non-hazardous activities can be positive as it contributes to the inter-generational transfer of skills.

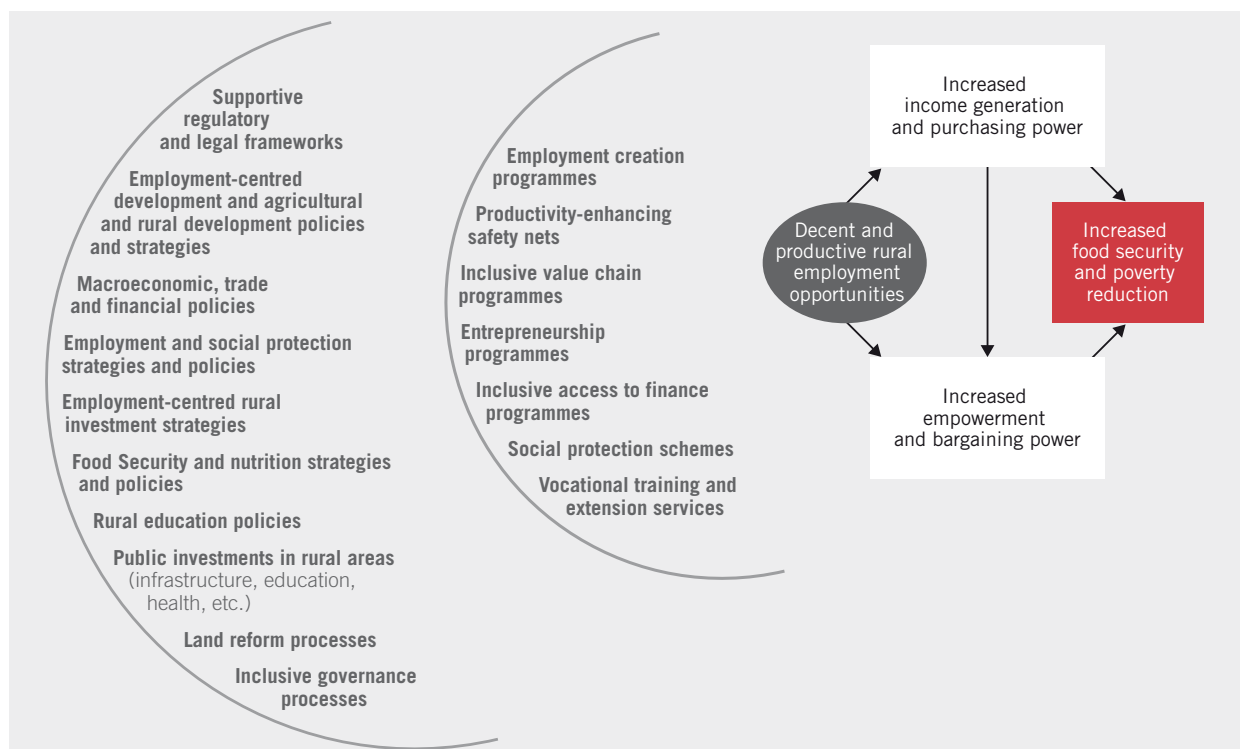
However, ensuring that poor people have access to higher-productivity and higher-wage opportunities in the rural non-farm economy will also be crucial. Hence, rural employment will be a driver of poverty reduction only if it is promoted within an overall context of rural development initiatives, balancing public and private investments in the farm and non-farm economy and promoting upstream and downstream linkages.

Finally, the promotion of social and economic equity, including targeted support to the most vulnerable groups, will be a necessary condition to make rural investments work for the poor. This should be ensured through enabling policy environments, well-functioning rural labour, finance and land markets and effective rural institutions.

Figure 1.1 explores the virtuous dynamics through which enhanced productive rural employment opportunities contribute to increased food security and poverty reduction. Enabling environments (the outer ring), as well as operational elements (programmes, activities) targeting RE&DW (the inner ring), are both necessary conditions in order to generate productive rural employment opportunities and for ensuring that the rural poor can access them. They will lead to increased income generation and purchasing power, in addition to the enhanced empowerment and bargaining power of rural people, in the end contributing to food security and poverty reduction.

These virtuous dynamics could not be generated without the adoption of a rights-based approach to poverty eradication, in which the interdependency of the right to food and the right to work in dignity is advocated for strongly. The right to food refers directly to the right to work, as the more sustainable and dignified means of food procurement (both in terms of production and economic accessibility). In turn, the right to food must be fulfilled to facilitate the inclusion of the most vulnerable into the rural economy, providing them with the basic capability to pursue opportunities for work or training.

FIGURE 1.1.
Rural employment, food security and poverty reduction



1.3. The Decent Work Agenda and the challenges of addressing decent work in rural areas

Decent work sums up the aspirations of people in their working lives. It involves opportunities for productive work that delivers a fair income, security in the workplace and social protection for families; better prospects for personal development and social integration; freedom for people to express their concerns, to organize and participate in the decisions that affect their lives; and equality of opportunity and treatment for all women and men.¹⁰

To address all these dimensions in an integrated way, the ILO has developed the Decent Work Agenda, subsequently adopted by the UN System, as the basis for a more just and stable framework for global and rural development. Within this framework, decent work is captured in four strategic objectives or pillars: (i) employment creation and enterprise development, (ii) social protection, (iii) standards and rights at work, and (iv) governance and social dialogue.

Four Pillars of Decent Work

1. Employment creation and enterprise development
2. Social protection
3. Standards and rights at work
4. Governance and social dialogue

Promoting rural employment is not only about creating new employment opportunities or increasing the productivity of those already existing. It is also about addressing the whole range of decent work deficits that people in rural areas face.

“People throughout the world face deficits, gaps and exclusions in the form of unemployment and underemployment, poor quality and unproductive jobs, unsafe work and insecure and low income, rights which are denied, gender inequality, migrant workers who are exploited, lack of representation and voice, and inadequate protection and solidarity in the face of crises, disease, disability and old age”.¹¹

In particular, rural labour markets are likely to be poorly developed, inequitable and narrow because of high levels of informality, a predominance of casual employment relationships, high rates of self-employment and labour-force fragmentation, information asymmetries, as well as the uncertainties and specificities of agricultural production.

Owing to low labour productivity, underemployment or any form of exploitation, most jobs do not ensure decent levels of income and sustainable livelihoods. Working conditions are poor, labour legislation is rarely enforced and social dialogue is weak.

Did you know that ...

- When both self-employment and wage labour are considered, **women** represent a larger proportion of labourers than men in the agricultural sectors of Asia, sub-Saharan Africa, the Middle East and North Africa (World Bank, 2009)
- Most **child labourers** (aged 5 to 17) are in agriculture (60 percent). The majority of them work as contributing family workers (ILO, 2010c)
- In 2008, an estimated 152 million **young workers** (aged 15 to 24) were living with their families on less than US \$1.25 a day, more than 28 percent of all young workers. Most of them are in the agricultural sector (ILO, 2010b)
- Of the developing world's 5.5 billion people, 3 billion live in rural areas: 2.6 billion are in households involved in **agriculture**, 1.5 in smallholder households (World Bank, 2007)
- There are an estimated 450 million **waged agricultural workers** out of a total workforce in agriculture of some 1.1 billion. Women waged agricultural workers account generally for 20 to 30 percent of the waged workforce, rising to 40 percent in Latin America and the Caribbean (ILO/FAO/IUF, 2007)

¹⁰ ILO. 2006. Decent Work FAQ: Making decent work a global goal (available at www.ilo.org).

¹¹ ILO. 2006. Decent Work FAQ: Making decent work a global goal.

Furthermore, since agriculture work includes hazardous activities, many producers and workers are employed under poor health, safety and environmental conditions. Rural workers are also more likely to suffer discrimination in terms of access to effective forms of social security and protection.

Gender, age and migrant origin are aggravating factors, as women, youth and migrants in rural areas are more often employed under informal, low-productivity and casual contracts and have limited rights and voice, both within households and in public.

Women constitute a significant proportion of contributing family workers. Even when the overall share of working women in the agricultural sector is higher than men's, their participation in rural labour markets is usually lower compared to their male counterparts. When new employment opportunities arise (as has happened with the emergence of export-oriented cultivations and agro-processing) women are found to be concentrated in low-value phases or activities of the supply chain (e.g. packaging, post-processing). Such lower status is prevalent among women because of their limited access to resources and assets and their multiple trade-offs in allocating their time between productive and reproductive roles.

Finally, specific vulnerable groups such as migrant workers, landless people, refugees, internally displaced people (IDPs), demobilized soldiers, the disabled, people living with and affected by HIV, indigenous people, and the elderly may encounter additional challenges in finding decent rural jobs.

1.4. FAO's role and comparative advantages in promoting rural employment and decent work

FAO has a crucial complementary role in promoting RE&DW, specifically with respect to agricultural and informal employment, as well as in non-farm employment in agro-processing and rural marketing enterprises and industries.

Rural employment is part of FAO's Strategic Framework. Specifically, under FAO Strategic Objective (SO) G "Enabling environment for markets to improve livelihoods and rural development", the Organizational Result (OR) G02 commits FAO to ensure that "Rural employment creation, access to land and income diversification are integrated into agricultural and rural development policies, projects and partnerships".

The Gender, Equity and Rural Employment Division (ESW), as lead unit of OR G02, leads FAO's efforts in strengthening an equitable and integrated approach to RE&DW and in mainstreaming RE&DW considerations throughout the work of the Organization. In addition to OR G02, employment issues are directly or indirectly addressed in most of the other ORs, and all FAO departments and divisions deal with some aspects of RE&DW within their programmes of work.

FAO's main comparative advantages in addressing RE&DW

Knowledge

- Strong focus and expertise on small-scale, self-employed and informal agricultural occupations
- Knowledge of the rural socioeconomic environment and rural income-generation activities
- Knowledge and advocacy capacity on the practical linkages between productive rural employment, gender and age-equality promotion and food security and poverty reduction

Partnerships

- Close collaboration with agricultural and rural stakeholders, both at national and local level, including Ministry of Agriculture (MoA) and its departments
- Long-standing collaboration with producer organizations and cooperatives
- Complementarities and long-standing collaboration with the ILO

Normative capacities

- Expertise in policy analysis and formulation for employment-centred food security and sustainable agricultural and rural development policies and strategies
- Expertise in policy analysis and formulation for inclusive rural development, including gender-equality promotion

Technical capacities

- Knowledge and experience in formulating and supporting the implementation of employment generation and enterprise development programmes in agriculture and rural areas
- Knowledge and experience in addressing occupational safety and health issues in agriculture
- Proven proficiency in rural institution building and capacity development
- Technical capacities in supporting programmes targeting the most vulnerable groups

FAO's engagement in RE&DW is in line with historic recommendations and calls:

- The FAO Independent External Evaluation's (IEE, 2007) recommendation to shift FAO's approach and strategic emphasis and programme for rural and agriculturally based development to facilitating the production environment, opportunity for value added and employment for income generation and food access
- The Economic and Social Council's (ECOSOC) ministerial declaration of 2006 requesting all UN funds, programmes and agencies to support efforts to mainstream the goals of full and productive employment and DW for all in their policies, programmes and activities
- The UN Chief Executive Board's call in 2007 for greater policy coherence and convergence on DW across the UN System

FAO country offices stand in a unique position to support their national partners in maximizing the potential of rural employment as a driver of poverty reduction. This builds on the Organization's technical comparative advantage in supporting agricultural development, and also on the proven potential that agricultural growth has for poverty reduction in developing countries. In addition, FAO has a strong focus on and expertise in small-scale, self-employed and informal agricultural occupations where the majority of workers in developing countries are found.

FAO's country offices have the expertise, the network and the holistic approach needed to tackle this complex development issue successfully. Targeted support from headquarters, both in the form of specific assistance and capacity development, should complement their efforts.

Making the goal of RE&DW for all a central objective of relevant national policies requires complex coordination both at the macro and micro level. Developmental agencies, governments, workers, employers, producers, communities and donors should all be involved. FAO's role in supporting relevant governance mechanisms, by building on its knowledge and partnership rooted in the most vulnerable rural areas, will be particularly important.

The box below provides insights on how to support RE&DW in rural areas for a FAO country office under each of the pillars of the Decent Work Agenda. Section 2 provides more detailed suggestions for action and also relevant resources and tools.

Taking into account the dynamics of rural labour markets, existing decent work deficits and FAO comparative advantages in promoting rural employment, the priority focus groups for FAO interventions should be:

- Small-scale producers¹², including contributing family workers
- Agricultural wage workers, including casual workers and those in the informal economy
- Non-farm self-employed in micro and small businesses in rural areas, particularly in the informal economy

¹² There is no unique definition of "small-scale producers". Using farm size as a criterion, households with less than 2 hectares of land are usually characterized as small-scale. However, the distribution of farm sizes can be very different among countries. Also, this criterion ignores a number of other dimensions of scale. FAO adopts therefore a broader definition of small-scale producers, and includes those who produce low quantities and yields, have low capital and education levels, and lack the skills to participate in markets, produce primarily for home consumption and rely heavily on family labour. About two-thirds of the developing world's three billion rural people live in smallholder households. Most of them have diverse sources of livelihood, including significant off-farm income (which includes all non-agricultural activities plus agricultural wage labour) (FAO, 2010a).

- Workers in paid employment engaged in secondary/tertiary activities linked directly to food production and agriculture, particularly in the informal sector
- Women and youth within the previous categories, with particular attention to pregnant and nursing women
- Specific vulnerable groups within the previous categories (child labourers, migrant workers, landless people, refugees, IDPs, demobilized soldiers, disabled people, people living with and affected by HIV, indigenous people, and the elderly).

How can FAO promote the Four Pillars of Decent Work in rural areas?

1. Employment creation and enterprise development

- Support the formulation and implementation of gender-sensitive employment-centred agricultural rural development (ARD) policies, strategies and programmes
- Support women and men small-scale producers in accessing markets and modern value chains
- Pilot employment-creation programmes in rural areas, particularly for youth and women (e.g. Junior Farmer Field and Life Schools and Youth Farmers'Associations [JFFLS-YFAs]), Green Jobs initiatives, rural eco-tourism, etc.)
- Support micro, small and medium enterprises (MSMEs) in agribusiness and the marketing sector to access markets, training, financial services and other productive assets
- Support vocational education and training programmes that teach employment-related technical and business skills and are adapted to rural people's needs
- Support employment-centred livelihoods diversification as a strategy for coping with risk in emergency prevention and post-crisis recovery
- Support the capacity development of national institutions to collect and analyse age and sex disaggregated data (ASDD) on rural labour markets

2. Social protection

- Promote productivity-enhancing social protection schemes
- Support policies and strategies to extend social protection coverage to small producers and informal economy workers
- Support the adoption of occupational health and safety (OSH) standards for the rural workforce, including small producers and informal agricultural wage workers, throughout FAO's standards and codes of practice (e.g. related to pesticide use, logging, and safety at sea, etc.)

- Promote better conditions of work and employment, in particular with respect to maternity protection and minimum wages
- Promote safer technology for small-scale and commercial agriculture in extension support programmes
- Support the development of labour-saving technologies and care services for poor households in HIV- and AIDS- (or other diseases) affected areas and for reducing women's domestic and care tasks
- Support governments in facilitating universal access to HIV prevention, treatment, care and support

3. Standards and rights at work

- Support socially responsible agricultural production for small producers and MSMEs, seeking to reduce gender- and youth-based discrimination
- Support government efforts and Ministry of Agriculture (MoA) involvement in preventing and eliminating child labour by tackling its root causes (e.g. poverty, lack of education, etc.) and providing livelihoods alternatives to poor households
- Support the revision of restrictive regulations on producer organizations (POs) and informal economy workers' associations
- Promote analysis on prevailing labour contractual arrangements in the informal economy, worst forms of child labour and situations of discrimination

4. Governance and social dialogue

- Support countries in strengthening democratic organizations and networks of producers and workers in the informal rural food economy
- Support the representation of the rural poor, especially women and youth, in social dialogue and policy dialogue through their organizations
- Support participation of rural poor in local decision-making and governance mechanisms and particularly the empowerment of women and youth

1.5. FAO Self-assessment results

As noted above, in 2008, FAO carried out a “Self-Assessment on Employment and Decent Work” within its different departments and divisions as well as in decentralized offices. The aim of the exercise was to identify the Organization’s main strengths and areas of expertise related to the employment dimensions of its work, as well as weaknesses and needs for further mainstreaming and capacity development.

A total of 27 units, 10 regional or subregional offices, 2 staff unions, and FAO’s Advisory Committee on Occupational Health and Safety (OSH) were contacted in order to participate in the process.

The questions included in the self-assessment were structured in sections to reflect the four pillars of the Decent Work Agenda. Each respondent was asked to rank the level of involvement of its office or unit with regards to a list of issues related to decent work.

The different pillars seemed to have different priority levels among the different FAO divisions and offices. Depending on the particular characteristics of their programme, some divisions declared a wider expertise in one of the four pillars. In general, the self-assessment exercise showed that FAO has potential strengths and comparative advantages in knowledge and technical skills for addressing RE&DW. This is particularly true for the first pillar of the Decent Work Agenda (addressing employment creation and enterprise development). However, the challenges and opportunities for improvement are recognized – especially with regards to social protection, standards and rights at work, as well as social dialogue and governance concerns. An integrated approach, aiming to harness the multidisciplinary of different technical units and involving decentralized offices in knowledge generation and successful mechanisms at country level, appeared to be the task ahead.

Table 1.1 below provides a summary of the results of FAO’s self-assessment on employment and decent work, which identified the main organizational strengths and opportunities for improvement along the four pillars of the Decent Work Agenda.

TABLE 1.1.
Summary of the results of FAO self-assessment

Pillars of Decent Work	Organizational strengths	Opportunities for improvement
<p>1. Employment generation and enterprise development</p>	<ul style="list-style-type: none"> • Considering both the quantity and the quality of jobs (income level, working conditions, social security coverage or workers' rights) when promoting rural employment • Promoting sustainable economic growth as a contributor to poverty reduction • Aligning concerns in fisheries, forestry and livestock with global programmes • Enhancing local economic development through local programmes • Providing vocational training activities to support small and medium entrepreneurs and small producers (including training activities for vulnerable groups) • Contributing to job creation (including job creation for vulnerable groups) • Assisting national programmes on food security which create employment 	<ul style="list-style-type: none"> • Focusing on the macro-economic perspective to promote decent jobs • Monitoring and evaluating the quantity and quality of jobs created and the environmental impact of employment-intensive technologies • Focusing on women and youth • Focusing on specific vulnerable groups such as migrants, people living with and affected by HIV, the elderly, IDPs and refugees, disabled, etc. when promoting entrepreneurship and developing income generation • Supporting the sustainable management of fragile ecosystems, such as marshlands, rivers and lakes • Strengthening farm/non-farm linkages as a means for enhancing employment creation and income-generation • Better researching the roles, needs and constraints of the informal economy as a main sector of employment in rural areas
<p>2. Social protection</p>	<ul style="list-style-type: none"> • Improving physical and psychological well-being of workers through food security programmes • Mitigating health risks of pesticide use for humans and the environment • Promoting occupational safety and health (OSH) at work to prevent injuries, disabilities, death and diseases 	<ul style="list-style-type: none"> • Addressing rural workers' (especially informal workers') concerns adequately, such as difficult access to health services for workers and their families • Targeting the elimination of discrimination at work and supporting policies that ensure minimum wage levels and fair work conditions in rural areas • Supporting the extension of social protection mechanisms for workers in both the formal and informal rural economy
<p>3. Standards and rights at work</p>	<ul style="list-style-type: none"> • Addressing concerns about non-discrimination at work when designing a new programme/action • Working with other UN agencies for the elimination of child labour in agriculture • Gender mainstreaming across all interventions 	<ul style="list-style-type: none"> • Ensuring that fundamental rights at work, including freedom of association are respected in every programme/action carried out by FAO • Focusing on International Labour Standards (ILS) when designing new programmes or when evaluating ongoing projects • Promoting labour laws, regulations and inspections through FAO programmes/actions • Supporting integrated programmes for preventing and eliminating child labour in rural areas (including adapted education, livelihoods alternatives, etc.)
<p>4. Governance and social dialogue</p>	<ul style="list-style-type: none"> • Establishing co-management mechanisms that link civil society, producer organizations (POs) and governments 	<ul style="list-style-type: none"> • Increasing support of a tripartite approach by bringing together governments, employers and workers of member states to take unified action in promoting decent work



2. Guidance on how to address rural employment and decent work at the country level

2.1. Entry points for FAO country offices to address rural employment and decent work

FAO country offices need to seize all available opportunities to promote rural employment and decent work (RE&DW) as a crucial part of achieving internationally agreed goals on hunger and poverty reduction.

To this end, the employment implications of all FAO interventions and particularly of alternative agricultural and rural development (ARD) policy options should be considered systematically. Often, the challenge is not to create a new programme or project that addresses rural employment issues specifically, but to consider RE&DW aspects within an ongoing programme of work.

2.1.1. Entry points in UN-wide level mechanisms

The United Nations Country Team (UNCT) coordination mechanism provides several entry points for FAO to address RE&DW concerns at country level. The Common Country Assessment (CCA) represents an opportunity for FAO country offices to include RE&DW concerns in the situation analysis and policy review. FAO can support the involvement of producer organizations (POs) and organizations of informal rural workers, women and youth groups in inclusive consultation processes. The CCA analysis will then support the prioritization exercise in the United Nations Development Assistance Framework (UNDAF) where, ideally, RE&DW concerns should be addressed explicitly as a cross-cutting issue in all outcomes.

FAO focal points in inter-agency groups around UNDAF outcomes can ensure that RE&DW concerns are taken into account – both within the clusters led directly by FAO (e.g. rural development and food security cluster) and within all other clusters where FAO is a collaborating agency. Participation in these groups can facilitate contacts with partners that may not be FAO's traditional partners, but which should be part of complex coordination mechanisms that address RE&DW, such as Ministries of Labour (MoL), Education (MoE), Health (MoH), Trade (MoT), Youth (MoY), Gender or Women (MoG or MoW), Social Affairs (MoSA), and so on. UNDAF groups may also be seen as leverage to lobby within the UNCT for the need to focus on rural areas, smallholder agriculture and specific informal agricultural workers' concerns (e.g. by inviting an MoA representative to specific UNDAF meetings tackling employment issues).

Joint programmes present a unique opportunity for FAO to engage in and pilot RE&DW schemes and programmes, thus contributing to sensitizing the government and in particular FAO's traditional ministerial partners. Collaboration can be sought with other agencies that have strong comparative advantages in addressing employment issues (e.g. ILO, International

Examples of entry points in UN-wide processes

- Common Country Assessment (CCA) and United Nations Development Assistance Framework (UNDAF) formulation
- UNDAF groups
- National Food Security Coordination Mechanisms
- Inter Agency Standing Committee (IASC) country teams
- World Food Day and other UN commemoration events

Organization for Migration [IOM], UNDP, United Nations Industrial Development Organization [UNIDO], etc.). This will enhance synergies and ensure that vulnerable groups in rural areas are addressed and empowered. Building on the existing global partnership with ILO, FAO should actively seek opportunities for coordination with ILO country offices.

The UN System mechanisms can also be used as opportunities for closer collaboration with external development partners operating in the country in FAO-related areas. These would include Bretton Woods institutions and the broader development community: bilateral donors, international non-governmental organizations (NGOs), mass organizations, civil society and the private sector. Indeed, they are often members of the UNCT.

2.1.2. Entry points in FAO-government overall cooperation

Within FAO's relation with its national partners, the National Medium-Term Priority Framework (NMTPF)/Country Programming Framework (CPF)¹³ process represents an opportunity for FAO Representatives and staff to advocate for the centrality of RE&DW

promotion within their broad framework of cooperation. For instance, FAO can lobby for the NMTPF/CPF to include employment-related situation analysis, including age- and sex-disaggregated data (ASDD), capacity assessment and partner mapping. Depending on the timing, this could in turn represent a strong input into the UNDAF process.

Significant gaps remain in the knowledge of rural labour markets and the best policies and interventions for promoting RE&DW. Hence, FAO should contribute with the ILO and other relevant organizations to assist countries in filling these gaps in those areas within its primary comparative advantage. This will be achieved mainly through research and knowledge generation, and also by supporting the regular collection, interpretation and use of age- and sex-disaggregated data (ASDD) on rural employment, in both the

formal and the informal economy (e.g. in agricultural census, household and labour force surveys). The development of capacities for a more disaggregated analysis of rural labour market data will contribute towards acknowledging the needs, constraints and potential of different groups, informing policies and strategies and then measuring equitable progress.

Even if an FAO country office is not engaged in structured programming exercises, any other opportunities for strategic discussion with national partners are appropriate to build consensus on the need to address the employment dimensions of sustainable agriculture and rural development, food security and poverty reduction processes.

Advocacy activities should enhance FAO's status as a reference point and authoritative source of technical information, on issues related to RE&DW, with a special focus on rural areas, small-scale agriculture and informal rural workers.

Examples of entry points in FAO-government cooperation

- FAO NMTPF/CPF formulation and implementation
- All meetings/workshops between FAO and government representatives
- World Food Day commemoration events
- Opportunities for exchange with FAO national partners on capacity development and institutional support needs

¹³ Country Programming Framework (CPF) is the new name adopted for the National Medium-Term Priority Framework (NMTPF).

2.1.3. Entry points in FAO ongoing activities and programmes

FAO ongoing activities in a country represent a constant opportunity to advocate for RE&DW. This is the case for almost all FAO technical cooperation programmes and projects, including Technical Cooperation Programmes (TCPs), Technical Cooperation Programme Facilities (TCPfs), Government Cooperative Programmes (GCPs), Unilateral Trust Funds (UTFs), Global Environment Facilities (GEFs), United Nation Joint Programmes (UNJPs), TeleFood initiatives (TFDs), Disaster Risk Reduction (DRR), Special Programmes for Food Security (SPFSs) as well as Emergency and Rehabilitation Assistance projects.

Employment quantity and quality considerations should be applied throughout the whole project/programme-cycle management, including during identification, budget and programme allocation, formulation (comprising stakeholder analysis, problem, opportunity and objective analysis), implementation, reporting, and monitoring and evaluation (M&E) (e.g. including relevant indicators).

FAO Representatives play an important role: briefing, de-briefing, reminding and guiding project or activity coordinators, national consultants and incoming and outgoing missions about the importance of reflecting RE&DW concerns in their activities.

To achieve this, country offices will be supported by FAO technical departments. ESW leads and coordinates FAO's work in promoting decent work in rural areas, with a focus on promoting fairer and more gender-equitable RE, promoting youth employment and productive migration, and eliminating child labour, especially in its worst form. In particular, ESW will coordinate support in devising policy options and national strategies and programmes to achieve employment-centred rural development. Respective technical departments within FAO Headquarters will be responsible for addressing RE&DW in specific sub-sectors or under specific perspectives.

Examples of entry points for policy advice on rural employment and decent work

- Development of national development strategies and Poverty Reduction Strategies Papers (PRSPs)
- Development of National and Regional Programmes for Food Security (NPFS and RPFS)
- Development of national agricultural and rural development policies, strategies, investment programmes and action plans
- Development of other relevant sectoral development policies, such as agro-industry development and agricultural and rural financing, HIV and AIDS mitigation strategies, etc.
- Comprehensive Africa Agriculture Development Programme (CAADP) and country implementation processes on priority areas of investment (compacts)
- Country and regional Plan of Action (PoA) for emergency and rehabilitation assistance
- Employment, social protection and occupational safety and health (OSH) policies

Junior Farmers Field and Life Schools (JFFLS) and the four pillars of Decent Work Agenda

The JFFLS programme has been implemented in 14 countries since 2004. This combines enhanced livelihood opportunities with employment promotion through a unique learning methodology that includes both agricultural and life and business skills.

The JFFLS approach is linked to an employment-oriented component through which JFFLS graduates organize themselves in Youth Farmers' Associations (YFAs) and cooperatives. Through these, they access resources and place their produce on the markets. At the institutional level, FAO works closely with national partners, local institutions and UN agencies, including ILO.

All four pillars of the Decent Work Agenda are addressed simultaneously, as the approach includes an employment creation component (e.g. through the identification of market-oriented economic opportunities and the creation of YFAs); a social-protection component (e.g. through the involvement of the MoSA and MoL, e.g. on OSH concerns); a rights-at-work component (e.g. JFFLS learning modules include child labour prevention and land and property rights, while gender equality is mainstreamed throughout the curricula); and a social-dialogue promotion component (e.g. promoting group cooperation and youth participation as organized stakeholders in ARD processes).

Sector policy formulation

FAO recently provided extensive support to the Government of Malawi in the formulation and development of the Agriculture Sector-Wide Approach (ASWAp). FAO will continue supporting the Malawi Ministry of Agriculture (MoA) in the implementation of the ASWAP over the period 2010-2014.

Employment-related concerns, focusing in particular on gender-based youth-employment promotion, have been widely taken into account.

Most interventions will probably focus on aspects fitting under just one or two pillars of the Decent Work Agenda. Even if this is the case, being aware of the whole range of implications of every intervention under *each* pillar will help in designing better and more sustainable interventions.

At the normative level, FAO offices can support the mainstreaming of RE&DW concerns in national and regional development and food-security and poverty-reduction strategies, as well as in policies and programmes for sustainable agriculture and rural development. Anticipating the RE&DW impacts of different agriculture and rural development policy options and advocating for those that increase the RE&DW opportunities of the rural poor are undoubtedly the most important tasks ahead.

2.1.4. Entry points offered by regional and global mechanisms

Several regional processes and programmes offer interesting entry points as they increasingly coordinate analysis and responses to employment-related concerns. Regional political groupings and economic communities could be therefore regarded as potential partners in broad regional frameworks in addition to supporting FAO's advocacy function on RE&DW at country level. For instance, in Africa, regional programmes such as the African Union Commission (AUC)/New Partnership for Africa's Development (NEPAD) Initiative and the NEPAD Comprehensive Africa Agriculture Development Programme (CAADP) represent important frameworks to take into consideration when defining priorities at country level.

Finally, work at country level should be aligned with overarching employment-related global frameworks and partnerships in which FAO is involved.

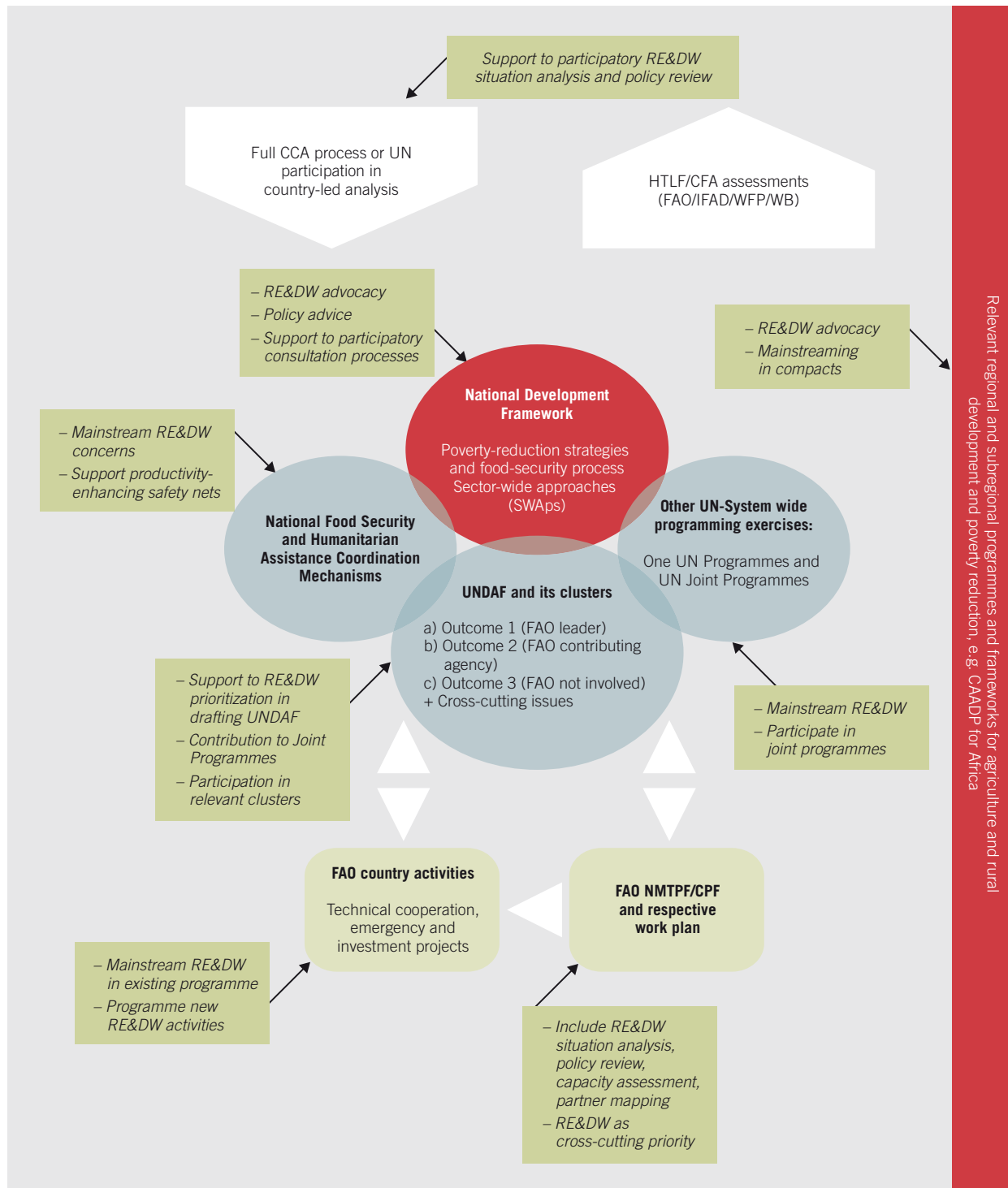
Relevant global initiatives, frameworks and partnerships

1. United Nations Millennium Development Goals
2. 2nd United Nations Decade for the Eradication of Poverty (2008-2017)
Theme: "Full Employment and Decent Work for All"
3. High-Level Task Force (HLTF) on the Global Food Security Crisis and Comprehensive Framework for Action (CFA)
4. CEB Global Jobs Pact (GJP), Social Protection Floor (SPF) and Green Economy Initiatives (GEI)
5. International Partnership for Cooperation on Child Labour in Agriculture (IPCCLA)
6. Inter-Agency Standing Committee (IASC) for Coordination of Humanitarian Assistance

Figure 2.1 provides a simplified visualization of the institutional framework in which FAO country offices work. The callouts in green rectangles show the main entry points for addressing RE&DW considerations.

FIGURE 2.1.

Institutional framework and entry points on rural employment and decent work for FAO country offices



2.2. Concrete actions and tools to address rural employment and decent work at country level

This section will help FAO Representatives, managers and other FAO staff as well as consultants working at the country level to identify the main RE&DW issues relevant to their work. It provides concrete actions and tools that can be adopted and integrated in projects and programme design, according to the four pillars of the Decent Work Agenda – namely

employment creation and enterprise development, social protection, standards and rights at work and governance and social dialogue.

Working with the ILO

When seeking to address rural employment and decent work at country level through the various entry points enumerated above, FAO country offices can receive support from ILO technical specialists present in country and/or regional offices. ILO technical specialists cover a wide range of areas, including social protection, enterprise, occupational safety and health, skills development and infrastructure. In addition, rural focal points have also been appointed in most countries where the ILO has an office.

A list of ILO offices and rural focal points is available in Annex 1 to this document and online on the joint FAO-ILO website, at <http://www.fao-ilo.org/>

This section begins by identifying the main issues that should be addressed by FAO in order to foster employment-centred sustainable agriculture and rural development processes. Frequently, FAO country offices are already dealing with many of these issues in their work. The guidance then gives examples of concrete actions that FAO country offices can take that correspond with each issue. These suggestions are based on FAO's comparative advantages and past experience.

The lists of suggested actions can also be used as checklists to ensure that RE&DW concerns have been considered adequately in a given intervention. However, not all issues are relevant in all circumstances. Nor is this list exhaustive. Furthermore, knowledge resources and practical tools correspond with each issue to be addressed are indicated.

Even if some of these resources are country or region specific, they should not be disregarded by country offices in other geographic areas, as they often represent the most useful material currently available on a topic.

Note that symbols below are used throughout the following section to allow for easy recognition of the type of tools listed for each issue.

Practical guidance



How-to tools (operational manuals, institutional directives, discretionary guidelines, training materials, policy recommendations, codes of practice, etc.)



Knowledge-based tools (databases, policy briefs, papers and other publications, meetings/workshops proceedings and other information systems)



Best practices and lessons learned



Websites



International Labour Standards (ILO conventions and recommendations and International Labour Conference [ILC] or UN Resolutions)



The main section on examples of concrete actions and corresponding tools is followed by the “Additional Tools by Agricultural Subsector” section, which points the reader to additional knowledge materials and tools organized by agricultural subsector, namely: crop agriculture, forestry, fisheries and livestock.

When viewing this guidance electronically, the links table below will assist in navigation. Click on a link to jump to a section.

Issues/actions/tools links table



Pillar I: Employment creation and enterprise development

1.1 Employment-centred agricultural and rural development policies and strategies

- [1.1.1 Diagnosing the rural employment situation](#)
- [1.1.2 Pro-poor and gender-sensitive employment-centred agricultural and rural development policies and strategies](#)
- [1.1.3 Value chain development for decent work](#)
- [1.1.4 Gender equality in rural employment promotion](#)

1.2 Creation of decent rural employment opportunities

- [1.2.1 Upgrading of small-scale agriculture](#)
- [1.2.2 Upgrading of jobs and enterprises in the informal rural economy](#)
- [1.2.3 Innovative mechanisms for employment creation in rural areas](#)

1.3 Entrepreneurship promotion in rural areas

- [1.3.1 Business environment for micro, small and medium enterprises in agribusiness and marketing sector development](#)
- [1.3.2 Rural people's entrepreneurial and managerial skills](#)
- [1.3.3 Supporting micro, small and medium enterprises in rural areas](#)
- [1.3.4 Group cooperation and producer organizations](#)

1.4 Livelihoods diversification for emergency prevention and post-crisis recovery

- [1.4.1 Disaster risk management and climate change adaptation](#)
- [1.4.2 Employment creation for post-crisis recovery](#)

1.5 Knowledge and skills to enhance employability

- [1.5.1 Employment-oriented training and agricultural education](#)

1.6 Specific groups' needs to access decent rural employment opportunities

- [1.6.1 Rural women and youth](#)
- [1.6.2 Indigenous communities](#)
- [1.6.3 Demobilized soldiers, refugees, internally displaced people](#)
- [1.6.4 Migrant workers and their communities](#)
- [1.6.5 Persons with disabilities](#)
- [1.6.6 People living with and affected by HIV](#)

Pillar II: Social protection

2.1 Occupational safety & health

- 2.1.1 OSH measures for the rural workforce, including small producers and informal wage labourers
- 2.1.2 HIV and AIDS and other major diseases and the world of work

2.2 Extending social protection coverage to rural areas

- 2.2.1 Social protection for small-scale producers and workers in the informal rural economy
- 2.2.2 Social protection floor

2.3 Nutritional well-being and food security of rural people

- 2.3.1 Nutritional status of rural populations towards food security and productive capacity of the rural work force
- 2.3.2 Rural economy and decent work and food security

2.4 Improving working conditions in rural areas

- 2.4.1 Effective maternity protection and support of unpaid care work for rural women workers
- 2.4.2 Minimum wage and equal pay policies and decent remuneration for rural workers



Pillar III: Standards and rights at work

3.1 Standards at work in rural settings

- 3.1.1 International Labour Standards in small-scale agriculture and the informal rural economy

3.2 Protecting the rights of workers in the rural economy

- 3.2.1 Child labour prevention in small-scale agriculture and among rural workers
- 3.2.2 The right of small producers and rural workers to get organized
- 3.2.3 Elimination and prevention of forced labour in rural areas
- 3.2.4 Elimination and prevention of discrimination at work in rural areas
- 3.2.5 The rights of rural migrant workers

3.3 Improving agricultural labour legislation and policies

- 3.3.1 Legal and policy framework protecting workers and employers in the agricultural sector and the informal rural economy



Pillar IV: Governance and social dialogue

4.1 Rural producer and worker organizations

- 4.1.1 Organizations of small producers in rural areas
- 4.1.2 Organization and networks of workers in the rural informal economy

4.2 Social dialogue and enhanced participation of small producers and rural workers, particularly women and youth, in agriculture and rural development processes

- 4.2.1 Representation and empowerment of the rural poor, particularly women and youth, in social dialogue and policy dialogue through rural workers' organizations, producer organizations and other civil society organizations
- 4.2.2 Participation and empowerment of the rural poor, particularly women and youth, in local decision-making and governance processes









PILLAR 1 Employment creation and enterprise development

Promoting employment-centred agricultural and rural development policies, focusing on agriculture potential for pro-poor growth and employment creation

1.1 Employment centred agricultural and rural development policies and strategies

Issues to address	Examples of concrete actions	Relevant tools
<p>1.1.1</p> <p>Diagnosing the rural employment situation</p>	<ul style="list-style-type: none"> • Advocate the need to improve gender and age-based knowledge of rural employment issues with UNCT/government • Ensure that UN level socio-economic analysis is backed up by rural employment age- and sex-disaggregated data (ASDD), e.g. during CCA and UNDAF formulation/reviews; during Post-Conflict Needs Assessment (PCNA), etc. • Ensure that small-scale agriculture and informal rural economy are included in employment analysis in project baselines, evaluations, impact assessments, etc. • Support identification of labour-intensive subsectors gender-based as well as value chains with high pro-poor growth potential • Support participatory analysis with vulnerable groups and their organizations on specific rural employment issues, e.g. gender/age-segregation of rural markets, access to productive assets and labour, child labour, etc. • Support government /MoA in the regular collection, processing and use of rural employment ASDD and information (including industrial and occupational classification to the third digit, and necessary details on specific activities and time use), e.g. in agricultural census, household and labour surveys 	<ul style="list-style-type: none"> • CEB Toolkit on mainstreaming employment and decent work • FAO Agri-Gender database: a statistical toolkit for the production of sex-disaggregated agricultural data • FAO SEAGA Guide on gender-disaggregated data for agriculture and rural development • ILO LABORSTA Database • ILO Employment diagnostic analysis on Malawi • WB Data on labour and social protection • FAOSTAT • FAO Rural Income Generating Activities (RIGA) database • ILO Measuring the informal economy (working paper) • ILO Database on Employment in the Informal Sector and Informal Employment (on request) • General survey on Employment Instruments of the Committee of Experts on the Application of Conventions and Recommendations, 2010 • Global Strategy to Improve Agricultural Statistics • ILO Decent Work Country Programmes
<p>1.1.2</p> <p>Pro-poor and gender-sensitive employment centred agricultural rural development policies and strategies</p>	<ul style="list-style-type: none"> • Mainstream employment concerns in relevant UN-wide processes, focusing on rural areas, small to medium-scale agriculture and the informal rural economy • Evaluate trade-offs on employment when ranking alternative ARD policies and strategies • Consider impact of technology options on the number and quality of jobs created, e.g. including relevant indicators in technical assistance projects • Mainstream and address gender-sensitive employment concerns, both in quantity and quality, when supporting ARD policies, strategies and programmes • Ensure that relevant groups of rural population are involved in stakeholders' consultation (e.g. through workers' organizations, POs, youth and women groups, informal economy workers networks, etc.) • Join forces with ILO/UNDP/UNIDO and other relevant UN agencies to support development of equitable and inclusive agribusiness and agro-industries sectors 	<ul style="list-style-type: none"> • ILO Guidebook for developing and implementing Decent Work country programmes • FAO Ex Ante Tool for Ranking Policy Alternatives • FAO technology impact and policy impact calculation model at the household level • ILO Manual on decent work and poverty reduction strategies • ILO Local Development and decent work (LDDW) resource kit • FAO/UNIDO Programme framework of the African Agribusiness and Agro-industries Development Initiative (3ADI) • FAO Employment Generation through Small-scale Dairy Marketing and Processing: Experiences from Kenya, Bangladesh and Ghana • Smallholder poultry farming in West Bengal

Issues to address	Examples of concrete actions	Relevant tools
1.1.2 (cont.)	<ul style="list-style-type: none"> Promote employment intensive investment options for improving rural infrastructure such as roads, irrigation and provision of services Assess capacity and institutional needs for RE&DW promotion of MoA and other national partners such as MoL, MoE, MoH, MoY and MoG, in collaboration with ILO, e.g. capacity development activities included in relevant UNJPs Support and promote dialogue and cooperation between national relevant institutions as MoA, MoL, MoE, MoH, MoY and MoG, as well with the national statistics offices to ensure policy coherence in areas relevant for agriculture, food security and rural employment 	<ul style="list-style-type: none">  FAO Food and Agricultural Industries website  ILS C122 Employment Policy Convention, 1964
1.1.3 Value-chain development for decent work	<ul style="list-style-type: none"> Include decent work commodity chain analysis in FAO country programmes supporting value-chains development Explore potential for organic and fair-trade value chain development Ensure that programmes select <u>measurable performance indicators</u> reflecting the increased capacity of vulnerable groups to take advantage of value-chain employment opportunities, e.g. enhancement of knowledge/skills, networking/partnerships, productive capacity, access to markets Support institutional innovations and policy interventions in support of small-scale producers' participation in value chains, building on the potential of POs 	<ul style="list-style-type: none">  ILO Guide for value chain development for Decent Work  ILO Operational guide on local value chain development  FAO Guidelines for rapid appraisals of agrifood chain performance in developing countries  ILO Guide to mainstreaming gender analysis in value chain development  UNAIDS Recommended good practices for value chains to include vulnerable populations  Donor approaches to supporting pro-poor value chains  Pro-poor commodity chain analysis in Bhutan: Maize; Citrus  FAO Commodity associations: a tool for supply chain development?  FAO Inclusive Value Chains  UNAIDS–Wiki Vulnerable Groups and the Value Chain Approach
1.1.4 Gender equality in rural employment promotion	<ul style="list-style-type: none"> Ensure that the gender focal point in line ministry and men's and women's producer/workers' groups participate in defining UN–government and FAO–government country strategies Ensure that relevant men's and women's groups participate in development and implementation of ARD policies and strategies, FAO programmes and projects Ensure that gender-equitable employment-related aspects are addressed in FAO technical assistance projects and policy advice on ARD Include employment-related capacities when assessing and supporting capacity development needs related to gender equality of national partners Address employment-related concerns when mainstreaming gender in agricultural policies and planning 	<ul style="list-style-type: none">  FAO Handbook for gender analysis in macroeconomic and agricultural sector policies and programmes  Gender equality at the heart of decent work, Report VI – ILC 2009 (ILO)  FAO Agri-gender statistics toolkit  FAO/IFAD/ILO Gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty  FAO Gender, Equity and Rural Employment Website  FAO Programme: Gender Equity  The Socioeconomic and Gender Analysis Programme (SEAGA)  FAO–ILO–IFAD Workshop on Gender and Rural Employment  ILO Resource Guide – Gender Equality in the World of Work  UN Entity for Gender Equality and the Empowerment of Women  Gender equality and DW: Selected ILO Conventions and Recommendations promoting gender equality, 2006

1.2 Creation of decent rural employment opportunities


























Issues to address	Examples of concrete actions	Relevant tools
<p>1.2.1</p> <p>Upgrading of small-scale agriculture</p> <p>See also Section 1.3.3 and Section 1.5.1</p>	<ul style="list-style-type: none"> • Ensure that the macroeconomic, budget, trade and sector policy framework provides incentives for a sustainable increase in small-scale agricultural production (with a focus on women and youth) and the development of inputs and outputs markets that serve small-scale producers • Support small-scale agricultural production, post-harvest management, processing and marketing system, e.g. through programmes for skills upgrading, developing market-oriented extension training materials, etc. • Pilot business models to facilitate smallholder participation in markets and value chains, e.g. contract farming, initiatives to develop stakeholder linkages among value chain participants, etc. • Promote market-oriented group cooperation, e.g. provide training on farmer-group formation, facilitation, technology testing, group leadership and networking • Support gender-sensitive access to adapted technologies and related skills training to increase small-scale agriculture productivity • Pilot mechanisms to strengthen small-scale producers' access to financial and risk-management instruments, e.g. warehouse-receipt systems, insurance schemes for risk mitigation, etc. 	<ul style="list-style-type: none"> • FAO Training approaches and materials for improving farm management skills of extension workers and farmers (by macro-region) • FAO guide: Contract farming – partnerships for growth • FAO Policies and institutions to support smallholder agriculture • Políticas para la agricultura familiar en América Latina y el Caribe • Inventory of Innovative Farmer Advisory Services using ICTs • FAO educational video: Le warrantage au Niger • FAO TECA Technology for Agriculture: Proven Technologies for Smallholders • ILO Work Improvement in Small Enterprises (WISE) Programme • ILO Training for Rural Economic Empowerment (TREE) Programme • FAO Contract Farming Resource Centre
<p>1.2.2</p> <p>Upgrading of jobs and enterprises in the informal rural economy</p>	<ul style="list-style-type: none"> • Recognize agricultural workers in paid employment as a group distinct from small farmers, and involve their trade unions/ associations in relevant ARD processes directly • Sustain government efforts to support agro-based enterprises and workers in the informal economy, e.g. support government/MoA in training vendors/enterprises in business and technical skills • Facilitate contacts between government and informal economy workers/producers groups to give them a voice in informal sector policies/strategies 	<ul style="list-style-type: none"> • ILO Work improvement in small enterprises (WISE+), action manual and trainers' guide • FAO/ILO SARD and agricultural workers • ILC Decent work and the informal economy • ILO The informal economy in Africa: promoting transition to formality: challenges and strategies • FAO/ILO/IUF Agricultural workers and their contribution to sustainable agriculture and rural development • FAO Promises and challenges of the informal food sector in developing countries • ILO Programme for Workers' Activities (ACTRAV) – International Training Centre of the ILO
<p>1.2.3</p> <p>Innovative mechanisms for employment creation in rural areas</p> <p>See also Section 1.6</p>	<ul style="list-style-type: none"> • Cooperate in UN or government-led green jobs initiatives focusing on climate change adaptation and mitigation measures, biofuels, organic farming, forestry, biofuels production, bioenergy and sustainable forest management, e.g. through UNJPs • Advocate agricultural potential in creating green jobs, also in terms of greening existing jobs by increasing the ecological literacy of small producers and rural workers 	<ul style="list-style-type: none"> • ILO Guide on employment – intensive infrastructure programmes: labour policies and practices • FAO Guide to upgrading rural agricultural retail markets • FAO Guide for promoting quality linked to geographical origin and sustainable Geographical Indications • FAO Key messages on how to design, implement and replicate sustainable small-scale livelihood-oriented bioenergy initiatives

Issues to address	Examples of concrete actions	Relevant tools
1.2.3 (cont.)	<ul style="list-style-type: none"> • Support gender-sensitive innovative mechanisms for employment creation in rural areas, e.g. employment-intensive rural infrastructure programmes, rural tourism, geographical indications and territorial strategies, fair trade initiatives • Advocate and facilitates effective linkages with fair trade unions and support traceability mechanisms (i.e. GLOBALG.A.P.) • Include sex and age-disaggregated measurable monitoring & evaluation (M&E) employment indicators in all interventions • Ensure that new employment/enterprises created through FAO interventions are based on formal agreements • Support strategic alliances among different stakeholders in all interventions, e.g. financial institutions, including those that offer small-scale finance 	<ul style="list-style-type: none"> • ILO Green jobs: Improving the climate for gender equality too! • UNEP Green jobs: Towards decent work in a sustainable, low-carbon world • FAO Making sustainable biofuels work for smallholder farmers and rural households: issues and perspectives • FAO Green jobs, Unasylva • FAO Jatropha: A smallholder bioenergy crop. The Potential for Pro-Poor Development • FAO Papers produced by the ILO Employment-Intensive Investment Programme: Construction Technology Papers (CTP); Rural Accessibility Technical Papers (RATP); Socio-Economic Technical Papers (SETP) • FAO Promoting employment and entrepreneurship for vulnerable youths in West Bank and Gaza Strip • FAO Small-Scale bioenergy initiatives: Brief description and preliminary lessons on livelihood impacts from case studies in Asia, Latin America and Africa • ILO Job Creation and Enterprise Development Programme • ILO Employment Intensive Investment Programme (EIIP) • FAO JFFLS Junior Farmer Field and Life Schools • FAO Payments for Ecosystem Services schemes from Agricultural Landscapes (PESAL)

1.3 Entrepreneurship promotion in rural areas

Issues to address	Examples of concrete actions	Relevant tools
1.3.1 Business environment for micro, small and medium enterprises in agribusiness and marketing sector development	<ul style="list-style-type: none"> • Raise awareness of government /UNCT and other relevant partners about existing disparity between rights of men and women to productive assets • Support policies/laws and regulations to ensure a good business environment for MSMEs, e.g. reduction of cost associated with business creation, access to land and credit • Lobby for gender/age-sensitive amendment of land legislation (including regulations and guidelines) and for the enforcement of gender/age-inclusive laws, e.g. lobby to increase representation by women on land commissions and other decision-making bodies • Support participatory land-delimitation processes for securing rights acquired through customary and other forms of occupation, and facilitate community negotiation with commercial investors 	<ul style="list-style-type: none"> • ILO Assessing the influence of the business environment on small enterprise employment • ILO Start and Improve Your Business: Family of small enterprise management training tools • FAO Addressing marketing and processing constraints that inhibit agrifood exports. A guide for policy analysts and planners • FAO Access to rural land and land administration after violent conflicts • FAO Training manual: Land tenure alternative conflict management • FAO Operations manual for land consolidation pilot projects in Central and Eastern Europe • AfDB/ILO Guide: Assessing the enabling environment for women in growth enterprises

Issues to address	Examples of concrete actions	Relevant tools
<p>1.3.1 (cont.)</p>	<ul style="list-style-type: none"> • Support the rural finance landscape to improve the provision of financial services to MSMEs, e.g. develop linkages between banks, rural financial institutions, microfinance institutions, POs, agro-enterprises and support service providers to improve and adapt the products and services provided • Assess and support national capacity development needs related to rural entrepreneurship promotion, e.g. when defining strategic plan for the Department of Agricultural Business Promotion or the Marketing Unit of the MoA; joint training of trainers (TOT) of MoA Agricultural Enterprises Trainers with ILO/UNIDO • Support the establishment of linkages with the MoT • Ensure that representatives of micro and small entrepreneurs' associations, particularly women's and youths', participate in enterprise policy and programme development 	<ul style="list-style-type: none"> 📖 FAO Financial sector linkages publications 📖 FAO Emerging environment for agribusiness and agro-industry development in India: Key Issues in the way forward 📖 FAO Gender and land rights database 📖 FAO Enabling environments for agribusiness and agro-industry development (Africa, Latin America, Easter and Central Europe) 📖 FAO Policy brief: gender and land rights 📖 FAO Paper on participatory land delimitation 🌐 ECOSOC Poverty reduction through micro-credit schemes (Bangladesh) 🌐 Village Community Banking (VICOBA) Tanzania 🏠 Rural Finance Learning Center (RFLC) 🏠 FAO Land Tenure Website 📄 R189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998
<p>1.3.2 Rural people's entrepreneurial and managerial skills</p>	<ul style="list-style-type: none"> • Support the broadening of the technical mandate of extension services to cover entrepreneurial and managerial skills, e.g. support the preparation of short-term training modules and materials on business-management skills, self-help initiatives and use of revolving funds for development activities • Support establishment of operational linkages between extension departments in the MoA and MoL and MoT • Pilot and support scaling-up of non-formal training on business development adapted to rural people and different groups needs (women, youth), e.g. JFFLS, FBS, FFS 	<ul style="list-style-type: none"> 📖 FAO Modernizing national agricultural extension systems: A practical guide for policy-makers of developing countries 📖 ILO Know about business (KAB) 📖 FAO Mobilizing the potential of rural and agricultural extension 📖 Neuchâtel Initiative-Common Framework on Market-Oriented Agricultural Advisory Services 🌐 FAO Global review of good agricultural extension and advisory service practices 🏠 FAO Farmer Business School
<p>1.3.3 Supporting micro, small and medium enterprises in rural areas</p>	<ul style="list-style-type: none"> • Give priority to rural businesses owned/managed by women and youth • Identify and provide technical support to agribusinesses with potential for growth, e.g. in business and technical skills on post-harvest management, processing, product quality and safety standards, etc. • Support trainings to enable MSMEs to meet requirements of the new food safety regulations • Support rural MSMEs' access to markets and services, e.g. facilitate linkages with the banking/microfinance sector • Support adoption of business models that provide opportunities for small-scale producers, towards aggregation of produce and developing backward and forward linkages 	<ul style="list-style-type: none"> 📖 FAO Lessons in microfinance 📖 FAO Rural finance and book-keeping teaching and learning materials 📖 FAO WB SME toolkit 📖 FAO Booklet: Business management for small-scale agro-processors 📖 FAO Diversification booklets 📖 FAO Marketing extension guide: A guide to marketing costs and how to calculate them 📖 FAO Community-based forest enterprises training materials (MA&D approach) 📖 FAO Rural-urban marketing linkages. An infrastructure identification and survey guide 📖 ILO Helping micro and small enterprises cope with HIV/AIDS – A handbook for small business associations and service providers

Issues to address	Examples of concrete actions	Relevant tools
<p>1.3.3 (cont.)</p>		<ul style="list-style-type: none">  FAO Survey of business models that provide opportunities for smallholders  FAO SARD and Rural Enterprises  FAO Promoting gender-sensitive entrepreneurship via microfinance institutions  ILO Making microfinance work – Managing for improved performance  FAO Lessons learned by the WIN Project on livelihoods diversification and enterprise development  FAO Case studies of ways in which farmers have linked with markets  Alternatives to improve negotiation and market access capabilities of small-scale rural entrepreneurs in Latin America  ILO Business Development Services (Distance learning)  Small Enterprise Development Programme (SEED/ILO)  FAO Contract Farming Resource Centre  Rural Finance Learning Centre  ILO Expand Your Business Programme  FAO Linking Farmers to Markets Website  R189 Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998
<p>1.3.4 Group cooperation and producer organizations</p>	<ul style="list-style-type: none"> • Raise awareness of government/UNCT on the role of POs as key stakeholders in RE&DW promotion, poverty reduction and ARD processes, e.g. use well-established events such as World Food Day, country programming exercises (NMTP/CPF, UNDAF, SPFS/NPFS, etc.) • Promote market-oriented group cooperation through all FAO interventions • Support removal of laws and regulations that may create barriers to POs, e.g. through technical assistance supporting the drafting of agricultural legislation • Explore, document and disseminate institutional innovations and good practices of organized collective action with strong employment impacts • Strengthen the institutional and technical capacities of concerned MoA departments to support POs' development, possibly involving also MoT and MoL and other relevant ministries • Support national efforts to strengthen the institutional and technical capacities of POs and cooperatives, e.g. in farm commercialization, agribusiness management, post-harvest management, processing, product quality and safety standards • Support national efforts to enhance POs' and cooperatives' access to markets and services, e.g. by facilitating linkages with the banking/microfinance sector 	<ul style="list-style-type: none">  FAO The group promoter's resource book: A practical guide to building rural self-help groups  FAO Agricultural cooperative development: a manual for trainers  FAO Course on agribusiness for producers' associations  FAO The group savings resource book  FAO/ILO Self-study and training for members and staff of agricultural cooperatives: A guidance manual for advisers and trainers  ILO Guide for Identification of economic opportunities for women's groups and communities  FAO The group enterprise book  FAO Computerizing agricultural cooperatives: a practical guide  ILO Cooperating out of poverty: The renaissance of the African cooperative movement  ILO Cooperative facility for Africa working papers  Annual report on FAO activities in support of producer organizations and agricultural cooperatives, 2009

Issues to address	Examples of concrete actions	Relevant tools
1.3.4 (cont.)	<ul style="list-style-type: none"> Promote involvement of POs in the design of agricultural investment programmes and frameworks, e.g. CAADP national compacts Support POs' involvement in the development of demand-led extension and advisory services Build synergies between organizations, programmes, countries and create producer-to-producer learning opportunities related to governance and social dialogue 	<ul style="list-style-type: none"> ILO Promising practices: How co-operatives work for working women in Africa ILO Cooperative Facility for Africa Coop Works: Business Management Information System for Producer Organizations List of Cooperative Centres of Competence (Africa) International Cooperative Alliance (website)

1.4 Livelihoods diversification for emergency prevention and post-crisis recovery

Issues to address	Examples of concrete actions	Relevant tools
1.4.1 Disaster risk management and climate change adaptation See also Section 2.2	<ul style="list-style-type: none"> Support MoA involvement in disaster risk management (DRM) processes to integrate sustainable agriculture and rural development and rural employment-related concerns, e.g. ensure that MoA focal points are represented in national, regional and local DRM committees Support integration of livelihood-diversification measures to decrease dependence of vulnerable groups on climate-sensitive farming in disaster risk reduction (DRR) plans and initiatives Support institutional strengthening and partnership building for DRM, involving POs/workers' organizations and other community groups/private sector Support integration of livelihoods-vulnerability assessments in PRSPs and national, regional and local development plans Support analysis of gender-based climate-change vulnerability, impacts and risks on food security and employment, e.g. research-action programmes, within CCA/UNDAF etc. 	<ul style="list-style-type: none"> FAO Guide book: Disaster risk management system analysis FAO Climate change and disaster risk management: Options for decision makers FAO Climate change adaptation and mitigation: Options for decision makers FAO's role in disaster risk reduction FAO Adaptation to climate change in agriculture, forestry and fisheries FAO Farmers in a changing climate. Does gender matter? FAO Consolidated report of country case studies on the role of local institutions in reducing vulnerability to natural hazards FAO Livelihood adaptation to climate variability and change in drought-prone Bangladesh FAO Institutions for Disaster Risk Management
1.4.2 Employment creation for post-crisis recovery See also Section 2.2	<ul style="list-style-type: none"> Address employment concerns in post-crisis agriculture rehabilitation and recovery programmes Include impact assessment of crisis on rural labour markets in initial livelihoods impact appraisals (comprising employment losses and additional demand for jobs), e.g. in multi-sectoral quick impact assessments feeding into Flash Appeal proposals Include impact assessment of crisis on rural labour markets in Detailed Livelihood Assessments to support identification of employment-centred responses Support first-line labour-intensive mechanisms in rural areas (cash or food-for-work) and promote market-oriented group cooperation through FAO interventions Support community contracting and local level planning in all interventions as part of organization building Adopt a gender/age perspective in employment-centred post-crisis planning, taking into account resource control and access to labour by gender 	<ul style="list-style-type: none"> ILO Country level rapid impact assessment of crisis on employment FAO ILO livelihood assessment toolkit ILO Guidelines on local economic recovery in post-conflict FAO-WFP-SEAGA Passport to mainstreaming a gender perspective in emergency programmes ILO Role in conflict and disaster settings FAO/WFP/SEAGA Guidelines for emergency and rehabilitation programmes FAO Guidance note: Gender-based violence and livelihood interventions: Focus on populations of humanitarian concern in the context of HIV and AIDS FAO Palestinian Women's Associations and Agricultural Value Chains (draft version) Early Recovery Cluster

1.5 Knowledge and skills to enhance employability
















Issues to address	Examples of concrete actions	Relevant tools
<p>1.5.1</p> <p>Employment-oriented training and agricultural education</p> <p>See also Section 1.3.2</p>	<ul style="list-style-type: none"> • Increase awareness amongst national partners of the role of vocational education and training in employability and rural development • Pilot demand-driven agricultural education and training programmes that are employment and income-generation oriented and adapted to rural people and different groups' needs (women, youth, etc.), e.g. JFFLS, FFS, FBS • Include a livelihoods-/employment-oriented component in technical FFS, e.g. IPM FFS • Support ToT programmes for stakeholders providing non-formal education (NFE) in rural areas to enable the adapting of methodologies and modules to rural people and their different groups • Support scaling-up/institutionalization of successful programmes in collaboration with MoA/MOE • Pilot funding mechanism (small-grants fund) to support community-learning initiatives • Join other UN agencies in promoting collaboration among ministries/NGOs/private sector to increase accessibility of rural people to skills training for self-employment and job creation, e.g. policy support for a joint strategy for NFE in rural areas • Promote participatory analysis in collaboration with government/local communities/rural institutions/research centres to identify needs and constraints that rural poor people face in accessing education and training services, e.g. during UN joint assessments such as CCA 	<ul style="list-style-type: none"> • FAO Education for rural people (ERP) toolkit • FAO Junior Farmers Field and Life Schools (JFFLS): Getting started and monitoring and evaluation toolkit • ILO Biz-up: Self-employment skills for young people (User's Guide) and Self-employment skills for young people (Facilitator's Guide and Toolkit) • ESCAP/FAO Success case replication: A manual for increasing farmer household income • LinKS training manual on gender, biodiversity and local knowledge • ILO Innovative cooperative training. A trainer's source book • ILC 97 Report V – Skills for improved productivity, employment growth and development (2008) • FAO The role of education, training and capacity development in poverty reduction and food security • FAO Fundamental elements of a Farmer Field School • FAO Towards self-financed farmer field schools • WB/FAO/IFAD Gender in agricultural innovation and education module of the Gender in Agriculture Sourcebook • Teaching and learning materials on education for rural people on biodiversity • IPM Farmer Field Schools: A synthesis of 25 impact evaluations • A Strategy for Education for Rural People in Kosovo • Global FFS Network and Resource Centre • The Green Jobs Training Site • ILO Skills for Green Jobs - 21 background country studies • Junior Farm Field and Life Schools

1.6 Specific groups' needs to access decent rural employment opportunities

Issues to address	Examples of concrete actions	Relevant tools
<p>1.6.1</p> <p>Rural women and youth¹³</p>	<ul style="list-style-type: none"> • Sensitize national partners on the need to prioritize women and youth in employment creation, e.g. use well-established events such as Rural Women Day, World Food Day, CCA/UNDAF, NMTPF/CPF, etc. 	<ul style="list-style-type: none"> • ILO Tools for women's entrepreneurship development • IWTC Rural women in Africa: ideas for earning money (computer book) • ILO Guide to youth employment • ILO Guide for the preparation of National Action Plans on youth employment

14 The United Nations defines "youth" as persons between the ages of 15 and 24 years inclusive.

Issues to address	Examples of concrete actions	Relevant tools
<p>1.6.1 (cont.)</p>	<ul style="list-style-type: none"> • Ensure that the gender and the youth focal point in the MoA and/or respective line ministries participate in relevant processes and ARD policy development (e.g. CCA/UNDAF, NMTPF/CPF, etc.) • Involve representatives of rural women and youth associations, entrepreneurs and youth unions in the development of agribusiness and agro-industry policies and programmes • Support the collection and analysis of reliable data and information on women and young workers, producers and their MSMEs and associations, e.g. within the CCA or FAO programmes and projects • Support the removal of cultural and systemic barriers, laws and regulations that may impede women's or youth's economic empowerment, e.g. when supporting the drafting of agricultural legislation or the MoA institutional reorganization • Support women and youth equitable access to land, water, credit, information, and technology, e.g. through direct interventions to consolidate productive patrimonial assets and full citizenship • Promote women's and youths' group cooperation and youth and women representation in POs, workers' organizations and workers' unions • Support MoA collaboration with women and youth producers' and agricultural entrepreneurs' associations, workers' organizations and unions • Ensure that the specific needs and constraints of women (such as maternity and nursing, time use, care responsibilities – especially in terms of HIV, reduced mobility, access to resources) are taken into account in all FAO interventions • Support labour-saving technologies and social services aimed to reduce women's domestic and care tasks • Combine targeted, women-specific programmes and policies with gender mainstreaming in all rural business-development initiatives • Ensure gender equity in the creation of youth employment and income-generation activities and policies supported by FAO 	<ul style="list-style-type: none">  DFID Youth Participation in development – a guide for development agencies and policy makers  UNDESA Guide to the implementation of the World Programme of Action for Youth  FAO Policy Brief: Women and rural employment  FAO/CEPAL Employment of rural women  FAO SARD and Women  FAO/ILO/UNESCO Training and Employment opportunities to address poverty among rural youth  FAO Rural youth employment in developing countries: A global view  ILO Fact sheet on youth employment  ILO Global Employment Trends for Youth 2010  IFAD Paper: Promoting Livelihood Opportunities for Rural Youth  FAO Promoting employment and entrepreneurship for vulnerable youths in West Bank and Gaza Strip  FAO Dimitra website. Gender, Rural Women and Development  United Nations Development Fund for Women (UNIFEM)  MDG Fund on Youth, Employment and Migration  ILO Electronic Resource Tool for Employers  ILO Maternity Protection  ILO Work and Family  A/RES/57/165 UN General Assembly Resolutions on promoting youth employment, 2002  ILC Resolution on Youth Employment, 2005  E/CN.5/2006/L.3 Commission for Social Development ILS ILS
<p>1.6.2 Indigenous communities</p>	<ul style="list-style-type: none"> • Push for greater consideration of indigenous issues within the CCA/UNDAF, NMTPF/CPF • Promote FAO's Policy on indigenous people • Support participation of indigenous people representatives in fora/workshops/ARD relevant processes • Apply the UNDG guidelines on Indigenous people's issues to integrate indigenous issues into project cycles and strategies 	<ul style="list-style-type: none">  FAO Policy on Indigenous and Tribal Peoples  UNDG Guidelines on indigenous peoples' issues  UNPFII Resource kit on indigenous peoples' issues  UN-REDD Operational Guidance for engaging with indigenous- and other forest dependent communities

Issues to address	Examples of concrete actions	Relevant tools
<p>1.6.2 (cont.)</p>	<ul style="list-style-type: none"> Promote integration of indigenous producers into national and international value chains, e.g. technical assistance for organic production and certification Support government to create institutional environments favourable to indigenous communities, e.g. national legislation that strengthens individual and community access to land and other productive resources; identification, adding-value and preservation of specific quality products linked to their places and traditions; fair trade networks Promote programmes operated in partnership with indigenous NGOs/CSOs and in which FAO would provide technical assistance/capacity development components 	<ul style="list-style-type: none">  ILO Indigenous and Tribal People's Rights in Practice: A Guide to ILO Convention No. 169  ILO Eliminating discrimination against indigenous and tribal peoples in employment and occupation: A Guide to ILO Convention No. 111  UN Declaration of the Rights of Indigenous Peoples, 2007  UN Permanent Forum on Indigenous Issues (UNPFII)  C169 Indigenous and Tribal Peoples Convention, 1989
<p>1.6.3 Demobilized soldiers, refugees, internally displaced people</p>	<ul style="list-style-type: none"> Include employment and livelihood-based components in agriculture rehabilitation and recovery programmes for conflict-/post-conflict- and protracted-crisis-affected areas/countries, e.g. recruiting an employment/livelihoods specialist among the consultants Support market-oriented group cooperation initiatives Provide technical assistance to professionalize demobilized soldiers, refugees, IDPs: FFS, FBS, JFFLS, YFAs and vocational and educational training programmes including life/social and agricultural skills and small-business-development training Support development of long-term labour base reinsertion programmes, e.g. rural infrastructure, including adapted vocational training programmes Promote gender/age equality: consider that the lack of male labour during conflicts can ease entry of women and youth into formerly gender/age-restricted areas in post-conflict period Support the establishment of links with existing financial institutions (e.g. to increase access to remittances) Support the establishment of grant schemes to fast-track access to credit when there is not sufficient economic stability 	<ul style="list-style-type: none">  ILO Guidelines on socio-economic reintegration of ex-combatants  ILO Guidelines for employment intensive reconstruction works in countries emerging from armed conflicts  International Alert- Practice note 4: Socio-Economic Reintegration of Ex-Combatants  ILO How-to guide on economic reintegration of children and youth formerly associated with armed forces and groups
<p>1.6.4 Migrant workers and their communities</p>	<ul style="list-style-type: none"> Raise awareness of government /UNCT about potential impacts of greater investment in agriculture on rural areas and rural out-migration, e.g. participate in UN theme groups on migration issues (ILO should be regarded as the lead agency on labour migration) Support programmes addressing rural unemployment particularly in rural areas with high migration incidence Support governments' efforts to explore new domestic labour opportunities for workers in rural areas in order to cope with the economic recession and the shrinking employment opportunities abroad Assess the socio-economic impact of migration on rural communities Ensure that migrants and their associations participate in relevant processes for defining sustainable ARD strategic frameworks and policies 	<ul style="list-style-type: none">  ILO Multilateral framework on labour migration. Non-binding principles and guidelines for a rights-based approach to labour migration  ILO International labour migration: a right-based approach  IOM Practical guide on information provision regarding return and reintegration in countries of origin  IOM/ILO/OCSE Handbook on establishing effective labour migration policies in countries of origin and of destination  OCSE Guide on gender-sensitive labour migration policies  ILO (2008) In search of Decent Work – Migrant workers' rights: A manual for trade unionists

Issues to address	Examples of concrete actions	Relevant tools
<p>1.6.4 (cont.)</p>	<ul style="list-style-type: none"> • Support programmes to improve the productive use of remittances in rural areas of origin, in collaboration with ILO/IOM /IFAD/WB and other relevant partners, e.g. incentives schemes; partnerships between financial institutions to improve migrants' access to efficient remittance-transfer channels • Support government capacity and structures for collecting and analysing rural labour migration ASDD data, as well as flows of remittances and their final uses in rural areas • Assess remittances' impact on rural economy and local productivity and development • Support MoA involvement in intergovernmental mechanisms for coordination and consultation on labour mobility (the leading ministry should be the MoL) • Promote the positive role of labour migration in advancing regional integration, including by supporting multilateral social security agreements, e.g. within NEPAD/Regional Coordination Mechanisms clusters in which FAO is involved • Support UN joint initiatives for developing Labour Market Information Systems (LMIS) for rural potential migrants, particularly women and youth • Support mechanisms to facilitate socio-professional integration of returned migrants in rural areas with information on job opportunities, access to finance, training and business development services to support the start-up of agro-entrepreneurial activities • Support participatory research, involving local communities and migrant associations, to assess the impacts of climate change-induced migration and its gender component 	<ul style="list-style-type: none"> 📄 FAO papers on the impacts of migration and remittances: in Rural Philippines, in Mexico, in small island states (Fiji and Tonga), in Albania: Out-Migration and Investing BackHome 📄 FAO Policy Brief: SARD and migration 📄 IFAD/FAO International migration, remittances and rural development 📄 ILO Good practices database-Labour migration policies and programmes 📄 IFAD Financing facility for remittances 📄 C143 Migrant Workers (Supplementary Provisions) Convention, 1975 📄 C97 Migration for Employment Convention (Revised), 1949 📄 R86 Migration for Employment Recommendation (Revised), 1949
<p>1.6.5 Persons with disabilities</p>	<ul style="list-style-type: none"> • Remain involved, attend meetings, collaborate with government, UN agencies, NGOs, etc. that focus upon disabled people in rural areas, underscoring the potential contribution of the agricultural sector • Promote prevention of disability through safe use of agro-chemicals and agricultural tools and implements, e.g. promoting IPM/GAP/OSH in FFS and training of extension services • Provide technical expertise in training and adaptation methodologies required by disabled persons • Support participatory research and case studies, involving local communities, to identify barriers and employment opportunities in the agriculture and non-farm sector for persons with disabilities 	<ul style="list-style-type: none"> 📄 FAO Guidelines for enhancing opportunities in agriculture for disabled people 📄 ILO Good practice guide for Skills development through community based rehabilitation 📄 ILO Replicating success. A manual to alleviate poverty through peer training 📄 FAO Handbook for training of disabled on rural enterprise development 📄 C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
<p>1.6.6 People living with and affected by HIV</p>	<ul style="list-style-type: none"> • Promote access to employment for people living with and affected by HIV • Promote access to prevention, treatment, care and support for women and men workers in rural areas and in agriculture • Provide technical expertise in skills building that mainstream HIV prevention activities and establish referral systems for access to voluntary testing (VCT) and counselling, treatment, care and support 	<ul style="list-style-type: none"> 📄 ILO Helping micro and small enterprises cope with HIV/AIDS – A handbook for small business associations and service providers 📄 ILO Recommendation concerning HIV and AIDS and the world of work, No. 200, 2010

PILLAR 2 Social protection

Extending social protection to small producers and rural workers through livelihoods-based mechanisms



























2.1 Occupational safety & health (OSH)

2.1.1

Occupational safety & health measures for the rural workforce, including small producers and informal wage labourers

- Join forces with MoA, producer and worker organizations and ILO to support the inclusion of the agricultural sector in national OSH policies and programmes
- Support the MoA in developing OSH in agriculture plans
- Address issues of OSH as a mandatory component of capacity development support to extension services
- Promote good practices in OSH in agriculture
- Support use of substitutes for hazardous substances, technologies and practices (e.g. IPM, organic agriculture, GAP)
- Introduce traceability standard measures in the supported/developed agricultural value chains
- Support specific training on OSH for producers including OSH training programmes for women, young, elderly, seasonal and migrant producers
- Support the development and implementation of programmes/projects measures to identify and control occupational OSH hazards, e.g. informed risk assessment through community participation and the involvement of agricultural workers and their organizations
- Conduct participatory analysis with informal economy workers, through their organizations wherever possible, on OSH issues
- Join forces with government to engage POs, worker (formal and informal) associations and community leaders in sensitization activities on OSH in agriculture

- 📖 [ILO OSH Training materials](#)
- 📖 [Guidelines for labour inspection in forestry](#)
- 📖 [ILO Codes of practice and guides in the field of chemical safety](#)
- 📖 [The encyclopaedia of occupational health and safety – 5th, online edition](#)
- 📖 [ILO Code of Practice on safety and health in agriculture, 2010](#)
- 📖 [ILO/IUF/UIITA/IUL Health, safety and environment: a series of trade union education manuals for agricultural workers](#)
- 📖 [ILO Protecting workers against avian influenza \(action manuals\)](#)
- 📖 [FAO International Code of Conduct on the Distribution and Use of Pesticides](#)
- 📖 [ILO Chemical Safety Training Modules](#)
- 📖 [FAO Guidelines Good agricultural practices for family agriculture](#)
- 📖 [International Occupational Safety and Health Information Centre \(CIS\)](#)
- 📖 [ILO Introduction to OSH + specific booklets](#)
- 📖 [ILO OSH for women and children](#)
- 📖 [ILC Report VI \(1\). Safety and health in agriculture](#)
- 📖 [IUF Briefing Paper: Avian Influenza \(H5N1\) and agricultural workers](#)
- 📖 [ILO LABORSTA database](#)
- 📖 [ILC General Survey concerning the Occupational Safety and Health Convention, 1981 \(No. 155\), the Occupational Safety and Health Recommendation, 1981 \(No. 164\), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981](#)
- 📖 [ILO standards-related activities in the area of occupational safety and health: An in-depth study for discussion with a view to the elaboration of a plan of action for such activities](#)
- 📖 [ILO Promoting occupational health services for workers in the informal economy through primary care units](#)
- 📖 [ILO/ASEAN Occupational Safety and Health Network: good occupational safety and health practices](#)

Issues to address	Examples of concrete actions	Relevant tools
<p>2.1.1 (cont.)</p>		<ul style="list-style-type: none">  ILO Developing the WIND training programme in Asia: Participatory approaches to improving safety, health and working conditions of farmers  ILO Training Programme on Safety, Health and Working Conditions in Agriculture  ILO Programme on Safety and Health at Work and the Environment (SAFEWORK)  ILO Safety and Health in agriculture website  FAO Good Agricultural Practices  FAO Integrated Pest Management programme  FAO/AGP Pest and Pesticide Management  ILO Databases on OSH  C121 Employment Injury Benefits Convention, 1964  C129 Labour Inspection (Agriculture) Convention, 1969  C170 Chemicals Convention, 1990  C184 Safety and Health in Agriculture Convention, 2001  C187 Promotional Framework for Occupational Safety and Health Convention, 2006  R192 Safety and Health in Agriculture Recommendation, 2001  R197 Promotional Framework for Occupational Safety and Health Recommendation, 2006
<p>2.1.2 HIV and AIDS and other major diseases and the world of work</p>	<ul style="list-style-type: none"> • As FAOR, participate in UN theme groups on HIV and AIDS to mainstream the role of agriculture in national HIV and AIDS strategies and policies • Support the mainstreaming of AIDS concerns in ARD policies and strategies, e.g. supporting formulation of Agricultural Sector Strategies for HIV and AIDS • Collaborate with ILO/MoA/MoL and organizations for people living with and affected by HIV to mainstream the role of agriculture in national strategies/policies on HIV and AIDS, e.g. national policy on HIV and AIDS and the world of work • Support introduction of labour-saving technologies to support poor households in HIV- and AIDS-affected areas, e.g. conservation agriculture • Support inclusion in extension workers' training of a module on the impact of any disability and major epidemic, such as HIV and AIDS, on farmers and farming practices and how to mitigate it • Apply the same consideration to other major diseases/epidemics relevant for country: e.g. tuberculosis and malaria 	<ul style="list-style-type: none">  FAO HIV/AIDS extension fact sheet  ILO Handbook for employers: Managing HIV/AIDS and the workplace  FAO Labour saving technologies and practices decision support tool  ILO/FHI HIV/AIDS Behaviour change communication toolkit for the workplace  Implementing the ILO code of practice on HIV/AIDS and the world of work. An education and training manual  ILO: Code of Practice on HIV/AIDS and the world of work  FAO/IFAD Conservation agriculture as a labour saving practice for vulnerable households  FAO/IFAD Labour saving technologies and practices for farming and household activities in Eastern and Southern Africa  Mainstreaming HIV and AIDS into FAO programmes  ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS)  ILO: Recommendation concerning HIV and AIDS and the World of Work, No. 200, 2010

2.2 Extending social protection coverage to rural areas

Issues to address	Examples of concrete actions	Relevant tools
<p>2.2.1</p> <p>HIV and AIDS and other major diseases and the world of work</p>	<ul style="list-style-type: none"> • Link social protection with support to enhance small producers' productivities and capabilities, e.g. supporting productivity-enhancing safety nets, conditional cash transfers, schemes linking transfers with active labour market policies • Ensure that UN food-based social transfers source food locally (collaborating with WFP similar initiatives, e.g. P4P) and that impacts on production and markets are monitored closely • Participate actively in UN coordination mechanisms on social protection and support MoA involvement to raise awareness on specific need of workers in the agricultural sector and the constraints for an effective delivery of benefits in rural areas (e.g. seasonality and instability of incomes in agriculture) • Support mechanisms for extending social protection to informal economy workers, which involve their associations and communities/households, e.g. through mutual benefit groups/micro-insurance schemes/community care groups for HIV- and AIDS-affected people/health service cooperatives • Support the provision of income security for poor rural people in old-age and invalidity through non-contributory pensions • Explore, document and disseminate institutional innovations and good practices of policy dialogue organized collective action with strong impacts on social protection 	<ul style="list-style-type: none"> • Wiego Tools for advocacy: Social protection for informal workers • FAO Guidelines: 13 and 14 of the Voluntary guidelines Right to Food • ILO-STEP Tools on health micro-insurance • FAO Linking social protection and support to small farmer development • FAO Policy Brief: Protecting Africa's future: Livelihood-based social protection for OVC • ILO Extending social security to all. A guide through challenges and options • ILO 2010. Effects of non-contributory social transfers in developing countries: A compendium • The ILO social security inquiry database: some national and scheme indicators of coverage, expenditure and benefit level • WB Extending Social Protection to Informal Workers in the Horticulture Global Value Chain • FAO/WFP Responding to the Food Crisis: Synthesis of Medium-Term Measures • FAO/IFAD/WFP High food prices: Impact and recommendations (including safety nets) • ODI Agricultural rehabilitation: Mapping the linkages between humanitarian relief, social protection and development • FAO Productive Safety Nets Case Studies Ethiopia, Malawi, Ghana • ODI Policy Brief Social Safety Nets, Indonesia • FAO Socio-Environmental Safety Nets (Madagascar, Haiti) • ILO GESS - Social transfers Impacts web space • C102 Social Security (Minimum Standards) Convention, 1952 • R67 Income Security Recommendation, 1944
<p>2.2.2</p> <p>Social protection floor</p>	<ul style="list-style-type: none"> • Engage in UN social protection floor (SPF)-initiative processes at national level, particularly with regards to access to food and nutrition of vulnerable groups (FAO is a cooperating agency in this UN Initiative) • Ensure inclusion of measures for small producers/agricultural workers and other vulnerable rural groups in country-specific basic social protection policies • Support implementation/M&E of basic social protection policies in areas of FAO comparative advantage (e.g. Nutrition and Food Security Surveillance Systems; vocational education and training through FFS, FBS, JFFLS; Homestead Gardening; community-level nutrition; food safety aspects; school feeding; child labour and youth programmes) 	<ul style="list-style-type: none"> • ILO/WHO Manual and strategic framework for joint UN country operations on the Social Protection Floor Initiative • ILO UN Social Protection Floor Initiative: The role of social security in crisis response and recovery, and beyond • ILO Factsheet of the SPF-I

2.3 Nutritional well-being and food security of rural people

Issues to address	Examples of concrete actions	Relevant tools
2.3.1 Nutritional status of rural populations towards food security and productive capacity of the rural workforce	<ul style="list-style-type: none"> • Support MoA to ensure that goals of national agricultural policies go beyond increasing agricultural production to promote food security, income generation, equity and improved nutritional status of vulnerable groups • Support the incorporation of nutrition issues in ARD and poverty-reduction programmes/ projects and in all agriculture-related training programmes, e.g. trainings for extension workers • Address needs for improved nutrition for people living with and affected by HIV, e.g. in trainings for extension workers 	<ul style="list-style-type: none"> • FAO Guidelines on resources for advancing nutritional well-being • FAO Making nutrition a national priority: Review of policy processes in developing countries and a case-study of Malawi • WB/ FAO/IFAD Gender and food security module of the Gender in Agriculture Sourcebook • FAO Gender and nutrition fact sheet • Food Insecurity and Vulnerability Information and Mapping Systems (FIVIMS)
2.3.2 Rural employment and decent work and food security	<ul style="list-style-type: none"> • Advocate for interdependence between right to food and right to work within broader right-based approaches, e.g. within UNCT, UNDAF • Support mainstreaming of RE&DW in NFSP/ SPFS and other strategies and programmes for food security 	<ul style="list-style-type: none"> • FAO Right to food assessment checklist • FAO Right to food methodological toolbox • FAO Voluntary guidelines to support the progressive realization of the right to adequate food in the context of national food security • OHCHR Principles and guidelines for a human rights approach to poverty reduction strategies • OHCHR/FAO Fact sheet: The right to adequate food • FAO Special Programme for Food Security • FAO Right to Food Portal and Tools

2.4 Improving working conditions in rural areas

Issues to address	Examples of concrete actions	Relevant tools
2.4.1 Effective maternity protection and support for unpaid care work for rural women workers	<ul style="list-style-type: none"> • Support government capacity and structures for collecting and analysing data (through labour force, time use and health and demographic surveys) to assess the maternity protection conditions and care needs of rural women • Identify the legal, policy and service provision gaps through the development of legal reviews, policy and social budget analysis • Raise-awareness of government, MoA, trade unions, employers' organizations and women's groups on the need for maternity protection and care needs of rural women via the development of national campaigns; technical workshops on research and policy analysis results; capacity development of national stakeholders 	<ul style="list-style-type: none"> • ILO Achieving MDG 4 through decent work • ILO Achieving MDG 5 through decent work • ILO Family-friendly measures – Wise-R Action manual Module 5 • ILO Family-friendly measures – Wise-R trainers' guide Module 5 • ILO Questions and answers about maternity at work • ILO Guide: Healthy beginnings: Guidance on safe maternity at work • ILO A Training Package on work and family • ILO Maternity at work: A review of national legislation • ILO Safe maternity and the world of work • ILO Expanding women's employment opportunities: Informal economy workers and the need for childcare • ILO Workplace solutions for childcare

Issues to address	Examples of concrete actions	Relevant tools
<p>2.4.1 (cont.)</p>	<ul style="list-style-type: none"> Support the elaboration and funding of national and local strategies to extend maternity protection at work and care services for rural women, including: a) protection against hazardous work during pre- and postnatal periods; b) time for rest, healing and recovery after childbirth; c) income support and access to health care for the mother and her child; d) protection from discrimination based on pregnancy, maternity and family responsibilities; e) support for breastfeeding at work and childcare. 	<ul style="list-style-type: none">  ILO Reconciling work and family responsibilities. Practical ideas from global experience  ILO Maternity Protection Website  ILO Work and Family website  ILO-TRAVAIL: Database of Conditions of Work and Employment Laws  C156 Workers with Family Responsibilities, 1981  C183 Maternity Protection Convention, 2000
<p>2.4.2 Minimum wage and equal pay policies and decent remuneration for rural workers</p>	<ul style="list-style-type: none"> Advocate with government, MoA, trade unions, employers' federations and UNCT on the need for minimum wage and equal pay laws and policies to be extended to workers in agriculture (including casual and temporary wage workers) Support policies and multi-stakeholder mechanisms (UNCT, government, MoA, MoL, MoT, MoE, POs, CSOs etc.) aimed at increasing rural wages for both men and women, e.g. agricultural growth strategies, vocational training programmes, etc. 	<ul style="list-style-type: none">  How to define "decent remuneration" in the banana industry and for the World Banana Forum  ILO Managing Wages and Benefits - Wise-R Action Manual Module 4  ILO Managing Wages and Benefits - Wise-R Trainers' Guide Module 4  ILO The fundamentals of minimum wage fixing  ILO Inequality, income shares and poverty: The practical meaning of Gini coefficients  ILO Rural inequality, wage employment and labour market formation in Africa  ILO-TRAVAIL: Database of Conditions of Work and Employment Laws  C95 Protection of Wages Convention, 1949  C131 Minimum Wage Fixing Convention, 1970

PILLAR 3 Standards and rights at work













Strengthening respect for fundamental principles and rights at work in small-scale agriculture and the informal rural economy

3.1 Standards at work in rural settings




















Issues to address	Examples of concrete actions	Relevant tools
3.1.1 International Labour Standards in small-scale agriculture and the informal rural economy	<ul style="list-style-type: none"> • Support ILO in encouraging government to ratify/implement/enforce ILS relevant to the rural labour force • Support socially responsible agricultural production for small producers and MSMEs, e.g. via programme- and project-based training • Engage POs, workers' associations, unions and networks in sensitization activities on labour standards • Sensitize small producers/MSMEs/communities on labour standards, e.g. via programme- and project-based training, FFS, joint FAO–ILO extension workers' training programmes • Support adoption of private voluntary standards and certification for socially responsible agricultural production and trade (but considering that requirements, costs and controls may be too big a burden for small farmers) • Support innovative mechanisms for monitoring enforcement, bringing together labour inspectorates/MoA/MoT and extension services/ POs and workers' organizations/private sector and rural communities leaders, e.g. piloting in UNJPs 	<ul style="list-style-type: none"> • IALI Global code of integrity for labour inspection • FAO/SARD Policy brief on good agricultural practices (GAP) • ILO International Labour Standards for plantation work • ILO Workers' housing • FAO Publications on Voluntary Standards for Responsible Agricultural Production and Trade • GLOBALG.A.P website (see Control Points and Compliance Criteria of the Integrated Farm Assurance, Section AF3) • FAO The World Banana Forum • International Social and Environmental Accreditation and Labelling (ISEAL) Alliance • Social Accountability International (SAI) Human Rights at Work • Ethical Trading Initiative (ETI) • Fairtrade Labelling Organizations International (FLO) • FAO Organic Guarantee Systems • Full list of International Labour Standards by subject

3.2 Protecting the rights of workers in the rural economy

Issues to address	Examples of concrete actions	Relevant tools
3.2.1 Child labour prevention in small-scale agriculture and among rural workers See also Section 1.6.1	<ul style="list-style-type: none"> • Raise awareness of government/MoA and UNCT on the severity of child labour in agriculture, clarifying the distinction between child labour and educative household help • Support the establishment of a child labour focal point in the MoA (and other line departments) and MoA participation in multistakeholder child-labour prevention mechanisms, e.g. formulation of National Action Plan to combat child labour, formulation of national hazardous activity list, national tasks forces on child labour • Join forces with MoA and ILO to support mainstreaming of child labour concerns into ARD and poverty reduction policies, programmes and projects, and in extension services, e.g. through CCA/UNDAF/NMTPF/CPF 	<ul style="list-style-type: none"> • Recommendations of FAO-ILO Workshop on Child Labour in fisheries and aquaculture • ILO–IPEC Training resource pack on the elimination of hazardous child labour in agriculture • ILO–IPEC Toolkit for tackling hazardous child labour in agriculture: Guidance on policy and practice • ILO Handbook on combating child labour among indigenous peoples • Global Roadmap for achieving the elimination of the Worst Forms of Child Labour by 2016

Issues to address	Examples of concrete actions	Relevant tools
3.2.1 (cont.)	<ul style="list-style-type: none"> • Increase inter-ministerial cooperation on child labour, especially to consider how agriculture policies and programmes can impact both boys' and girls' involvement in child labour • Document good practices in the country to reduce child labour • Sensitize rural communities on national minimum age legislation for the agricultural sector and child labour negative impacts, e.g. through FFS, FBS, JFFLS, joint FAO-ILO extension workers' training • Support development and implementation of curricula relevant to the rural and agricultural context for primary and secondary schools and adjust holidays to seasonal agricultural calendar where possible, e.g. support adoption of agricultural, business, life-skills modules in national curricula • Support vocational training models for low-literacy agricultural populations, including children and youth, adapted for child-labour prevention (e.g. JFFLS) • Support government efforts to improve national surveys and to establish a sex-disaggregated database on children's economic activities in agriculture (including household chores), linking with ILO/IPEC and other UNICEF or WB initiative • Support action-oriented research and case studies, involving local communities, to identify the worst forms of child labour in agriculture and child labour hot spots (e.g. establish a partnership with a national university) • Start a child labour-prevention programme/project, combining approaches to livelihoods diversification and income generation with Community Based Information and Monitoring Systems (CBIMS), e.g. conditional agricultural credit for parents/guardians who withdraw their children from the worst forms of child labour • Encourage private companies and public institutions to work with suppliers to provide alternatives to child labour that are viable for both the business and the children • Consider adopting appropriate technology that would reduce child labour, including substitutes for hazardous substances, technologies and practices, e.g. IPM • Promote greater engagement of POs and rural workers organizations in monitoring and preventing child labour • Promote use of monitoring mechanisms already in place in existing voluntary guidelines and codes of practice used at country level to improve child labour monitoring, e.g. Code of Conduct of Responsible Fisheries, GAP certification, GLOBALG.A.P, Fair Trade unions, etc.) 	<ul style="list-style-type: none">  ILO Facts on Child Labour 2010  FAO–SARD Policy Brief on Child Labour  FAO's Work on Eliminating Child Labour in Agriculture 2007–2010  FAO/SLE Study on Child Labour and Children's Economic Activities in Agriculture in Ghana  ILO-IPEC Papers on Rooting out child labour from cocoa farms  FAO and the elimination of child labour in agriculture  UN Resolution 1386: Declaration of the rights of the child, 1959  ODI Briefing Paper: Raising the game: mainstreaming children's rights  ILO-IPEC Good Practices on Child Labour  ILO International Programme on the Elimination of Child Labour (IPEC)  C138 Minimum Age Convention, 1973  C182 Worst Forms of Child Labour Convention, 1999

Issues to address	Examples of concrete actions	Relevant tools
<p>3.2.2</p> <p>The right of small producers and rural workers to get organized See also Section 1.3.4</p>	<ul style="list-style-type: none"> • Raise awareness or UNCT/ILO and government whenever limitation to freedom of association and the right to collective bargaining in rural areas are identified • Support revision of restrictive, intrusive or discriminatory regulations on POs and informal economy workers associations, e.g. within TCP in support of the legal and institutional framework for POs development • Provide support to government /MoA to promote sustainable rural institutions, e.g. facilitating the creation of a unit on cooperatives within the MoA • Address women and youth, as well as specific-vulnerable groups constraints (indigenous people, migrant workers, etc.) in getting organized • Consider that specific support to freedom of association and collective bargaining falls typically within ILO mandate 	<ul style="list-style-type: none"> • ILO Declaration on Fundamental Principles and Rights at Work • ILS C11 Right of Association (Agriculture) Convention, 1921 • ILS C87 Freedom of Association and Protection of the Right to Organise Convention, 1948 • ILS C98 Right to Organize and Collective Bargaining Convention, 1949 • ILS R193 Promotion of Cooperatives Recommendation, 2002
<p>3.2.3</p> <p>Elimination and prevention of forced labour in rural areas (slavery, human trafficking, debt bondage, forced domestic labour and other forms of forced labour)</p>	<ul style="list-style-type: none"> • Raise awareness of the UNCT and government whenever forced labour in rural areas is identified • Remember that women and youth, as well as potentially vulnerable groups such as children, indigenous people, people from social vulnerable groups (i.e. Dalit groups), informal or migrant workers are disproportionately affected by forced labour • Support action-oriented research and case studies on labour contractual arrangements prevailing in the informal economy, in collaboration with ILO 	<ul style="list-style-type: none"> • ILO Mini action guide for trade unions • ILO-SAP-FL Trade unions and indigenous communities combating forced labour in the Peruvian Amazon region • ILO Special Action Programme to combat forced labour • UNODC Toolkit to combat trafficking in persons • Global Alliance Against Traffic in Women (GAATW) • ILS C29 Forced Labour Convention, 1930 • ILS C105 Abolition of Forced Labour Convention, 1957
<p>3.2.4</p> <p>Elimination and prevention of discrimination at work in rural areas (on the basis of disability, gender, race, sexual orientation, real or perceived HIV status political opinion, age, etc.)</p>	<ul style="list-style-type: none"> • Raise awareness of the UNCT and government whenever cases of discrimination at work are identified • Ensure equality of treatment at work in FAO interventions, e.g. by including relevant indicators • Support MoA/line departments in mainstreaming equality of treatment at work into policies, programmes and projects, and extension services, e.g. through capacity development on gender equality for MoA/private partners/extension services, in collaboration with ILO/UNFPA • Sensitize rural communities and FAO implementation partners on equality of treatment at work, e.g. through FFS, FBS, JFFLS, programme committees, joint FAO-ILO training for extension workers • Remember that FAO Strategic Framework identifies gender equity in rural areas as a key objective (SOK) (UNFPA is usually the UN's gender focal agency) 	<ul style="list-style-type: none"> • ILO Eliminating discrimination in the workplace • ILO Code of practice on managing disability in the workplace • ILO code of practice on HIV/AIDS and the world of work • ILO ABC of women workers' rights and gender equality • FAO The right of women agricultural workers (paper) • ILO Discrimination at work factsheets • FAO HIV/AIDS and Rural Labour Issues (documents) • OXFAM Case Study- Israel: advocacy on employment issues for Arab women • ILO Resource Guide: Gender equality in the world of work • ILO Database on Conditions of Work and Employment Laws

Issues to address	Examples of concrete actions	Relevant tools
<p>3.2.4 (cont.)</p>	<ul style="list-style-type: none"> Support action-oriented research and case studies on gender/age discrimination in rural labour markets and modern supply chains, in collaboration with ILO, national research institutes and women and youth groups 	<ul style="list-style-type: none">  Annotated Bibliography of Selected ILO Tools for Mainstreaming Gender in the World of Work  Selected ILO Conventions and Recommendations Promoting Gender Equality  UN Convention on the Elimination of All Forms of Discrimination against Women 1979  C111 Discrimination (Employment and Occupation) Convention, 1958  C118 Equality of Treatment (Social Security) Convention, 1962  C169 Indigenous and Tribal Peoples Convention, 1989  R111 Discrimination (Employment and Occupation) Recommendation, 1958  International Convention on the Rights of Persons with Disabilities (Article 27)  ILO Recommendation concerning HIV and AIDS and the world of work
<p>3.2.5 The rights of rural migrant workers</p>	<ul style="list-style-type: none"> Support government initiatives aiming to provide rural and migrant workers with information about their rights and protection against all forms of discrimination in employment and occupation Support government policies that protect rural migrant workers from conditions of forced labour, trafficking and abuses in origin and destination countries Contribute to activities aiming to join forces with ILO and IOM to support revision of discriminatory regulations that may create barriers for migrant workers to join rural workers' organizations Account for potential vulnerability of certain migrant groups, mainly women, youth and children, e.g. by promoting gender/age-sensitive labour-migration policies Support changes in gender norms: empower women where men have migrated, encourage men to take on reproductive tasks where women have migrated such as child care and food preparation, e.g. via training of extension workers or project-based training Support MoA involvement in mechanisms to provide pre-departure information on rights and risks to both female and male, youth and adult potential migrants, e.g. support development of information mechanisms and pre-training for seasonal employment in the agricultural sector 	<ul style="list-style-type: none">  ILO Information Guide on Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers  UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families 1990  Human Rights Council resolution on migration and the human rights of the child (A/HRC/RES/12/6)  BRIDGE Overview Report: Gender and Migration (2005)  ILO Protecting the rights of migrant workers: A shared responsibility  ILO Multilateral Framework on Labour Migration (MFLM)  ILO Good Practices Database – Labour Migration Policies and Programmes  ILO Anti-discrimination Action Profiles  C143 Migrant Workers (Supplementary Provisions) Convention, 1975  R151 Migrant Workers Recommendation, 1975

3.3 Improving agricultural labour legislation and policies

Issues to address

Examples of concrete actions

Relevant tools

3.3.1

Legal and policy framework protecting workers and employers in the agricultural sector and the informal rural economy

- Ensure that labour rights aspects are addressed when assisting MoA in the drafting of agricultural and agro-industries legislation and policy (ensuring collaboration with MoL and ILO), e.g. within TCPs in support of agricultural Acts, pesticide Acts, etc.
- Ensure that labour rights aspects are addressed in capacity development activities of MoA to implement agricultural and agro-industries legislation and policy (ensuring collaboration with MoL and ILO)
- Ensure that rights of small producers/rural workers, particularly women and youth, in accessing land, financial services, training and other productive resources are considered when assisting MoA in the drafting of agricultural land legislation and land reform, e.g. within TCPs
- Support the establishment of inter-ministerial mechanisms, partnerships or exchanges to enhance synergies between policies on agriculture and rural development, employment, trade, technology, education, health for efficient and non-discriminatory rural labour markets

- 🌐 [FAO/IDMC/OCHA/OHCHR/UN-HABITAT/UNHCR: Housing and property restitution for refugees and displaced persons](#)
- 🌐 [FAO/ Save the Children: Children and women's rights to property and inheritance in Mozambique: Elements for an effective intervention strategy](#)
- 🌐 [FAO Gender and Land Rights Database](#)
- 🌐 [National Rural Employment Guarantee Act 2005, Official website of the Ministry of Rural Development, Government of India](#)
- 🇮🇸 [C129 Labour Inspection \(Agriculture\) Convention, 1969](#)
- 🇮🇸 [C141 Rural Workers' Organizations Convention, 1975](#)
- 🇮🇸 [C184 Safety and Health in Agriculture Convention, 2001](#)
- 🇮🇸 [R133 Labour Inspection \(Agriculture\) Recommendation, 1969](#)
- 🇮🇸 [R135 Minimum Wage Fixing Recommendation, 1970](#)
- 🇮🇸 [R192 Safety and Health in Agriculture Recommendation, 2001](#)

PILLAR 4 Governance and social dialogue

Support the organization of small producers and informal agricultural workers to engage with increased bargaining power in social dialogue and agricultural and rural development processes






















4.1 Rural producer and worker organizations














Issues to address	Examples of concrete actions	Relevant tools
<p>4.1.1</p> <p>Organizations of small producers in rural areas See also Section 1.3.4</p>	<ul style="list-style-type: none"> • Ensure that FAO interventions include an institution-building component to directly or indirectly support groups and associations of small producers • Support government efforts to encourage participation of women and youth in mixed POs, e.g. by setting quotas • Support government efforts to promote group cooperation and the establishment of POs, particularly of women and youth, e.g. via programme and project-based training like FFS/FBS/JFFLS • Encourage extension services to empower producers to organize into legalized associations and women to undertake leading positions in mixed-producers organizations, e.g. organize a joint training for extension workers in collaboration with national and regional POs • Build synergies between organizations, programmes, countries and create producer-to-producer learning opportunities related to governance and social dialogue 	<ul style="list-style-type: none"> 🔄 Cooperative and Organizational Support to Grassroots' Initiatives (ACOPAM) (French) 🔄 The inter-group resource book: A guide to building small farmer group associations and networks 📖 FAO/SARD Policy brief on farmers' organizations 📖 Annual Report on FAO activities in support of producers' organizations and agricultural cooperatives, 2009 📄 C11 Right of Association (Agriculture) Convention, 1921 📄 C98 Right to Organize and Collective Bargaining Convention, 1949 📄 R193 Promotion of Cooperatives Recommendation, 2002
<p>4.1.2</p> <p>Organization and networks of workers in the rural informal economy</p>	<ul style="list-style-type: none"> • Recognize agricultural workers in paid employment as a distinct group from farmers: directly work with their trade unions and associations • Support government efforts to organize informal rural workers (e.g. promote street vendor organizations through collaboration with NGOs and municipalities) • Promote cooperatives/associations as one step on the path towards trade-unions formalization/registration • Support organizations to form partnerships with NGOs for training and technical assistance in areas such as farm management and agricultural techniques • Develop and diffuse "Know your rights" materials and provide training to associations' committee members and staff in negotiation and advocacy, e.g. organize a joint training with ILO for extension workers • Remember that the majority of workers in the informal economy are women and youth – their concerns and needs should be addressed explicitly 	<ul style="list-style-type: none"> 🔄 ILO/ICA/ ICFTU Handbook for trade unions and cooperatives about organizing workers in the informal economy 🔄 ILO Handbook on cooperatives for use by workers' organizations 📖 FAO Workers in the urban "informal" food sector: innovative organizing strategies 📖 FAO Associations of market traders: Their roles and potential for further development 🌐 ILO Organizing out of poverty: stories from the grassroots: How the SYNDICOOP approach has worked in East Africa 📄 R149 Rural Workers' Organizations Recommendation, 1975 📄 C135 Workers' Representatives Convention, 1971 📄 C141 Rural Workers' Organizations Convention, 1975

4.2 Social dialogue and enhanced participation of small producers and rural workers, particularly women and youth, in agriculture and rural development processes

Issues to address	Examples of concrete actions	Relevant tools
<p>4.2.1</p> <p>Representation and empowerment of the rural poor, particularly women and youth, in social dialogue and policy dialogue through rural workers' organizations, producer organizations and civil society organizations</p>	<ul style="list-style-type: none"> • Advocate for with government/MoA and UNCT on role that POs, rural workers' associations and other CSOs can play in increasing contribution of small producers and rural workers in paid employment to ARD and food security • Support institutionalization of coordination mechanisms among POs/CSOs, government (MoA/MoT/MoE, etc.) and the private sector, including in agricultural research • Support the involvement of rural women and youth groups in every coordination mechanism supported • Facilitate contacts between different workers' unions and POs and provide a forum where matters of common interest (e.g. legislation regarding land reclamation) can be discussed, e.g. platforms, regional training workshops in collaboration with regional and national POs, etc. • Involve both formal and informal POs and rural workers' organizations, particularly women's and youths', in strategic ARD processes supported by FAO • Promote dialogue and consultation between government/UNCT/ILO, migrant workers' associations (if they exist) and POs/workers' associations on particular concerns posed by rural out-migration and respective roles in assisting migrant workers • Consider that social dialogue in the sense of collective bargaining and agreements falls typically within ILO mandate (e.g. collective agreements in the agricultural sector on plantations and commercial farms) 	<ul style="list-style-type: none"> 📖 FAO/SARD Policy Brief on Farmers' Organizations 📖 FAO The role and capacity of farm workers' unions in land reform in South Africa 📖 FAO World Banana Forum 🌐 FAO Participation Website 🌐 ILO Portal on Social Dialogue
<p>4.2.2</p> <p>Participation and empowerment of rural poor, particularly of women and youth, in local decision-making and governance processes</p>	<ul style="list-style-type: none"> • Support government efforts to map and analyse rural institutions, in particular existing female and youth groups, and organizations for people living with and affected by HIV to identify capacity and institutional needs, e.g. within the CCA /via programme- and project-based studies • Foster inclusive inter-institutional collaboration at the various governance levels (community/ municipality/provincial/regional/provincial/national) on ARD, rural employment and poverty reduction processes (e.g. when developing agricultural employment strategies, UNDAF, PRSPs) • Support rural women and youth participation as well as people living with and affected by HIV in decision-making bodies at national/ regional/ provincial/municipality and community level • Support training of extension services providers to promote group dynamics for lobbying, e.g. support the preparation of short-term training modules and materials • Develop/diffuse "Know your rights" materials and training to rural communities on participation, women and youth empowerment etc., , e.g. via programme- and project-based training 	<ul style="list-style-type: none"> 📖 FAO Rapid guide for missions Analysing local institutions and livelihoods 📖 FAO A Handbook for trainers on participatory local development 📖 FAO Participatory development: Guidelines on beneficiary participation in agricultural and rural development 📖 FAO-EASYPol Decentralized development in agriculture 📖 FAO-EASYPol Environment in decentralized decision making: An overview 🌐 FAO Giving voice to rural women and men through Dimitra 🌐 FAO Participation Website 🌐 ICA Gender Equality Committee (GEC) Website 📖 ILO Recommendation concerning HIV and AIDS and the world of work, No. 200, 2010

Additional tools by sector

	Issues to address	Relevant tools
CROP AGRICULTURE	Employment potential of crop agriculture through sustainable production intensification and crop diversification	<ul style="list-style-type: none">  WB-FAO-IFAD Gender in Crop Agriculture Module of the Gender in Agriculture Sourcebook  List of FAO projects on Seeds (2007-09)  FAO Enhancing Crop-Livestock Systems in Conservation Agriculture (Burkina Faso)  FAO Website on Seed Production and Delivery  FAO Greener Cities Programme (Urban and Peri-urban Horticulture)  FAO Global Cassava Development Strategy and Case Studies  FAO Information Network on Post-harvest Operations (INPhO)  C110 Plantations Convention, 1958
FORESTRY SECTOR	Employment potential of forestry sector through support to community-based forest-based enterprises, and particularly small-scale investment in the non-wood forest products (NWFP) sector	<ul style="list-style-type: none">  FAO/MA&D Field Manual for planning tree and forest product enterprises with local communities  FAO Voluntary guidelines: Responsible Management of Planted Forests  FAO Supporting small forest enterprises: A facilitator's toolkit - DRAFT  WB/FAO/IFAD Gender and Forestry Module of the Gender in Agriculture Sourcebook  FAO Policy briefs on mobilization and capacity-building for small and medium-scale enterprises involved in the NWFP value chains in Central Africa  FAO Green jobs, Unasyva  FAO Opportunities for forest-dependant entrepreneurs in Central Africa  FAO Empowering communities through forestry: Community-based enterprise development in the Gambia  FAO Community-based tourism: Uganda: The Buhoma Village Walk case study  FAO Non-wood forest product community-based enterprise development in Lao People's Democratic Republic  FAO Supporting small forest enterprises: A cross-sectoral review of best practices  FAO-Challenges and opportunities for Nepal's small and medium forest enterprises (SMFEs)  FAO Community-based forest enterprises: Forest Connect

	Issues to address	Relevant tools
FISHERIES SECTOR, INCLUDING AQUACULTURE	Employment potential of fisheries sector, including aquaculture	<ul style="list-style-type: none">  FAO Technical guidelines for responsible fisheries  FAO Microfinance in Fisheries and Aquaculture. Guidelines and Case Studies  FAO-ILO Recommendations of FAO-ILO Workshop on Child Labour in fisheries and aquaculture  WB- FAO-IFAD Gender in Fisheries and Aquaculture Module of the Gender in Agriculture Sourcebook  FAO Gender policies for responsible fisheries: Policies to support gender equity and livelihoods in small-scale fisheries  FAO Farm ponds for water, fish and livelihoods  FAO The state of world fisheries and aquaculture 2008 (SOFA)  FAO Achieving poverty reduction through responsible fisheries: Lessons from West and Central Africa  FAO Promoting the use of the fuel-efficient Chorkor oven to smoke fish  FAO Code of Conduct for Responsible Fisheries website  ILO Maritime Activities: Shipping; ports; fisheries; inland waterways  FAO Small-scale Fisheries Website  ILO International Programme for the Promotion of Decent Work in the Maritime Industry  FAO-Learning Materials for Fisheries and Aquaculture  ILO Maritime Labour Standards  ILO C188 Work in Fishing Convention, 2007
LIVESTOCK SECTOR	Employment potential of livestock sector and its contribution to risk-management strategies (e.g. role of livestock as a complement or substitute of labour)	<ul style="list-style-type: none">  FAO Livestock sector policies and programmes in developing countries: A menu for practitioners  WB-FAO-IFAD Gender and Livestock Module of the Gender in Agriculture Sourcebook  FAO Policy brief: Livestock policies and poverty reduction in Africa, Asia and Latin America  FAO Status and prospects for smallholder milk production: A global perspective  FAO Contract farming as an institution for integrating rural smallholders in markets for livestock products in developing countries



Annex 1

Rural Focal Points, ILO

(November 2010)

Units	Full Title of Departments & Offices	Focal point
EMPLOYMENT	Employment Sector	
• COOP	Cooperatives	Van Empel, Carlien (Ms)
• ENTERPRISE	Job Creation and Enterprise Development Department	Van der Ree, Kees (Mr) (1)
• SEED	Boosting Employment through Small Enterprise Development	Simpson, Joni (Ms)
• SFP	Social Finance	Richter, Patricia (Ms) and Churchill, Craig (Mr)
• SKILLS	Skills and Employability Department	Windell, James (Mr)
• POLICY	Employment Policy Department	Otobe, Naoko (Ms)
• ANALYSIS	Policy Analysis and Research	Majid, Noman (Mr)
• EIIP	Employment-Intensive Investment Unit	Rubayiza, Emmanuel (Mr)
• CRISIS	Crisis Response and Reconstruction	Negro, Federico (Mr)
• YEP	Youth Employment Programme	Rosas, Gianni (Mr)
• YEN	Youth Employment Network	Pilgrim, Marcus (Mr)
PROTECTION	Social Protection Sector	Marcadent, Philippe (Mr) (1)
• TRAVAIL	Conditions of Work and Employment Programme	Luebker, Malte (Mr)
• SAFEWORK	Safety and Health at Work and the Environment	Niu, Shengli (Mr)
• SECSOC	Social Security Department	Marcadent, Philippe (Mr)
• HIV/AIDS	AIDS	Faldt, Julia (Ms)
• MIGRANT	International Migration	Taran, Patrick (Mr)
STANDARDS	Standards and Fundamental Principles and Rights at Work Sector	Tsotroudi, Katerina (Ms) (1)
• NORMES	International Labour Standards	Tsotroudi, Katerina (Ms)
• IPEC	International Programme on the Elimination of Child Labour	Termine, Paola (Ms)
DIALOGUE	Social Dialogue Sector	Paratian, Rajendra (Mr) (1)
• ACT/EMP	Employers' Activities	Sanzouago, Francis (Mr)
• ACTRAV	Workers' Activities	Akpokavie, Claude (Mr)
• DIALOGUE	Industrial and Employment Relations Department	(TBA)
• LAB/ADMIN	Labour Administration and Labour Inspection Programme	Vega, Maria Luz (Ms)
• SECTOR	Sectoral Activities	
– Agriculture,		Paratian, Rajendra (Mr)
– Forestry,		Werna, Edmundo (Mr)
– Food and Beverages		Zeballos, Erick (Mr)
CABINET	Director-General's Office	Henriques, Michael (Mr) (1)
INTEGRATION	Policy Integration and Statistics Department	Arteta, Maria (Ms)
STAT	Bureau of Statistics	Lawrence, Sophia (Ms)
GENDER	Bureau for Gender Equality	Maybud, Susan (Ms)
PARDEV	Partnerships and Development Cooperation Department	
• CODEV	Development Cooperation	Kane, Raky (Ms)
ED/MAS	Management and Administration	
• EVAL	Evaluation Unit	Henry, Carla (Ms)
• PROGRAM	Bureau of Programming and Management	Rossignotti, Giovanna (Ms)
TURIN CENTRE	International Training Centre – Turin	Graziosi, Antonio (Mr) (1)

Field Offices	Countries Covered	Focal point
NEW YORK OFFICE	United Nations	Gastaldo, Elena (Ms) and Barth, Amber (Ms)
AFRICA		Kabundi, Mpenga (Mr) (1)
• Abuja	Gambia, Ghana, Liberia, Nigeria, Sierra Leone	Ayonrinde, Folasade (Ms)
• Addis Ababa	Ethiopia, Somalia	Guilio, Martine (Ms)
• Algiers	Algeria, Libyan Arab Jamahiriya, Morocco, Tunisia	Crisetti, Maria (Ms)
• Antananarivo	Comoros, Djibouti, Madagascar	Rakotoarinia, Harivao (Mr)
• Cairo	Egypt, Eritrea, Sudan	Al Khaldi, Kholoud (Ms)
• Dakar (and Abidjan)	Benin, Burkina Faso, Cape Verde, Côte d'Ivoire, Guinea, Guinea-Bissau, Mali, Mauritania, Niger, Senegal, Togo	Soumano, Nteba (Ms)
• Dar-es-Salaam	Kenya, Tanzania (United Republic of), Uganda	Phororo, Hopolang (Ms)
• Harare	Zimbabwe	Muzira, Tapera (Mr)
• Kinshasa	Burundi, Central African Republic, Chad, Congo, Democratic Republic of Congo, Equatorial Guinea, Gabon	Kambale, Kavunga (Mr)
• Lusaka	Malawi, Mozambique, Zambia	Lintini, Naomi (Ms)
• Pretoria	Botswana, Lesotho, Namibia, South Africa, Swaziland	Musabayana, Joni (Mr)
• Yaoundé	Angola, Cameroon, São Tomé	(TBA)
AMERICAS		Gudiño, Florencio (Mr) (1)
• Lima	Bolivia (Plurinational State of), Colombia, Ecuador, Peru, Venezuela (Bolivarian Republic of)	Daza Perez, José Luis (Mr)
• Port of Spain	Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago	Simons, Reynold (Mr) and Goheer, Nabeel (Mr)
• San José	Costa Rica, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Nicaragua, Panama	Diercksens, Mauricio (Mr)
• Santiago	Chile, Paraguay, Uruguay	Reinecke, Gerhard (Mr)
• CINTERFOR		Matosas, Anaclara (Ms)
ARAB STATES	Bahrain, Iraq, Jordan, Kuwait, Lebanon, Occupied Arab Territories, Oman, Qatar, Saudi Arabia, Syria, United Arab Emirates, Yemen	Esim, Simel (Ms) (1)
ASIA & PACIFIC	[Australia, Brunei Darussalam, Japan, Korea (Republic of), Malaysia, New Zealand, Singapore]	Yu, Sandra (Ms) (1)
• Bangkok	Cambodia	Bhadrasiri, Suradee (Ms)
• Bangkok	Lao People's Democratic Republic	Leechanavanichpan, Rakawin (Ms)
• Bangkok	Thailand	Srisuknam, Jittima (Ms)
• Beijing	China (including Hong Kong SAR and Macao SAR), Mongolia	Sasaki, Satoshi (Mr)
• Colombo	Maldives (Republic of), Sri Lanka	(TBA)
• Dhaka	Bangladesh	Khan, Nurunnabi (Mr)
• Islamabad	Pakistan	Khaliq, Manzoor (Mr)
• Jakarta	Indonesia, Timor-Leste	Mochtar, Muce (Mr)
• Kathmandu	Nepal	Neupane, Nita (Ms)
• Manila	Philippines	Macasil, Jesus (Mr)
• New Delhi	India	Gupta, Mukesh (Mr)
• Suva	Fiji, Kiribati, Marshall Islands, Papua New Guinea, Solomon Islands, Samoa, Tuvalu, Vanuatu	Ali, Abdul Hafiz (Mr)
• Hanoi	Viet Nam	Ikelberg, Jenny (Ms)
EUROPE		Nesporova, Alena (Ms) (1)
• Budapest	Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Macedonia (The former Yugoslav Republic of), Moldova (Republic of), Montenegro, Poland, Romania, Serbia, Slovakia, Slovenia, Ukraine	Fazekas, Agnes (Ms)
• Moscow	Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan	Husberg, Wiking (Mr) and Gerasimova, Oxana (Ms)

(1) = Core Rural Focal Points (representing a Sector, Regional Office, the Turin Centre or strategic Unit)

TBA = To be announced

Annex 2

Acronyms

ARD	Agriculture and rural development	MoL	Ministry of Labour
ASDD	Age- and sex-disaggregated data	MoSA	Ministry of Social Affairs
ASWAp	Agriculture Sector-Wide Approach	MoT	Ministry of Trade
AU	African Union	MoW	Ministry of Women
CA	Conservation agriculture	MoY	Ministry of Youth
CAADP	Comprehensive African Agricultural Development Programme	MSMEs	Micro, Small and Medium Enterprises
CCA	Common country assessment	NEPAD	New Partnership for Africa's Development
CEB	Chief Executives Board for Coordination of the United Nations	NGO	non-governmental organization
CFA	Comprehensive Framework for Action	NMTPF	National medium-term priority framework
CPF	Country programming framework	NPFS	National Programmes for Food Security
CSO	Civil society organization	NWFP	Non-Wood Forest Products
DRM	Disaster risk management	OSH	Occupational Safety and Health
DRR	Disaster risk reduction	PPP	Purchasing power parity
ECOSOC	Economic and Social Council of the United Nations	P4P	Purchase for Progress Programme
ESW	Gender, Equity and Rural Employment Division of FAO	PCNA	Post-Conflict Needs Assessment
FAO	Food and Agriculture Organization of the United Nations	PoA	Plan of Action
FBS	Farmer Business School	PO	Producer organization
FFS	Farmer field schools	PRSP	Poverty Reduction Strategy Paper
GAP	Good agricultural practices	RE&DW	Rural employment and decent work
GEI	Green Economy Initiative	RIGA	Rural income generating activities
GJP	Global Jobs Pact	SARD	Sustainable Agriculture and Rural Development
HLTF	High-Level Task Force on the Global Food Security Crisis	SEAGA	Socio-economic and gender analysis programme
IASC	Inter Agency Standing Committee	SPFS	Special Programme on Food Security
ICT	Information and communication technologies	SPF	Social protection floor
IDPs	Internally displaced people	UN	United Nations
IEE	Independent External Evaluation	UNAIDS	Joint United Nations Programme on HIV/AIDS
IFAD	International Fund for Agricultural Development	UNCT	United Nations Country Team
ILO	International Labour Organization of the United Nations	UNDAF	United Nations Development Assistance Framework
ILS	International Labour Standards	UNDESA	United Nations Department of Social and Economic Affairs
IOM	International Organization for Migration	UNDG	United Nations Development Group
IPEC	International Programme on the Elimination of Child Labour	UNDP	United Nations Development Programme
IPM	Integrated pest management	UNEP	United Nations Environment Programme
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association	UNESCO	United Nations Educational, Scientific and Cultural Organization
JFFLS	Junior Farm Field and Life Schools	UNHCR	United Nations Refugee Agency
LMIS	Labour market information systems	UNIDO	United Nations Industrial Development Organization
MA&D	Market analysis & development	UNIFEM	United Nations Development Fund for Women
M&E	Monitoring and evaluation	UNJP	United Nations Joint Programme
MDGs	Millennium Development Goals	UNODC	United Nations Office on Drugs and Crime
MoA	Ministry of Agriculture	UNPFII	United Nations Permanent Forum on Indigenous Issues
MoH	Ministry of Health	WB	World Bank
MoG	Ministry of Gender	WFP	World Food Programme
		WIEGO	Women in Informal Employment Globalising and Organising
		WISE	Work Improvement in Small Enterprises
		YFA	Young Farmers Association

Annex 3

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- Youth Employment Network



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