**Social Impact Visual: Gender Equity in Agriculture**

**GENDER-SMART STRATEGIES**

**Board**
- Role model effect
  - Reduction in bias related to women's participation in leadership roles
  - Joint decision making and control over resources in household and community
  - Shifts in norms related to what jobs/roles are appropriate for women and men
  - Greater social and professional mobility for women
  - Enhanced natural resource management
  - Climate resilience
  - Increased access to social protections for women and men (e.g., parental leave, healthcare)
  - Increased opportunities for professional development for women and men
  - Increased technical & business skills for women and men
  - Increased income for women
  - Expanded business & social networks for women

**Employees**
- Increased access to finance, inputs, and farm assets for women
- Expanded skills in sustainable agriculture for women
- Improved yields for women
- Increased access to a ready buyer and/or secure markets, and greater farmer confidence
- Increased income for women
- Expanded business and social networks for women
- Greater women's participation and leadership in cooperatives

**Farmers/Contractors**
- Increased production and availability of agricultural products*
- Potential nutritional and health benefits
- Increased participation in “conscious consumerism”
- Greater awareness of and demand for ethically traded goods
- Greater sector capacity to engage in gender-smart practices

**Consumers**
- Increased production and availability of agricultural products*
- Potential nutritional and health benefits
- Increased participation in “conscious consumerism”

**SHORT-TERM OUTCOMES**

**MEDIUM-TERM OUTCOMES**
- Increased knowledge, skills, social capital, and access to resources
- Improved agency and leadership among women
- Enhanced financial stability and well-being for women and households
- Greater investment into health, education, household and livelihoods
- Enhanced individual and family well-being
- Wider adoption of sustainable farming practices
- Women's heightened status in the community

**LONG-TERM OUTCOMES**
- Reduction in bias related to women's participation in leadership roles
- Greater social and professional mobility for women
- Joint decision making and control over resources in household and community
- Shifts in norms related to what jobs/roles are appropriate for women and men
- Enhanced natural resource management
- Climate resilience
- Increased food security

*Sustainably engaging both men and women in a company’s value chain has the potential to increase production capacity. For example, studies have found that if women had equal access to inputs and thus achieved equal yields, overall productivity in developing countries would increase by 2.5-4%, which the Food and Agriculture Organization of the United Nations (FAO) estimates could reduce the number of undernourished people in the world by 100-150 million people, or 12-17%. FAO (2011).