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**PROGRAM FOR THE DEVELOPMENT OF ORGANIC AND FAIR TRADE  
CACAO IN VIETNAM (ECO-CACAO)**

**GENDER ASSESSMENT**

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### **List of Abbreviation**

DARD:	Department of Agricultural and Rural Development
DOST:	Department of Science and Technology
ACDI/VOCA:	American Non-profit Organisation
MARD:	Ministry of Agricultural and Rural Development
NLU:	Nong Lam University
WU:	Women Union

## Terms and Definitions

**Reproductive work (Reproductive role<sup>1</sup>):** Reproductive role comprises the childbearing/rearing responsibilities and domestic tasks undertaken mostly by women, required to guarantee the maintenance and reproduction of the labor force. It includes not only biological reproduction but also the care and maintenance of the workforce (husband and working children) and the future workforce (infant and school-going children). While “biological reproduction” refers rigidly to bearing children, the term “reproduction work” extends further. It includes the care, socialization and maintenance of individuals throughout their lives, to ensure the continuation of society to the next generation.

**Productive work (Productive role<sup>2</sup>):** Productive work comprises work done by both women and men for payment in cash or kind. It includes both market production with an exchange value, and subsistence/home production with an actual use-value, but also a potential exchange value.

**Subsistence production** is understood as use-value production. For example, farmers grow food to feed their families. The typical subsistence farm has a range of crops and animals needed by the family to eat during the year. Planting decisions are made with an eye toward what the family will need during the coming year, rather than market prices<sup>3</sup>.

**Gender:** The term gender refers to cultural based expectation of roles and behavior of both men and women. It distinguishes between the biology of sex and the socially constructed tasks and functions attributed to men and women in society<sup>4</sup>.

**Gender mainstreaming** is a globally accepted strategy to promote gender equality. It gives attention to equality in relations to analysis, policies, planning processes and institutional practices that set the overall conditions for development. Gender mainstreaming is an essential part of all development decisions and intervention, it concerns staffing, procedures and culture of the organizations as well as their programs and it forms part of the responsibility of all staff<sup>5</sup>.

**Gender stereotype** is negative and biased awareness, attitude and assessment of the characteristics, positions, role and capacity of women and men<sup>6</sup>.

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<sup>1</sup> Caroline O.N Moser (1993): Gender Planning and Development. Routledge 11 New Fetter, London . page 29

<sup>2</sup> Caroline O.N Moser (1993): Gender Planning and Development. Routledge 11 New Fetter, London . page 31

<sup>3</sup> Tony Water: The Persistence of Subsistence Agriculture: life beneath the level of the marketplace. Lanham, MD: Lexington Book 2007

<sup>4</sup> Helvetas, Gender Policies and Strategy 2006-2011, page 13

<sup>5</sup> Helvetas Gender Policies and Strategy 2006-2011, page 4

<sup>6</sup> Publishing house of National politics (2007): Gender Equality Law of Vietnam, Article 5, page 9

## Summary

Helvetas, the Swiss Association for International Cooperation initiated a five-year Program for the Development of Organic and Fair-Trade Cacao in Vietnam (2009-2013). The program aims to increase the living standard of the rural population in the southern regions of Vietnam via improved social, economic and environmental conditions related to agriculture. The partners are the Nong Lam University, Ben Tre Province's Department of Agriculture and Rural Development (DARD) and Tien Giang Province's Department of Science and Technology (DOST). The primary target groups for the project are the small-scale farmers in the two selected provinces of Tien Giang and Ben Tre.

This study aims at making a first gender disaggregated assessment of the division of labor in the current Cacao and Coconut mixed cultivation households in the Mekong river delta region and providing previsions on the division of labor in the case of a conversion to organic and fair trade cultivation and marketing. The study is also to analyze the challenges and the opportunities for women to be more represented in trainings and farmers' organizations and accordingly propose approaches and strategies to improve the representation of women.

The qualitative methodology used in this study includes in-depth interviews and group discussions with men, women and in-depth discussion with project partners. 65 male and female farmers, including both cacao growers and collectors, were involved in group discussions and 13 in-depth interviews combined with household visits were made. Discussion with the partners in Ben Tre and Tien Giang were held on women's and men's roles in cacao production.

In terms of gender division of labor in households, we found that reproduction work is regarded by all the interviewed men and women as being a women's responsibility while on the other hand women are participating in most of the production work as well. Women tend to combine all types of production work while men concentrate on more specific types, such as land preparation, transportation ditch upgrading or related to technical or machine-use jobs. Women were shown to be active in non-farm and small business activities as well. The study has evidenced the gender stereotypes of "heavy and light work". Women do mostly of the light work such as housework and animal husbandry, which is considered as less valuable, and is more time consuming and more repetitive than men's work. However the study found that women have a crucial role in cacao production. In almost all the cacao production activities they are involved as much as men as they undertake a wide variety of tasks as weeding, mulching, garden tidy up and harvesting. They also engaged in planting, pest control, watering and adding manure. As reported, women play a crucial role in cacao collection and processing, specifically pod breaking, sun-dry and fermenting.

The findings proved the crucial role of women in cacao production despite the contradictions of gender bias rooted in farmer's minds and de facto contribution of women. Women also are more engaged in subsistence production, for example planting vegetables and fruits as well as raising poultry for meat and eggs in small quantities for household consumption. However, this economic contribution of women was invisible. Regarding conversion to cacao organic development, it is likely to increase the workload for women and thus implies that the program should have an intervention to balance this.

The study has revealed that women have less access to productive resources such as land, training and information due to traditional practices and women's and men's role and status in family and community. Regarding the decision making process of the introduction of cacao in the farm, the study indicated that men as heads of households have more

power to decide important affairs of households for example investment in production and choice of kinds of cultivars cultivation. Despite this, the interviewed men shared that they also considered women's voice important because they support cacao production. It is much better for households since women play a key role in a number of aspects of the chain of the production process.

One of the study's concerns is women's participation in cacao farming organizations and clubs. Technical training and participation in cacao clubs are good opportunities to enhance farmers' know how in cacao production, however, the participation in these activities was almost entirely undertaken by men. Explanation for women's low involvement in these groups was different, but it bears the mark of gender distinctions that tied women to the domestic field. However, in some villages where the Women's Union was functioning well, women there had become more dynamic in social contacts and organizations. It also depended on men's willingness to support women to participate outside of the family.

In short, this study has illustrated a crucial role of women in cacao production, particularly in the organic, as they are involved in the whole process. In some hamlets, women do most of work related to cacao development as men have non-farm jobs or migrate for paid work, even so, women's contributions are underestimated. In addition, women's low participation in technical training and cacao clubs is because of the gender bias around household head's roles and male and female farmer's capacity on technical issues. Promoting women's participation in training and clubs should be a concern for the program. A lacking of gender knowledge of partner staff, and having no involvement by mass organizations such as the farmers' and Women's Unions are mentioned by the partners as the main reasons contributing to women's low engagement in training and club activities.

Based on the findings and analysis, the study has proposed recommendations at the management and program activities levels to promote women's participation and gender mainstreaming into the program. This aims at achieving double objectives of sustainable and efficient production of organic cacao development and women's empowerment/gender equality promotion of the program intervention.

At the program level, the recommendations are: (i) mainstreaming gender and social aspects into curriculum for TOT and farmer training; (ii) gender consideration to be taken into account in organization of training and program activities; (iii) establish a quota for women's participation in training and all program activities; (iv) communication strategy on cacao organic farming targeting both female and male farmers in the community to ensure that both are aware of the program and to gain their full participation; (v) involvement of local organizations in the program intervention. At the program management level, the study propose is: (i) gender responsible reporting and monitoring; (ii) encouraging partners through initiatives on promotion of women participation in all activities; (iii) gender capacity building for program staff and partners and; (iv) making gender one of the aspects for yearly planning and reviewing.

# 1 Introduction

## 1.1 Project Background

Helvetas, the Swiss Association for International Cooperation, has started a five-year program to develop Organic and Fair-Trade Cacao in Vietnam. The program aims to increase the living standard of the rural population in the southern regions of Vietnam via improved social, economic and environmental conditions related to agriculture. This project is coordinated by Helvetas and implemented by three project partners: the Nong Lam University, Ben Tre Province's Department of Agriculture and Rural Development (DARD) and Tien Giang Province's Department of Science and Technology (DOST). The primary target groups for the project are the small-scale farmers in the two selected provinces. At least 2000 farmers will directly benefit from the project through their participation in the training organized by the project and via involvement in the farmer networks to be developed by the project and supported to obtain organic and fair-trade certification.

Helvetas has developed its own gender strategy to mainstream gender issues into its development activities. One of the organization working approaches is "Striving for Equality between Men and Women" in order to actively promote gender equality as a fundamental prerequisite for sustainable development. Engendering all steps and processes of the program/project cycle is one of the components of this approach. Helvetas Vietnam assessed its own gender strategy and approach in 2007 and defined a Gender Mainstreaming Action Plan. This study is also to be considered as part of this action.

For the moment in Vietnam there has been little information on specific gender analysis in the agricultural sector. This is also true for the cacao sector which however is very young in Vietnam. According to a first rapid assessment made by Helvetas Vietnam during the planning phase of the present program, women are less represented than men in cacao clubs in the two provinces. A study of MARD on cocoa has indicated that men are more responsible for cocoa farming than women. The present study should bring more information regarding this aspect and provide evidence for further sector interventions.

## 1.2 Objective of the study

This study aims at making a first gender disaggregated assessment of the division of labor in the current cocoa and coconut mixed cultivation households in the Mekong river delta region and providing provisions on the division of labor in the case of a conversion to organic and fair trade cultivation and marketing. The study is also to analyze the challenges and the opportunities for women to be more represented in training and farmers' organizations and accordingly propose approaches and strategies to improve the representation of women.

## 1.3 Methodology of the study

The main method employed in this study is qualitative analysis. This is supplemented by desk study of the relevant documents related to the program, studies on the cacao sector and studies on gender.



### 1.3.1 Tools used for gender analysis

- Activities profiles of men and women: It identifies the gender roles and gender division of labor (reproduction, production and community work), specifically in cacao/coconut mixed cultivation. The purpose is to point out the gender differences in terms of employment in agriculture and non-agriculture including cacao production.
- Access to and control over the resources and benefits: How men and women access and control the different kinds of resources (social, economic, cultural, physical etc.), especially the resources that are relevant to the project context and cacao development such as technology, land, training.
- Participation in decision making: It is important to make clear how men and women are involved in the process of making decisions within households and the community, e.g. household's decision on application of organic cacao production or being a member of cacao clubs/cooperatives.
- Analysis of influencing social and cultural factors on gender differences in the division of labor, access and control over the resources and decision making.

### 1.3.2 Methods of data/information collection

The study was carried out in the project districts and communes: Chau Binh commune (Giong Chom District, Ben Tre), Huu Dinh Commune (Chau Thanh District, Ben Tre) and Vinh Huu (Go Cong Tay District – Tien Giang), Hoa Dinh Commune (Cho Gao District – Tien Giang). In addition, the team had visit to Phu Tuc Commune – non-project area. The study applied the following methods and tools for data collection:

#### **Desk review**

A review of the major related documents and studies was conducted to gather information of the study area: Project document, Helvetas Gender Policies and Strategies; Gender Mainstreaming Assessment and Action Plan of Helvetas Vietnam; feasibility studies on cacao completed by Helvetas and MARD.

#### **Meeting with Helvetas staff and partners**

The team met with Helvetas staff to get more understanding of the project activities as well as to agree on methodology, process and plan for field work. The partners interviewed were Ben Tre DARD and Extension Centre, and Tien Giang DOST. The purpose was to get their understanding on the roles of women and men and specific gender differences in cacao production. The prepared checklist of questions was used for the discussion.

#### **Group discussion with male and female farmers**

Both men and women farmers, growers and collectors were involved in discussion. Male and female groups were created with the aims to get deeper discussions on gender differences. Three group discussions in each commune/village<sup>7</sup> were undertaken: one female group, one male group and one mixed group including non-beneficiaries. In total for the study, 12 group discussions were completed.

#### **Visit households and in-depth interviews with men and women:**

<sup>7</sup> One village is selected as the project area in each commune.

Semi- structured, in-depth interviews were completed with female and male farmers. Seven women and six men were interviewed. Some cases have been selected for analysis in the main text of this report.

**Table 1: Key informants for the study**

Key informants	No. of men	No. of women	Total
1. Focus group discussion	37	28	65
2. Households visited (in-depth interview)	6	7	13
3. Meeting with Ben Tre partners	5	1	6
4. Meeting with Tien Giang partners	1		1
Total	49	36	85

## 2 Research findings

Analysis of livelihood activities of the surveyed households has indicated types of households in the region, specifically: (i) households planting coconut and cacao; (ii) households grow coconut, cacao and rice; (iii) household have multiple livelihood strategies such as coconut, cacao, rice production and husbandry and; (iv) households combine both agricultural (coconut, cacao, rice, husbandry) and non-agricultural activities such as low-level trade.

Though the survey was conducted in a small number of households, it found that all interviewed households were engaged in coconut and cacao production. That is to say that households planting mixed coconut and cacao are the most typical households in this study. Regarding rice production, among four visited communes, of the interviewed households with rice production the majority were concentrated in Vinh Huu commune (Go Cong Tay, Tien Giang) and Hoa Dinh commune (Cho Gao, Tien Giang) and in Huu Dinh commune (Chau Thanh, Ben Tre). Although rice production as a source of income or type of livelihood did not get much attention in this study, it is likely in two surveyed communes in Tien Giang there are more households with rice production compared to the visited communes in Ben Tre, where there were less households growing rice among the interviewed farmers in Huu Dinh commune (Chau Thanh).

### 2.1 Gender division of labor in cacao/coconut mixed farming

Assessment of the gender division of labor in households in general and cacao and coconut mixed cultivation households in particular require a comprehensive analysis of both production and reproduction work. The extent of women's and men's involvement in reproduction work would be a critical factor influencing their participation in production work. This section analyses how women and men see their role and responsibility for production and reproduction work.

#### 2.1.1 Reproduction work

Reproduction work as a term within gender analysis context includes all unpaid work such as child bearing, housework, and health care for family members. The survey revealed that there exists rigid gender stereotypes for women's responsibility for reproduction work as a natural function. Most of the interviewed men and women reported that all housework in their home is done by women; no question was raised as to why this happens. The time

women spent for this work was different from the groups of women, but it was reported that women usually spent about 4-5 hours a day. It is particularly a burden for women with small children.

#### How women and men see their roles in reproduction work

Women go to the market, do cooking and washing. Women also take care of children, even middle aged and old women care for their grandchildren as young parents go out to work and leave children at home. Men have no time for housework as they need to have rest after work. Women do a lot of work, i.e. household chores. Housework is the main job of women while men's is production. But women are engaged in livestock raising activities and husbandry, which needs a lot of time. If we raise pigs, we need to feed them three times per day, we need to clean the animal house everyday and if you have sows (for breeding), you cannot sleep during the time the sow is delivering – it is really a heavy workload for women.

*Women's group discussion, Village 8, Chau Binh, Giong Chom, Ben Tre*

Women work harder but people usually do underestimate women's work, as it is thought that it is "light work". Though this work does not require physical strength as much as other men's work, you do need to do it all day, from the early morning to late night. If women are away home for two days, you will see the "troubles" we meet in daily life.

*Interview with a man, Phu Huu commune*

This shows that the conception that men do hard work and women do domestic work is very popular in the visited villages. However, the study also indicated a contradiction between this thinking and the fact that women also are engaged in production work as much as men. This is further analyzed in the below session on production work. In addition, in some villages, young men go out to find paid jobs in the urban areas, both the production and family/domestic household work is done by women, which creates more burdened for them. Some women reported that they do everyday endless tasks causing them to be tired, while men were reluctant to do this type of work.

The gender stereotype on women's responsibility to be in charge for all internal family matters is very deeply rooted in both men and women. While these activities are essential to maintain the family they are unpaid and therefore do not receive any economic value. These activities are also very time consuming and since it is unpaid and time consuming, spending time for this work means that women have to pay for the opportunity cost, i.e. women have less time for rest and involvement in other activities. Moreover, a number of production tasks performed by women were regarded by farmers as "housework or chores" e.g. husbandry or poultry raising, small scale vegetable and fruit planting for the family's consumption. This means that women do both unpaid/care work and subsistence production.

The daily calendar of women and men indicated that because women spent a lot of time on housework and child care, they had almost no time for rest.

**Table 2: Daily calendar of women and men in one household with multiple livelihood strategies**

	<b>Women</b>	<b>Men</b>
4:30	Get up and prepare for pig feeding Prepare breakfast for family	
5:30	Feeding pigs	Get up and help women to feed pigs
6: 00	Go to market, feed small children Have breakfast	Have breakfast
7:00	Take children to school	
8:00	Collect coconuts in the villages	Collect coconuts together with women
11:00	Pick up children from school home	
11:30	Feed pigs and clean pig house	Help women with pig feeding
12:30	Have lunch	Have lunch
13:00	Take children to schools	
13:30 - 16:00	<ul style="list-style-type: none"> <li>- Coconut collection and sale</li> <li>- Watering cacao, mulching and harvest; garden tidy</li> <li>- Cut grass for cows</li> </ul>	Coconut collection and sale to bigger collectors (Farther is more involved in cacao production)
16: 00	Feed pigs	
16: 30	Pick up children from school, take home	
17:00	Cook	
18: 30	Have dinner	Have dinner
19:30	<ul style="list-style-type: none"> <li>- Wash dishes and clothes</li> <li>- Feed small, new born pigs</li> </ul>	Watch TV
20:30	<ul style="list-style-type: none"> <li>- Help children with their study</li> </ul>	Watch TV
22: 00	Go to bed	Go to bed

(Case study of Nguyen Thi Thu Thao, Vinh Huu, Go Cong Tay, Tien Giang)

### **2.1.2 Production work**

In production work, the contribution of women and men was assessed differently in farmers' understanding. Given their role of main housekeepers, women tend to combine economic activities with non-economic activities. While they dedicate time for reproduction and production work, women work longer hours than men

**Table 3: Gender differences in production work**

Activities	Level of women's and men's involvement in activities		
	M & W share	Women do more	Men do more
Poultry rearing		X	
Pig rearing		X	
Coconut production	X		
Cacao production	X		
Vegetables/ short term crops		X	
Fruit tree planting	X W for home consumption and M for production		
Rice production		X	
Paid jobs		X (poor women work for better off HH's in village)	X (go outside village for non- farm jobs )

*Result summary of women's and men's groups*

### 2.1.3 Farm and non-farm production work

As reported, involvement of women and men in production work varies depending on a number of factors: (i) amount/area of cultivation land possessed by the family, (ii) paid jobs of spouses and (iii) types of crop cultivation.

*Women's role is recognized in husbandry and rice production and men's role in gardening cultivation.*

In the project areas, interviewed men and women shared a common thinking that women play an important role in rice production and husbandry, while men's key role is in gardening cultivation such as coconuts and fruit - traditional main sources of income in the areas. But by observation and discussion with women, it was clear that separation of work is not always clear cut. The reality for interviewed households, women and men are trying to supplement each other in the division of labor though still based on gender prejudices that women do chores and men do important, "big" things. In households that raise cattle and livestock in large numbers, women work very hard, from the early morning to late night, as it is shared by women, consequently they had almost no time for resting.

Though the visited households are not the poorest in the area, as they have land for cultivation, it was found that the households tended to have multiple livelihood strategies. As observed, most households have two or three sources of income. Despite the diversified sources of income, it is likely that their income is not stable. As women explained, the occurrence of avian influenza or epidemics caused their income from husbandry and poultry rearing to decrease. In addition, the profitability gained from this production is low due to the high cost of inputs. For the households that have less land for rice and coconut production, it is likely that they need to find seasonal jobs as

supplements, though not much. Therefore, combination of cultivation, husbandry and paid work is taken as coping strategies to the insecure income, as reported.

*As evidenced, women tend to combine all types of production work while men concentrated on main production work*

Since the cacao program was introduced in the areas, most households now grow cacao as an important supplementary source of income. Women try to do both their traditional jobs (poultry rearing and rice planting) and share gardening activities with men. In the communes, Vinh Huu and Hoa Dinh (Tien Giang) and Huu Dinh (Ben Tre), where rice production is one of main farm jobs of villagers, women are involved in all production activities available: rice production, cattle/livestock rearing, cacao/coconut mixed cultivation. In the households that possess land for rice planting, women grow various kinds of vegetables (cucumbers, potatoes, loofah) spicy (chilly) and citrus (lemon), fruits (bananas, grapefruits, pine apples, etc).

*Women are engaged in non-farm and low level trade activities as well*

The team had opportunities to meet women who operated small scale business like collection of coconuts in the village and reselling to larger-scale collectors; while the other women sold fish in the local market. In these families, women have even more work since they do housework, husbandry, non-farm jobs and also contribute to cacao production (*The case of Ms Phan Thi Nga – Vinh Binh Town, Go Cong Tay, Tien Giang*). Women's business is likely to be a crucial source of income for these households.

In some villages as Ap Phu My, Ap Hoa Lac Trung (Hoa Dinh, Cho Gao, Tien Giang), women produce handicrafts such as weaving baskets from dry water hyacinth. In addition, in the households that have other houses or good transportation routes nearby, women trade in small shops selling miscellaneous goods for daily consumption/use. Many households in Hoa Dinh raise chickens in large numbers for selling meat and eggs. Some families keep bees in their garden, which can bring a good income and does not require a lot of work. It is common that people would like to find non-farm jobs which are not heavy but can earn more. In this case, all farming is put on women, especially the middle-aged and elder, as they have fewer opportunities to go out to work.

The field results on women's and men's involvement in production work (farm and non-farm activities) help us to understand that though gender prejudice in production work in farmers' minds is rigid, the reality is different. It means that their roles are changing and women actually have been involved in diversified jobs to earn money, which is in contrast with common thinking that women do certain kinds of jobs, such as rice production and/or husbandry.

### *Seasonality*

In the Mekong River delta region there are two main seasons, the rainy season (April-October) and the dry season (November-March). While the production work occurs all around the year, we can distinguish some typical activities for each season:

- Activities in the rainy season: As explained by the villagers there was more work in the rainy season. For rice production, this is the time for rice planting and maintenance activities such as weeding, adding manure and harvesting and again rice planting for the next rice season in October. Regarding cacao production, it is also the time for many jobs to be done. In this season, cacao and other fruits in the garden grow rapidly, so for young cacao trees pruning of branches/twigs needs to

be done regularly, while for the mature ones it is also the time that more cacao fruit ripens for harvesting.

- Activities in the dry season: In the dry season, there are fewer jobs related to rice production, except for pumping water out to dry the field. For the households growing cacao, there are jobs regarding land preparation, upgrading ditches, watering cacao, coconuts and fruit trees and mulching.

Analysis of gender related seasonal jobs showed that in the rainy season women have to do a lot of work, as women are involved in rice production as main laborers for planting, weeding and maintenance activities. Women also take the same maintenance jobs with cacao production. They also need to do field and garden visits every day. In addition, in these months, women have more work, as at this time strong winds or storms cause more leaves to drop from the trees into the garden. Women need to collect dropped leaves and tidy their garden after strong rains. Both women and men do pruning of cacao branches/twigs in this season. In the dry season, men are more involved in land preparation, upgrading ditches and watering, while women do mulching for young cacao and share watering with their husbands.

### 2.1.4 Division of labor in cacao/coconut mixed farming

#### *Gender stereotype on “heavy and light work”*

Obviously, men concentrate more on land preparation and plot design and digging and women tend to do more weeding, mulching, maintenance activities and harvesting and post harvesting, which contributes to a long list of housework and subsistence production performed by women. In farmers’ perception, men do heavy work and women take light work. Then, a concept of “heavy or light work” is related to the value of work, i.e. heavy work is regarded as more valuable and important work. Accordingly, men make more economic contribution to households. Also, if some do heavy work, it means they need to have more time to rest to recover; while light work does not make one (usually women) so tired, so they (women) can, and sometimes have to, work long hours (to be equal to men) – all this thinking is common in the farmers’ understanding as a matter of course.

**Table 4: Gender division of labor in coconut/cacao production**

	<b>Jobs done primarily by men</b>	<b>Jobs done primarily by women</b>	<b>Jobs shared mostly equally by men &amp; women</b>
Cacao/ Coconut production	Land preparation Plot design/digging Pruning Transportation Upgrading ditches	Weeding Mulching Garden tidy up (collect dry leaves and grass) Grass planting Harvesting Everyday visits to garden	Seedling buying Planting Pest control, (Butterfly killing, ant rearing) Watering Adding manure
Cacao/ Coconut collection and processing	Transportation	Sun drying Fermenting Pod breaking Sale	Packaging Storing

*Summary of group discussions*

While it is undoubtedly true that such work as land preparation and transporting require more physical strength than weeding, mulching, etc it is untrue considering the existing conditions of women in the visited villages to say that they are not engaged in heavy work. The research team met with poor women, household-heads and single women who do heavy work.

There are single women who do land preparation and digging themselves. This means that the reality for farmers' families, especially the poor ones, both men and women do heavy work while inflexible stereotype is that men do heavier work than women. Accordingly, men's work is considered more important and valuable.

However, one's contribution to cacao development should be assessed from other aspects, for instance, time spent for whole life of cacao tree, especially maintenance activities influencing the quality of cacao development. Let's make a comparison: Heavy work such as land preparation and digging is primarily concentrated in a pre-planting period, while maintenance is needed for the whole life of the cacao tree. It was reported that because women usually stay at home and they did inter-cropping (such as fruit trees) they were always present in the cacao/coconut garden to do weeding and adding manure.

#### **Women are also engaged in heavy work**

We have only 3 *cong* (0.3 hectares) for coconut, cacao and intercropping fruits. I do watering, weeding, mulching, harvesting and adding manure. I carry a heavy load of manure to the garden and my husband only distributes it. I can do land preparation as men do. My husband helps to buy manure ( *Ms Vo Thi Bach Mai, Vinh Huu, Tien Giang*)

Many women in poor families have to carry manure a long way through ditches to each cacao tree. It takes several days to carry manure. In households which have barrows, men use it to carry manure (*Women's group discussion*)

The team also met a 50-year old disabled woman who had to do almost all the work in cacao production. She cut down 4 big jack trees herself to clear land for a cacao plantation. She said she could do heavy work as men do.

I have 5 children, they are workers now. My husband passed away 28 years ago when I was 30 years old. I have 0.9 hectares of land and I grow coconut, cacao, mango, orange and grapefruits and raise cows and pigs. I do most of the work, my daughters help me at the weekends when they are off work; though they rarely work on dyke clearing and foot dyke consolidation so I hire men. Women can do everything, as in wartime, when there's no men at home, women can climb trees well (*Ms Tran Thi Thanh, Huu Dinh*)

#### *Women's work is more time consuming*

Gender differences in cacao production are obvious not only in terms of types of work women and men perform but also in the nature of their jobs itself. Women's work is time-consuming and labor intensive task requiring more patience and meticulousness. Much production work performed by women is very time consuming such as weeding, mulching, garden tidy up (collect dry leaves and grass), grass planting, insect/pest control, butterfly



catching, harvesting and daily garden and rice field visits. The women who raised large numbers of pigs (50-60 animals) explained they had almost no time for resting as pig feeding (3 times per day), daily washing of the animal house, and bathing pigs occupy most of their time in a day. .

*Gender differences in performing the same production activity*

**Women do maintenance/care activities better than men do**

Women water cacao trees better than men. My family has 200 cacao trees, if I water them, it takes 2 and half hours, but if my wife does, it takes the full morning, as she waters very carefully. Women also do more visits to the garden, every day, as they usually stay at home. It needs very frequent visits, you collect grass, dry leaves, intercropped trees/plants occupy more space, and you need to cut down branches to help cacao trees grow. If the trees are young under 3 years, there are usually many pests eating the tree body.

*(Men's group in Phu Tuc village)*

Even when women and men do the same work, they may do it differently. As reported, both of them do watering for cacao and coconuts, however, women always take more time for this work due to their carefulness; they water many times so that the water is well absorbed. The same with activities of everyday garden visits. While both men and women share this work once they are available, it is likely that women do this with more meticulously. It is due to women's characteristics of patience and hard working, as explained by the interviewers.

Women's participation in agricultural activities, including coconut/cacao mixed production, is particularly disadvantaged due to the conventional expectation that "a woman's place is in the home" - an expectation largely shared by both men and women. Women are tied to the home by more practical considerations as addressed above: they bear primary responsibility, and in many cases the entire responsibility, for the care of children and other domestic work. This expectation resulted in a very common thinking that because women do more such household chores so they participate less in cacao production related activities.

*Some traditional men's work tends to become paid jobs*

As shared by a number of interviewees, in many households, upgrading ditches and land preparation (considered as men's work) currently are not necessary done by male members of the households as they can afford to hire paid laborers to do this. The same with rice production: spraying chemicals, pesticides and ploughing traditionally done by men also tend to be paid jobs. Men use machines (rice threshers) to support their work. Land preparation and transportation (of manure and chemicals to fields and garden) are currently supported by machines though simple but lightening their workloads.

It is likely that men's work tends to be paid as it is considered heavy work. It is interesting to find that this trend is not evident in women's work, except for few cases when a household possess a large area of rice field, they hire laborers for weeding or harvesting (women's traditional jobs).

### *Women subsistence production work regarded as reproduction or housework*

In a number of households, women planted vegetables and fruit and raised livestock in small quantities for their family's consumption. This is so called subsistence activities. It was interesting to find that when asking about gender division of labor in reproduction work, both men and women added the mentioned subsistence activities to endless lists of domestic work carried out by women. The economic value of these subsistence crops done by women are invisible to farmers, since it is mainly for domestic consumption as compared to production work for income or cash crops that men are usually engaged in.

Thus, women's economic contribution to households has been underestimated because much of their work even within the productive sphere is regarded as part of their reproduction work which is unpaid work versus work done by men generating cash for the household.

### *Women's role in cacao production*

Some reported that cacao cultivation is different from coconuts, as coconut cultivation does not require a lot of labor and inputs such as manure or fertilizers, but cacao production needs more time for care and maintenance activities. As reported, while not all farmers prefer cacao development because of greater investment and input, it is likely that once women understand its profitability, they are more involved in cacao production as they are hard working and committed.

#### **Role of women and quality of cacao products**

Quality of cacao products is decided by elements/factors:

Bean count (Size of cacao bean): it depends on varieties/seedling and plantation techniques and care/ maintenance activities

Moisture content (depends on sun drying process)

- (i) Color (fermentation and drying)
- (ii) Broken or moldy beans (drying process)
- (iii) Fat content in cacao: Fat content will get richer in the last 20 days to the fully ripe period. It implies that harvesting needs to be done at the right time.

*(Mr Nguyen Hoang Hanh, Vice-Director Tien Giang DOST)*

The mentioned facts indicate the crucial role of women in cacao production. All the factors influencing cacao quality concerns women's work, especially their engagement in harvesting and post-harvesting/processing.

In our commune, women do most of the work, such as weeding, pruning, pod breaking, morning and afternoon insect/pest catching. Men migrate to the city to find paid jobs, women stay home to do all the work. We can say that women do almost 70% of the work related to cacao production. If you go to the garden, you see only women working here. Men can carry/transport manure to the garden and he leaves, women should do the rest of the work. In this area, men like going out to drink alcohol with their friends.

*(Phu Tuc women's group discussion)*

### *Women's role in cacao collection and initial/preliminary processing*

There is a cooperative in Tien Giang, Cho Gao cooperative. The cooperative was set up in 2006 and currently has 36 members. It now operates in 3 districts: Cho Gao, Go Cong Tay and Tan Phu Dong. It collects cacao from its members and provides services such as selling cacao beans for companies and also providing material/inputs for the cacao growing farmers.

While working with Cho Gao cooperative members, it was demonstrated that women play an important role in cacao collection and preliminary processing. Many of the Cooperative's members provide purchasing and fermenting points for cacao. It was reported that the points managed by women are likely to provide a better service. The purchasing and fermenting points managed by men but with support of his wife also work more effectively, as men usually are out of the home. Women also are better in dealing with the customers as they possess a flexible and more cooperative approach. A number of purchasing points of cacao were registered under the men's name but in reality were managed by women. Some women deal with transactions with companies to sell dry nuts (*Ms Phan in Phu Tuc Commune, Phu Binh cacao collection enterprise*). Women also are involved in a range of activities such as pod breaking, the sun drying process and fermentation related activities.

**Table 5: Gender division of labor in the fermentation unit**

	<b>Jobs done primarily by men</b>	<b>Jobs done primarily by women</b>	<b>Jobs shared mostly equally by men &amp; women</b>
Buying pods			<b>x</b>
Pre-storing			<b>x</b>
Pod breaking		<b>X</b>	
Filling boxes with beans			<b>x</b>
Taking care of boxes		<b>x</b>	
Changing beans from one box to another	<b>X</b>		
Emptying boxes	<b>X</b>		
Drying beans		<b>x</b>	
Filling bags with beans			<b>x</b>

## **2.2 The change of gender division of labor with conversion to organic cacao production**

*The households make use of family labor for organic cacao farming and sharing among the family members*

Organic cacao farming needs more labor and mostly for compost making. As reported in some households, the members try to combine compost making. It is likely, for households with about 0.2-0.3 hectares of land or 2-3 hundred cacao trees, they could easier manage labor. However, in some interviewed households, they have to pay for labor to do compost making, when they have prepared sufficient volumes of materials. It takes time for material preparation because it cannot be done immediately or in a short time period.

### How families use labor for compost making?

Now my son-in-law and daughter support us, we want to make use of any time to make compost making. For the households with main laborers under 50 years old, members try to help each other, but for those above 50 year old adults, they hire someone to do some work of compost making.

*(Mr Bui Van Binh, Village 8, Chau Binh, Giong Trom).*

It is interesting to analyze changes in gender division of labor with the conversion to organic production. All interviewed women and men responded that they had to spend a lot of time on compost making. Specifically, where more labor is required for organic farming:

- (i) It takes much time for materials collection: e.g. cow manure, cacao dust/mills, rice straw, green plants. Green plants used for making compost are likely to be a concern for many farmers, especially those who do not have enough land and ditches in their garden for planting water ferns or pinto peanuts. In some villages, the household that does not raise cattle and livestock in large numbers expressed their concerns about the source of manure as they need to go to the other districts to buy it. In the areas as in Hoa Dinh commune, where rice production is one of the main jobs, rice straw is collected as material for compost making.
- (ii) As reported, each cacao tree needs 10 kilos of compost and it would be a big volume for several hundred cacao trees. Making such volumes of compost is hard and continuous work.
- (iii) Composting cacao/coconuts, as farmers said, there is need to do regularly around the year and it takes more time compared to using chemical fertilizers
- (iv) Pest control by encouraging ants

### *Working time of women is increased in conversion to organic cacao farming*

Many farmers agreed that there would be an increased workload for women. As analyzed in the previous section on production work, women's work is usually time consuming work that requires meticulousness and hard work; a continuous process. Sometimes it is not clear cut between working and resting, as they combine working and taking some time for rest together. Some women reported it is really a workload with a big amount of compost to make.

### How women and men share compost making?

Women collect grass and green trees, cut them into small pieces, river fern, and take up from the dykes. Women also cut cocoa pod. It takes a lot of time to do this work, except for cutting water coconut trees (*Dua nuoc*) done by men. Men try to provide support by buying manure and coconut dust (*mun dua*) and transportation.

*(Summary of women's and men's group discussions in Huu Dinh and Vinh Huu communes)*

The same conversation was shared by staff of Ben Tre DARD and Extension Centre and Tien Giang Department of Science and Technology that more work will be put on women as men are usually lazy in doing the day-to-day work of materials collection - considered sundry/unimportant work. It is a long-standing custom related to gender roles in production.

Though there is a traditional division of labor, it is believed that gender roles are also dynamic and subject to change. Communication plays a key role in the long process of change. Sharing and mutual support among members within a household as well as among households is important to reduce women's workload in households. Gender integration in some topics of technical training on cacao production is recommended to be taken in curriculum development.

The increase of work for women by application of cacao organic farming should be a concern for the program intervention. It is positive that the program will support farmers with cacao husks grinders for making compost. It would be especially helpful for women as they can use machines to lessen their workload. Similar technical support and taking measures to promote sharing among household members would double benefits related to cacao organic production and lightening women's workload.

### 2.3 The gender differences in access and control over resources and benefits related to cacao farming

By resources it means all the things people use to carry out their various productive and reproductive activities (human, financial, time, equipment, land) and by benefits it is meant the income accrued from the productive and reproductive outputs: food, goods and status, power or recognition in a society. The interest is to analyze what resources are available to women and men, who is able to use and control these resources, who decides what, how much and in what manner they are used.

It is also recognized that the allocation of resources and benefits among the members of households is not egalitarian.

#### *Land as a valuable resource is not usually inherited by women*

Most of the interviewed men and women farmers reported that land inheritance traditionally goes to men. The 2003 Amendment of Land Law requires to put names of both husband and wife on Land Use Certificates. By inclusion of names on the Certificates, the woman becomes a co-owner of the land. While this is a step in the right direction to ensure women access to land and credit, the law does not require the previously issued titles to be changed which are mostly with men's names. As reported, most certificates bear names of household heads (males) that were issued before the year 2003. Although it is stipulated in the Law on Family and Marriage that sons and daughters equally inherit properties from their parents, practice prefers customary laws that provide privilege to men. As indicated in an Action Aid study<sup>8</sup> on women's rights to land, there exists a big gap between the law and reality or practice.

#### **Inheritance goes to men**

My parents passed away and left 0.8 hectares of land to my younger brother, I am living alone as an un-registered husband left me and my son migrated for paid work in Vung Tau city. But I do not have any support from them. I have no land for cultivation. I asked my brother to borrow a piece of land where I planted 150 cocoa trees. This land use rights certification is in the name of my brother. I just borrow, but it is not my land. He can ask me to give it back any time.

<sup>8</sup> Action Aid (2008): Survey Report on Women's rights to access to land: A view from the situation of issuing land use rights certificates in 6 Action Aid Vietnam development regions

The team met a few women who have land inherited from their parents. This was the case when all the brothers had left the village, as they moved away for work and settled in the city. Those men are usually better off and they agreed to give land to their sisters who stayed in the rural areas with their parents. Some farmers said that some households passed land to men, but gave some money to daughters or a smaller share of land as a gift.

The women who are heads of households mostly inherited land from their parents. We found that in these families, women were active and responsible for gardening cultivation (case of *Doan Thanh Thuy (Cho Gao)* and *Ms Dieu Ngoc Lan (Vinh Huu)*). It seems that ownership of land is a determinant in contributing to women's and men's participation in cacao production, division of labor and their decision on land use, rather than the only so called traditional roles of men (associated with garden cultivation) and women (with husbandry and rice production activities).

*In many cacao clubs, training on cacao technique cultivation is mostly attended by men*

In the cacao program of SUCCESS, participants of training and members of cacao clubs were almost men. In some villages, in fact, no women participated in training as in Huu Dinh commune. The reasons for why women attended the training less was explored:

- (i) Training was organized in a way that members of clubs attended the training, these are usually heads of households - representatives of families. Based on the assumption that a household is a unified unit and it does not matter who participates in training. Men are assumed to pass knowledge from training to their wives and other family members. It may not, however, be the case since some interviewed women reported that they were not clear of technical issues, e.g. how to prune properly.
- (ii) There were a few cases when heads of household were old men or women. Because of being heads of household, they attended training. But their adult children were the main workforce in their family. Consequently, a lot of farmers, mostly women with active participation in cacao development, did not have the opportunity to access technical training, while some reported that there were cases that men would like to go to training as after training they went together to the bar to drink and chat.
- (iii) One of the explanations for low female participation in training is of gender stereotype on women's capacity with technology.

As observed by the team, in a mixed meeting, some men repeated that women did not want to take part in the training, while a woman who joined that meeting said that women would like to have training and could attend training if they were informed early, which would allow them to make arrangements with domestic work" (Cacao Club member, Phu Huu village, Huu Dinh Commune).

### Gender stereotype on women's technical capacity

Our adult children do not live together with us. I and my wife sometimes need to hire laborers to consolidate the foot of dykes or to upgrade ditches. My wife cannot do anything related to technical issues. She just harvests cocoa and does the mulching. She does not know how to prune and add manure to cocoa trees; I do all these jobs. Women cannot understand technology as their education level is low. If there is technical training, men should go – it is better than women going (*Interview with a man, Chau Binh, Giong Trom*)

*Women have no access to training, however, not because of their capacity but their workload at home, as explained by women*

The reasons for low women's participation in training were explored. There are differences in male and female farmers' opinions on this issue. The interviewed women explained that while each household has one member to participate in the training, it is men going to the training. A number of interviewed women could not take training due to their tie-up with care work and subsistence production and gender roles attached to external-family relations is quite clear cut. Some men also reported that women have no time for training, due to their traditional role in home. In other words, it implies that men are primarily responsible for external relations including participation in training.

The other reasons, as mentioned by the men, are related to the women's capacity in absorbing technical knowledge.

The team had an opportunity to meet the women who took part in the training. They were mostly heads of households (they were widows/single women or women who inherited land from their parents). These women did not see any differences in women's and men's capacity in technical issues and could also learn and do the same work as men. The women proposed that training documents should be provided. According to them, it was useful for women to have training materials for practical use, e.g. when working in the garden and diseased cacao fruits could be assessed and dealt with by reference to the materials (*Doan Thi Chon, 48 years old, Huu Dinh commune*). They shared that though they had to undertake all domestic work, they still managed to have time for training. This

### Single women find easy to make a decision on training participation

After my husband passed away, at first I found it difficult to bring up 5 children. But if you are alone, you are not dependent on someone. For example, before, I had to ask my husband and if he did not agree, I could not do it. Though it was a lot of work, I still arranged time to take training.

(*Ms Trinh Thi Thanh, 58 years old, Huu Dinh Commune*)

may imply that in the households of couples, a question comes up, whether women could in fact decide to participate in training themselves even if they could pre-arrange housework to have time for training. The issue is likely to be sensitive in the discussions. It was felt that both women and men avoided talking about this matter.

However, in some villages, women actively participated in training, as in case of Hoa Dinh commune (Cho Gao, Tien Giang). In this commune, there were two female trainers who facilitated training for farmers. Nearly half of the participants were women in the training facilitated by women. A Chairperson of Hoa Dinh Commune Women's Union suggested that women tended to take part in training facilitated by women

trainers. According to her, when women learn new information and technical knowledge, they can apply this to cacao production as they are involved in most of this process. It is also beneficial in the sense that when women are aware of the economic contribution brought by cacao cultivation, they try to encourage and urge husbands and children to be engaged in this process.

In Vinh Binh town, Go Cong Tay District, it was reported that about 30% of training participants were women. It seems that in more developed areas where the process of urbanization has occurred faster, more women are involved in the training and organization. It is also a possibility that in this area men are more engaged in non-farm jobs. In the nearby cities, towns and villages, men migrate to urban areas to find paid jobs as construction workers. Women stay in the village and do most of the farming including cacao/coconut mixed production. As in the case of Phu Tuc Commune (non-project area) which is located 20 Km from Ben Tre City, as shared by villagers, young men would prefer to choose non-farm work with better income and less labor intensive work. Accordingly, agricultural jobs are primarily taken by women, e.g. in Phu Hoa and Phu Khuong villages, Phu Tuc Commune (Ben Tre), women farmers do most of the work related to cacao production.

The women who took training on cacao production reported that it was not difficult for them to understand the technical knowledge. However, at first, they did not feel very confident among men but then they learnt how to be more confident and express their opinions in public. The question was raised of whether organizing women-only training was a good option for attracting women to the training. Some women reported that they would like to have separate training, while a few women suggested that if they joined the mixed training together, women could learn from men.

Lacking training hampers women's ability to obtain new technical knowledge, which most likely influences their work in cacao production, eg some women were not clear if chicken manure could be used for composting.

It is evidenced from the field that when women are already aware of the benefits gained from cacao production, they become more motivated and take full responsibility for the work they do..

*Men have more access to techniques and machines*

#### **Men's work tends to be supported by machines**

When we plan to buy cow/cattle manure, we hire a truck and sign a contract with them to transport for us. There are 5 families who do this together to reduce transportation costs. We use motorbikes for chemical transportation to fields and garden. For cacao pods, the barrow is very helpful for transporting products from garden to home. Paid help is used for Land preparation and upgrading of ditches to lessen the work.

*(Huu Dinh Men's Group Discussion)*

As discussed, land preparation, ditch upgrading or transportation are men's work. These jobs currently tend to be supported by machines or become paid jobs. Though it is likely that the cacao production process is not highly mechanized, farmers use simple production tools or machines to support their work. The case occurs more often with men's work than women's work.



### *Men's and women's contribution to the household economy*

Most of the women and men met responded that men make more of a contribution to households' economy, even when women engaged in production work to the same extent as men. It was particularly the cases when men have paid jobs such as working for local government agencies, as the monthly salary is a visible contribution of men to their households (*Phu Tuc group discussion*). Some men worked as village heads with a salary of about 300,000 VND/month – though the salary may be small, it is visible.

#### **What is women's and men's contribution to the household economy?**

My family has 15 *cong* of land (15,000 m<sup>2</sup>). For the income, we do different work. We raise pigs, and plant coconut and cacao. Last year (2008) we earned about 20 million from selling pigs for meat; 18 million from coconuts and 15 million from cacao production. I take all the work of pig rearing, engage in cacao production together with my husband and I do domestic work.

*(Ms Nguyen Thi Dung, Chau Binh, Giong Trom)*

Last year our family, income total was nearly 60 millions, in which (i) 9 million was from cacao production; (ii) 15 million from selling coconut; (iii) 9 million from rice and (iv) 30 million from pig rearing<sup>9</sup>.

*(Le Phong, Vinh Huu, Go Cong Tay, Tien Giang)*

From the illustration in this box, it can be said that women's contribution to the household economy is not recognized as it is. Husbandry and rice production – the main jobs of women - for many households in visited communes is still one of the main sources of income. Though people still think that men who are responsible for household economic development by providing a bigger share of the income, it is not always the case,

There are many women who are very good at earning money. Although men do heavy work, women work more, so women's and men's economic contribution is almost equal or women's income is actually bigger (*Ms Tien, Chairwoman of Hoa Dinh WU*).

Evaluation of men's and women's participation in livelihood production and their economic contribution should be based on a deeper analysis of the existing dichotomy between productive and reproductive work roles and responsibilities. Since women's productive work is often seen as separate from their reproductive work, there will always be a contradiction between the people's belief and reality, namely that a man's contribution is more important or superior to that of a woman. A woman's contribution is therefore regarded as *de facto* to the household economy as well as to any sector development. It is a disadvantage for women, since income does not include estimates of subsistence and non-market activities as recommended in international guidelines. Such estimates recognize that unpaid work, which is carried out mostly by women, has an economic value.

For women and men who are hired to work for the other farmers, the payment also gets gender distinctions. It was reported that women get lower payment even when hired to do the same work.

<sup>9</sup> Though such big earning form pig raising may not be common in the area, the field results indicated that for many households, husbandry is still an important supplementary source of income.

### Women get lower payment for the same work

We established an enterprise some years ago. We hire 10 workers: 6 women and 4 men for cacao collection and preliminary processing such as uncovering, transportation and fermentation activities. We pay 60.000 VND /day for males and 40.000 VND/day for females, as men have to carry heavy batches of fruit or cacao nuts”

*(Nguyen Thi Phan, Phu Hoa village, Phu Tuc commune).*

We pay for women 45-50.000 VND/day, men -70-75.000 VND for the same work of pod breaking. I do not know why there is difference but it has been a norm for a long time, even though women work harder than men. But if you pay men the same as women, men do not want to take jobs. We know that women are treated unequally with less payment but people accept this.

*(Mr Nguyen Van Lem- collector – Chau Binh, Giong Chom, Ben Tre)*

#### *How income is managed?*

“Women keep the money for the family. They know how to spend it; they save money. If men keep money, we make unplanned expenditure. But if we want something, women give money” *(male farmers, Huu Dinh commune)*. “We, men make more money and are responsible for the household economy, so when we need to buy something, the wife gives money, even for the bar and drink” *(male group, Phu Huu village)*.

Though women keep the money, it is not necessarily true that women decide expenditure. Both groups reported that nowadays decisions on important issues and big purchases are discussed between women and men. Women use money for daily expenditure such as food, clothing, and school fees. A common practice is that while women try to economize on every purchase, men tend to spend more money for personal use such as for alcohol or smoking *(women and men’s groups in Vinh Huu (Tien Giang) and Chau Binh (Ben Tre))*.

## **2.4 Household decision making on cacao production**

The discussion with farmers on household decision making on cacao production indicated that men as heads of households have a strong voice relating to production or economic investment. It is likely that men have a final say in cacao development, particularly since men had more information and understood its economic benefits, while women lack up to date information on cacao planting. Given the explanation on men’s greater power in decision making on cacao production, it does not mean that men do not consider women’s voice as mentioned by some men. They understand that if women support cacao production, it would be much better for households since women play a key role in a number of the stages of the production process.

Regarding organic cacao farming, agreement between husband and wife still has practical implications. Agreement among the family members is essential to have effective cooperation between women and men in production work as well as maintaining harmony in family relations. For the selected households of the organic program, both women and men were interested. However, in the future when the program reaches larger numbers of farmers in the project areas, the communication strategy of the program should ensure that both women and men be well aware of the program and their commitment and full participation in the program.

### Why there was disagreement on investment in cacao production?

Some years ago when cacao was first introduced in this area, many women did not agree with their husbands to invest in cacao production. They worried about the market for the products and prices. For men, it is different they had the chance to take training, they read books and documents on this, and they had trips to the other places where the cacao program was successful" (*Mr. Ly Van Van, Huu Dinh, Ben Tre*).

At first we were worried, we did not believe that cacao would bring economic benefits. There was even conflicts in the family as women did not want this but men decided to invest in cacao. Men always like new things but women worried about the income, and therefore the family, which made them afraid of the risks (*women's groups, Vinh Huu, Tien Giang*).

In 2005, in my village, many women did not agree to plant cacao, but men still invested in cacao development. In that case, men had to do a lot of work as women did not want to support it. Men thought that the land was his property inherited from his parents, so they had the right to do what they wanted. In contrast, there were actually cases where the wife wanted to plant cacao, but they could not do it because of not having the husbands' consent (*Mr. Le Thanh Phong, Vinh Huu, Tien Giang*).

I did not want my husband to cut down coconut branches as I worried about coconut productivity; he said it would make cacao grow more. Income from coconut has been the main source of income for my family for many years while cacao is very new. Now we understand productivity and good price for this product, we women even have more passion in cacao production (*Ms Huynh Thi Be Tam, Huu Dinh, Ben Tre*).

There was one case that wife did not want to plant cacao, as she said she saw a neighbor's cacao garden with almost no fruit. She did not understand that if we plant cacao following the technical instructions, there would be a lot of fruit" (*men group, Vinh Huu, Go Cong Tay, Tien Giang*).

## 2.5 Participation of women and men in cacao organizations

In the visited communes, cacao clubs were dominated by men, eg in the club of Huu Nhan village (Huu Dinh commune) there were no women. In Phu Huu commune, there were two clubs; each club has 40 members but one female member – a widow. It is clear that women's participation in the cacao clubs was limited. Only a few women were leaders of the clubs. But the partners shared that as heads of clubs and farmer trainers, these women did jobs as well as men. Women's passion and commitment for the work is recognized by partners. A contradiction is seen between women's low level of participation in cacao organizations and their crucial roles as important human resources for cacao development. For instance, currently Ben Tre has 4,900 hectares of cacao; such achievement could not be gained without active involvement of women, as reported by the Ben Tre partners. According to the Ben Tre DARD and Extension Centre, therefore, there is a need to call for women's participation through involvement of the local Women's Unions. If women have a better understanding on benefits brought by organic farming, it would be a driving force for their engagement. Persuasion of both husband and wife is essential to get their cooperation and commitment to organic production.

### Women's participation in cacao clubs

In the project with ACDI/VOCA, we recruited 135 farmer trainers but there were only about 10 women. Among 137 cacao clubs of the province, there were 12 clubs headed by women. For the initial period, women trainers were not confident but they learnt how to facilitate training and later on they did jobs as well as male counterparts.

Women also participated less in training due to a number of reasons: (i) husbands do not want their wife to be involved in training; (ii) staff in charge did not pay attention to this issue, women were not invited; (iii) women are tied to domestic work; (iv) and the system of grassroots political organizations did not involve them; (v) women themselves are limited in their capacity and access to information", e.g. partner of the Extension Centre is the Farmer's Union whose members are mostly men. The Women's Union in some places is a strong organization but in other places it is not the case. There is a need to work with both the Farmer's and Women's Unions for selection of beneficiaries/participants.

*(Discussion with Ben Tre DARD and Extension Center)*

In Tien Giang, of the 80 club heads, only four were women. Training was attended mostly by men, as garden cultivation is different from rice production. Traditionally, women are more engaged in rice production while men's role is in orchards cultivation, particularly as cacao is a new plantation. Therefore, access to technology and decisions on cacao production is usually made by men. But after that, a lot of production activities are performed by women.

*(Vice Director, Tien Giang Department of Science and Technology)*

*Reasons why women did not participate in cacao clubs were suggested as:*

*From the farmer's point of view:*

- Gardening is a man's job; women's traditional role is seen in rice production
- Women have to take care of children and doing housework, housekeeping and doing other agricultural, husbandry activities, so they have no time
- Women are not or less technically capable than men (particularly to industrial or perennial crops (vs. annual crops))

*From the point of view of the partners (Ben Tre DARD and Extension Centre):*

- Traditional roles of women and men
- Staff and government agencies lack of gender understanding
- The project did not have specific actions and interventions for gender balance promotion in the cacao production process
- It is difficult to involve women without working with the local Women's Union. The previous project had partnerships with the Farmer's Union whose members are mostly men

Given this explanation for low participation of women, it is believed that the most important reason concerns gender prejudice rooted in minds of the farmers especially men who are assumed to be representatives of households and make important decisions. Gender bias tends to be a barrier for women's participation in cacao farming organizations.

One of the issues concerned with women's participation is the operation of the local Women's Union. The organization is influential to women's participation in some visited communes as Hoa Dinh (Tien Giang) and Phu Tuc (Ben Tre), where female leaders of these organizations were active in the cacao program. In these areas, women were selected as trainers of clubs. They were very confident to share experiences of being training facilitators. They are heads of women's groups in villages. As mentioned previously, they were shy in the first training, but they learnt how to speak in public and be more confident in sharing with men.

Among the interviewed women in Chau Binh and Huu Dinh (Ben Tre), very few women talked about local the Women's Union while the others did not know how this organization functioned. This is because they are not members of the local Women's Union (as they said, having no time to attend the meetings). The team had no opportunity to meet leaders of the Women's Union in these communes, so it is not clear of their operation and local women's participation in this organization. But it is a fact that not all women understood the benefits of their engagement in the organization. In the rural areas, though mass organizations such as the Women's Unions do not always function effectively, it is still important for the women who have limited opportunities for social inclusion compared to men.

However, in the communes, where a chairwoman of the Women's Union enables women's involvement in their organization as well as in program/projects of government and the private sector, women are active in social and economic programs. As reported, In Hoa Dinh, Cho Gao, Tien Giang, the commune's Women's Union headed non-farm activities for women such as weaving baskets from dry water hyacinth which is a program of the private sector<sup>10</sup> that has contracts with the Women's Union. Vocational training was organized for women.

The Women's Union also organized monthly meetings with various topics for communication and discussion, such as: husbandry issues, loans for building latrines, harmonization of family life, family planning, rural transportation, children's education, school fees, money or in-kind contributions to community infrastructure and building related activities. The role of the female chairperson is very important to attract women's participation in this organization; to build their trust without imposing.

Though the focus of the Women's Union meetings on communication of laws and government policies related to women and children and it tends to maintain women's traditional role rather than challenging gender stereotypes, participation of women in the organization is a positive condition for women's socialization (social inclusion). Accordingly, women would feel more confident to enter the male-dominated organizations, such as cacao clubs.

One of the issues raised by some farmers (during the time the study was conducted) was that some households wanted to take part in the Helvetas program but were not selected, they then would not support the program and made disparaging comments on organic farming (*male project beneficiaries – Vinh Huu Commune*). It is likely that farmers were not aware of the criteria for beneficiaries' selection, particularly in the pilot/demonstration period.

Some men reported that one of the challenges in conversion to organic farming is farmers' awareness of cacao organic production and how to mobilize them into clubs. Therefore, in the future when the program reaches larger numbers of target groups, it should develop communication strategies to make sure that farmers have a full understanding of the program.

## 3 Conclusion and Recommendation

### 3.1 Conclusions

The field results have indicated that despite women's entire responsibility for the reproductive role, women are engaged in the productive role as much as men. Women tend to combine unpaid domestic work, subsistence and cash crop production, while men dedicate most of their time to cash crops. While gender stereotypes are rigid on certain jobs and gender distinctions in access to and control over the resources are obvious, women's roles are expressed in all types of livelihoods, such as husbandry, rice and coconut/cacao production, and low level trade. This study has illustrated a crucial role of women in cacao production, particularly in organic, as they are involved in the whole process. In some hamlets, women do most of the work related to cacao development as men have non-farm jobs or migrate away for paid work. However, it is regrettable that farmers, both male and female, do not realize women's contribution fully.

Women's low participation in technical training and cacao clubs is because of the gender bias on household heads roles and male and female farmer's capacity on technical issues. Promoting women's participation in training and clubs should be a concern for the program. It may need to be considered that separate training for women should be organized at the beginning of the program intervention, particularly in Chau Binh, and Huu Dinh where very few women attended the training. A lack of gender knowledge of partner staff, no involvement of mass organizations such as Farmer's and Women's Unions are mentioned by the partners as the reasons contributing to women's low engagement in training and club activities.

Given the analysis of women's role in organic farming, the study has found that the organic production increases women's work, which raises a question of how the double objectives of sustainable and efficient production of organic cacao development and women's empowerment/gender equality promotion of the program intervention work. It requires the application of gender sensitive approaches including a communication strategy targeting both female and male farmers.

### 3.2 Recommendations

#### 3.2.1 At the level of program activities

##### **Mainstreaming gender and social aspects as content in curriculum for TOT and farmer training:**

- According to the program design, there will be development of curriculum for TOT and farmer training, it is recommended to integrate gender and social aspects into the training documents. Gender integration into technical training does not mean inclusion of separated gender topics/concepts or gender sections into this training. The integration implies consideration of women's and men's roles in the topic discussions. Below are some examples of gender mainstreaming contents:
  - (i) A topic on household division of labor in cacao production is recommended to be included in training documents. This can be integrated into many topics, such as gender division of labor in compost making, green plant planting. The purpose is to promote sharing. Discussion and sharing between women and men in production work

need to be emphasized as important points. As analyzed, cacao organic production may cause heavier workloads for women.

- (ii) Women's and men's roles in cacao production and processing will make women's contribution visible and provide proper recognition of women's roles.
  - (iii) Enhancing women's participation in technical training/cacao clubs. This topic will help participants to understand benefits for households when women are equipped with know-how related to organic cacao production.
  - (iv) There may also be other specific gender mainstreaming topics concerning training sessions.
- Harmonization and agreement is essential not only among the household members but also in the community, particularly in a range of the program activities such as promotion, farmer networking, support to organic certification or Fair-trade certification. The level of gender integration into technical training is different depending on the specific content of training. It is usual that the trainers of technical training are not concerned about the gender issues or simply they may not realize how their professional training is related to the social and gender aspects. It is sometimes difficult for them to know how to integrate gender therefore it would be good if the project team could help them with this task. In other cases, there may need to be a gender expert review the training document, training contents and provide feedback from a gender perspective before training occurs. One issue raised by a number of farmers is that the training materials should be suitable for Mekong Delta region due to differences in natural conditions (e.g. land, water level).

#### **Gender consideration in organization of training and other activities:**

- A number of women expressed their wish to take part in training but they should have been informed earlier so that they could have arranged time, as analyzed women are always busy with domestic work, which is one of the barriers to attend training. Therefore, by being informed ahead of time, women try to plan for the involvement in training or persuade their husbands and children to help with household work.
- Training organized in the village is better for women's participation, as women explained that it is difficult for them to be away from home. If training is organized in their villages, it is likely that more women can attend training. Also, training does not have to last full days, it may be separated into half days, which enable women to combine with some work as they still need to take the traditional role at home.
- Training methodology is important from the gender perspective. It needs to have not only women in the training but also women's active participation in training. One of the methods to promote women's voice is to separate participants into male and female groups for discussions during the training. This would make women feel more comfortable to speak. In addition, a second factor is that training facilitators play important roles in encouraging women to share their ideas in training, e.g. paying attention to them during the training, raising questions for women specifically sometimes, nominating /assigning women as leaders of the (sub) groups,
- Women and men need training assessments: women may have different needs in training, (e.g. some women were not clear on how to prune cacao branches so that

it is easier to harvest coconuts or how to deal with (or cut out) fruits among bunches of cacao fruits, etc.)

- To organize *women-only training/meetings* is a good opportunity for women's involvement in training, as they would feel more confident, comfortable and open in discussion. It is particularly important in the beginning of the intervention and for those communes where women attended the training less. It may be considered that informal women's meetings to get their needs and ideas on the program activities are useful, particularly in case where separate training is not available.

#### **Set up quota for women's participation in training and all program activities:**

- It is recommended to set up a quota for men and women's participation in all project activities<sup>11</sup>. It does not mean the 50% in all project activities but depending on the specific context, situation and feature identified by each activity.
- Given the crucial role of women in the whole process of cacao production, women should be provided with technical training to ensure that they can apply know-how in their daily production work. Inviting heads of households should be avoided and it is also not effective to invite persons under registered names, since most of the names registered as project beneficiaries are men<sup>12</sup>. While doing most work related to cacao development, women usually did not appear as registering to participate in the project activities. Therefore, invitations should go directly to women.
- Quotas may need to be discussed with the partners and farmers but it is recommended to select at least 30% of women for all training and other activities. In this way women can have the opportunity for networking and external relations. More important is that women can obtain technical knowledge and they would spread this knowledge to other women in women's meetings and gatherings.
- It is important to sensitize and build capacity for the influential people from the partner organizations at all levels to have their support for quota set up.
- Women's participation should be presented at both levels: as participants in the project activities and as key persons or leaders of farmer groups or networking.

#### **Communication strategy on cacao organic farming targeting women and men in the community to ensure that both women and men be aware of the program and their full participation:**

- It has been recognized that some interviewees do not know how to select households for the pilot/demonstration activities in the organic cacao program. The program should make efforts on communication strategy on organic farming. Though most of women and men understand basic principles of organic farming (not using chemicals and pesticides), there was misunderstanding, e.g. women were not clear if chicken manure could be used for compost (as she saw farmers buying only cow dung) or some men said that more watering is needed for organic cacao.
- Communication plays a key role in attracting farmers to support organic cacao programs, as it is recognized that farmers get used to coconut production without requiring a lot of time and laborious work. A number of men explained that the

<sup>11</sup> World Bank Vietnam's project in Nghe An named Community based Rural Infrastructure project was successful to have quota on women participation.

<sup>12</sup> To the time study conducting, almost beneficiaries are men who registered as project beneficiaries households



farmers who like cacao very much are interested in this program, but for those who have other sources of income or they have a lot of land but do not have enough labor, it is not likely to get them involved easily. Sustainable development of cacao (soil fertility conservation, environmentally friendly, healthy organic products etc) should be a focus of the communication strategy. In conversion to organic farming, there is need of high consent in the community. Therefore, the communication strategy should target both women and men. The approach to households as a unified unit does not ensure gender consideration being taken into account.

- The communication strategy should be developed as soon as possible to design a range of activities including gender awareness rising for the community, which would be a starting point for gender mainstreaming related to the program intervention.
- It is recommended to take communication as opportunities to promote gender equity in cacao production as well. Gender mainstreaming into the campaign activities through specific themes will be, it is believed, a good way to reach double objectives of enhancing the farmers' awareness on cacao organic farming and gender equity in cacao development.

#### **Involvement of local organizations in the program intervention:**

- It is understood that currently the program is not planning to work with local organizations (such as Farmer's Union, Women's Union and Commune People's Committees). It is possible that these grassroots organizations are not particularly helpful in terms of technical support or promotion of farmers groups or networking. It also may be that they do not always function well due to weak management and working approach to the community. But it is believed the communication would reach a wider spread of farmers in the areas in cooperation with these organizations.
- In the communes as Hoa Dinh (Cho Gao, Tien Giang) and Phu Tuc (Ben tre), the Women's Union is very active in mobilizing women's participation in social and economic program including the cacao program of SUCCESS. The field work has revealed that once women understand the profitability of cacao organic production, they show full responsibility to the idea.
- While a number of training and other supports of the program may not cover all farmers in the areas, a low cost solution to communication is to reach target groups through integration into village and commune meetings and Farmer's and Women's Union meetings. The organizations can provide assistance to the program with a number of activities, e.g. in communication strategy and selection of beneficiaries/participants. It is also a way for the local organizations to get an understanding of Helvetas' program. Once these organizations understand the benefits brought by the program and their capacity is improved, it seems that their engagement in the program will create more support for the farmers. ***It may be the first step for advocacy of organic cacao development and that would hopefully be taken into the commune's socio-economic development program, as the local ownership of the program will likely increase the sustainability of the interventions.***
- However, how to cooperate, in what manner and level of partnership needs to be discussed within the program and with partners at the provincial levels to ensure an effective cooperation mechanism.

### **3.2.2 At the operational dimension/program management level**

#### **Gender responsible reporting and monitoring:**

- To build up a system of data management at all levels of the project activities. Gender responsible database and reporting system, e.g., gender-disaggregated data collection.
- The reports that will be made by the program staff and the partners are recommended to include gender incorporation. The gender incorporation requires not only sex-disaggregated data collection or quotas set up for women's and men's participation, i.e. quantitative participation. It is more important for gender consideration to concentrate on the quality of both gender's participation in all project activities. For example, report provides analysis of quantitative and qualitative participation of both women and men and which factors influenced their participation. From this analysis, the solutions or measures to promote their participation could be proposed. The crucial question is how the eco-cacao program will change gender relations.
- Language used for reporting also should be gender sensitive. There is caution with using gender-blind words/terms as the young, farmers, the old people, target group because these terms can hide gender issues and cause problems with gender analysis. Instead of these, it is recommended to use words such as women/men, or male/female farmers.

#### **Encourage partners with initiatives on promotion of women's participation in all activities:**

- It is important to discuss with the partners on gender mainstreaming into the program. The program can hardly achieve gender mainstreaming goals without commitment to gender equity of the partner organizations. The issue should be raised in the regular meetings with partners and discussions on how to engage more women in the activities, especially in key positions among farmers' groups, i.e. non-traditional role of women.

#### **Gender capacity building for program staff and partners:**

- Building gender capacity is essential to make sure that staff have full capability of integrating gender issues into programming levels. On the job training for the program staff and management would be a key factor to promote the process. Training on gender analysis tools and gender mainstreaming skills into the project cycle with practical issues of specific sectors are strongly recommended. It is recommended that the partners at the provincial level should join the training with the program staff to reduce the training costs in case there are not enough to justify organizing separate training (it is not clear that how many partners' staff involve in the program).
- The partners should be familiar with the Helvetas gender mainstreaming policy, which will enable greater commitment of the partners to gender equity promotion. It is also important to help the partners to believe that Helvetas policy on gender mainstreaming aims to contribute to implementation of the government's gender related policies and plans, particularly at a critical time such as this as the Government of Vietnam is preparing to develop the National Strategy for Gender Equality in the period 2011-2020.

#### **Gender is one of the aspects for yearly planning and reviewing:**

- It is recommended that gender mainstreaming activities should be reviewed in the yearly plan of the program. The mainstreaming process should be consistent throughout the project. The yearly review will provide opportunity for drawing lessons and developing solutions to solve the raised gender issues. The review will focus on gender mainstreaming into the project activities as well as specific gender actions for enhancing women's participation. It is important to analyze how the program has changed gender relations and role of the project intervention in promoting gender equity in eco-cacao development in the project areas.

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## References

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## **Annexes**

### **Terms of Reference**

#### **Gender study in Eco Cacao (organic and fair trade) in Vietnam**

##### **1. Introduction**

Helvetas, a Swiss Association for International Cooperation, has started a five-year program to develop organic and Fair-trade cacao in Vietnam. The program aims to increase the living standard of the rural population in the southern regions of Vietnam via improved social, economic and environmental conditions related to agriculture. This project will be coordinated by Helvetas and implemented by three project partners: the Nong Lam University, Ben Tre Province's Department of Agriculture and Rural Development (DARD) and Tien Giang Province's Department of Science and Technology (DOST). The primary target groups for the project are the small-scale farmers in the two selected provinces. At least 2000 farmers will directly benefit from the project through their participation in the training organized by the project and via involvement in the farmer networks to be developed by the project and supported to obtain organic and fair-trade certification. If successful, the project will have the ability to reach some 10,000 additional farmers in a follow up phase.

As many other development organizations, Helvetas has its own gender strategy to mainstream gender issues into its development activities, and accordingly gender issues have been incorporated in the program activities to ensure both technical and social success of the program. This is based on the reality that with regard to gender equity, Vietnam is one of the more advanced countries with appropriate policies and the Law on Gender Equality to ensure equal rights of men and women (Vietnam country gender assessment 2006); however, southern region women participate less in public events than men and the project will therefore make a special effort to ensure that women will participate in the project, not only as participants but also as farmer-trainers and group facilitators (program document).

For gender mainstreaming, there are a number of guidelines developed and applied by development projects in Vietnam; however, effective gender strategy in one area cannot always be effectively applied in other areas. This is because of the fact that the division of labor between women and men in agricultural and non-agricultural production is different from locality to locality due to different socio-economic and cultural contexts. According to first assessments made by Helvetas Vietnam, women are less represented than men in cacao clubs in the two program provinces (program document). In addition, according to MARD/Goletti study, men are more responsible for cacao farming than women. However, this type of information is still too limited for us to devise an effective gender mainstreaming plan for the eco-cacao program. In other words, to ensure technical and social success of the program in promoting organic cacao in the target areas, gender issues in agricultural and non-agricultural production should be better understood in order to design and implement gender mainstreaming program activities effectively.

For that reason, the program has decided to conduct this study in order to better understand the roles of men and women respectively in agricultural and non-agricultural activities, income source and distribution, housework and also the decision making process in the cacao/coconut planting households, and accordingly propose gender mainstreaming recommendations and follow-ups.

##### **2. Objective of the study**

This study aims at making a first gender disaggregated assessment of the division of labor in the current cacao and coconut mixed cultivation households in the Mekong river delta region and providing provisions on the division of labor in the case of a conversion to organic and fair trade cultivation and marketing. The study is also to analyze the challenges and the opportunities for women to be more represented in training and farmers' organizations and accordingly propose approaches and strategies to improve the representation of women.

### **3. Expected Results**

- The division of labor between women and men in the different tasks of agricultural and non-agricultural activities (mixed cacao/coconut farming and marketing, animal husbandry and housework) is assessed
- Seasonal daily time employment (rainy and dry seasons) is analyzed in a gender disaggregated way
- Gender disaggregated presentations of the typical seasonal calendar in the cacao/coconut mixed cultivation farms are made
- The roles of men and women in decision making processes in cacao farming households is analyzed in a gender disaggregated manner
- Gender disaggregated assets (land, working tools) and income distribution of cacao farming households are assessed
- The participation of women and men in the training, in farmer's clubs or cooperatives, in being farmer trainers
- How do women and men become aware of the issues related to water and sanitation, the risks of unhygienic water and sanitation to cacao farming
- Recommendations for improving women's representation in both training and eco-cacao farmers organizations are provided using SWOT analysis approaches

### **4. Specific aspects of the study and the report**

- Conduct gender context analysis
- Develop study methods and corresponding survey questionnaires (eg. semi-structured individual interviews and group discussions)
- Discuss with the Eco-cacao team and with the provincial project partners the contents and the methods of the survey and propose a plan on how to conduct survey
- Conduct the survey (72 households (including pilot farmers) in four districts, two districts per province: 18 in each district: 10 for group interviews (5 households/group) and 3 for individual interview; interviewees include cacao growers and collectors/fermenters)
- Analyze results and represent the findings in a visual way using the formatted report
- Present the findings to the interviewees and local partners for comments
- Integrate, if necessary, feedback in final report
- Provide recommendations to mainstream gender findings in the Eco-cacao activities
- Propose a gender mainstreaming monitoring plan through the M&E of the program (gender indicators)

### **5. Composition of the study team**

The team is composed of following experts:

*Consultants:*

- Mrs. Pham Thu Hien, national gender specialist - team leader: hien\_gender@yahoo.com

*Resource persons:*

- Ms. Tran Thi Trieu, Helvetas project officer – team member: tran.trieu@helvetas.org
- Program manager and officers of the Eco-cacao program (in Hanoi and HCMC)
- Two persons from the provincial cacao development boards of Ben Tre and Tien Giang Provinces, one from each
- Local part-time assistants

**Schedule for field work**

<b>26 October 2009</b>	
Afternoon	Leave for HCM City, Ben Tre (or Tien Giang)
Evening	Working with Helvetas staff (who will provide full time support for constant )
<b>27 October</b>	<b>Working in Châu Bình – Giồng Trôm –Ben Tre</b>
Morning	Meeting with women's group (project beneficiaries: growers & collectors)
	2 In-depth interviews (one woman and one man)
Afternoon	Meeting with men group (project beneficiaries: growers & collectors)
	Meeting with group of cacao clubs (both men and women, including non-beneficiaries groups)
	1 In-depth interview with a woman (not beneficiary)
<b>28 October</b>	<b>Working in Hữu Định – Châu Thành –Ben Tre</b>
Morning:	Meeting with women's group (project beneficiaries: growers and collectors)
	2 In-depth interview (one woman and one man)
Afternoon	Meeting with men's group (project beneficiaries: growers & collectors)
	Meeting with group of cacao clubs (both men and women, including non-beneficiary groups)
	1 In-depth interview with a woman (not beneficiary)
<b>29 October</b>	
Morning	<b>Working with DARD/Extension Centre Ben Tre</b>
	Meeting with women's group (not beneficiaries of the project) (the location is on the way to Tien Giang)
Travel to Tien Giang (Lunch time)	
Afternoon	<b>Working with Tien Giang DOST</b>
Late afternoon	<b>Research team work: sharing, revising methodology/ checklist and adjusting for field work in Tien Giang</b>

<b>30 October</b>	<b>Working in Vĩnh Hựu – Gò Công Tây -Tien giang</b>
Morning	Meeting with women's group (project beneficiaries: growers & collectors)
	2 In-depth interviews (one woman and one man)
Afternoon	Meeting with men group (project beneficiaries: growers & collectors )
	Meeting with group of cacao clubs (both men and women, including non- beneficiaries groups)
	1 In-depth interview with a woman (not beneficiary)
<b>31 October</b>	<b>Working in Hòa Định - Chợ Gạo –Tien Giang</b>
Morning	Meeting with members of formed Cacao Cooperative
	2 In-depth interviews (one woman and one man)
Afternoon	Meeting with group of cacao clubs (both men and women, including non-beneficiary groups)
	1 In-depth interview with a woman (not beneficiary)
<b>1 November</b>	
Morning	Meeting with women's group (not beneficiaries of the project)
	Teamwork
Afternoon	Return to HCM City/Hanoi

- A group for discussion consists of 5-6 people
- 12 discussion groups (3 group discussions/village) to be conducted and
- 12 interviews (excluding partners)

## 6. Reporting

The team leader is responsible for the report. He/she has to deliver, within deadline, the report following the format provided by Helvetas Vietnam. The report shall be written in English, processed electronically and submitted to Helvetas Vietnam. Helvetas Vietnam will translate the report into Vietnamese.



**Annex: List of interviewees**

	Names	Sex	Group Discussion	In-depth interview
	<b>Chau Binh – Giong Chom – Ben Tre</b>			
1	Ho Thi Dung	F		x
2	Nguyen Thi Tham	F		
3	Ha Thi No	F		
4	Nguyen Thi Dep	F		
5	Bui Van Binh	M		x
6	Nguyen Van Lem	M		
7	Nguyen Van Van	M		
8	Nguyen Van Sang	M		
9	Nguyen Van Nhac	M		
10	Thai Thi Tam	F		
11	Ngo Van Bu	M		
	<b>Huu Dinh, Chau Thanh – Ben Tre</b>			
12	Luong Thi Ngoc	F		
13	Le Thi Nam	F		
14	Huynh Thi Be Tam	F		x
15	Mai Thi Hoai	F		
16	Tran Thu Nguyet	F		
17	Ly Van Van	M		x
18	Nguyen Van An	M		
19	Nguyen Van Tiep	M		
20	Duong duy Linh	M		
21	Nguyen Huu Hao	M		
22	Trinh thi Thanh	F		x
23	Doan Thi Chon	F		
24	Le Ngoc Hung	M		
25	Duong Kien Hung	M		
26	Nguyen Van Doi	M		
	<b>Phu Tuc Commune (non-project area)</b>			
27	Nguyen Thi Phan	F		
28	Dang Thi My Linh	F		
29	Ngo Van Ut	M		
30	Nguyen Thanh Huong	F		
31	Nguyen Van cang	M		
	<b>Vinh Huu- Go Cong Tay - Tien Giang</b>			

32	Vo Thi Bach Mai	F		
33	Dieu Ngoc Lan	F		
34	Luu Thi My Loan	F		
35	Nguyen Thi Ngoc Hanh	F		
36	Tong Thi Dep	F		
37	Nguyen Van Be	M		
38	Nguyen Van Viet	M		
39	Tran Thanh Phung	M		
40	Le Thanh Phong	M		x
41	Dang Thanh Hong	M		
42	Tran Van Sam	M		x
43	Nguyen Chanh Di	M		
44	Nguyen Thanh Nhan	M		
45	Vo Thanh Phuoc	M		
46	Nguyen Thanh Xuan	M		
47	Tong Van Thoi	M		
48	Le Kim Hoa	F		x
49	Nguyen Thi Hoang	F		x
50	Nguyen Thi Thu Thao	F		x
	<b>Hoa Dinh – Cho Gao – Tien Giang</b>			
51	Nguyen Van Tu (head of Cooperative)	M		
52	Nguyen Xuan Ron	M		
53	Vo Van To	M		
54	Danh Thi Quan	F		
55	Vo Van Nhieu	M		
56	Nguyen Van Phich	M		x
57	Nguyen van Hiep	M		
58	Doan Thanh Thuy	F		x
59	Nguyen Thi Thuy	F		x
60	Pham Quoc Hung	M		
61	Tran Quoc Tuan	M		
62	Pham Van Chinh	M		
63	Pham Thanh Hai	M		
64	Nguyen Thi Trang	F		
65	Trieu Thi Lan	F		