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# Gender Assessment

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**FP126: Increased climate resilience of rural households and communities through the rehabilitation of production landscapes in selected localities of the Republic of Cuba (IRES)**

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# **FUNDING PROPOSAL TO THE GREEN CLIMATE FUND**

**-IRES-CUBA-**

**INCREASED CLIMATE RESILIENCE OF RURAL HOUSEHOLDS  
AND COMMUNITIES THROUGH THE REHABILITATION OF  
PRODUCTIVE AGROFORESTRY LANDSCAPES IN SELECTED  
LOCALITIES OF THE REPUBLIC OF CUBA**

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## **ANNEX 8. GENDER ANALYSIS**

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November 2019

Republic of Cuba

## Part I: Gender Analysis/Evaluation

Cuban society has made important advances in terms of women's participation and protagonism in the economic, social and political spheres, because women have been given the necessary conditions and opportunities to improve their social status. This is largely due to the political will of the Government, the unconditional support of the Federation of Cuban Women and women's activism, which have been expressed in the Constitution of the Republic, labour legislation, the Family Code and other legal norms and policy documents that protect and enhance women's rights on an equal footing with men.

During the project preparation stage, a preliminary gender evaluation was carried out, which was summarized in a document that shows the characterization and gender analysis in the areas defined to implement the project, based on the perception and information handled by the people contacted in the territories and the analysis of various documents and data offered by local actors.

The aforementioned document included:

- Characterization of the Gender Context in Cuba.
- Cuba's achievements in the area of gender equity.
- Gaps and stereotypes that reproduce gender inequalities
- Characterization of territories from different dimensions.
- Proposal for a gender action plan

The inputs gathered from this analysis have served to complete most of this annex. Cuban women have space to insert themselves and participate in the country's development process as both protagonists and beneficiaries of policies and programmes that have taken place over the past 60 years. This is expressed in the following successes:

- Female population with high levels of education. They represent 65.7% of the technical staff in the country and 80.8% of the administrative staff.
- Female composition of Parliament: 53.2%<sup>1</sup>.
- 49 women deputy ministers; 8 ministers (out of 21 possible ministries in 2017).
- Women represent 40% of the State Council.
- Female composition of the Provincial Assemblies of People's Power: 40.6%.
- Percentage of Presidents of Municipal Assemblies: 33.4%.
- Percentage of Vice-Presidents of Municipal Assemblies: 55.95%.
- The Federation of Cuban Women (FMC), made up of all Cuban women over the age of 14, from a structural point of view, with representation from each constituency to the national level.
- Existence of a National Association of Cuban Peasants, ANAP, which has made progress on the basis of a strategy for justice and gender equity in the peasant sector.
- Existence of a National Action Plan to comply with the Beijing agreements.
- Achievements in sexual and reproductive health (specific programmes for women's health).
- Cuba's participation in international mechanisms and agreements (CEDAW, World March of Women, etc.).
- Right to abortion.

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<sup>1</sup>This figure corresponds to the current legislature and the remaining data on women in territorial government structures from the previous legislature (2018).

- Visibility of the problem of violence, sexual and gender diversity.
- Visibility of a new family model with recognition of paternity rights.
- Women make up 60.5% of university graduates, and they are the ones who enter Higher Education the most. The panorama of university graduates by branches of science has varied, with a greater presence in careers that were previously masculinized, such as Natural Sciences and Mathematics (53.7%), Agricultural Sciences (51.7%) and Technical Sciences (41.8%). The branch of knowledge with the least female presence is Physical Culture (20.8%). 56.2% of university women participate in postgraduate education. In technical and vocational education, boys are in the majority, which guarantees them the most immediate insertion into the labor market and the acquisition of income, but not the highest level of specialization. Every year, women make up more than 60% of pre-university graduates, which is the main source of higher education<sup>2</sup>.

However, they face challenges in reconciling their productive work and political participation with caregiving tasks, given that obstacles persist to the full scope of their rights by male employers, and that women have traditionally been considered in the role of caring for the family, or linked to domestic work. Processes such as population ageing and internal and external migration limit women's social and labor participation, since they traditionally dedicate more of their time to caring for children, the elderly and the disabled. In other words, women have been incorporated into agricultural work, without this having implied a revision or redistribution of care work within households.

At the same time, the most common family structure in the country has a tendency for most domestic and care work to be carried out by women. This phenomenon is accentuated in rural regions.

According to the Statistical Yearbook of Cuba of 2016, of the total number of people employed in agricultural cooperatives, women represent 15.7%. They also account for 15.9 per cent of the total number of persons engaged in agricultural, livestock and forestry activities. In rural areas, women are the majority in services such as education and public health, which together account for more than half of the State's public employment<sup>3</sup>.

In the Cuban context from a gender perspective, while significant achievements have been made, there are still numerous gaps and inequities, especially at the level of collective and individual subjectivities and practices, traditional gender conceptions and stereotypes typical of patriarchal culture. On the other hand, some of the social changes experienced by women and men fail to completely counteract the beliefs and myths of this hegemonic culture, manifesting themselves then in different spaces, where asymmetrical power relations are still perpetuated, which have an impact on the ills experienced by men and women. In this sense, Cuban reality reveals contradictions that demonstrate that gender relations in different social spheres are undergoing processes of change, both in their values and in certain social and cultural behaviours.

The objective of this analysis is to help identify multiple causes of vulnerability, including gender inequality in the context of climate change and agro-biodiversity, and to take advantage of the diverse knowledge and capacities within communities/households that can be used to make them more resilient to climate-related risks and impacts.

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<sup>2</sup>The information referred to in this paragraph was taken from the National Survey of Gender Equality in Cuba, 2016.

<sup>3</sup>Analysis carried out according to the crossing of information from the tables of the Statistical Yearbook of Cuba 2016, edition 2017. Specifically, the tables referring to Employment and Population.

## 1.1 Basic Statistics at country level<sup>4</sup>

Although women in Cuba are recognized and taken into account at the social level and have reached the public space, inequalities still persist in the opportunities and conditions in which they access public positions and positions of greater recognition and remuneration. It is necessary to emphasize that the conditions of women in Cuba still reflect a social structure conditioned by a macho and discriminatory culture; this is especially evident in rural areas of the country where cultural and social stereotypes are less heterogeneous and more conservative with respect to cities.

At the same time, the most common family structure in the country has a tendency for the majority of the work in the home to be carried out by women; added to the fact that the social welfare and health structures (existing and insufficient) make women more responsible than men for the care of children, the sick and the disabled.

According to the Statistical Yearbook of Cuba of 2016, of the total number of people employed in agricultural cooperatives, women represent 15.7%, two percentage points less than that reported in the same report of 2015 (17.05%). They also account for 15.9 per cent of the total number of persons engaged in agricultural, livestock and forestry activities. Between 2010 and 2013, more than 50,000 women lost their formal link with the state agricultural system in Cuba. In addition, in 30 years, more than 400,000 people will have emigrated from rural areas to the cities.

The largest percentage of emigration from the countryside is concentrated in men; and those who remain still concentrate representation in paid agricultural jobs. By 2030, more than half of all households in Cuba will be headed by women, including households in rural areas. The Cuban context from a gender perspective while showing some achievements, these survive and are confronted with countless gaps and inequities.

<b>Maternal Mortality Rate</b>	Maternal mortality ratio (per 100,000 live births)			
		Indirect	Direct	Total
	Villa Clara(central zone)	13.6	13.6	27.2
	Matanzas (central zone)	27.6	27.6	55.1
	National	14.5	27.4	41.9
<b>Infant mortality rate (per 1000 live births)<sup>5</sup></b>	Municipalities of the project. Source 2015			
	Zone	Municipio	Tasa	
	Eastern Zone	Amancio	4.0	
		Colombia	2.4	
		Jobabo	1.7	
	Central Zone	Los Arabos	2.6	
		Corralillo	4.3	

<sup>4</sup>The tables referred to below were prepared by the author of the document, based on information taken from the Statistical Yearbook of Cuba 2016, chapter Health and Social Assistance.

<sup>5</sup>The available sources consulted do not show these figures broken down by sex. Data source: Chapter on Health and Social Assistance of Statistical Yearbook 2016, edition 2017 and Statistical Yearbook 2017, edition 2018.



	<p>Of 1 090700 people with a higher level, 622300 are women, 57.5% and 468400 are men, 42.5%. Here there may be a gender gap for women because not necessarily more study means better employment and more earnings.</p> <p>School enrolment is 99.8% in primary school, with no data disaggregated by sex.</p>
<b>Adult literacy rate (disaggregated by sex)</b>	<p>100% women (UNESCO) 100% men (UNESCO)</p> <p>This denotes that apparently there are no educational gaps in terms of literacy rate. However, although women have the same conditions and opportunities as men for study and insertion into the labour market, there may be a gap in the type of employment to which men and women have access.</p>
<b>Labour force participation rate (disaggregated by sex)<sup>7</sup></b>	<p>Of the 4,713 thousand workers in 2015, 37% were women. The largest percentage of the population is located in the category of technicians and operators, where women occupy less than 50%. (33%) being different (with a greater presence),</p> <p>In categories such as Administrative (63.7%) and Technical (62.7%) with respect to the total number of employees in each category. In the Services women represent 42.7%; of Directors women represent 36.5 %; and among Operators 15.8 %. In 2015 Women working as professionals and technicians of the total civil state sector 67.2%<sup>8</sup>.</p>
<b>Employment rate (disaggregated by sex)<sup>9</sup></b>	<p>In general, at the country level, the total number of women employed in the economy has remained in the order of 37%, with differences between the State Sector (45.3%) and the Non-State Sector (17.4%). In both cases, these percentages are with respect to the total persons employed in each sector (state 3262.1 thousand workers and non-state 1329). These figures are below 100%, given that a large part of men are the ones with the greatest occupation in the recognized paid work in both sectors. The presence of women, according to the different types of economic activity ranges from sectors with a high female presence such as Health and Social Assistance (68.5%) and Education (66.3%) to those with a lower presence such as: Mining and quarrying (17.7%), Agriculture, livestock, forestry (15.9% of the total persons employed in this sector, 820.9 thousand), Fishing (14.4% of the total persons employed in this sector, 27.0 thousand) and finally, Construction (11.3%). A gender gap may be considered the smaller number of women employed in the above-mentioned sectors, since it may generally refer to the persistence of gender stereotypes and traditionally masculinized jobs.</p> <p>Occupation Cuba. Statistical Yearbook 2016 (in thousands of working personnel)</p> <p>In the categories of occupation, whether state or non-state, the data in the table below, evidence that there are more men employed than women; which may be the reason for several direct or indirect causes.</p>

<sup>7</sup> Data taken from the Reports generated by the National Statistics and Information Office (ONEI), 2016.

<sup>8</sup> Statistics in the military sector are not public, only civil sector figures are issued.

<sup>9</sup> Data taken from the results of the 2016 National Survey on Gender Equality and Statistical Yearbook 2017.

	total	Women	Men	% Women	% Men
<b>Total employed</b>	4 591.1	1 709.6	2881.5	37.2	62.8
<b>State</b>	3 262.0	1 478. 8	1783.2	45.3	54.7
<b>Non State</b>	1329.1	230.7	1098.4	17.4	82.6
Cooperatives	189.9	29.8	160.1	15.7	84.3
• Agricultural	178.5	27.6	150.9	15.4	84.6
• Non-Agricultural	11.3	2.2	9.1	19.4	80.6
• Private					
Private	1 139. 2	200.9	938.3	17.6	83.4
• Of it: on its own	540.8	174.8	366.0	32.3	67.7
<b>Unemployment rate</b>	According to Statistical Yearbook 2017 <ul style="list-style-type: none"> <li>• Women 16%</li> <li>• Men 1.7%</li> </ul>				
<b>Land tenure</b>	Although progress is being made in the process of handing over land in usufruct and the Cuban peasant organization (ANAP) has had a Gender Strategy since 2005, women's land tenure in the sector has not exceeded 17.4 per cent. Likewise, they represent 10.9% of the total number of applications granted to obtain land in usufruct. In the national statistics consulted, there is no breakdown by sex of this indicator.				
<b>Access to tangible and intangible assets</b>	There are no national statistics disaggregated by sex on access to and holding of tangible and intangible assets. Women have equal rights of access, but their participation is commensurate with the low level of presence in the agricultural sector. There is no known specific policy for women's access.				
<b>Life expectancy (disaggregated by sex)</b>	Women: 81.8 (2016, world bank) Men: 77.7 (2016, world bank)				

**1.2 General information at country level**

**Legal Status of Women**

Cuban women are protected within the framework of laws and public policies, in which their rights are recognized. Some of them have specific articles in favor of women's rights (whether they are subjects of the law and with rights recognized according to roles) such as they are:

- The Constitution of the Republic (2019), which, among other elements, declares the State's protection of the family, maternity and marriage and explicitly enshrines the rights and equality between women and men in articles 43, 205 and 207.
- The Family Code, which came into force in 1975, establishes the absolute legal equality of women and men in marriage (art. 24), abolishes the distinction between natural and legitimate children

and defines equal rights (art. 65) and duties of spouses towards children and in the development of the home (art. 26).

- The Civil Status Registration Act and the Civil Code Act: Articles 517 and 518: widows, like male widowers, inherit by will the property rights over their hereditary portion. In the absence of a will, he enjoys a privileged position to access the inheritance, corresponding to a portion equal to that of the descendants or ascendants of the deceased and, if these do not exist, receives the entire inheritance.

- The National Plan of Action for Follow-up to the Beijing Conference, an important document promulgated with the force of law, for the development of policies that favour the development and advancement of women in all spheres of work and in their working and family life, as well as the continuity and development of gender equality. It includes measures or actions under the responsibility of each state agency to promote women's empowerment and equal opportunities.

- The General Law on Housing, which contains regulations on the legal status of personally-owned housing; multifamily buildings; rural housing; housing located in areas of high significance for tourism; the Land Registry of Housing and procedures for resolving claims, declarations of rights and disputes concerning such property. In the case of divorced women who are co-owners of the matrimonial dwelling, they have full rights over it. In the absence of an agreement with the ex-spouse, the dwelling will remain the property of both. In the absence of an agreement with the ex-spouse, the dwelling will continue to be the property of both parties.

- The Public Prosecutor's Office Act and the Criminal Code Act, which address the issue of gender-based violence and its criminalization.

- The Labour Code: which establishes the labour discipline of workers, strengthens the role of administrations, provides for acts of injustice in employee-employer relations and consolidates the role of trade unions in productive efficiency, women workers in the non-State sector have the right to demand from those who employ them an 8-hour working day that, in accordance with current legislation, on certain days of the week may include an additional hour, provided it does not exceed the limit of 44 hours per week, the rights of work and social security that are conferred on the worker, to protect her maternity and facilitate her medical care, the pre and postnatal rest and care of minor children, also includes the right to men in the latter points

- Worker's Maternity Law Decree, Paternity Law, Social Security Law: (protects working women or working men from their rights in the care of infants).

It is officially recognized that fathers can take paternity leave for the care of their children, and that this role does not fall solely on the responsibility of women. Since 2003, according to Decree Law 234 on the maternity of working women, not only the mother can take leave for the care of her children, but also the father after the first 3 months of breastfeeding. This legal norm allows the mother and father to mutually

agree which of them will take care of the child until the first year of life. Men are given the same right to enjoy the same advantages as working mothers.

At the same time, there is the Federation of Cuban Women (FMC), made up of all Cuban women over the age of 14, from a structural point of view, with representation from each constituency to the national level, which, since its foundation in 1960, has been and continues to be the main defender of women's rights and promoter of public policies in favour of their advancement and more equitable gender relations. This organization is recognized as the National Mechanism for the Advancement of Women and, as such, has fostered positive changes in different social spheres, encouraging greater participation in the country's development as protagonists and beneficiaries.

The system of the Ministry of Agriculture has a gender strategy, which is merely a management tool for working towards a priority for the agricultural, forestry and tobacco sectors: the full realization and enjoyment of the rights, won by the Cuban revolutionary process, for women and men. It has 6 strategic lines<sup>10</sup>, some of which are progressing less quickly than others. For example: the issue of masculinities and follow-up, monitoring and evaluation.

Cuban women have free access to all services that protect their general health. They are the ones who decide the number of children and their spacing, due to a wide knowledge and access to contraceptive methods and the right to interrupt their pregnancy, elements that grant them autonomy and allow them to make decisions regarding their personal development. Special attention is currently being paid to reducing indicators of teenage pregnancy and maternal mortality<sup>11</sup>.

Educational and health policies have ensured important achievements in sexual and reproductive health (specific programmes for women's health). Cuban women are guaranteed the right to abortion.

### **Common beliefs, perceptions and stereotypes linked to gender<sup>12</sup>**

There is a persistence of gender stereotypes: reproduction of machista sociocultural patterns and pre-established gender roles (greater responsibility of women in domestic work and care of infants and older adults); double and triple paid and unpaid workdays for women.

In characterizing the position and condition of women and men in rural areas of Cuba, research conducted by various specialists has shown that, in addition to the gaps and stereotypes mentioned above, there are some modes of functioning in the relations between them.

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<sup>10</sup> 1 Creation and strengthening of capacities, 2 Communication, knowledge management, innovation, 3 Articulation, cultural incidence in communities, 4 Working conditions, health and family/work conciliation, 5 Incidence in institutional management policies, 6 Follow-up, monitoring, evaluation and recognition, 7 Women, participation, leadership and empowerment and 8 Masculinities for gender equality.

<sup>11</sup> Taken from the 2016 National Gender Equality Survey.

<sup>12</sup> The response elements to this question were taken from the 2016 National Gender Equality Survey and the Preliminary Gender Study conducted in the intervention area.

Subjectivities and collective and individual practices, traditional gender conceptions and stereotypes, characteristic of the patriarchal culture, are maintained in society, and in some cases asymmetric power relations are perpetuated, which have an impact on discomforts experienced by men and women. In this sense, the Cuban reality reveals contradictions that demonstrate that gender relations, in different social spheres, are going through processes of change, both in their values and in certain social and cultural behaviors.

For men, "gender equality" is promoted through courtesy actions towards women, the celebration of dates such as International Women's Day or Mother's Day, the existence of flexible schedules and understanding of the "situations" presented by women associated with the care of children and the elderly.

### **Division of labour between men and women**

Overburdened with domestic roles limits the adequate insertion of women in the labour market, access to more recognized positions, better paid and/or managerial positions. The predominance of "machista" attitudes and precepts at the labor, community, and family levels hinder women's insertion, participation, and permanence in the labor market in the agricultural sector. All of this reproduces gender gaps in the territories analyzed.

The majority of women do not receive remuneration for their work in support of food production. Their participation in agricultural work is sometimes undervalued, as it is related to a part of the productive process, determined in accordance with the sexual division of labour and qualified as: less effort. This allows them to place their work in a condition of "help", thus determining limits on their participation, decision-making and income generation. Women are recognized as those who control inputs, buy food and collaborate in productive activities (raising backyard animals, cleaning milking utensils, making food for workers, in addition to domestic work). Sometimes they are in a subordinate relationship, which implies the situation referred to above as a gender gap.

The division of labour is considered a gender gap, since women do not insert themselves equally with men and are overburdened with household tasks. For example, women are over-represented in unpaid domestic work (27.7% women and 0.9% men).

The highest levels of participation in the unpaid activities of men and women are concentrated, firstly, in the activities that integrate domestic work, which represents 63.21% (52.37% declared by men and 74.07% declared by women according to data in the results of the 2016 National Survey on Gender Equality) followed by care for dependent persons with 19.02 % for the total number of persons interviewed.

There are inequalities in the use of time, as women are more overburdened in domestic and care work, which could be an obstacle to equal access to paid work. There are also gaps (expressed in hours) between men and women within unpaid work, in terms of caring activities. There is a difference in income between women and men: horizontal and vertical occupational segregation. In this sense, female participation (25.78%) prevails over male participation (12.26%) in all activities related to the care and accompaniment of people who require it, whether children, older adults, or people with temporary or permanent disabilities. Women employed in relation to men have a difference of almost 10 hours in the time allotted to unpaid work, which means that even in conditions of participation in economic activity, they maintain

the domestic burden, which shows the double workday they face. This difference between men and women with respect to unpaid work time is intensified in the unemployed population, since women spend around 18 hours per week more than men on this type of work. Within unpaid work, the gap between men and women, expressed in hours, is also wide in terms of caring activities. Women devote 8:29 hours per week to the care of children, adults and older adults, the sick or persons with some type of disability and other members of the family. Their male peers devote 3:38 hours per week to this same type of activity. In households, women spend more time caring for household members under the age of 14 (5:41 hours per week) . Within these tasks, it is precisely the school support to which they dedicate the most time. This could be evidencing a greater female burden due to the still widespread consideration that women are ultimately responsible for the education and care of minor children.

### 1.3 General information at the Zone of influence of the Project

#### Situation of men and women in the zone of influence of the Project <sup>13</sup>

The information gathered showed, first of all, that in the areas where the project will be implemented, most of which are rural (47% of women in Villa Clara/Matanzas and 45% in Las Tunas of the rural population), all the gaps and inequities that were previously presented as characteristics of the current Cuban reality in terms of gender are present.

At the psychological level, women in rural areas show limitations in the way they express themselves; some show withdrawal and signs of damaged self-esteem. In the dialogue between men and women who work together, it is appreciated that they include them when they say we, while they speak of women placed in a position of subordination.

In both areas of the project there are a total of 29,458 housewives<sup>14</sup>, who sometimes perform invisible productive work. Territorial diagnoses carried out in these zones show as causes the high number of housewives, the lack of preparation, that is to say the lack of completion of secondary or professional studies; the motivation and the subordination to the demands of their spouses. It also refers to the lack of employment in the communities, insufficient transportation to move to other areas that offer the possibility of employment outside the home.

With respect to violence against women, the people interviewed in the preliminary evaluations recognize that in these areas and with greater incidence in the rural areas of the municipality, there are expressions of gender-based violence (either by husbands or children). Within the main gender gaps identified in these territories are found:

Analysis dimension	Identified gap
<b>Sexual division of labour</b>	Women are over-represented in unpaid domestic work. Of the total hours worked by women, 63% are unpaid.

<sup>13</sup> Information taken from the gender characterization carried out in the intervention zone of project 2018.

<sup>14</sup> Data taken from the field study: Report on gender characterization and action plan in the project implementation zones.

<b>Family and social co-responsibility</b>	There is no reconciliation between work and family life. Of the total hours of unpaid work, men dedicate 9% and women 91%.
<b>Use of time</b>	Women, on average, spend less time recreating than men, and when they do so within the home and simultaneously with other activities (e.g., listening to the radio and feeding animals), men recreate outside the home.

**Anticipated differences between men's and women's vulnerability and adaptive capacity to climate change**

There are unanimous perceptions in these territories that women are in greater conditions of vulnerability than men due to the persistence of machista practices that perpetuate stereotypes and traditional roles of women that put them at a disadvantage.

The scarce availability of water and its storage capacity is the main problem of rural women in these territories; for this reason it is an explicit basic need.

Although there is no explicit differentiation of vulnerability and risk in the people interviewed, during the meetings they recognize that women are more vulnerable to drought and the effects of hurricanes.

People do not directly recognize the relationship between gender and Climate Change, that is to say, there is no differentiated recognition between men and women in these territories, in terms of their vulnerability and capacity to adapt to climate change, nor which are the affects or impacts for one sex or the other.

**Gender inequalities that may be exacerbated by the impacts of climate change<sup>15</sup>**

Climate change can increase migration processes that involve men more (see footnote) but confine women to remain in communities cared for by the elderly, children and the disabled, but address aggravated environmental problems such as drought and lack of water.

In the implementation municipalities, a ratio of masculinity (men per thousand women) is reported of 1,002 in the Central zone (Villa Clara and Matanzas) and 1,033 in the Eastern zone (Tunas).

Harvest losses and low yields due to the impact of severe climatic events and increased expression of pests and diseases, accentuated by climate change, reduce household incomes and living standards, thereby worsening the situation and increasing women's working time at home and reducing their employability; as women stay at home with care tasks and men migrate in search of higher incomes<sup>16</sup>.

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<sup>15</sup> According to information taken from ENIG, 2016; for all those surveyed, the 3 main problems for women today are: low income (72.8%), housing shortage (35.2%) and transport problems (31.8%). Fourthly, domestic overload is recognised by the population as a problem for women (30 % of the population). The three main problems most frequently identified for men are: low income (80.4%), difficulties in obtaining food (38%) and housing shortage (36%), followed by employment and transport problems, both with 35.1%.

<sup>16</sup>According to the Statistical Yearbook of the National Information Office 2017, internal migration behaves as follows in the provinces of implementation: in Matanzas 1,882 men and women migrate, in Villa Clara 1,977 women and 2,030 men and in Tunas 2,308 women and 2,340 men.

In the life projects the women in the intervention area, their aspirations reflect, for the most part, an improvement in living conditions (construction of houses, reinforcement of transportation, sufficient water supply, others), and in the rural communities few reflect joining the work activity outside the home, prefer to work from home. They also refer to the need for seeds, the feet of young animals, credits, instruments to incorporate into production because there are lands. Productive planning (and management in general) operates vertically, without taking into account differentiated criteria of women and men, nor the possible limitations of infrastructure and technology required to achieve a specific productive goal. This does not favor the real participation of producers and their entities. The mechanisms of contractual agreement with MINAG (at different levels) are unsafe for both women and men, but the majority of those who manage to contract their productions for sale are male producers (they are the owners of the land and machinery).

However, it was not found that there is a differentiated perception of impact for men and women of the effects of climate change risks and vulnerabilities. Nevertheless, they recognize that when there is a climatic event such as hurricanes, women are recharged because they are in charge of picking up the family's things and preparing the conditions for shelter. In the communities it is thought that women are more affected by drought and lack of water because they have the responsibility for domestic tasks (very dependent on water), which generates stress, while the responsibility for men ends with carrying. Inequalities with respect to the basic needs differentiated between men and women, as well as the improvement of living conditions, are some of the elements that can be increased by the impacts of climate change.

Although there are no formal restrictions on women's leadership, there are sometimes inequalities. Many women do not assume it because of limitations imposed by their personal relationships (marriage), or because of the overload of work in the home that demands a lot of time.

From the interviews and data collected, in all the municipalities there is a greater vulnerability among women in the most rural areas of each territory and in those more vulnerable settlements located in areas affected by the CC or with imminent risks of affectations. In the diagnostic stage, no inequalities referring to other social groups other than those involving women were detected. However, in addition to the above-mentioned inequalities, gender-based violence could also affect people's ability to adapt to climate change.

#### **1.4 Expected roles of women and men in the context of the project**

Equal participation of women and men in the project is aspired to. The specific tasks will be determined by the will, aptitudes and aspiration of each person. The project plans to create jobs that traditionally result from women's preference such as seedling management and grafting in nurseries of forest and fruit species, activities in mini-industries, management of collected milk and quality assessment, as well as in laboratories that will be strengthened to ensure essential services to support agricultural and livestock production, among others. It is possible that jobs may also arise for women who are traditionally male, and that they feel interest and empowerment to assume them or vice versa.

Some elements that can be valued as roles to be played by women in the project can be linked to the recovery of the reproduction of vegetable fibers, and the women who live in the settlements can count on sufficient raw material to develop the handicraft, be able to market it and thus improve their quality of life. There would also be potential in improving the capacity and working conditions in a CREE (Entomophagous and Entomopathogenic Reproduction Center), in linking them to the breeding of rams, chickens and rabbits, condiment plants, as well as medicinal plants to be distributed to pharmacies in forest areas or in small mini-industries to favor their use in the processing and conservation of different

productions such as tomato, cucumber and some fruits such as guava and mango that develop well in these municipalities.

The individual commitments of participation of the producers in terms of time and activities to be carried out have not yet been determined, but it is expected that a high percentage of them will work full time, in correspondence with the established working day (8 hours per day) during the entire duration of the project. Some people will surely commit their time partially in proportion to the number of areas involved in the project in relation to the total land they manage. However, in the detailed planning, the conciliation between paid and unpaid work will be taken into account, in order to avoid overburdening women.

The project will contemplate a gender-sensitive communication strategy and will act in the restorative transformation of the same agro-ecosystems where the producers work, including the idle areas invaded by species such as marabou, therefore, they are not expected to have to move to other places outside their current work space. So they will not have to spend additional time on mobility.

Both the work time and the time destined to reach the work site cannot constitute impediments or limitations for the participation of people in the project. This element will be taken into account in the planning of activities with a gender perspective, in order to facilitate the incorporation of women.

#### **Resources available for women and men (economic, financial, physical, natural)**

Inputs and some implements and means of work can be purchased freely in a network of state stores of the Ministry of Agriculture, but in limited lines and quantities, usually at high prices. Another way is through cooperatives, which establish supply contracts with marketing companies and then distribute them to member producers. Direct access is determined by ability to pay (men generally have greater capacity) and by their role in land management (mostly men).

The cooperatives manage the common funds, but the producers also have their own funds for investment and payment of inputs and services for the crops. Credits are managed through the Banco de Crédito y Comercio (BANDEC), which has an equal granting policy, but in dependence on the payment and support capacity, which is more favorable for men.

As for liquid money, women who are not salaried receive what their husbands allocate to household expenses and may or may not receive a smaller percentage for personal expenses. Some women have a share in the destination of income, but most do not decide what is done with the economic results of production. In some cases, women are the ones without decision-making power.

Land is accessed by inheritance or is granted in usufruct for up to 20 years, by personal request, in legal processes determined by territorial governments and the representations of the Ministry of Agriculture. However, in the 7 municipalities of the project, only about 1000 women are usufructuaries (0.86%) and just over 500 are owners (0.46%<sup>17</sup>). This makes it difficult to make production decisions. This is a gender gap to work on in the project.

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<sup>17</sup> In these percentages there could be some bias because they were calculated on the basis of the total number of women resident in each municipality, whether they are of working age or not, employed or not.

Municipality	Resident women	Owners	Usufructuaries	Presidents of cooperatives
Corralillo	12,855	31	24	0
Q. de Güines	10,509	8	2	4
Santo Domingo	24,766	51	70	0
Los Arabos	11,919	103	211	-
Amancio R.	18,780	-	51	2
Colombia	15,892	61	246	-
Jobabo	20,685	274	393	1
Total	115,406	528	997	7

### **Information and opportunities necessary to participate in the project**

Women and men have equal access to information and opportunities to participate in and benefit from the project, there are no educational gaps between women and men that prevent access to understanding and access to project information. Most of the beneficiaries belong to cooperatives that have an internal government system that obliges them to discuss and report on project issues in member assemblies, decisions are taken collectively, and participation follows voluntary principles. This process has already occurred in its initial stage, and should be ratified during the implementation of the project.

The project will seek to develop a gender-sensitive communication strategy or a broad, robust and inclusive information and dissemination system that in a special way helps to make visible the successful experiences of men and women in the territories and to reduce some information gap that can be identified during implementation.

### **Access to education, technical knowledge, services and technologies**

According to the policies and provisions, especially of the cooperative agricultural sector (of the National Association of Small Farmers), access to education, technical knowledge and / or updating of skills is equal. But in practice the participation of women in professional improvement or training once they get married is limited, mainly due to lack of time, because they are assigned to perform tasks in the home and family that overload them, becoming more difficult when they have to travel or spend the night away from home to receive training. This is a result of the lack of family co-responsibility and the (perhaps unplanned) distribution of responsibilities in household tasks for all members, with the understanding that the responsibility belongs to all, so that all can overcome and acquire new knowledge.

The project has taken note of this aspect and proposes to plan the development of the majority of its training actions in situ, on the farms, developed by extensionists and leading producers. The services and technologies provided by the project will be available and accessible to both women and men on equal terms. They will be provided according to the capacities, needs and abilities of each of the beneficiary personnel, and special consideration will be given to the traditional disadvantageous condition of women in decision making for their granting and distribution, taking into account roles in the project and other factors. Gender gaps will be considered in the distribution of technologies and access to services.

Women's decision-making capacity depends on their position regarding land tenure, and women usufructuaries have the power to decide everything regarding land management, other means of

production and crops. In cases where this is not the case, the decision-making capacity depends on their position in the chains of command in the cooperatives, and within the farms in dependence on relations with their husbands and male relatives, with limitations due to machismo traits that still persist.

There are no political restrictions on women's active participation; however, economic restrictions can be seen conditioned on the payment capacities and incomes that are more favorable for men (since they are the ones that are mostly employed according to employment figures referred to in previous pages of the document). Depending on the category of occupation at work, women and men receive equal pay for the same work, product or service.

There is potential for growth in female leadership, and the necessary actions will be carried out in the territory with the support of the Gender Committee of the beneficiary provinces or municipalities, in favour of increasing the level of participation of women in management positions in the cooperative system.

In the project areas of a total of 197 co-operatives studied in the initial diagnostic phase, only seven women are presidents of co-operatives (3.6%). being under-represented, as they are 15% of the membership of co-operatives.

There are no formal restrictions for female leadership, the limitations are those imposed by their personal relationships (matrimonial) and the limitations by the workload in the home that demands a lot of time. The policies of the peasant organizations aim to favor the promotion of women to management positions and through the project, spaces will be provided that contribute to this.

This will have a positive impact on their leadership within the peasant sector, which could lead to promotions in the management positions of the cooperatives.

The initiatives of the peasant association (ANAP) and its gender strategy to reconcile actions to promote female leadership will be considered.

### **Needs/priorities of women and men in the context of the project**

Priorities/needs were identified in a general sense, and only in some cases differentiated for men and women. For example: access to water (it is known that water is deficient, the selected areas are impacted by recurrent drought processes and in some areas there are difficulties for access), employment (the sources of employment are limited to agriculture and this situation is aggravated by the inutilization of areas by the invasion of marabou (invasive species), and training (the remoteness of the specialized entities of education and training makes access difficult, processes of specialization in specific topics are necessary).

Difficulties with access to water are identified as one of the fundamental problems of the inhabitants of the project areas, especially sensitive for women. To this end, the project will support measures aimed at collecting water and improving access to identified sources, such as installing water pumps for their extraction. The project will address training needs, recognizing differentiated skills and knowledge for men and women.

It will contribute to meet the needs of new jobs and aims to create some that will be affordable and the preference of women (example in nurseries and mini-industries). The project will plan actions to address identified differentiated priorities.

After the crossing of the four fundamental climatic threats that affect the Central and Eastern Zone (strong winds, flooding by intense rains and penetration of the sea and drought). The proposal of direct beneficiaries focuses on those Popular Councils, households and population with greater vulnerabilities (such as children, elderly and women) to the phenomena mentioned above. Of the total 55 Popular Councils (CP) (29 CP in the Central Zone and 26 in the Eastern Zone), 10 CP are in the category of very vulnerable, 18 CP in the category of vulnerable and in average vulnerability 12 CP. All the foregoing defines 34,346 vulnerable households in both zones as direct beneficiaries and thus places 102,938 persons, 49 per cent of whom are women, in the condition of vulnerable population.

No intersectional evaluations have been carried out, an aspect that should be resolved in the initial stages of the project and solutions adopted depending on the results obtained. In other words, the needs or gaps of specific and vulnerable subgroups (e.g. Afro-Cuban populations) should be identified in the first stage, with a more specific diagnosis.

The project has recognized some vulnerabilities, and has developed responses to cover them. However, at the beginning of the formulation, the GED approach has been used to analyze, design and implement proposals that generate equitable and sustainable development. In the initial stages, the problems, needs and priorities faced by women, men and specific groups for the development of response strategies, risk management and adaptation to the vulnerabilities to which they are subjected will be reviewed in greater depth.

The project will take advantage of the experiences of men and women in key aspects such as the management and conservation of local seeds for the implementation of modules of agroforestry systems that include fruit trees and crops. It also happens with the management of the postures in the nurseries, the grafting work and the operation of the laboratories whose operation the project will support (for soil evaluation among others).

The project will contribute to the reduction of stereotypes through the acquisition of means of production for production personnel, will provide technologies, will ensure training processes and will generate traditionally female jobs to which men could have access, or will have an impact on traditional male jobs in which women will be able to take part, after training processes or affirmative actions aimed at this end. Gender vulnerability will also be considered and equitable access will be sought, with emphasis on support for women. An example of this are the 6 technified nurseries that will be able to provide female jobs in the nurseries to more than 30 women.

## **Part II: Gender Action Plan.**

Gender mainstreaming requires not only a change of culture in inter and intra-gender relations, but also a political and structural scaffolding that promotes equity at all levels, as a clear message of the priority given to the equal exercise of human rights for sustainable development.

Gender mainstreaming in territorial processes aimed at improving the quality of life and addressing vulnerabilities in the face of climate change requires a change of awareness and the articulation of key actors who can promote a substantive movement for gender equality in the territories.

The idea is to propose, from the ideological to the structural and operational, a process of reorganization, development, improvement and evaluation of the decision-making processes, which will make it possible

to respond to the differentiated needs - basic and strategic - of women and men. This process would translate into changes in the working methods of all institutions, at all levels, with emphasis on the formulation of gender-sensitive policies, and based on a gender analysis within the framework of adaptability and resilience strategies.

It is essential to guarantee the political participation of the Federation of Cuban Women (FMC) in these processes, as an allied organization that is able to resume its role in proposing agendas that position women's rights in at least four key dimensions:

- Economic and labor rights, access and control of resources.
- Prevention of gender-based violence
- Social co-responsibility of care

This concerted agenda must move towards planning and programming with a gender perspective.

The institutionalization of this perspective, through dynamic structures, with commitments in the work for gender equality, such as gender committees, focal points, FMC - ANAP brigades, is essential for sustainability. It is necessary that these structures have systematic spaces for strengthening their capacities to promote management processes oriented towards gender equality.

This transit, denunciation (of a problem that affects justice) - demand (change actions) - proposal (taking sides, acting, rendering accounts), must be accompanied by the improvement of the information and statistical system, so that it is sensitive to gender and generational differences. This will in principle provide a baseline and provide inputs for monitoring changes and formulating policies. A communication strategy with a gender perspective will support the change in social imaginaries and practices that sustain gender inequalities.

The project promotes social sustainability based on the need to generate tangible results for its participants with a criterion of promoting equity, which means that the results are distributed equitably among the participants and favor mainly disadvantaged groups.

The project is coherent with national policies, territorial development strategies and the interests of local populations, aligned with social development objectives, especially with the Development Strategy of the Ministry of Agriculture until 2030 which includes a transversal treatment of gender, as well as supports the local implementation of the Gender Strategy of the Ministry of Agriculture.

Local and agricultural authorities in particular have identified the need to improve the conditions of the project's impact areas, their productive entities, social services and living conditions in many of the socially disadvantaged communities and rural areas.

An important route that will be stimulated by the project, will be the stimulation of actions for productive improvement and optimal use of land that will lead to an improvement in community living conditions, associated with the generation of jobs and income in a sustainable manner, greater access to locally produced food, and the strengthening of community activities around the care and sustainable management of natural resources and biodiversity.

The project will assume an equity approach to achieve gender equality, according to the gaps identified in the area of intervention, from the positioning of disadvantaged groups in better conditions to generate their development, enabling their access to work, knowledge and information, decision making, better

living and working conditions. At the same time that climate resilience is improved, the solution to social problems is facilitated with an equity approach, since the intention is to include, from the very selection of areas, those communities with a certain level of social and economic vulnerability, and among the beneficiaries, priority is given to women for access to training activities and productive resources that generate income. In all areas, direct actions in the area of production-processing and commercialization of food and forest resources have as direct beneficiaries small-scale family agriculture producers. Linking this with FAO's Gender Equality Policy (2013), which provides the framework and guidelines for mainstreaming the issue in projects, recognizing the ability to articulate the needs, priorities, skills and knowledge of women in each of the areas, will be an important element in the project's action, so that each person can better face their situations of vulnerability before the impacts of climate change.

The reduction of existing gender equity gaps is approached from a fair and equitable treatment of access to information and training, and preferential access to productive resources and jobs generated by the project, from the recognition of the disadvantaged position in which women find themselves.

A gender specialist (consultat) will be recruited to coordinate the implementation of the action plan and ensure the mainstreaming of gender throughout the project.