

**Driving Technical Cooperation to Enhance Capacity  
Building for Promoting Economic Empowerment and  
Entrepreneurial Leadership in Small-Scale Women  
Farmers Towards a Sustainable Future for All APEC  
Economies**

---

**APEC Agricultural Technical Cooperation Working Group**

**April 2026**



**Asia-Pacific  
Economic Cooperation**





**Asia-Pacific  
Economic Cooperation**

**Driving Technical Cooperation to Enhance  
Capacity Building for Promoting Economic  
Empowerment and Entrepreneurial Leadership  
in Small-Scale Women Farmers Towards a  
Sustainable Future for All APEC Economies**

**APEC Agricultural Technical Cooperation Working Group**

**April 2026**

APEC Project: ATCWG 102 2024A

Produced by  
Assist Prof Dr Jiranan Piyaphongkul  
Faculty of Liberal Arts and Science, Kasetsart University, Thailand

For  
Asia-Pacific Economic Cooperation Secretariat  
35 Heng Mui Keng Terrace  
Singapore 119616  
Tel: (65) 68919 600  
Fax: (65) 68919 690  
Email: [info@apec.org](mailto:info@apec.org)  
Website: [www.apec.org](http://www.apec.org)

© 2026 APEC Secretariat

APEC#226-AT-01.2

## Acknowledgements

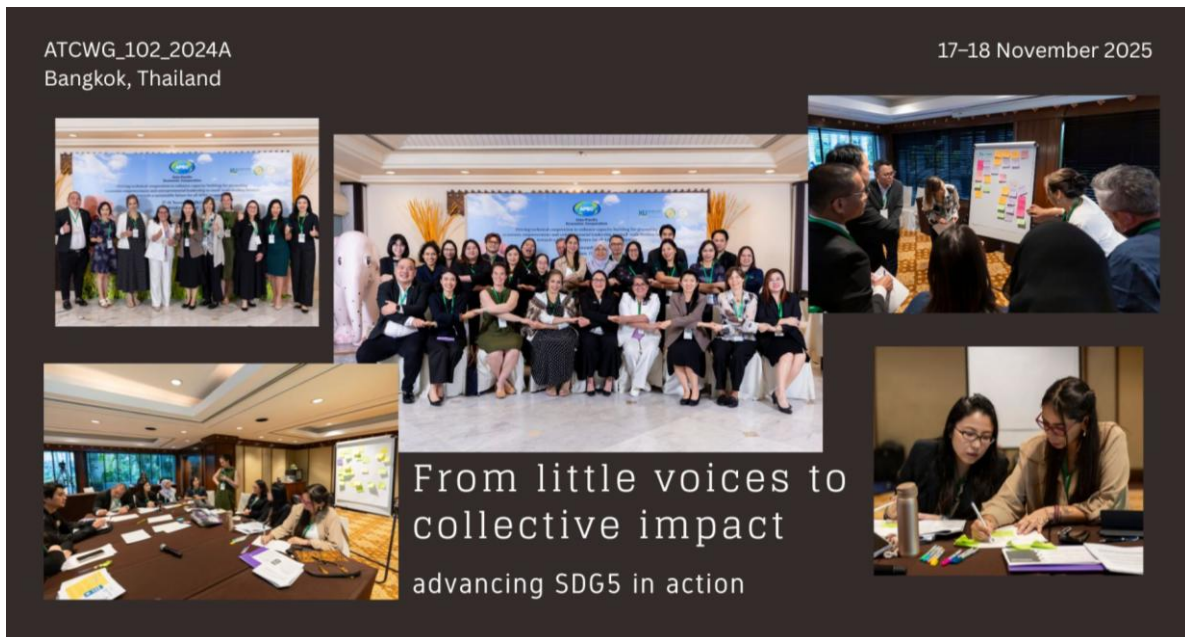
The Project Overseer and project team gratefully acknowledge the support of the Asia-Pacific Economic Cooperation (APEC) and the APEC Support Fund: Women and the Economy, whose funding made the successful implementation of this project possible.

We extend our sincere appreciation to the APEC Secretariat and the Agricultural Technical Cooperation Working Group (ATCWG) for their guidance, coordination, and continued support throughout the design and implementation of the project. We also thank focal points and representatives from all 21 APEC economies for their cooperation and contributions.

Our appreciation is extended to all expert speakers and contributors who shared their knowledge, experiences, and evidence-based insights through both the Background Research and the Technical Cooperation Workshop. Their inputs were instrumental in shaping the analytical foundation, discussions, and recommendations presented in this Final Report.

We further acknowledge the active participation of policymakers, practitioners, researchers, academics, and stakeholders from across APEC economies. Their engagement and shared perspectives contributed to the quality of the project's outputs and strengthened its relevance to diverse economic and institutional contexts.

The project team appreciates the collaborative spirit demonstrated throughout this initiative and looks forward to continued technical cooperation to advance inclusive, resilient, and sustainable agricultural development, while promoting women's economic empowerment and leadership across the APEC region.



## Executive Summary

Women play a key role in agricultural production and food security across APEC economies. However, their economic opportunities and leadership roles remain limited by structural and institutional barriers. These include unequal access to land, finance, training, and technology, and limited involvement in decision making. Addressing these issues is important for supporting inclusive growth, strengthening food system resilience, and advancing SDG 5. In practice, across APEC economies, a persistent gap remains between policy commitments on gender equality and the way these commitments are translated into agricultural program design and implementation. This project aimed to support technical cooperation and capacity building to address gaps in access, participation, and program implementation, with a focus on how agricultural programs are designed, monitored, and implemented in practice. It aligns with APEC priorities under the Putrajaya Vision 2040, the La Serena Roadmap for Women and Inclusive Growth, and the Food Security Roadmap Towards 2030. The project combined Background Research with a two-day Technical Cooperation Workshop to connect research findings with practical policy discussion.

The Background Research, drawing on survey information from APEC economies and fieldwork in Thailand, confirms that while women are actively involved across agricultural value chains, persistent gaps remain between gender-responsive policy commitments and their implementation. These gaps are most evident in the limited effectiveness of existing monitoring frameworks, as well as insufficient institutional capacity to track, budget for, and assess women's empowerment outcomes over time.

Building on this evidence, the Technical Cooperation Workshop brought policymakers, practitioners, researchers, and experts together to explore how empowerment can be reflected more clearly in agricultural program design and monitoring. Discussions emphasized that participation alone does not lead to empowerment, highlighting the need for program designs that strengthen leadership roles, improve access to productive resources, and address institutional conditions. Without addressing these gaps, SDG 5 commitments risk remaining conceptual rather than being translated into measurable empowerment outcomes within agricultural programs.

Together, the Background Research and the Technical Cooperation Workshop show how research can inform policy discussion and help identify capacity gaps in the design, implementation, and monitoring of gender-responsive agricultural programs across APEC economies. The findings point to practical priorities, including stronger monitoring and evaluation, more effective capacity-building, and improved integration of gender equality considerations within agricultural policy and program implementation. In this way, the project supports APEC's broader efforts to promote inclusive and sustainable agricultural development and provides clear and practical guidance for advancing women's economic empowerment and entrepreneurial leadership across APEC economies through shared learning and locally adapted action.

# Table of Contents

<b>Acknowledgements</b>	i
<b>Executive summary</b>	ii
<b>Table of Contents</b>	iii
<b>Chapter 1 Introduction and Policy Context</b>	
1.1 Background and Rationale	1
1.2 Advancing Women’s Economic Empowerment in Agriculture: Alignment with APEC Frameworks and SDG 5	1
1.3 Objectives and Scope of the Final Report	3
<b>Chapter 2 Methodology and Project Design</b>	
2.1 Overall Project Design: From Research to Workshop	4
2.2 Background Research Methods	4
2.3 Technical Cooperation Workshop Design	4
<b>Chapter 3 Evidence Base: Background Research Findings</b>	
3.1 Diagnostic Overview: SDG 5 in Agriculture across APEC Economies	
3.1.1 Survey findings from four APEC economies	6
3.1.2 Key findings from APEC economy reports and studies	30
3.2 Stakeholder Perspectives on Women’s Empowerment in Agriculture	
3.2.1 Farmers’ perspectives on constraints and opportunities	33
3.2.2 Smallholder entrepreneurs as drivers of local economic change	40
3.2.3 Government officials’ perspectives on policy and program implementation	45
3.3 Key gaps and Capacity Needs from the Evidence	53
<b>Chapter 4 Technical Cooperation Workshop Results</b>	
4.1 Rationale and Design Objectives	54
4.2 Key Messages from Expert Presentations	56
4.3 Key Messages from Facilitated Group Discussions	67
4.4 Key Workshop Outputs	72

## **Table of Contents (Continued)**

<b>Chapter 5 Conclusions and Way Forward</b>	<b>75</b>
<b>References</b>	<b>76</b>
<b>Annex</b>	
<b>ANNEX 1 — Technical Cooperation Workshop Agenda</b>	<b>79</b>
<b>ANNEX 2 — Pre &amp; Post Workshop Assessment Results</b>	<b>82</b>
<b>ANNEX 3 — List of Participants and Speakers (Sex-Disaggregated)</b>	<b>89</b>

# Chapter 1 Introduction and Policy Context

## 1.1 Background and Rationale

Agriculture is a major source of livelihoods across APEC economies, with women accounting for around 43% of the agricultural workforce in developing economies. However, participation alone does not translate into empowerment or improved food security without targeted policy action (Asadullah and Kambhampati, 2021; FAO, 2011). FAO estimates that closing gender gaps in access to productive resources could increase farm yields and improve food security outcomes (FAO, 2011). Recent evidence confirms that reducing gender disparities supports productivity, resilience, and nutrition across agri-food systems (FAO, 2023; Quisumbing et al., 2014; Quisumbing and Ross, 2021). Despite these gains, rural women continue to face disproportionate poverty and food insecurity, pointing to persistent gaps in skills, finance, and decision-making power (UN Women, 2024).

Evidence from Southeast Asia illustrates how these challenges persist in practice. In Thailand, structural barriers continue to limit the economic security of rural women farmers, despite their central role in agricultural value chains (Jiranan et al., 2023). At the regional level, comparative evidence shows uneven conditions: women in The Republic of the Philippines and Thailand tend to have relatively better access to productive resources and income control, while women in Indonesia and Myanmar face more limited participation and access to extension services (Akter et al., 2017). These cross-economy disparities in access to resources and services show that women's participation alone does not ensure equitable outcomes in agriculture.

At the policy level, progress is constrained by weak and inconsistent approaches to measuring women's empowerment. While the Women's Empowerment in Agriculture Index (WEAI) offers a shared framework, its integration into domestic monitoring systems remains limited (Alkire et al., 2013; Malapit et al., 2014). Evidence from a review of 255 agricultural policies across 40 low- and middle-income economies shows that only 23% include gender-specific indicators, constraining systematic monitoring of women's empowerment outcomes. In addition, very few policies allocate gender-responsive budgets, limiting accountability and hindering effective resource allocation for advancing women's empowerment (Acosta et al., 2025).

Taken together, these economic, structural, and institutional gaps continue to limit progress on women's economic empowerment in agriculture across APEC economies.

## 1.2 Advancing Women's Economic Empowerment in Agriculture: Alignment with APEC Frameworks and SDG 5

Gender equality and women's empowerment are a core element of APEC's vision for sustainable and inclusive growth. APEC supports this agenda through three interlinked policy frameworks—the Putrajaya Vision 2040, the La Serena Roadmap for Women and Inclusive Growth, and the Aotearoa Plan of Action, which together provide a coherent foundation for promoting gender inclusion across all sectors, including agriculture.

Endorsed by APEC Leaders in 2020, the Putrajaya Vision 2040 establishes a long-term commitment to an open, dynamic, resilient, and peaceful Asia-Pacific region that aims to ensure inclusive participation in and benefits from economic growth, including for women, youth, Indigenous peoples, and rural communities (APEC, 2020a).

Building on this vision, the La Serena Roadmap for Women and Inclusive Growth identifies five priority areas for closing gender gaps: (1) access to capital and assets, (2) access to markets, (3) skills development and capacity building, (4) leadership, voice, and agency, and (5) access to innovation and technology. The Roadmap is supported by an Implementation Plan with measurable targets, biennial progress reviews, and scheduled evaluations in 2026 and 2030 (APEC, 2020b). The Aotearoa Plan of Action, launched in 2021, helps APEC economies adapt these commitments to local contexts and supports coordinated action across the region through regional knowledge sharing (APEC, 2021).

Gender equality efforts are coordinated through several key mechanisms. The Women and the Economy Forum (WEF) provides ministerial-level leadership, while the Policy Partnership on Women and the Economy (PPWE) brings together governments, the private sector, and civil society. Together with the APEC Business Advisory Council (ABAC) and its Women's Forum, the PPWE Management Council ensures continuity and drives private-sector engagement to translate commitments into tangible outcomes (APEC PPWE, 2011; Saavedra & Nouvia, 2025).

Within this institutional framework, the Agricultural Technical Cooperation Working Group (ATCWG) plays an important role in linking gender equality with inclusive, sustainable agricultural development. Guided by its 2021–2025 Strategic Plan, ATCWG advances the Putrajaya Vision 2040, the Aotearoa Plan of Action, and the Food Security Roadmap Towards 2030 by promoting innovation, knowledge exchange, and capacity building. Key priorities include climate-smart agriculture, digital transformation, and resilient food systems, with a focus on expanding women's and youth's access to markets, technologies, and leadership opportunities (APEC ATCWG, 2022; 2024).

Recent ATCWG initiatives illustrate operationalization of these commitments. Examples include digital platforms for connecting family farmers to consumers, promotion of precision agriculture and sustainable biomass energy, and targeted capacity-building for women-led farming groups. The 2024 workshop on associativity enhanced competitiveness for women in small-scale agriculture, while the 2025 survey and workshop strengthened ICT-enabled market access. Such activities translate APEC's gender equality commitments into concrete activities and initiatives (APEC ATCWG, 2025a; 2025b).

Progress in advancing women's economic empowerment is monitored through the APEC Women and the Economy Dashboard, which tracks 95 indicators aligned with the La Serena Roadmap and is updated biennially. The Dashboard supports evidence-based policy dialogue and highlights emerging priorities such as digital inclusion and climate-smart agriculture. Nevertheless, persistent data gaps, particularly the limited availability of sex-disaggregated data on women's roles and contributions across agricultural value chains, continue to constrain comprehensive evaluation. Addressing these gaps is essential to ensure that the mid-term and final reviews of the Roadmap inform targeted, evidence-based, and gender-responsive agricultural policies (APEC PPWE, 2021).

### 1.3 Objectives and Scope of the Final Report

This Final Report integrates Background Research and Workshop outputs to support key APEC frameworks, including the La Serena Roadmap, the Food Security Roadmap Towards 2030, and the Putrajaya Vision 2040, while promoting sustainable, inclusive growth and resilient food systems. It also addresses gaps in skilled expertise needed to advance women's economic empowerment in agriculture.

To respond to this challenge, the project set out two primary objectives:

- 1) To exchange best practices in policies, strategies, and action plans that advance women's economic empowerment and entrepreneurial leadership development, fostering long-term resilience and food security within APEC's agricultural sector; and
- 2) To share case studies among APEC economies that highlight the role of women leaders in driving socio-economic transformation.

These objectives were achieved through Background Research and a two-day Technical Cooperation Workshop, which together produced practical recommendations to help APEC developing members design inclusive policies grounded in evidence and responsive to local needs.



## **Chapter 2 Methodology and Project Design**

### **2.1 Overall Project Design: From Research to Workshop**

The project combined Background Research and a Technical Cooperation Workshop to develop practical recommendations. Findings from the Background Research were used to shape the workshop content and steer participant discussions. Through the workshop, participants from APEC economies exchanged views on women's economic leadership and sustainable agricultural development.

### **2.2 Background Research Methods**

The Background Research brought together perspectives from government agencies and local communities to inform the Technical Cooperation Workshop. Data were collected through online surveys conducted across APEC economies and focus group discussions (FGDs) with questionnaires in Thailand.

#### **2.2.1 Online Survey Across APEC Economies**

An online survey was distributed to all 21 APEC economies through ATCWG focal points, with responses received from Chile; Peru; Chinese Taipei; and Thailand. The questionnaire included both qualitative and quantitative questions on women's economic empowerment in agriculture, covering current conditions, key constraints, policy frameworks, institutional support, best practices, and illustrative case studies. These findings were discussed with best practices and case studies during the Technical Cooperation Workshop.

#### **2.2.2 Focus group discussions and storytelling video in Thailand**

Five focus group discussions were conducted in Chai Nat Province with different stakeholder groups, including small-scale farmers (women, men, and young farmers), smallholder entrepreneurs, and government officials. The discussions covered local challenges, opportunities, and conditions affecting women's roles and participation in agriculture. All discussions were held in the local language to support open among participants.

To complement these discussions, structured questionnaires were used to collect quantitative data on access to training, financial services, local networks, and leadership roles, with results analyzed by gender and age. In addition, a storytelling video with English subtitles was produced, based on participants' experiences, to support regional policy discussion.

Together, these activities provided an evidence base for the Technical Cooperation Workshop and helped connect local perspectives with policy discussion.

### **2.3 Technical Cooperation Workshop Design**

The Technical Cooperation Workshop was conducted on 17–18 November 2025 in Bangkok, Thailand. It provided an opportunity to share research findings and discuss policy and practice. The workshop was designed based on evidence from focus group discussions and questionnaires conducted in Chai Nat Province, Thailand, together with survey findings from APEC economies, to ensure that the discussions were relevant across different APEC contexts. The full workshop programme is provided in Annex 1. In line with the project objectives, the workshop was structured around two core activities:

- 1) Presentations by experts:** Eight speakers from APEC member economies and one expert from a non-APEC economy shared strategies, action plans, and case examples from ongoing initiatives. The sessions focused on monitoring and evaluation approaches, empowerment concepts, and the use of indicators in agricultural programs.
- 2) Facilitated group discussions:** Thematic sessions drew on findings from the Background Research to explore implementation challenges and identify practical strategies. Participants worked in groups to develop recommendations for strengthening gender-responsive program design and monitoring across APEC economies.

The workshop concluded with a reflection session and a post-workshop evaluation to gather feedback and inform future capacity-building activities.



## **Chapter 3 Evidence Base: Background Research Findings**

This chapter presents findings from the project's Background Research, based on an online survey conducted across APEC economies and community-level research in Thailand. It uses a comparative approach to examine progress, persistent gender gaps, and emerging good practices in advancing women's economic empowerment in agriculture in support of SDG 5.

Section 3.1 provides a cross-economy overview, while Section 3.2 complements this analysis with insights from Thailand. Together, these findings highlight key gaps and capacity needs that shaped the design and focus of the Technical Cooperation Workshop, the results of which are presented in Chapter 4.

### **3.1 Diagnostic Overview: SDG 5 in Agriculture across APEC Economies**

This section provides an overview of progress, persistent gaps, and emerging priorities related to SDG 5 in the agricultural sector across APEC economies. It draws on data from an online survey of government representatives from Chile; Peru; Chinese Taipei; and Thailand, together with selected literature and economy-level reports, to identify common patterns, structural constraints, and priority areas for targeted policy and capacity-building interventions to advance women's economic empowerment in agriculture.

#### **3.1.1 Survey findings from four APEC economies**

This subsection presents findings from an online survey of government representatives from four APEC economies on women's participation and decision-making in agriculture. It highlights key participation gaps, resource constraints, and leadership challenges across agricultural domains.

##### **Women's participation in agriculture**

Survey data indicate differences in women's participation in agricultural tasks and decision-making across APEC economies (Table 1).

In Chile, women's participation ranged from low to moderate, with particularly limited involvement in livestock farming. Socio-cultural norms and limited access to land and other production resources were identified as key barriers, especially in large-scale livestock farming. Participation was relatively stronger in selected crop areas, such as greenhouse vegetable production. The respondent in Peru reported consistently high levels of engagement across all four domains, covering both daily activities and decision-making roles, and no constraints were reported. In Chinese Taipei, the respondent reported moderate participation overall, with relatively higher involvement in aquaculture. Socio-cultural factors were noted as a constraint in livestock farming, while no specific barriers were reported in domains where participation was moderate to high. Women's participation in Thailand was strong in crop production, particularly in decision-making, while no data were reported for other domains.

**Table 1** Women’s participation in agricultural tasks and decision-making, and reported constraints across four APEC economies.

Domain	Economy	Tasks participation	Decision-making roles	Key constraints	
Livestock farming	Chile	Low	Low	Socio-cultural limitations and restricted access to land and productive assets, particularly affecting large livestock.	
	Peru	Very high	Very high		
	Chinese Taipei	Low	Low	Socio-cultural limitations	
	Thailand	n.d.	n.d.	n.d.	
Crop production	Chile	Moderate	Moderate	Socio-cultural limitations and limited access to land and resources; however, women participate more in certain crops (e.g., greenhouse vegetables).	
	Peru	Very high	Very high		
	Chinese Taipei	Moderate	Moderate		–
	Thailand	Very High	High		–
Mixed farming	Chile	Low	Moderate	Socio-cultural limitations and limited access to land and resources.	
	Peru	Very high	Very high		
	Chinese Taipei	Moderate	Moderate		–
	Thailand	n.d.	n.d.		n.d.
Aquaculture	Chile	n.d.	n.d.	n.d.	
	Peru	Very high	Very high		
	Chinese Taipei	Moderate	High	–	
	Thailand	n.d.	n.d.	n.d.	

**Note:** Data are based on responses from one government representative per economy (n=4);

Levels indicate women’s engagement in both agricultural tasks and related decision-making roles;

n.d. = No data reported by the respondent;

Constraints refer to reported reasons for low or no participation of women in decision-making roles.

### Roles and contributions recognized

Following the discussion of factors shaping women’s participation, Table 2 shows how women’s contributions are recognized across economies. Women in Chile are mainly recognized for post-harvest processing and entrepreneurship, while their roles in production, leadership, and household decision-making receive limited attention. In Peru, a similar pattern is observed, with women’s contributions visible in production, processing, and entrepreneurship, while recognition remains lower for household and community leadership

roles. By contrast, Chinese Taipei and Thailand reported broader recognition of women’s roles, including production, processing, entrepreneurship, household decision-making, community leadership, and informal knowledge-sharing. Thailand also highlighted women’s engagement in environmental stewardship, linking their work to food security and community health. These patterns suggest that recognition varies across economies and influences how women’s roles are reflected in agricultural policies and programs.

**Table 2.** Roles commonly reported for women in agriculture across four APEC economies.

<b>Women’s Roles in Agriculture</b>	<b>Chile</b>	<b>Peru</b>	<b>Chinese Taipei</b>	<b>Thailand</b>
Primary labor (e.g., planting, harvesting, livestock care)		✓	✓	✓
Support and processing roles (e.g., marketing, packaging, value-added)	✓	✓	✓	✓
Entrepreneurs (e.g., running agri-businesses or enterprises)	✓	✓	✓	✓
Household decision-makers (e.g., contributing to family farm planning)		✓	✓	✓
Community leaders (e.g., leadership in cooperatives or producer groups)			✓	✓
Mentors/trainers (e.g., informal knowledge sharing)			✓	✓
Other (e.g., environmental stewardship)				✓

Note: Data are based on responses from one government representative per economy (n=4);

Blank cells indicate roles that were not reported and do not imply that these roles are absent in practice.

### **Access to resources and enabling conditions**

Table 3 shows uneven access across the four APEC economies.

Respondents from Chile and Peru reported difficulties in securing family-owned land. In Peru, similar challenges were also reported for government-allocated land, indicating structural barriers. By contrast, in Chinese Taipei and Thailand, access to family-owned and government-allocated land was generally rated as neutral, suggesting more balanced conditions.

Access to finance also varied across economies. In Chile and Peru, access to loans and credit for women was rated as difficult. Chinese Taipei fell in between, with neutral ratings, while Thailand reported relatively easy access to finance.

Training opportunities followed a similar pattern. Chile; Peru; and Chinese Taipei indicated limited or neutral access to training, whereas Thailand reported stronger access. Access to agricultural technology was mostly rated as neutral across economies, except in Peru, where it was reported as difficult.

Reported reasons help explain these patterns. In Chile, limited access to land and finance was linked to socio-cultural norms and financial constraints. Chile also showed some improvement in access to government-allocated land and training. In Peru, similar challenges were

associated with socio-cultural barriers and a lack of assets required as loan guarantees. Peru also continued to face gaps linked to limited legal knowledge and incomplete program coverage.

For technology, access in Chile was rated as neutral, with women participating in digital agriculture, value-added activities, and e-commerce. In contrast, Peru reported limited access to information and training, contributing to lower technology adoption.

**Table 3.** Women’s access to agricultural resources and constraints across four APEC economies.

<b>Resource</b>	<b>Economy</b>	<b>Access level</b>	<b>Key constraints / reported reasons</b>
Family-owned agricultural land	Chile	Difficult	Socio-cultural norms/ standards; Women have less access to financial resources, making it harder than men to manage the land
	Peru	Difficult	Socio-cultural norms/standards
	Chinese Taipei	Neutral	–
	Thailand	Neutral	–
Government-allocated land	Chile	Neutral	Government efforts to equalize access between women and men
	Peru	Difficult	Lack of legal information/knowledge
	Chinese Taipei	Neutral	–
	Thailand	Neutral	–
Loans or credit for agriculture	Chile	Difficult	Insufficient collateral; Strict credit conditions; Discrimination from financial institutions
	Peru	Difficult	Insufficient collateral
	Chinese Taipei	Neutral	–
	Thailand	Easy	–
Agricultural training	Chile	Neutral	Lack of targeted programs for women; Government efforts to equalize access
	Peru	Difficult	Lack of targeted programs for women
	Chinese Taipei	Neutral	–
	Thailand	Easy	–
Agricultural technology	Chile	Neutral	Women may have higher participation than men in digitalization, value-added, or marketing/e-commerce
	Peru	Difficult	Limited access to information/training
	Chinese Taipei	Neutral	–
	Thailand	Neutral	–

Note: Data are based on responses from one government representative per economy (n=4);

Access levels reflect women’s perceived access relative to men;

Key constraints summarize reasons provided by respondents who rated access as very difficult or difficult (0–25%) or who provided additional context for Neutral ratings.

## **Skills and capacity needs**

Following the discussion of resource access, the survey identified priority skill areas for women farmers across livestock, crop production, mixed farming, and aquaculture (Table 4).

In livestock farming, Chile highlighted opportunities for women to expand through value-added processing, such as cheese production, and sustainable practices, including waste recycling. Peru emphasized competencies in animal health and feeding, basic genetic improvement, and pasture management. Chinese Taipei reported skill needs in feeding and animal management. Thailand did not report livestock-specific skills separately.

In crop production, Chile pointed to greenhouse cultivation and climate-smart agriculture. Peru identified agronomic management, soil and water conservation, collective action for marketing, and responsible agrochemical use or transition to agro-ecology. Chinese Taipei reported no gender differences in required skills. Thailand highlighted a broad set of competencies, including technical knowledge, sustainable practices, innovation, business management, and financial literacy.

In mixed farming, Chile linked required skills to those already identified for crop production. Peru underscored integrated crop–livestock systems, production cycle planning, and natural resource management, with practical examples such as using crop residues and manure to optimize resource use. Chinese Taipei noted no gender differences in required skills. Thailand reinforced integrated technical and business competencies in this domain.

In aquaculture, no data were reported for Chile. Peru pointed to skill needs related to system management, environmental oversight, and economic planning, while Chinese Taipei highlighted established women’s leadership and entrepreneurship. No data were reported for Thailand.

These findings indicate that capacity-building for women in agriculture should be tailored to sector- and context-specific needs, rather than delivered through the same training approach across all contexts.

**Table 4.** Key skills and knowledge needed by women farmers to improve productivity and sustainability across selected agricultural domains.

Domain	Chile	Peru	Chinese Taipei	Thailand
Livestock farming	- Value addition - Sustainable practices	- Animal health and feeding management (vaccination, balanced diets, disease prevention) - Basic genetic improvement - Pasture/forage management	- Talent cultivation in feeding and management	- (No data reported)
Crop production	- Greenhouse production - Climate-smart agriculture	- Agronomic management (planting, pest and disease control) - Soil and water conservation (organic fertilizers, crop rotation, terraces) - Marketing and collective action - Responsible agrochemical use/transition to agro-ecology	- No gender differences in skills and knowledge	- Crop production expertise: variety selection, soil & water management, pest & disease control, post-harvest handling - Sustainable and organic farming - Agricultural technology and innovation
Mixed farming	- Same as crop production	- Crop–livestock integration - Production cycle planning - Natural resource management (water, soil, emissions)	- No gender differences in skills and knowledge	–
Aquaculture	–	- System management (water quality, feeding, disease prevention) - Environmental management (waste, effluent control) - Economic planning and marketing	- Gender equality supported; women’s leadership and entrepreneurship well established	–

**Note:** Data are based on responses from one government representative per economy (n=4).;

A dash (–) indicates that no data were reported for this agricultural domain.

### Women’s participation and leadership in agriculture

Moving from skills to leadership, Table 5 shows substantial variation in women’s leadership roles across the four economies. In Chile, women leaders account for the highest reported proportion (51–75%), although women’s involvement in community-level decision-making is situation-specific, likely reflecting organizational or cultural factors. In contrast, in Peru, women’s leadership is estimated at only 1–25%, with limited engagement in community-level decision-making, pointing to broader structural and contextual constraints. In Chinese Taipei and Thailand, women’s leadership was reported at moderate levels (26–50%), and women consistently participate in community-level decision-making.

**Table 5.** Women in agricultural leadership and decision-making.

<b>Economy</b>	<b>Estimated % of women leaders in agriculture</b>	<b>Frequency of women's participation in community-level agricultural decision-making</b>
Chile	51–75%	Sometimes
Peru	1–25%	Rarely
Chinese Taipei	26–50%	Always
Thailand	26–50%	Always

**Note:** Data are based on responses from one government representative per economy (n=4);

Percentages are the respondent's best estimate;

Frequency categories: "Always" = consistent participation; "Sometimes" = occasional or situation-specific participation; "Rarely" = infrequent or exceptional participation.

### Challenges affecting women's leadership and decision-making

Survey responses highlight multiple challenges affecting women's leadership across the four economies (Table 6). Socio-cultural norms and household responsibilities limit women's time and mobility. Limited networks and restricted access to resources further constrain leadership opportunities.

In Chile and Peru, informal employment, unpaid domestic work, and limited access to land, credit, and education further constrain women's participation in decision-making. In Chinese Taipei, gender-based discrimination and household duties remain significant barriers. A respondent in Thailand reported limited confidence and fewer professional networks among women.

**Table 6.** Key Challenges Constraining Women's Leadership and Decision-Making in Agriculture.

<b>Challenge Type</b>	<b>Chile</b>	<b>Peru</b>	<b>Chinese Taipei</b>	<b>Thailand</b>
Lack of confidence/ leadership skills	✓	✓		✓
Socio-cultural expectations/norms	✓	✓	✓	✓
Lack of family/community support				
Family/household responsibilities	✓	✓	✓	
Limited networks/opportunities	✓	✓		✓
Discrimination/gender bias			✓	
Other (Specify)				

Note: Data are based on responses from one government representative per economy (n=4).

These challenges are reflected in women's day-to-day leadership roles (Table 7). In Chile, women often face narrow responsibilities, limited authority, and insufficient recognition, particularly in food processing and value-added sectors. In Peru, women hold about three out of ten positions across producer, salaried worker, and family farm roles. Representation is

particularly low in formal political leadership, with women accounting for only 7% of mayoral offices. A respondent in Chinese Taipei reported women’s exclusion from key decision-making processes and increased workloads. Thailand reported limited authority for women alongside disproportionate responsibilities.

**Table 7.** Impact of challenges on women’s day-to-day leadership roles.

Challenge type	Chile	Peru	Chinese Taipei	Thailand
Exclusion from key decisions			✓	
Limited authority/scope of work	✓		✓	✓
Resistance from male colleagues		✓		
Lack of recognition	✓	✓		
Increased workload/no support		✓	✓	✓
Other (Specify)				

Note: Data are based on responses from one government representative per economy (n=4).

Building on these challenges, Table 8 summarizes initiatives recommended to support women’s leadership development in agriculture. Across economies, supportive policies or incentives, leadership skills training, and financial support for women leaders were consistently recommended.

In Chile, respondents highlighted networking opportunities. Respondents in Peru also highlighted mentorship programs, women-led cooperatives or groups, and awareness campaigns. In Chinese Taipei, women-led cooperatives or groups were identified alongside mentorship programs. In Thailand, mentorship programs and networking opportunities were identified as key areas of focus.

Taken together, respondents also identified technical knowledge, management skills, adaptive capacity, and networking as key enablers of leadership, decision-making, and collaboration.

**Table 8.** Recommended initiatives to encourage women’s leadership in agriculture.

Challenge Type	Chile	Peru	Chinese Taipei	Thailand
Mentorship programs		✓	✓	✓
Supportive policies/incentives	✓	✓	✓	✓
Women-led cooperatives/groups		✓	✓	
Awareness campaigns		✓		
Leadership skills training	✓	✓	✓	✓
Networking opportunities	✓	✓		✓
Financial support for women leaders	✓	✓	✓	✓

Note: Data are based on responses from one government representative per economy (n=4).

## Social and cultural constraints and enabling strategies

As shown in Table 9, heavy household responsibilities and gender bias in community power structures were reported as constraints across all four economies. In Chile, women's contributions in value-added enterprises were often undervalued, while men were more frequently recognized due to their greater control over land and capital. Respondents in Peru reported multiple, interrelated challenges, including low land ownership among rural women (22%), income disparities (with women earning 62% of men's income), illiteracy, domestic violence, limited decentralization of subsidies, and institutional instability affecting gender-focused agencies. In Chinese Taipei, mobility restrictions and the undervaluation of women's roles remain key constraints. Limited access to education and information was also reported as a constraint in Thailand.

**Table 9.** Social and cultural challenges faced by women farmers.

Social/cultural challenge	Chile	Peru	Chinese Taipei	Thailand
Restrictions on mobility			✓	
Heavy household responsibilities	✓	✓	✓	✓
Undervaluing women's contributions in agriculture	✓	✓	✓	
Gender bias in community power structures	✓	✓	✓	✓
Lack of access to education/information		✓		✓

**Note:** Data are based on responses from one government representative per economy (n=4).

To address these barriers, respondents highlighted a range of enabling strategies (Table 10). Promoting women role models emerged as a priority across all economies, increasing visibility and strengthening confidence and social recognition. In Chile; Peru; and Chinese Taipei, respondents emphasized policy advocacy and gender-sensitivity training, pointing to the need for both structural and attitudinal change. In Peru; Chinese Taipei; and Thailand, the creation of safe spaces for women to voice their perspectives was seen as essential for dialogue and participation in decision-making. Peru further recommended a comprehensive package of support, including access to finance for productive activities and multi-dimensional capacity development. This approach integrates life skills, organizational and business competencies, and recognition of ancestral knowledge.

**Table 10.** Recommended solutions to address social and cultural challenges.

Recommended Solution	Chile	Peru	Chinese Taipei	Thailand
Community awareness programs		✓		
Gender-sensitivity training	✓	✓	✓	
Promoting women role models	✓	✓	✓	✓
Advocacy for laws/policies	✓	✓	✓	
Creating safe spaces for women's expression		✓	✓	✓
Other		Access to financing with facilities to fund their productive activities		

**Note:** Data are based on responses from one government representative per economy (n=4).

## Economic constraints and enabling strategies

Women in agriculture also face significant economic constraints that shape their participation and leadership (Table 11). Across all economies, limited access to financial services and capital was reported.

Respondents in Chile reported unequal pay, restricted market access, gaps in business and managerial skills, and limited access to productivity-enhancing technologies. In Peru, similar challenges were reported, including financing gaps, skill deficits, and limited technology adoption. Peru also emphasized the importance of context-specific financial support for women's organizations, including initiatives under the Ministry of Agrarian Development and Irrigation that have shown benefits for rural and Indigenous women. In Chinese Taipei, persistent income disparities and limited integration into agricultural value chains were also reported. Likewise, respondents in Thailand reported financing gaps, skill deficits, and limited technology adoption.

**Table 11.** Economic constraints affecting women's ability to advance in agriculture.

Economic difficulty	Chile	Peru	Chinese Taipei	Thailand
Unequal pay	✓		✓	
Limited access to markets	✓		✓	
Lack of financial services/capital	✓	✓	✓	✓
Lack of business/management skills	✓	✓		✓
Limited access to productivity-enhancing technology	✓	✓		✓

Respondents recommended a range of strategies to address these economic challenges (Table 12). Across all economies, improving market access and strengthening business and financial skills were consistently prioritized.

Chile prioritized inclusive financial programs, support for women-led businesses, technology adoption, and non-refundable investments to expand capital and participation across sectors. In Peru, a comprehensive, culturally grounded approach was proposed, integrating financial support, business and organizational development, technology adoption, and gender-responsive life skills. In Chinese Taipei, support for women-led enterprises and cooperative formation was highlighted as a way to strengthen bargaining power. Thailand focused on promoting technology adoption and strengthening women's groups or cooperatives to improve market engagement and collaboration.

**Table 12.** Recommended strategies to address women's economic challenges in agriculture.

Strategy	Chile	Peru	Chinese Taipei	Thailand
Inclusive financial programs	✓	✓		
Improve market access	✓	✓	✓	✓
Support for women-led businesses	✓	✓	✓	
Business/financial skills training	✓	✓	✓	✓
Promote tech adoption	✓	✓		✓
Women's groups/cooperatives for bargaining power		✓	✓	
Other	✓			

**Note:** Data are based on responses from one government representative per economy (n=4).

## Role-Specific Challenges in Agriculture

Table 13 draws on qualitative responses to illustrate how role-specific challenges differ across labor, entrepreneurial, and leadership positions.

Across economies, labor roles were most often associated with low wages, heavy workloads, and limited welfare and labor protections. By contrast, entrepreneurial roles were characterized by constraints related to financing, market access, and business skills.

Leadership roles were frequently linked to barriers in social recognition, restrictive gender norms, and limited support networks. These challenges were most pronounced in Peru and Thailand.

**Table 13.** Role-specific challenges for women in agriculture.

<b>Economy</b>	<b>Laborers</b>	<b>Entrepreneurs</b>	<b>Leaders</b>
<b>Chile</b>	Heavy household responsibilities	Limited financial services/capital	Undervaluing women's contributions, even when managing value-added enterprises
<b>Peru</b>	Low wages; limited labor rights/ welfare; gender pay gap; double/ triple workload; routine physical tasks with little decision-making power; lack of training opportunities	Limited access to financing/ credit; dependence on intermediaries with low prices; low participation in formal marketing networks; lack of business/ financial training; stereotypes that women are "not good at business"	Cultural resistance/ machismo; heavier social scrutiny; balancing family and leadership duties; lack of mentorship or support networks
<b>Chinese Taipei</b>	No specific response	No specific response	Lack of social recognition for women-led businesses due to traditional stereotypes
<b>Thailand</b>	Dual farm and household burdens; low wages; limited welfare; restricted access to information/technology; health risks from chemicals; occasional lack of land rights	Difficulty securing capital (insufficient collateral); gaps in business/marketing skills; high competition; complex product standard requirements (FDA, GMP, OTOP); family time constraints	Gender bias; entrenched traditional values; limited leadership opportunities; restricted access to information/decision-making; weaker cooperation networks than men; heavy family/ community responsibilities

**Note:** Data are based on responses from one government representative per economy (n=4).

## Support programs and interventions

Current support programs reflect the diverse needs of women across roles and sectors by targeting technical skills, resource access, and enterprise development (Table 14).

The Institute for Agricultural Development (INDAP) in Chile focuses on expanding women's and youth's access to land and providing investment support for related enterprises, linking resource access with business growth.

In Peru, programs led by the Ministry of Agrarian Development and Irrigation (MIDAGRI) span all major domains. In livestock, PROGAN supports animal health, feeding systems, and genetic improvement. Crop programs such as AGROIDEAS, PNIA, and SIERRA AZUL promote competitiveness through innovation, irrigation infrastructure, quality seeds, and training. Integrated crop–livestock initiatives are advanced through PROAGRO, AGRORURAL, and PSI, while aquaculture programs (PNIPA, PRODUCE, and FONDEPES) provide training, financial support, and capacity-building for small- and medium-scale operations. Across these initiatives, technology, financing, and organizational support are integrated.

In Thailand, programs supporting women are implemented across livestock, crops, integrated crop–livestock systems, and aquaculture. These initiatives combine technical training, sustainable practices, and market-oriented support to prepare women to compete in diverse agricultural markets.

Across economies, existing programs point to practical ways to strengthen women's empowerment in agriculture. Access to land and productive resources, targeted financial and investment support, and role-relevant technical training emerge as foundational elements. Beyond these, integrated approaches that combine market access, collective organization, leadership development, and digital or technological tools are associated with expanded opportunities for entrepreneurship and decision-making.

**Table 14.** Examples of support programs for women by sector and implementing agency.

Domain	Chile	Peru	Thailand
Any programs supporting women in agriculture?	✓ Yes	✓ Yes	✓ Yes
Mixed farming (crop + livestock)	Program to improve women's & youth's access to land; support for business investments (INDAP)	PROAGRO (integrated crop–livestock systems, World Bank-funded); AGRORURAL (food security & commercialization); PSI (technical irrigation); AGROIDEAS (subsidies to women's agrarian groups); SENASA (sanitary control); INIA (agro-innovation research)	Integrated crop–livestock systems; efficient resource management

**Table 14.** (Continued)

Domain	Chile	Peru	Thailand
Livestock	Same as Mixed Farming	PROGAN (animal health, feeding, genetics, market access); PRONAFOR (sustainable pasture in high-Andean areas); Sierra and Selva Exportadora / AGROMERCADO (market-oriented livestock development)	Animal health training; improved feeding; livestock credit access
Crop	Same as Mixed Farming	AGROIDEAS (productivity & market access projects); SIERRA AZUL (irrigation & soil management); PNIA (agricultural innovation); FONDOEMPLEO (training & assistance for farmers)	Sustainable farming promotion; quality seeds; agri-tech training
Aquaculture	No background provided	PNIPA (aquaculture innovation—trout, tilapia, shrimp); PRODUCE (promotion of small/medium aquaculture); FONDEPES (credit & training for aquaculturists)	Water quality; aquatic feed management; marketing of aquaculture products

**Note:** Data are based on responses from one government representative per economy (n=4).

### Gender-responsive policies and frameworks

All four economies reported the presence of gender-responsive policies aimed at advancing gender equality in agriculture (Table 15). Although the policies differ across economies, they share a common focus on improving women’s access to resources, economic opportunities, and leadership roles.

In Chile, programs implemented by the Institute for Agricultural Development (INDAP) prioritize women’s and youth’s access to land and investment support.

Peru has a broad policy framework led by the Ministry of Agrarian Development and Irrigation (MIDAGRI). This framework promotes equal access to land, credit, and technology, while incorporating gender perspectives into decision-making, leadership development, and entrepreneurship. Programs such as AGROIDEAS, SIERRA AZUL, and PROAGRO include gender-responsive measures. These programs are supported through collaboration with women’s associations and international partners, including FAO and UN Women. Formal registration of women producers further facilitates access to subsidies and public programs.

Chinese Taipei integrates gender equality principles into sector-specific policies, particularly in the rice sector, where gender considerations are embedded in policies for a key agricultural value chain.

In Thailand, an integrated framework combines resource access, leadership development, entrepreneurship promotion, and cross-agency collaboration. Multiple agencies work together to expand women’s economic opportunities, strengthen community-based enterprises, and enhance women’s participation across agricultural value chains.

**Table 15.** Gender-responsive policies supporting women in agriculture.

<b>Economy</b>	<b>Policies exist?</b>	<b>Key focus areas</b>	<b>Responsible agencies</b>
<b>Chile</b>	✓ Yes	Access to land; support for women and youth business ventures	Institute for Agricultural Development (INDAP)
<b>Peru</b>	✓ Yes	Equal access to productive resources (land, credit, technology); women's leadership & economic empowerment; inclusion in technical assistance, financing programs, and sectoral initiatives	Ministry of Agrarian Development and Irrigation (MIDAGRI); Agro Rural; associations of peasant women; FAO & UN Women collaborations
<b>Chinese Taipei</b>	✓ Yes	Gender-responsive policies in the rice sector	—
<b>Thailand</b>	✓ Yes	Women's roles; leadership; economic opportunities; training; community enterprises	Office of Gender Equality Promotion Commission, Department of Women's Affairs and Family Development (DWF), Agricultural Extension Department, Department of Cooperative Promotion, Department of Community Development, Local Governments

**Note:** Data are based on responses from one government representative per economy (n=4);

Table 16 summarizes key areas addressed by current policies to support women in agriculture across the four economies.

In Chile, reported impacts focus primarily on access to land, supported by preferential leasing of public land and government-backed assistance for private land purchases, alongside training initiatives.

In Peru, policies address a wide range of areas, including land rights, access to finance and training, participation in decision-making, income equality, and workplace safety and welfare. These policy priorities are reinforced by legal frameworks, including the 2021 Law on the Empowerment of Rural and Indigenous Women (Law No. 31168), which establishes grant mechanisms for women's agricultural organizations and is supported by multisectoral coordination under the Domestic Gender Equality Policy.

In Chinese Taipei, policies primarily focus on access to finance and training.

In Thailand, policies similarly address a broad range of areas, including land rights, access to finance and training, participation in decision-making, income equality, and workplace safety and welfare. Multiple agencies reported working together to support women's leadership, community enterprises, and access to resources and services.

**Table 16.** Policy impact areas addressing challenges faced by women in agriculture.

Policy impact area	Chile	Peru	Chinese Taipei	Thailand
Improving access to land	✓	✓		✓
Increasing participation in decision-making		✓		✓
Supporting access to finance and training	✓	✓	✓	✓
Reducing income inequality		✓		✓
Enhancing workplace safety and welfare		✓		✓
Other				

**Note:** Data are based on responses from one government representative per economy (n=4).

Table 17 shows clear differences across the four economies in policies supporting women's access to agricultural land.

In Chile, two flagship programs implemented through the Institute for Agricultural Development (INDAP) support preferential leasing of public land and provide state-backed assistance for private land purchases. These measures are aligned with domestic gender equality objectives.

In Peru, land-related policies are coordinated by the Ministry of Agrarian Development and Irrigation (MIDAGRI) and the Directorate for the Sanitation of Agrarian Property and Rural Cadastre (DIGESPAR). Key measures include land titling and formalization, financial support through FAE-Agro and AgroPerú, irrigation infrastructure, and technical and business assistance delivered through programs such as AGROIDEAS and Agro Digital. Legal frameworks, including Laws No. 31168 and 30982, further support women's land rights and leadership representation.

In Thailand, land and resource access are addressed within the broader gender equality framework across multiple agencies.

Chinese Taipei reported no land access programs specifically targeting women at the time of the survey.

**Table 17.** Policies on women's access to agricultural land and linkage to domestic gender equality plans.

Economy	Land Access Policies Exist?	Policy/Program Description	Gender Equality Plan Linked?	Related Plan/Goal	Entity Responsible
Chile	✓ Yes	Two programs: leasing public land at preferential rates; purchasing private land with state support	✓ Yes	—	Institute for Agricultural Development (INDAP)
Peru	✓ Yes	Land titling & formalization (PTRT3); financial support (FAE-Agro, AgroPerú); water infrastructure (Agro Rural); technical/associative support (Agroideas, Agro Digital); joint titling & women's leadership quotas (Laws 31168, 30982)	✓ Yes	Domestic Gender Equality Policy (domestic application), SDG 5	Ministry of Agrarian Development and Irrigation (MIDAGRI), DIGESPAR
Chinese Taipei	X No	—	X No	—	—
Thailand	✓ Yes	—	✓ Yes	—	—

**Note:** Data are based on responses from one government representative per economy (n=4).

Following land access, Table 18 presents programs that expand women's financial opportunities in agriculture and shows clear differences across economies.

In Chile, women receive targeted financial support through low-interest loans and subsidies to acquire land and expand agricultural enterprises.

In Peru, programs led by the Ministry of Agrarian Development and Irrigation (MIDAGRI) combine subsidies, preferential credit, and capacity-building to strengthen women's economic participation. AGROIDEAS provides non-reimbursable subsidies for associations with strong female participation, while Fondo MiRural and FONDOEMPLEO offer preferential loans alongside financial literacy training. PROAGRO provides competitive funding, particularly for female heads of household, to support irrigation and sustainable practices. In parallel, Agrobanco's Rural Woman Line delivers tailored credit, complemented by innovation financing through PNIA and seed capital for women-led agribusiness and agri-tourism under Agro Rural.

In Chinese Taipei, no gender-specific financial programs for agriculture were reported during the survey.

In Thailand, the Community Enterprise Promotion Project combines revolving funds, product development support, and market access. These efforts are complemented by training in financial literacy and household accounting, and are jointly implemented by the Department of Agricultural Extension, the Department of Community Development, and the Bank for Agriculture and Agricultural Cooperatives.

**Table 18.** Financial programs supporting women in agriculture.

Economy	Financial support programs for women in agriculture
Chile	Programs offering low-interest loans and subsidies to help women purchase land and access credit.
Peru	<p>Multiple gender-focused programs coordinated by MIDAGRI:</p> <ul style="list-style-type: none"> <li>• AGROIDEAS – subsidies up to PEN150,000 for women’s associations (≥30% female members); linked to Rural &amp; Indigenous Women’s Entrepreneurship Strategy.</li> <li>• FONDOEMPLEO / Fondo MiRural – loans at preferential rates plus training in financial literacy.</li> <li>• PROAGRO (WB–MIDAGRI) – competitive funds for sustainable agri-tech, prioritizing female heads of household.</li> <li>• Agrobanco – Rural Woman Line – credit tailored to rural women (PEN5,000–150,000) with flexible collateral and preferential interest.</li> <li>• PNIA – innovation projects financing with strong female participation.</li> <li>• Agro Rural Female Entrepreneur Program – non-reimbursable seed capital for rural women-led agribusiness and agri-tourism.</li> </ul>
Chinese Taipei	—
Thailand	Community Enterprise Promotion Project (revolving funds, product development, market access); training in household financial management and accounting skills.

**Note:** Data are based on responses from one government representative per economy (n=4).

Based on these initiatives, Table 19 summarizes key financial focus areas reported across the four economies.

Policies in Chile emphasize access to capital through targeted loan packages, with INDAP and Banco Estado providing low-interest loans complemented by subsidies. Financial support in Peru spans a wider range of areas, linking access to capital with financial literacy and debt-related support, coordinated by the Ministry of Agrarian Development and Irrigation (MIDAGRI) and including subsidies, preferential loans, and training programs. In Chinese Taipei, financial policies focus on general agricultural investment, with no women-specific programs reported. Support in Thailand covers a broad set of financial areas, with a focus on revolving funds, community-based projects, and practical financial training.

**Table 19.** Key financial impact areas supporting women in agriculture.

Key impact area	Chile	Peru	Chinese Taipei	Thailand
Increasing access to capital/funding	✓	✓		✓
Developing financial literacy		✓		✓
Building credit/credibility		✓		✓
Reducing debt burden		✓		✓
Promoting investment in agricultural activities	✓	✓	✓	✓
Other				

Note: Data are based on responses from one government representative per economy (n=4).

### Training programs for women in agriculture

Following the financial support measures outlined above, Table 20 summarizes how training for women in agriculture differs across the four economies.

In Chile, INDAP integrates training into its land access programs. Women who receive land and investment support also receive guidance to refine their business ideas, reinforcing the link between skills development and enterprise support.

Peru reported the most extensive training system, coordinated by the Ministry of Agrarian Development and Irrigation (MIDAGRI). Programs cover technical, entrepreneurial, and leadership skills. AGROIDEAS offers market-oriented training for women-led associations, while Agro Rural provides field-based workshops on water management, climate-smart agriculture, and sustainable practices—often in local languages. These are complemented by entrepreneurship and leadership training under the Rural and Indigenous Women’s Entrepreneurship Strategy, as well as digital tools that improve access to technical knowledge, financial services, and market information.

Thailand uses a group-based training approach, particularly targeting farmer housewife groups. Training focuses on management, marketing, technology use, and entrepreneurship, and is coordinated by the Department of Agricultural Extension. Chinese Taipei reported no training programs specifically targeted at women during the survey period.

Overall, the four economies show clear differences in both the scope and structure of training support for women in agriculture.

**Table 20.** Training programs for women in agriculture and their impact on skills and economic empowerment.

Economy	Program details
Chile	Training for selected women under INDAP's land access program to develop business ideas.
Peru	<p>Multiple training initiatives coordinated by MIDAGRI strengthen women's technical, entrepreneurial, and leadership skills. These include:</p> <ul style="list-style-type: none"> <li>• Business and market-oriented training through Agroideas, giving women priority in project selection and leadership roles.</li> <li>• Field-based workshops (Agro Rural and agrarian extension services) that teach water harvesting, organic fertilizer use, pest management, and climate-smart agriculture, often delivered in local languages.</li> <li>• Rural Women's Entrepreneurship Strategy offering training in production, finance, and leadership, in partnership with municipalities and social programs.</li> <li>• Specialized programs for women in key value chains (e.g., coffee, cocoa, quinoa, beekeeping) to improve production, quality, and marketing.</li> <li>• Digital tools (Producers Registry and Agro Digital app) providing access to technical courses, market information, and financial services.</li> </ul>
Chinese Taipei	—
Thailand	<p>Training and support initiatives to promote farmer groups and agricultural organizations, focusing on:</p> <ul style="list-style-type: none"> <li>- Developing farmer housewife groups into "Smart Groups" with training in group management, technology use, and marketing.</li> <li>- Cultivating agricultural entrepreneurship within farmer housewife groups.</li> <li>- Enhancing food security for farming households and communities through skill development and resource facilitation.</li> <li>- Skills and entrepreneurship development for smart farmers and young farmers, open to all genders, to improve agricultural production, processing, and marketing.</li> </ul>

Note: Data are based on responses from one government representative per economy (n=4). Dash (—) indicates no specific training programs for women were reported.

Table 21 summarizes the main focus and outcomes of training programs for women in agriculture.

In Chile, INDAP's initiatives focus on entrepreneurship, combining land access, investment support, and tailored training to help women develop agricultural enterprises. In Chinese Taipei, training places stronger emphasis on market access and sales, enabling women to connect with consumers and increase income.

Peru and Thailand apply broader training approaches that cover technical skills, entrepreneurship, market access, and income generation. In Peru, training is delivered under the Rural and Indigenous Women's Entrepreneurship Strategy. It combines agricultural and livestock skills with finance and leadership training, and is implemented with regional

governments, municipalities, and social programs such as Foncodes. The strategy prioritizes women in vulnerable contexts and links income generation with social inclusion. In Thailand, training combines technical and business skills with market access and income support to strengthen women’s roles in agriculture.

**Table 21.** Key impact areas of training programs for women in agriculture.

Key impact area	Chile	Peru	Chinese Taipei	Thailand
Enhancing technical knowledge		✓		✓
Developing practical skills		✓		✓
Creating market access/sales opportunities		✓	✓	✓
Increasing entrepreneurial capacity	✓	✓		✓
Increasing income/economic security		✓		✓
Other				

**Note:** Data are based on responses from one government representative per economy (n=4).

### Policies and programs promoting women’s leadership

Following the training programs outlined above, Table 22 summarizes policies and programs that promote women’s leadership in agriculture.

Chile supports leadership development through targeted training. INDAP’s School of Leadership for Rural Women provides selected participants with training in leadership, communication, and decision-making to strengthen their roles in communities and agricultural organizations.

Peru has the most extensive set of leadership measures, coordinated by MIDAGRI with FAO, UNDP, and regional governments. Leadership training is combined with institutional rules that require women’s participation. These include leadership schools and entrepreneurship programs, a 30% quota for women on irrigation committees and cooperative boards, joint land titling linked to water rights, and participatory bodies such as agrarian technical boards, where women hold 40% of seats. Gender-responsive budgeting further supports these efforts through funding for women-led projects.

Thailand integrates leadership development into broader empowerment programs. Farmer housewife groups are supported to become “Smart Groups” through training in management, digital marketing, and business planning. These efforts are linked to the Smart Farmer and Young Smart Farmer programs led by the Department of Agricultural Extension. Chinese Taipei did not report leadership-focused policies for women during the survey period.

**Table 22.** Policies promoting women’s leadership in agriculture and monitoring methods.

<b>Economy</b>	<b>Policy/initiative description</b>	<b>Implementing agency</b>
Chile	School of Leadership: Leadership programs by INDAP train rural women to build leadership, communication, and decision-making skills in their communities and agriculture.	INDAP
Peru	Comprehensive measures promoting women’s leadership and participation, including:  (i) leadership development programs such as the Agricultural Women Leaders School and Rural Female Entrepreneur Program;  (ii) mandatory quotas (30%) for women in irrigation committees and agrarian cooperatives, with joint land titling; and  (iii) participatory governance models, such as agrarian technical boards (40% women), gender-responsive budgets (30% allocation to women’s projects), and territorial governance programs.	MIDAGRI and affiliated agencies, in partnership with FAO, UNDP, and regional governments
Chinese Taipei	No policies reported.	—
Thailand	Training and Support Initiative—developing farmer housewife groups into Smart Groups and agricultural entrepreneurs through training on group management, marketing, business planning, and food security. Trains Smart Farmers and Young Smart Farmers to improve production, processing, marketing, and entrepreneurship skills.	Agricultural Extension Department

Note: Data are based on responses from one government representative per economy (n=4).

### **Monitoring, implementation challenges, and priority actions**

As shown in Table 23, monitoring and assessment approaches for policies supporting women’s leadership vary across the four economies.

Chile primarily uses participant feedback collected before and after leadership training, while Peru reported relying on internal evaluations without specifying detailed methods. Chinese Taipei, although not reporting women-specific leadership initiatives, applies regular surveys and data collection across broader agricultural programs. Thailand reported a more comprehensive approach, combining internal evaluations, participant feedback, and annual reporting.

**Table 23.** Monitoring and assessment methods for policies supporting women’s leadership.

Monitoring / assessment method	Chile	Peru	Chinese Taipei	Thailand
Internal evaluations		✓		✓
Participant feedback collection	✓			✓
Use of performance indicators				
Regular data collection / surveys			✓	
Annual reporting				✓
Other				

Note: Data are based on responses from one government representative per economy (n=4).

Following the review of monitoring approaches, Table 24 summarizes key challenges reported in relation to the implementation and perceived effectiveness of gender-related agricultural policies.

Chile and Peru both rated that gender-focused agricultural policies were “somewhat effective,” while also reporting persistent constraints. Both identified limited funding, insufficient gender-disaggregated data, and resistance linked to cultural or social norms. Peru additionally reported weak enforcement, resource constraints, and limited stakeholder engagement.

Chinese Taipei did not provide an effectiveness rating and did not report resource or institutional challenges, but noted that reliance on gender-neutral policy implementation may limit responsiveness to women’s specific needs in agriculture. Thailand did not report specific challenges or provide an effectiveness assessment.

These responses indicate variation in the types of constraints reported across economies, even where gender-related policies are in place.

**Table 24.** Key challenges and reported effectiveness of gender-related policies in agriculture.

Key challenge	Chile	Peru	Chinese Taipei	Thailand
Lack of funding or resources	✓	✓		—
Limited support from key stakeholders		✓		—
Weak enforcement or lack of follow-up		✓		—
Resistance due to cultural or social norms	✓	✓		—
Insufficient data or research on gender issues	✓	✓		—
Other			(Gender-neutral implementation of policies/programs)	

Note: Data are based on responses from one government representative per economy (n=4).

Building on identified monitoring gaps, Table 25 summarizes priority actions to strengthen gender-responsive agricultural policies. Across all four economies, increased funding and resource allocation emerged as a shared priority.

Beyond funding, strategic emphasis differs. Chile and Peru focused on strengthening institutional systems and coordination, including gender focal points, the use of gender-disaggregated data, clear targets and indicators, and cross-agency coordination. Peru also highlighted the importance of supportive legal and policy frameworks.

Chinese Taipei similarly emphasized funding, alongside the need to establish measurable targets and indicators. Thailand focused primarily on expanding funding and resources.

**Table 25.** Suggested priority actions to accelerate gender-responsive policies in agriculture.

Priority actions	Chile	Peru	Chinese Taipei	Thailand
Increasing funding/resource allocation	✓	✓	✓	✓
Establishing gender focal points/personnel	✓	✓		
Improving gender-disaggregated data collection	✓	✓		
Setting clear targets and indicators	✓	✓	✓	
Creating cross-agency coordination mechanisms	✓	✓		
Enacting additional supportive laws/policies		✓		
Other				

**Note:** Data are based on responses from one government representative per economy (n=4).

Shifting from policy to community-level action, Table 26 summarizes measures to support women’s empowerment at the local level. Across all four economies, recognizing women leaders and providing locally relevant training and mentorship emerged as shared priorities.

Funding women’s groups or cooperatives and supporting grassroots initiatives were also reported by most economies, although with different emphases. Chile focused more on grassroots leadership and community initiatives. Peru and Thailand identified all proposed actions as priorities, including mechanisms that enable community participation in planning. Chinese Taipei emphasized funding and mentorship.

**Table 26.** Suggested actions to support community-led initiatives related to women’s empowerment in agriculture.

Suggested actions	Chile	Peru	Chinese Taipei	Thailand
Funding women’s cooperatives/groups		✓	✓	✓
Supporting grassroots initiatives	✓	✓		✓
Recognizing/celebrating women leaders	✓	✓	✓	✓
Providing locally relevant training/mentorship	✓	✓	✓	✓
Establishing community participation mechanisms in planning		✓		✓
Other				

**Note:** Data are based on responses from one government representative per economy (n=4).

Extending from community action to governance processes, Table 27 summarizes strategies to ensure that women’s perspectives are reflected in agricultural planning and budgeting. All four economies reported including women’s representatives on planning committees.

Differences were observed in how data, planning, and budgeting tools are applied across economies. Chile reported both the use of data and the application of gender-responsive planning and budgeting tools. Peru identified all listed strategies, including data use, gender-responsive planning and budgeting, inclusive consultation processes, and women’s representation. Chinese Taipei emphasized the collection and use of gender-disaggregated data. Thailand reported the use of gender-responsive planning and budgeting, consultation, and representation, but did not indicate the use of gender-disaggregated data.

**Table 27.** Strategies to ensure women's perspectives in agricultural planning and budgeting.

Strategy	Chile	Peru	Chinese Taipei	Thailand
Collecting and using gender-disaggregated data in planning	✓	✓	✓	
Including women representatives on planning committees	✓	✓	✓	✓
Gender-responsive planning	✓	✓		✓
Inclusive consultation processes		✓		✓
Gender-responsive budgeting	✓	✓		✓
Other				

**Note:** Data are based on responses from one government representative per economy (n=4).

### **3.1.2 Key findings from APEC economy reports and studies**

To complement the survey findings presented above, this subsection draws on a targeted review of selected academic studies and economy-level reports related to SDG 5 and women's economic empowerment in agriculture across APEC economies. The review uses examples from a small number of economies to support the survey findings, highlight commonly reported structural challenges, and identify policy approaches beyond those reflected in the four survey responses.

This review is not intended to be comprehensive or representative of all APEC economies. It focuses on selected themes to clarify common challenges identified in the survey, while recognizing that contexts and policy approaches differ across economies.

#### **3.1.2.1 Structural and institutional constraints on women's economic participation**

While domestic contexts differ, the reviewed studies consistently highlight interlinked constraints operating across social norms, labor markets, resource access systems, institutional design, and data infrastructures.

##### **Gender norms and unpaid care as constraints on time and participation**

Across Canada; Indonesia; Mexico; Papua New Guinea; The Republic of the Philippines; and Viet Nam, gender norms that place primary responsibility for unpaid care and domestic work on women are reported to limit the time they can spend on paid work, skills development, and leadership opportunities (Radel et al, 2017; Dinh et al, 2024; Oxfam, 2020; FAO, 2019; McLeod et al, 2018; Roppel et al, 2006). These time constraints operate alongside sectoral labor arrangements, particularly in agriculture and informal value chains, where women's contributions are often under-recognized and their visibility as economic actors remains limited (ILO, 2021; Torre et al, 2019; Azima & Mundler, 2022).

##### **Informal and insecure labor arrangement**

In the context of unpaid care constraints, women in Indonesia; Mexico; Papua New Guinea; The Republic of the Philippines; and Viet Nam are consistently reported to be disproportionately represented in informal, low-paid, and insecure forms of work, including unpaid family labor in agriculture (ILO, 2021; Acosta et al, 2025; IFAD, 2023; World Bank, 2020; Jusi et al, 2022). These patterns are associated with limited access to social protection, labor rights, and institutional support, as well as reduced income security and increased economic vulnerability.

##### **Gendered access to land, assets, and services**

Across Indonesia; Mexico; Papua New Guinea; and The Republic of the Philippines, the reviewed literature shows that land tenure systems, program design and eligibility criteria, and access to agricultural services often favour male household heads. As a result, women have more limited access to land and other production resources and have less influence on agricultural decision-making (ICO, 2018; IFAD, 2023; FAO, 2019; Jusi et al, 2022). In Australia, Baker et al (2021), using photovoice methods, found that women are actively involved in farming work but remain under-recognised as farmers and decision-makers.

## **Institutional and governance constraints**

Despite existing commitments to gender equality, public institutions and programs in Indonesia; Mexico; Papua New Guinea; The Republic of the Philippines; and Viet Nam often do not adequately address the different challenges faced by women and men. This reflects weak coordination across agencies, limited institutional capacity, and uneven implementation (UN Women et al, 2021; Philippine Commission on Women, 2019; MWFCD, 2024; FAO, 2019; Bainus et al, 2025; UNDP, 2023). In many cases, gender mainstreaming is seen mainly as a formal requirement rather than being meaningfully integrated into sectoral planning, budgeting, monitoring, and oversight. As a result, accountability is limited and policies do not achieve their intended outcomes (World Bank, 2020).

## **Data gaps and institutional invisibility**

Domestic assessments from Malaysia; Mexico; The Republic of the Philippines; and Viet Nam report persistent gaps in sex-disaggregated data and monitoring systems, which are described as constraining efforts to track progress, identify disparities, and inform the design of targeted interventions (OECD, 2017; UN Women et al, 2021; Social Watch Philippines & UNDP, 2016; MWFCD, 2024). In agriculture and fisheries sectors, gaps in sex-disaggregated data are reported to limit the visibility of women's labor within institutional and collective action frameworks (Torre et al, 2019).

Taken together, these barriers provide important context for understanding why progress toward women's economic empowerment remains uneven across sectors and economies, and help frame the approaches discussed in the following section.

### **3.1.2.2 Policy and institutional approaches to advancing SDG 5**

To complement the barriers identified above, this subsection summarizes literature-reported approaches that have been documented as supporting progress toward SDG 5 in agriculture across selected APEC economies.

#### **Gender-responsive policy and institutional frameworks**

Across Australia; Canada; Indonesia; Malaysia; Papua New Guinea; The Republic of the Philippines; and Viet Nam, the literature describes the use of gender-responsive policies, legal reforms, and institutional mechanisms aligned with SDG 5 objectives.

At the domestic level, examples include gender-responsive program frameworks and monitoring mechanisms (OECD, 2017). These also include whole-of-government gender equality frameworks in Australia (Australian Government, 2018; Department of Foreign Affairs and Trade, 2025), the institutional use of Gender-based Analysis Plus (GBA+) in Canada (Department of Women and Gender Equality Canada, 2022), formal gender mainstreaming mandates in Indonesia (FAO, 2019; World Bank, 2020), institutional gender governance mechanisms in Malaysia (MWFCD, 2024), gender-responsive planning and accountability systems in Papua New Guinea (UNDP, 2023; UNDP, 2025), and results-based gender monitoring systems in The Republic of the Philippines (Philippine Commission on Women, 2019), and legislative and strategic reforms in Viet Nam, such as Labor Code 2019 and the Domestic Strategy on Gender Equality (UN Women et al, 2021).

## **Organizational and collective approaches within agricultural and rural systems**

Organizational and collective approaches play an important role in supporting women's participation, leadership, and peer learning across sectors. In Indonesia, women's farmer groups, community-based value-chain initiatives, and entrepreneurship training support skills development and participation (FAO, 2019; Abidin & Prasetyani, 2021; Arintyas, 2024). In Mexico, collaboration with women-led organizations and producer cooperatives supports training, networking, and participation in agricultural value chains (ILO, 2021). The International Women's Coffee Alliance (IWCA) is also widely recognised as a key women-led network in the global coffee sector (ICO, 2018). In Papua New Guinea, community-based groups and women's organizations serve as important channels for leadership development and community participation (McLeod et al, 2018; Davila et al, 2021). In The Republic of the Philippines, livelihood and value-chain programs integrate gender considerations into rural development and local institutions (IFAD, 2023). In Viet Nam, case studies in agriculture and rural development describe collaboration with domestic women's organizations, including the Viet Nam Women's Union, to strengthen women's participation and roles in agriculture, irrigation management, and community-based tourism (Le, 2016; Tran and Walter, 2014).

## **Capacity development and inclusive delivery approaches**

Capacity-building is a key part of many SDG 5-aligned initiatives. Across Indonesia; Mexico; Papua New Guinea; The Republic of the Philippines, training focuses on agricultural value chains, occupational safety and health, leadership, and organizational management (ILO, 2021; FAO, 2019; Radel et al, 2017; UNDP, 2023). The reviewed studies also highlight the importance of designing training and participation activities in ways that take account of women's time constraints, care responsibilities, and local social norms, to support meaningful participation (Radel et al, 2017; Laforge & McLachlan, 2018).

## **Institutional coordination and multi-stakeholder engagement**

Across different contexts, the reviewed studies show that stronger institutional coordination and multi-stakeholder engagement help support progress on gender equality. In Indonesia and Mexico, collaboration among public institutions, producer organizations, civil society, and international agencies helps align gender, labor, and agricultural development policies and programs (ILO, 2021; FAO, 2019). In Papua New Guinea, UNDP highlights gaps in coordination across policy, service delivery, and accountability systems, and identifies system-wide coordination as necessary to address persistent gender gaps (UNDP, 2023; 2025). In Viet Nam, gender statistics systems and policy dialogue platforms strengthen the evidence used in inter-ministerial policy dialogue and planning processes (UN Women et al, 2021).

## **Care, social protection, and gender-related risks**

Several studies show that unpaid care responsibilities, gaps in social protection, and gender-based risks continue to limit women's participation in SDG 5-related rural livelihood programs.

In Indonesia, Andrista et al (2025) highlight the need to address gender gaps in access to resources, government support, and climate information as a priority for strengthening women's resilience and reducing livelihood risks. In Papua New Guinea, studies describe efforts to strengthen systems for preventing and responding to gender-based violence, including coordination across justice, health, and community services, as part of wider strategies to address risks that affect women's economic and social participation (UNDP, 2025; Prasad & Raturi, 2025; Davila et al, 2021). In Viet Nam, unpaid care is identified as a key barrier that is not adequately reflected in agricultural and labor policies, contributing to women's time constraints and reduced economic participation (Dinh et al, 2024; Ngo & Tran,

2024). These studies indicate that childcare services alone are not enough to reduce women's care burdens, which are also linked to labor market and social protection gaps.

Overall, the evidence suggests that advancing SDG 5 requires a combination of policy measures, organizational and collective mechanisms, capacity-building, and institutional coordination, tailored to local contexts and implementation capacities.

## **3.2 Stakeholder Perspectives on Women's Empowerment in Agriculture**

While Section 3.1 provides an overview of policy-level progress and gaps in advancing SDG 5 in agriculture across APEC economies, it does not fully reflect how these issues are experienced in everyday farming practice. To complement those findings, this section draws on field-based research conducted in Chai Nat Province, Thailand, presenting perspectives from key local stakeholders. The analysis is based on structured surveys and focus group discussions with women farmers, young farmers, male farmers, smallholder agricultural entrepreneurs, and government officials. It explores how access to resources, leadership opportunities, decision-making spaces, and social recognition are perceived across gender, age, and professional roles within local agricultural systems. Together, these perspectives highlight challenges shared across groups as well as challenges faced by specific groups, and show how policies and programs are experienced and implemented at the community level.

### **3.2.1 Farmers' perspectives on constraints and opportunities**

Women and youth farmers play key roles in local agricultural production and household food security, but their contributions remain largely invisible and under-supported. Evidence from focus group discussions and surveys with 15 farmers, comprising 7 women (average age 51, mostly with primary education), 4 youth (average age 30, mostly with secondary education), and 4 men (average age 60, mostly with secondary education), reveals clear gender- and age-based differences in participation, recognition, and access to support within agricultural communities. While women and young farmers reported carrying major farming and household responsibilities, formal leadership roles and institutional support were more commonly associated with male farmers.

#### **Recognition and social roles**

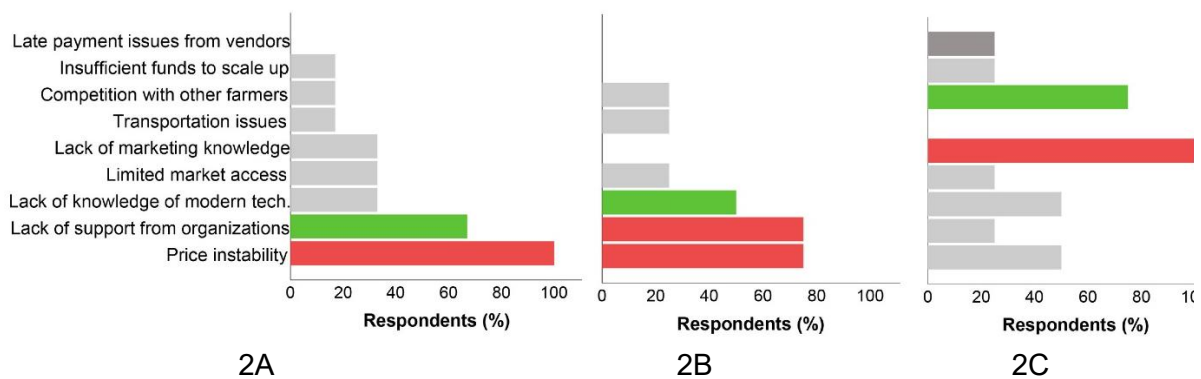
Women and young farmers consistently reported feeling undervalued in their communities. Among respondents, 86% of women and all young participants indicated that being overlooked was linked not to a lack of skills, but to persistent age- and gender-based biases (Figure 1A–B). Their legitimacy was often questioned, even when their contributions were comparable to or greater than those of others. Male farmers rarely reported similar experiences, suggesting that their voices and presence were more readily accepted. Focus group discussions further highlighted prevailing social perceptions that characterize women and youth as “too young,” “inexperienced,” or “not following tradition” (Figure 1C). Such perceptions continue to shape recognition dynamics within agricultural communities and affect how contributions are acknowledged.



**Figure 1.** Perceived legitimacy gaps affecting (1A) women and (1B) young farmers, and (1C) common reasons for social criticism.

### Access to resources and support systems

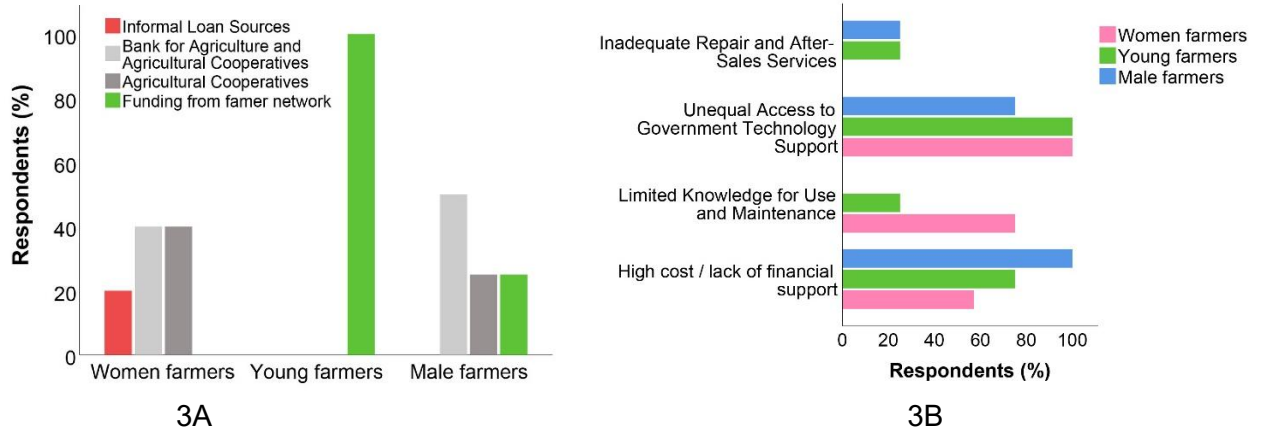
Farmers reported facing a range of difficulties in managing agricultural uncertainty (Figure 2). Price volatility was a common concern—cited by all women, 75% of youth, and half of male farmers. Market competition and limited market knowledge were most frequently reported by male farmers (100% and 80%, respectively), while a lack of structured support was emphasized by women (65%) and youth (75%). These patterns indicate that the nature of constraints varies across groups.



**Figure 2.** Key agricultural challenges reported by (2A) women, (2B) young, and (2C) male farmers (multiple responses allowed).

Clear disparities were observed in access to financial resources (Figure 3A). All male farmers, who were members of local agri-enterprises, reported access to formal loans. In contrast, some women farmers outside these networks relied on informal borrowing at higher interest rates, while young farmers more commonly depended on family or community-based lending. These patterns suggest that access to formal farmer networks, rather than gender alone, is strongly associated with access to formal credit.

Similar disparities emerged in access to agricultural technology (Figure 3B). While cost was reported as a constraint across all groups, all women and youth farmers reported limited access to government-supported technology services, compared with 75% of men. Limited access was accompanied by reported skill gaps in operating and maintaining equipment, particularly among women and youth farmers. Seventy-one percent of women reported lacking the skills to use new tools, while no men reported this constraint.

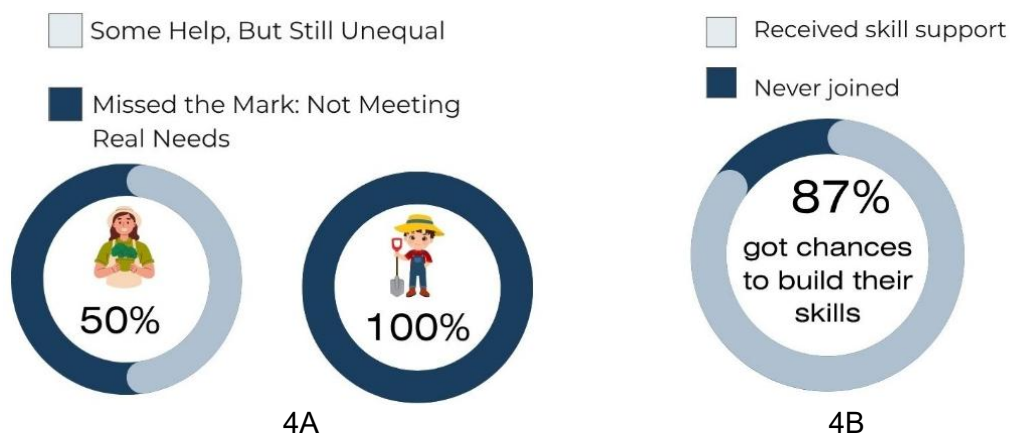


**Figure 3.** Disparities in access to (3A) credit and (3B) agricultural technologies among women, young, and male farmers (multiple responses allowed).

### Structural exclusion and systemic gaps

Survey results indicate that 93% of farmers reported receiving some form of government support. However, women and youth more frequently perceived this support as unequal or misaligned with their needs. Fifty percent of women and all youth respondents reported that assistance did not address their priorities (Figure 4A). Focus group discussions reinforced these findings, noting that support was often directed to well-connected groups, such as community enterprises or officially recognized farmer networks, while women and youth operating independently were less likely to benefit. Several participants reported that requests from less-connected groups did not reach implementing agencies; for example, greenhouse support requested by young farmers was instead allocated to “smart farmers” already embedded in established networks.

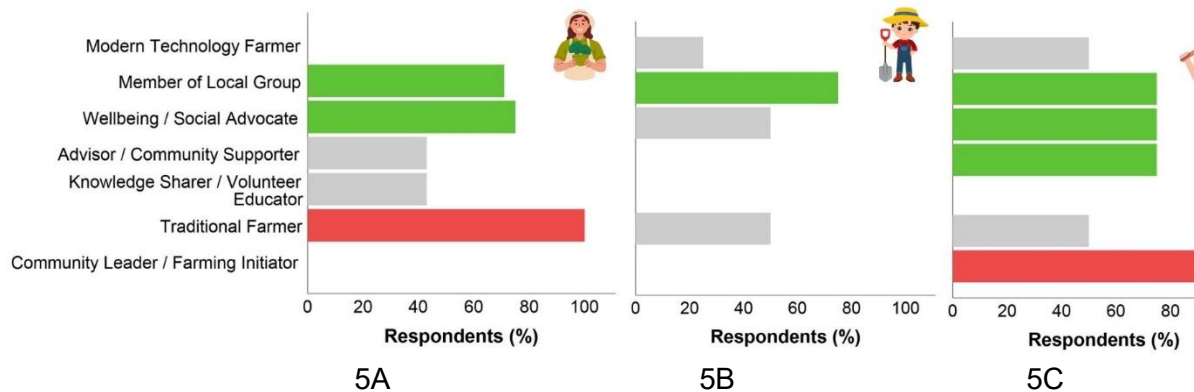
A similar pattern emerged in access to training (Figure 4B). Approximately 87% of farmers reported participating in training programs, while 13%, all women, were excluded—primarily due to lack of network registration or caregiving responsibilities. Focus group discussions indicated that youth participation often depended on encouragement from family members linked to local networks. Participants emphasized that network membership facilitated faster access to information about training opportunities, supporting continued skill development.



**Figure 4.** Gaps in access to (4A) government support and (4B) training among women, young, and male farmers.

## Farmers' leadership and network participation

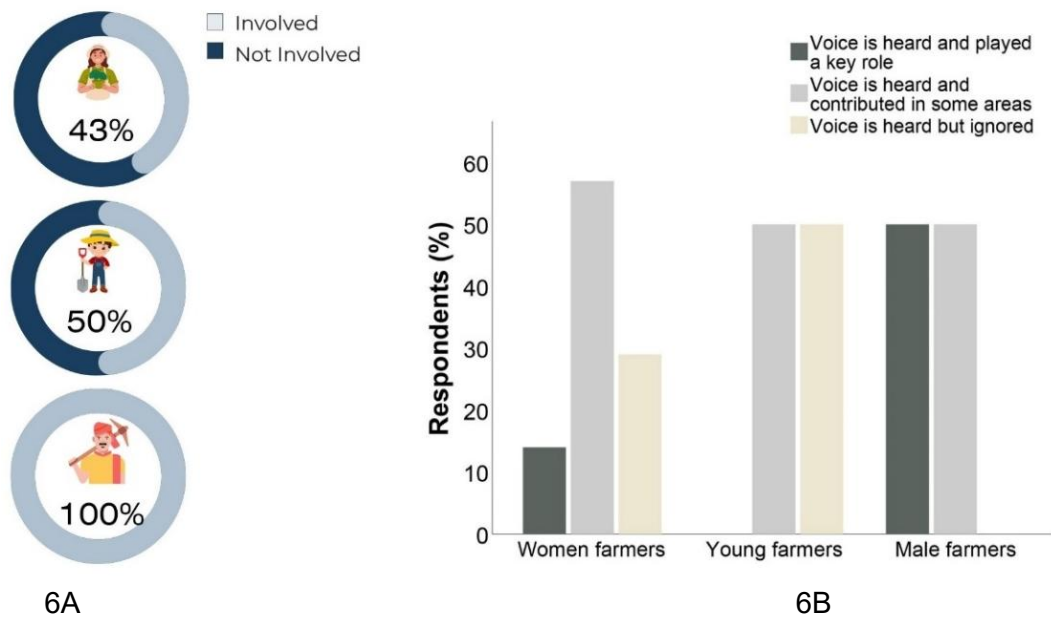
The findings indicate that unequal access to resources and training shapes who holds leadership and decision-making roles in agricultural communities. Women and young farmers are actively engaged in farming and community life. Women are involved in farm management and contribute to community well-being (71%) and education (43%), while 50% of young farmers take part in both farming and community activities. However, these contributions are often informal or unrecognized, whereas formal leadership positions within community farming groups are predominantly held by men.



**Figure 5.** Community roles of (5A) women, (5B) young, and (5C) male farmers (multiple responses allowed).

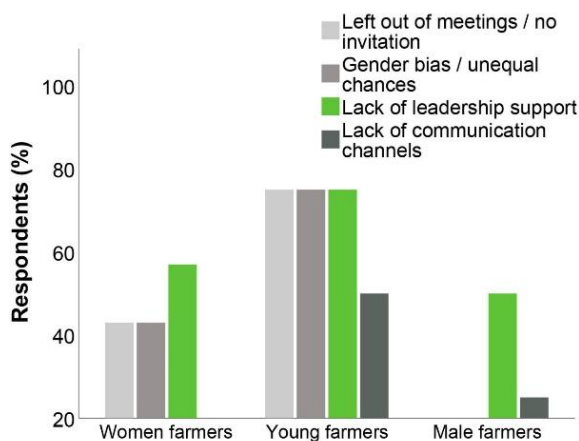
Limited access to leadership roles is associated with lower participation by women and youth in community decision-making. All male farmers reported involvement in community decisions, compared with only 43% of women and 50% of young farmers, who were most often involved in supporting roles with limited influence over planning or strategy (Figure 6A).

Survey data reinforce this pattern. Only 17.1% of women and no young farmers reported that their input shaped decisions, compared with 50% of men. By contrast, 57.1% of women and half of young farmers reported that they were heard but had little influence on final outcomes (Figure 6B). These findings indicate that participation alone does not translate into decision-making influence.



**Figure 6.** Participation and influence in community decision-making among women, young, and male farmers: (6A) involvement and (6B) perceived influence.

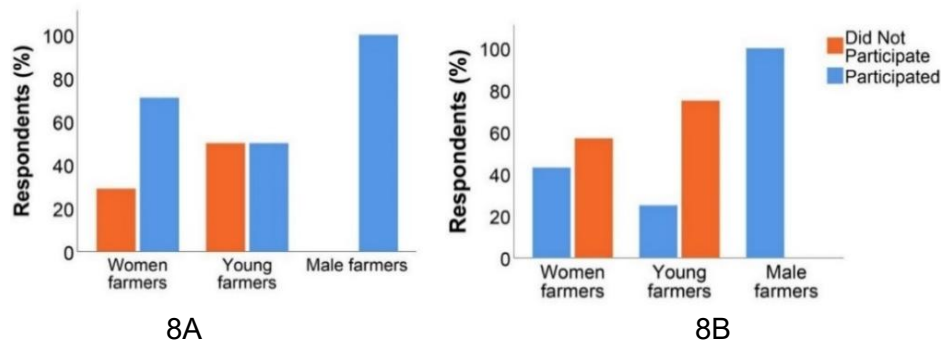
Focus group discussions identified several factors contributing to limited leadership and decision-making roles among women and young farmers. Unclear roles, weak leadership support, and gender- or age-related biases were reported by 57% of women and 75% of young farmers. Additional constraints included limited invitations to participate and communication gaps, while male farmers more frequently reported insufficient leadership support. These findings suggest that participation and influence are shaped by how community activities are organized and supported, rather than by individual motivation alone (Figure 7).



**Figure 7.** Reported factors limiting farmers' influence in community decision-making, by gender and age group

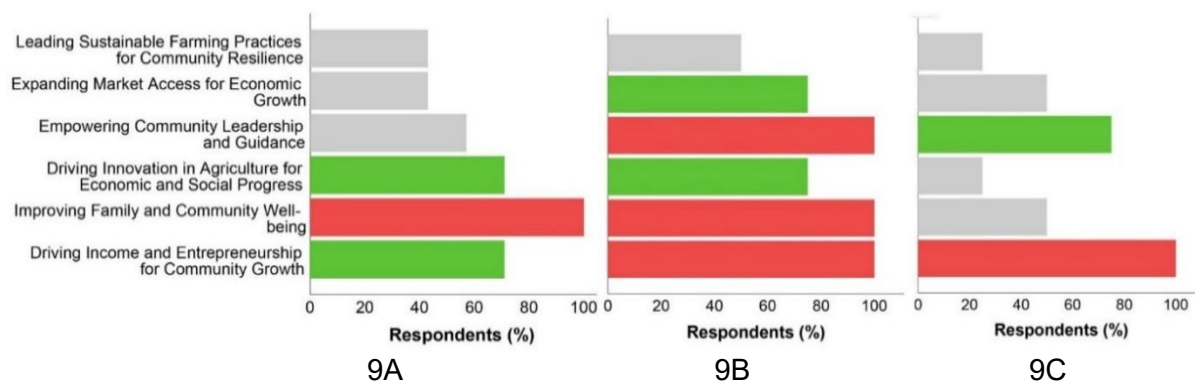
Lower participation also reflects differences in engagement with farmer networks. While all male farmers reported membership in local networks, participation was reported by approximately 70% of women and 50% of young farmers (Figure 8A). Women cited caregiving responsibilities, while young farmers reported limited awareness of available networks, which reduced opportunities for collaboration, information sharing, and leadership.

Similar gaps were observed in cross-community engagement. All male farmers reported collaborating with agri-enterprises in other communities (Figure 8B), whereas women and young farmers reported fewer opportunities to engage beyond their own communities. Overall, lower participation in both local and cross-community networks corresponds with more limited access to resources, collaboration, and leadership opportunities for women and young farmers.



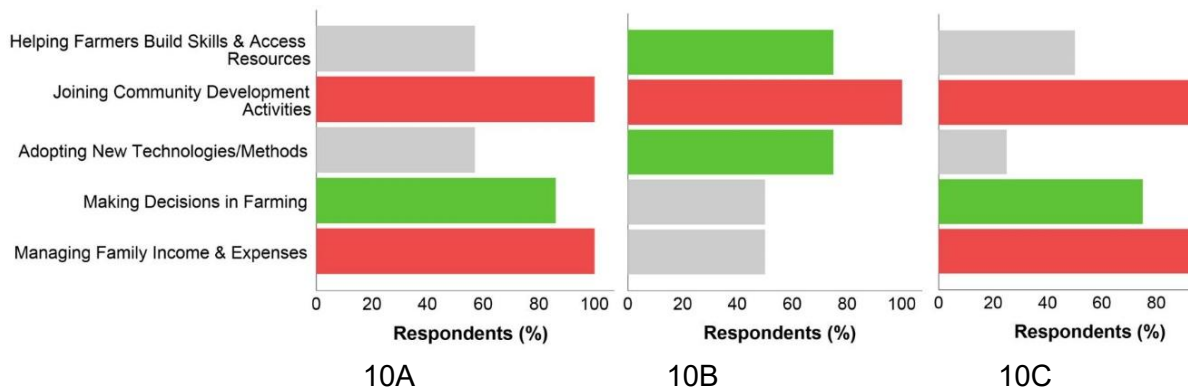
**Figure 8.** Participation in agricultural networks among women, young, and male farmers: (8A) local network membership and (8B) cross-community collaboration.

Despite limited formal leadership roles, women and young farmers see themselves as active drivers of local economic and social progress (Figure 9A–B). Women (71%) emphasized entrepreneurial contributions, while 75% of young farmers highlighted market expansion and innovation. Male farmers acknowledged these efforts (Figure 9C): half recognized the role of women and youth in improving market access and community well-being, though only 25% saw them as leaders in sustainable agriculture.



**Figure 9.** Perceived contributions of women and youth to community economic and social change: views of (9A) women, (9B) young, and (9C) male farmers (multiple responses allowed).

Women and youth also reported that their roles were important to community change. Among women, 86% reported that involvement in farm decision-making contributed to improved family income and well-being. All young farmers emphasized that participation in community initiatives supported innovation, skills development, and access to resources. Male farmers similarly acknowledged these contributions, with 75% reporting positive effects on productivity and community outcomes (Figure 10).

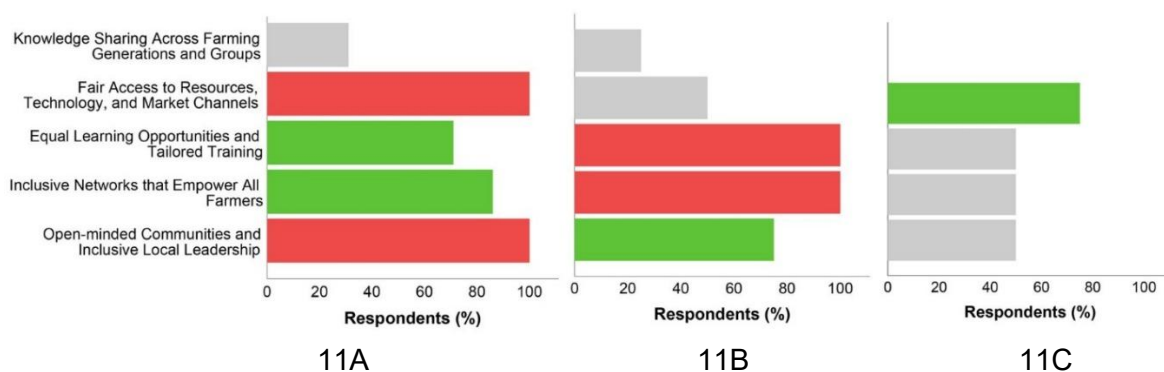


**Figure 10.** Perceived contributions of women and youth to agricultural and community decision-making: views of (10A) women, (10B) young, and (10C) male farmers (multiple responses allowed).

Women and youth reported willingness to take on leadership roles under specific conditions. All women indicated readiness to lead agricultural networks if provided with appropriate education, training, and resources. Among young farmers, half reported readiness to assume leadership roles immediately, while the remainder expressed willingness contingent on improved access to technology, learning opportunities, and community support.

### How farmers define fairness in agricultural support

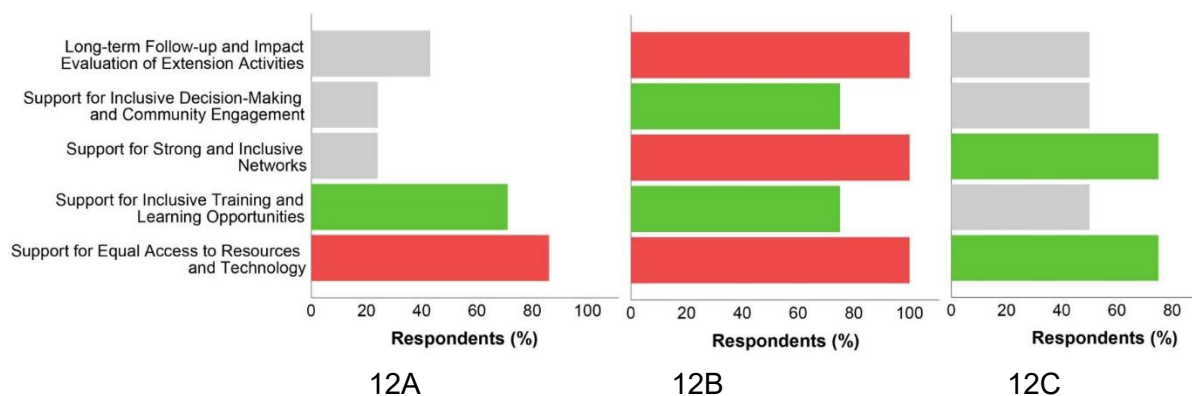
Understanding these constraints helps explain how farmers define fairness in agricultural support (Figure 11). For women, fairness was defined by access to resources and markets that accommodate caregiving responsibilities and by formal recognition as community leaders (both reported by all respondents), alongside inclusive participation in farmer networks (86%). In addition, 71% emphasized support that responds to actual needs rather than equal distribution alone. Young farmers primarily associate fairness with equal access to training (100%), full inclusion in farmer networks (100%), and opportunities to engage with relevant innovation (50%), while 75% emphasized leadership roles where their views are genuinely considered. Male farmers, by contrast, focused on consistent access to technology and markets (75%) and opportunities for shared leadership (50%). Taken together, these perspectives show that farmers understand fairness not as treating everyone the same, but as ensuring that different groups have meaningful opportunities to participate, contribute, and succeed within agricultural systems.



**Figure 11.** Farmers' perspectives on fairness in agricultural support by (11A) women, (11B) young, and (11C) male farmers (multiple responses allowed).

Building on these perspectives, farmers across all groups reported clear expectations for future government support (Figure 12 ). Women emphasized access to resources and technology (86%), training that aligns with farming and caregiving responsibilities (71%), and sustained extension support (43%). Young farmers highlighted the importance of consistent long-term support, inclusive networks, and equitable access to resources and technology (100%), with 75% also emphasizing opportunities to participate meaningfully in community decision-making. Male farmers, by contrast, focused on access to resources and technology (75%) and the role of strong networks for learning and collaboration.

Across groups, economic empowerment was described in practical terms, linked to access to relevant resources, sustained support, and opportunities to participate in decisions affecting local livelihoods. These responses point to shared expectations around how government support can better align with farmers’ priorities.



**Figure 12.** Priorities for government support to advance economic empowerment among (12A) women, (12B) young, and (12C) male farmers (multiple responses allowed).

The following section turns to smallholder agri-entrepreneurs, many of whom have addressed similar constraints through self-initiated strategies for resilience and innovation.

### 3.2.2 Smallholder entrepreneurs as drivers of local economic change

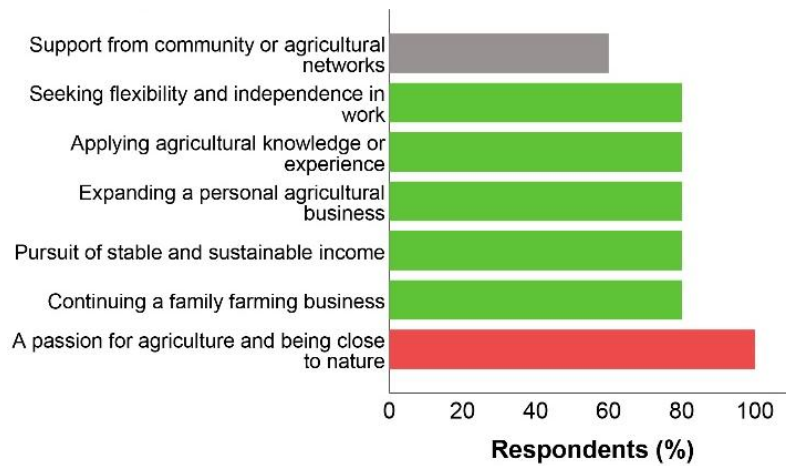
This section draws on surveys and focus group discussions to examine the experiences of smallholder agricultural entrepreneurs, focusing on motivations, constraints, and strategies for enterprise development. The findings highlight how local initiative and community networks shape diversification and adaptation at the local level.

#### Purpose-driven entry into agribusiness and strategic intent

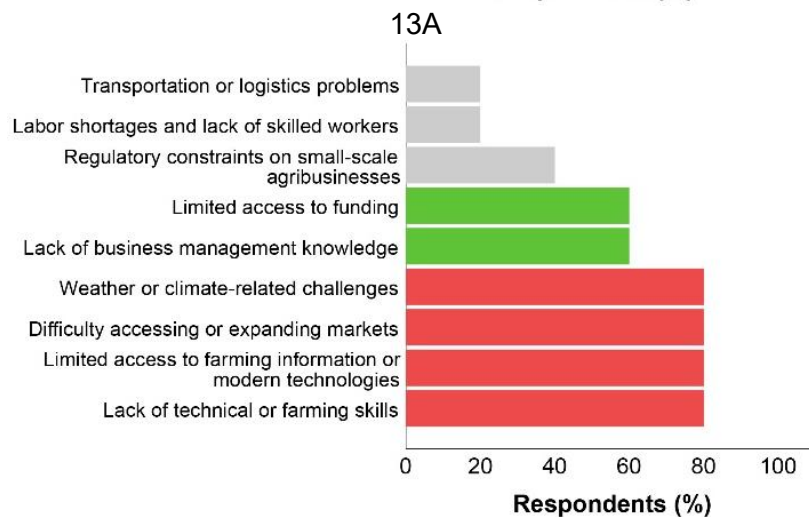
Most smallholder agri-entrepreneurs reported entering agribusiness primarily by choice rather than necessity. All respondents described a strong connection to agriculture, with 75% citing motivations such as the need for flexible work arrangements, higher household income, or continuation of family farming traditions. Around half also indicated that support from friends and community groups helped them address early challenges and establish their enterprises (Figure 13A).

However, the transition from farming to enterprise management involved multiple challenges. (Figure 13B). Eighty percent reported difficulties related to production capacity, market access, and climate-related risks. Gaps in access to finance and business management skills were

reported by 60%, constraining planning and investment decisions. Additional challenges included regulatory complexity (40%) and constraints related to labor availability or transport (20%). These findings show that moving from farm production to agribusiness requires competencies beyond agricultural production, including market engagement, operational management, and access to financial and technical support.



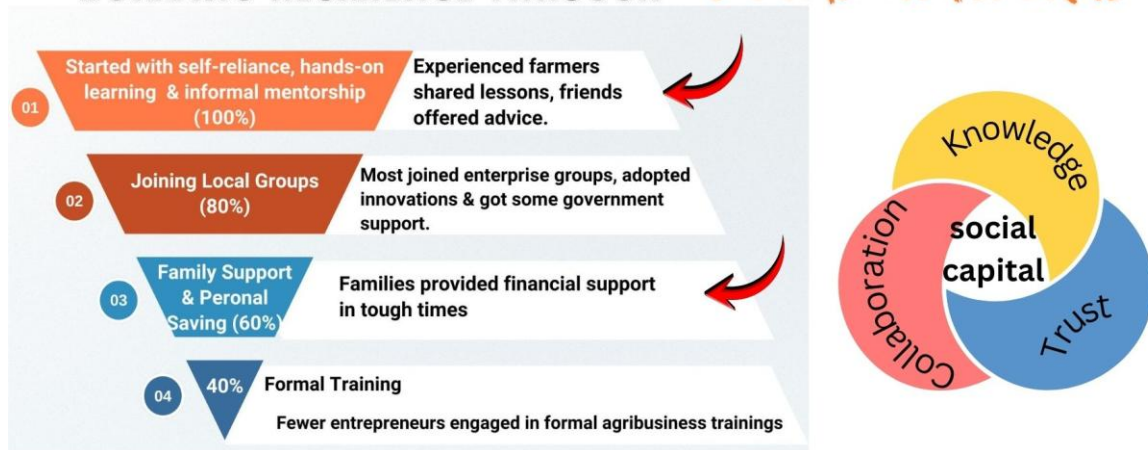
**Figure 13.** Pathways into agribusiness and early challenges among smallholder agri-entrepreneurs: (13A) motivations and (13B) constraints (multiple responses allowed).



13B

When challenges emerged, farmers relied primarily on local networks rather than external assistance. Experienced farmers shared practical knowledge, friends offered advice, and families provided financial support. Peer collaboration within local agri-enterprise groups also played an important role. As shown in Figure 14, early resilience was largely built through informal support networks, while formal training programs played a more limited role at this stage. These patterns highlight the importance of community-based social capital, including trust, shared knowledge, and cooperation, in supporting the transition into agribusiness.

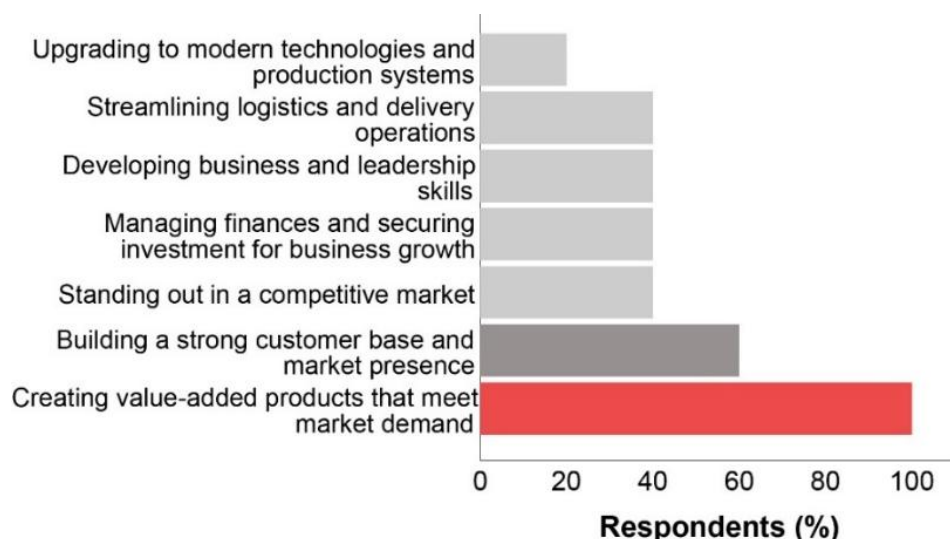
## BUILDING RESILIENCE THROUGH LOCAL NETWORKS



**Figure 14.** Sources of early resilience among smallholder agri-entrepreneurs: informal networks and formal support.

### From production to market-oriented business

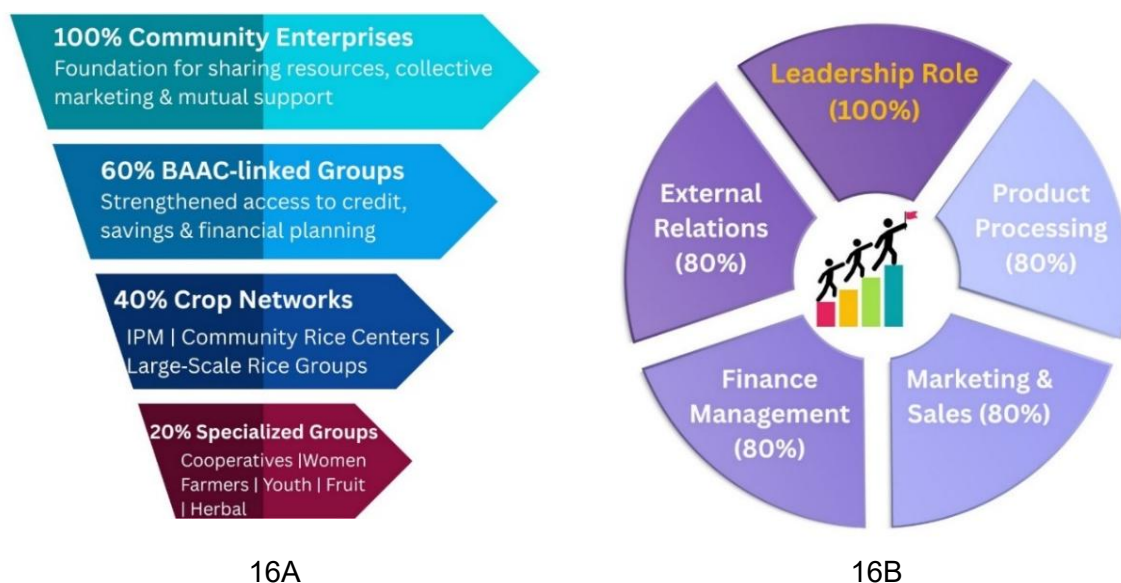
As small-scale farmers transitioned into agribusiness, a key challenge was turning farm output into products that buyers want and that meet market demand (Figure 15). All respondents reported difficulties related to product design, meeting customer expectations, and competing in the marketplace. Market access and branding were reported by 60% of respondents, followed by constraints related to finance and business planning (40%) and logistics and delivery systems (40%). Only 20% reported readiness to adopt digital tools or new technologies, indicating that limited adoption of innovation continues to constrain growth. The findings show that engagement with markets presents greater challenges than production and basic product processing alone.



**Figure 15.** Challenges faced by smallholder agri-entrepreneurs in the transition from farm production to agribusiness (multiple responses allowed).

As farmers addressed production and market challenges, engagement with community networks was widely reported (Figure 16A). All smallholder agri-entrepreneurs reported membership in community enterprises, while 60% participated in BAAC-linked groups. Around 40% engaged in technical or crop-specific networks, including IPM groups, community rice centers, and large-scale rice groups. Smaller proportions (20% each) participated in cooperatives, women’s or youth groups, fruit grower associations, and herbal farming networks. These patterns point to a shift from individual enterprise toward collective engagement through farmer groups and local networks.

Participation in these networks was also associated with leadership roles (Figure 16B). All smallholder agri-entrepreneurs reported holding some form of leadership responsibility, and 80% were involved in core operational functions such as product processing, marketing, financial management, and external coordination. These roles reflect increased involvement in decision-making and day-to-day management within local agribusiness groups.



**Figure 16.** Network participation and leadership among smallholder agri-entrepreneurs: (16A) engagement across support networks and (16B) leadership and operational roles (multiple responses allowed).

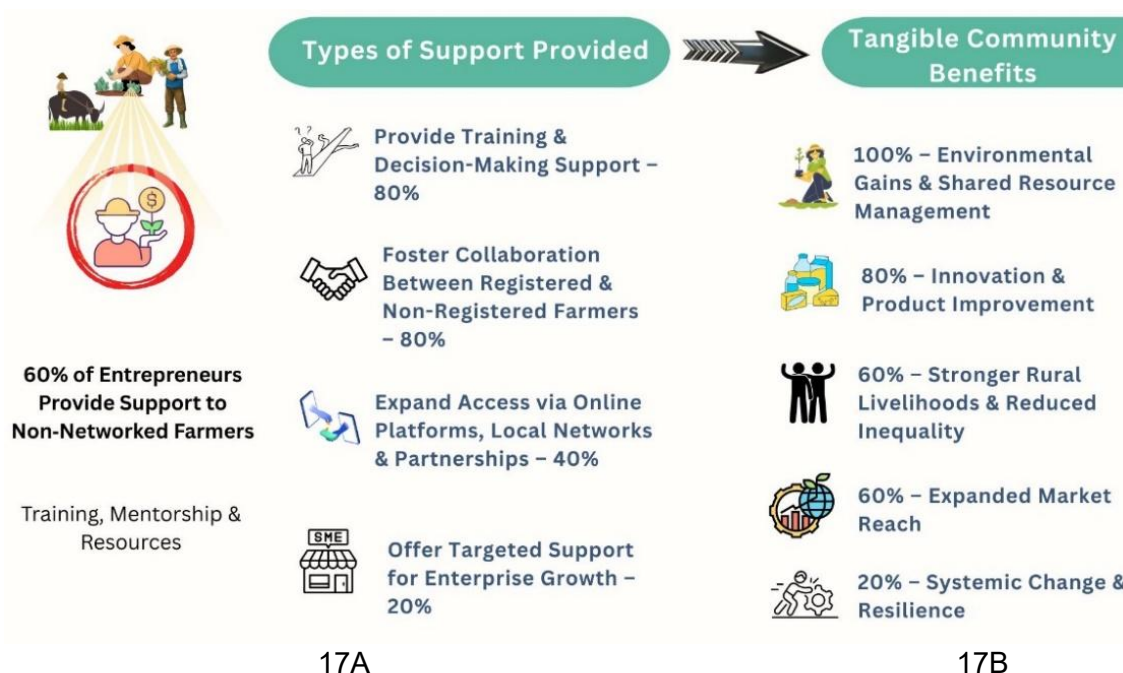
### Women’s roles and inclusion in agribusiness groups

Smallholder agri-entrepreneurs reported high levels of women’s involvement in community agribusiness groups, particularly in managing routine group activities (100%). Women were most often responsible for financial management (80%), followed by marketing and sales activities (60%). These findings show that women play essential roles in the operation of local agribusiness groups.

Building on these operational roles, smallholder agri-entrepreneurs reported extending support beyond their own groups to women farmers outside formal networks (Figure 17A). Sixty percent provided practical support through training and mentorship, while 80% offered guidance in decision-making and encouraged collaboration between registered and non-registered farmers. Additional efforts included expanding access through online platforms and

local networks (40%) and providing targeted support to help women establish small-scale agricultural enterprises (20%).

Respondents also reported a range of outcomes associated with these outreach activities (Figure 17B). All noted environmental benefits, including more resource-efficient practices and stronger collective management. Eighty percent reported increased innovation, while 60% observed improvements in rural livelihoods, reduced inequality, and expanded market reach through women’s community connections. A smaller share (20%) highlighted broader community-level effects, such as fairer access to opportunities and stronger local enterprises.



**Figure 17.** Support extended beyond agribusiness groups: (17A) types of support provided to marginalized farmers. (17B) reported environmental, economic, and community-level outcomes (multiple responses allowed).

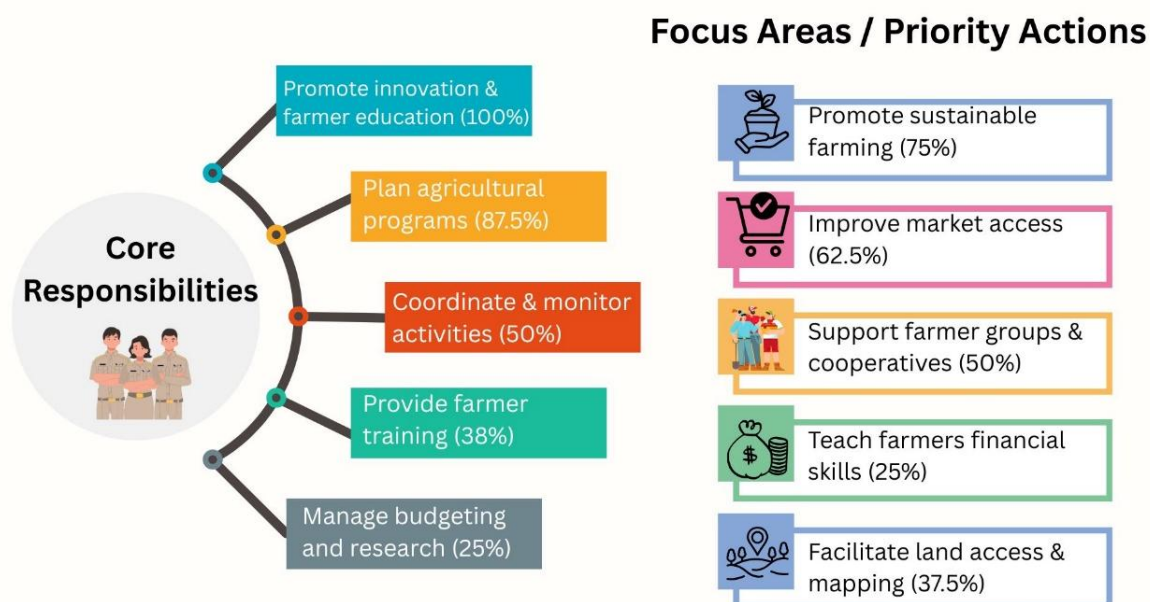
In reflecting on these outcomes, smallholder agri-entrepreneurs highlighted the broader effects of women’s leadership in agriculture. Eighty percent associated women’s leadership with expanded economic opportunities, including income generation and more diverse livelihood options within their communities. A similar proportion highlighted women’s role in challenging established norms and assuming leadership across production, marketing, and local decision-making. Sixty percent also identified women as contributors to innovation, through the adoption and refinement of new practices and the management of shared community resources such as land and water. Taken together, these perspectives indicate that women’s leadership is closely linked to more inclusive and resilient rural agricultural systems.

The next section draws on perspectives from government officials who help shape policies and programs aimed at supporting these local dynamics.

### 3.2.3 Government officials' perspectives on policy and program implementation

This section examines how government officials support small-scale farmers and operationalize domestic policies. Insights are drawn from surveys and focus group discussions with eight officials in agriculture and rural development, half of whom were women, with an average of 16 years of professional experience. Participants included senior specialists (50%), high-level executives (25%), and operational staff (25%).

Government officials play a key role in operationalizing agricultural strategies. Most respondents were engaged in planning roles (87.5%), while others contributed through coordination, training, budgeting, or research, collectively supporting innovation and farmer capacity development (Figure 18A). Their actions reflected the roles and institutional mandates of the participating agencies. Priorities focused on inclusive rural development, particularly sustainable agriculture (75%), improved market access (62.5%), and support for farmer cooperatives (50%), with more limited engagement in land access, mapping, and financial literacy initiatives (25–37.5%) (Figure 18B). Across strategic and operational roles, officials provided important insights into how government interventions can more effectively support farmers and advance gender equality in agriculture.

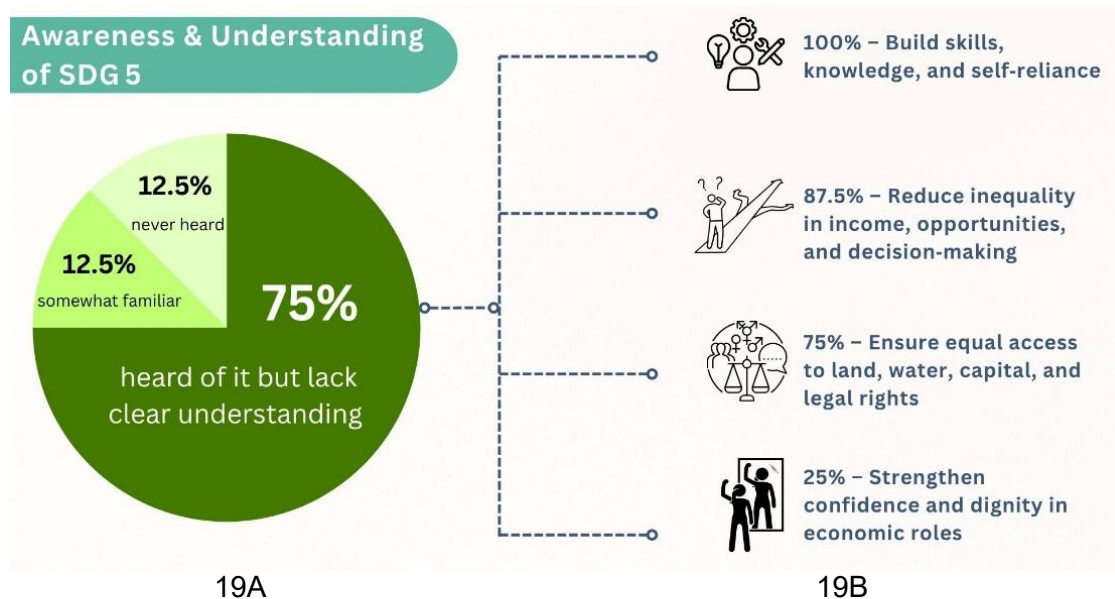


**Figure 18.** Roles and priorities of government officials in agricultural development: (18A) core functions and (18B) actions supporting inclusive rural development.

Survey results indicate that government officials have some awareness of SDG 5, but limited understanding (Figure 19A). While 75% reported having heard of the goal without a clear grasp of its content, only 12.5% described themselves as somewhat familiar, and a further 12.5% were unfamiliar. Information was mainly received through briefings or media sources (62.5%), while 37.5% reported only general awareness of related domestic policies and strategies, with limited practical guidance.

When asked to define women's economic empowerment, government officials described it as a multidimensional concept (Figure 19B). Responses emphasized strengthening women's skills, knowledge, and self-reliance, alongside reducing inequalities in income, opportunities, and decision-making, and ensuring access to productive resources. Some also highlighted personal dimensions, such as confidence and recognition in women's economic roles.

Together, these perspectives suggest that officials view empowerment as encompassing both access to resources and personal agency; however, limited familiarity with SDG 5 appears to constrain its effective integration into agricultural policy and programming.



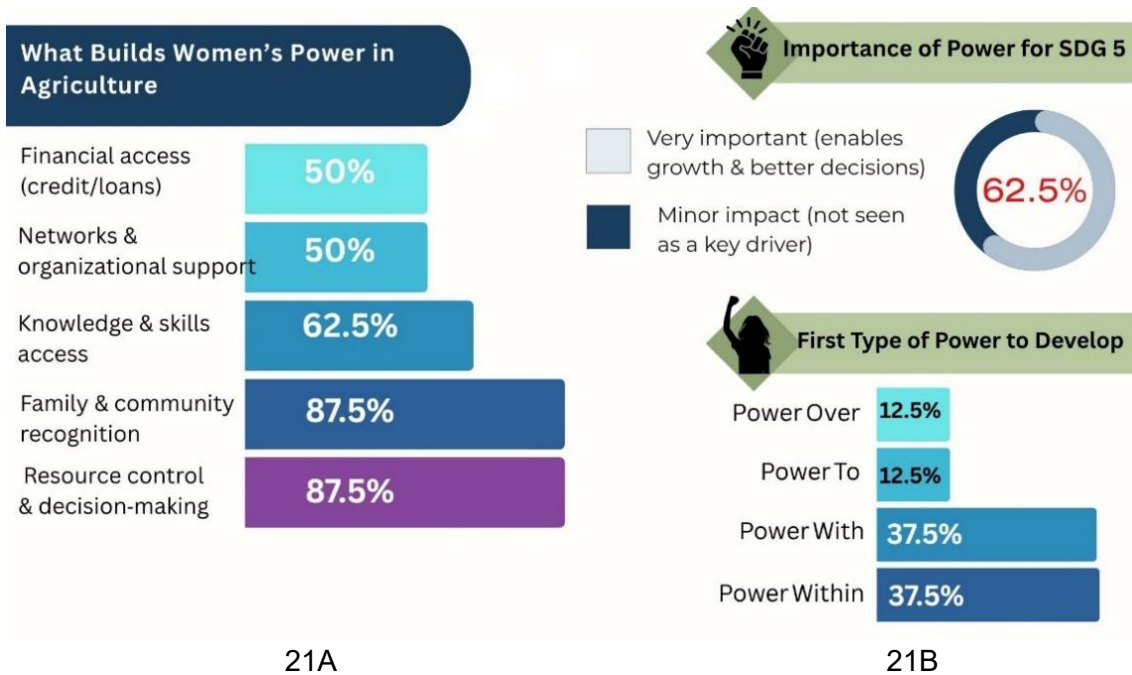
**Figure 19.** Government officials' perspectives on SDG 5. (19A) awareness and Understanding of SDG 5, and (19B) definitions of Women's Economic Empowerment.

### Views on choice, voice, and power

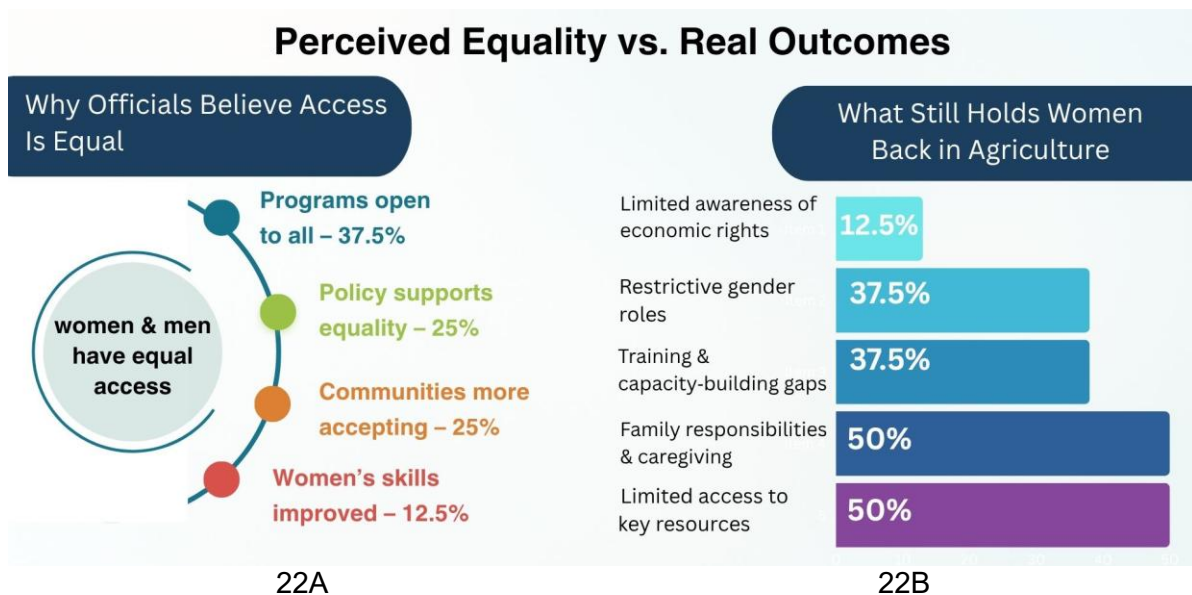
Government officials expressed varied views on what “freedom of choice” means for women in agriculture. About half understood it as the ability to make independent decisions within the household, while others emphasized having a range of viable livelihood options (25%). A smaller share (12.5%) pointed out that women’s choices remain constrained by external factors, including policies and support programs. Officials also linked expanded livelihood options to higher household incomes, improved food security, and stronger farmer networks and skills. However, several officials noted that the long-term impacts remain unclear if support is not continued or followed up over time. These findings suggest that while women’s choices in agriculture are expanding, they continue to be shaped by structural and institutional conditions, and sustained progress depends on consistent and adequate support.

Views on women’s voice also varied (Figure 20A). About half of officials associated voice with decision-making authority, while others linked it to participation or the capacity to express views effectively. Assessments of women’s current voice were mixed (Figure 20 B). Around one-third perceived strong engagement in decision-making, another third reported limited participation, and one-quarter indicated minimal involvement. While some officials viewed voice as enabling women to express their needs and priorities in decision-making spaces, others noted that such participation does not consistently lead to influence over final decisions or outcomes. This suggests that women’s voice has not yet resulted in tangible change within agricultural systems.





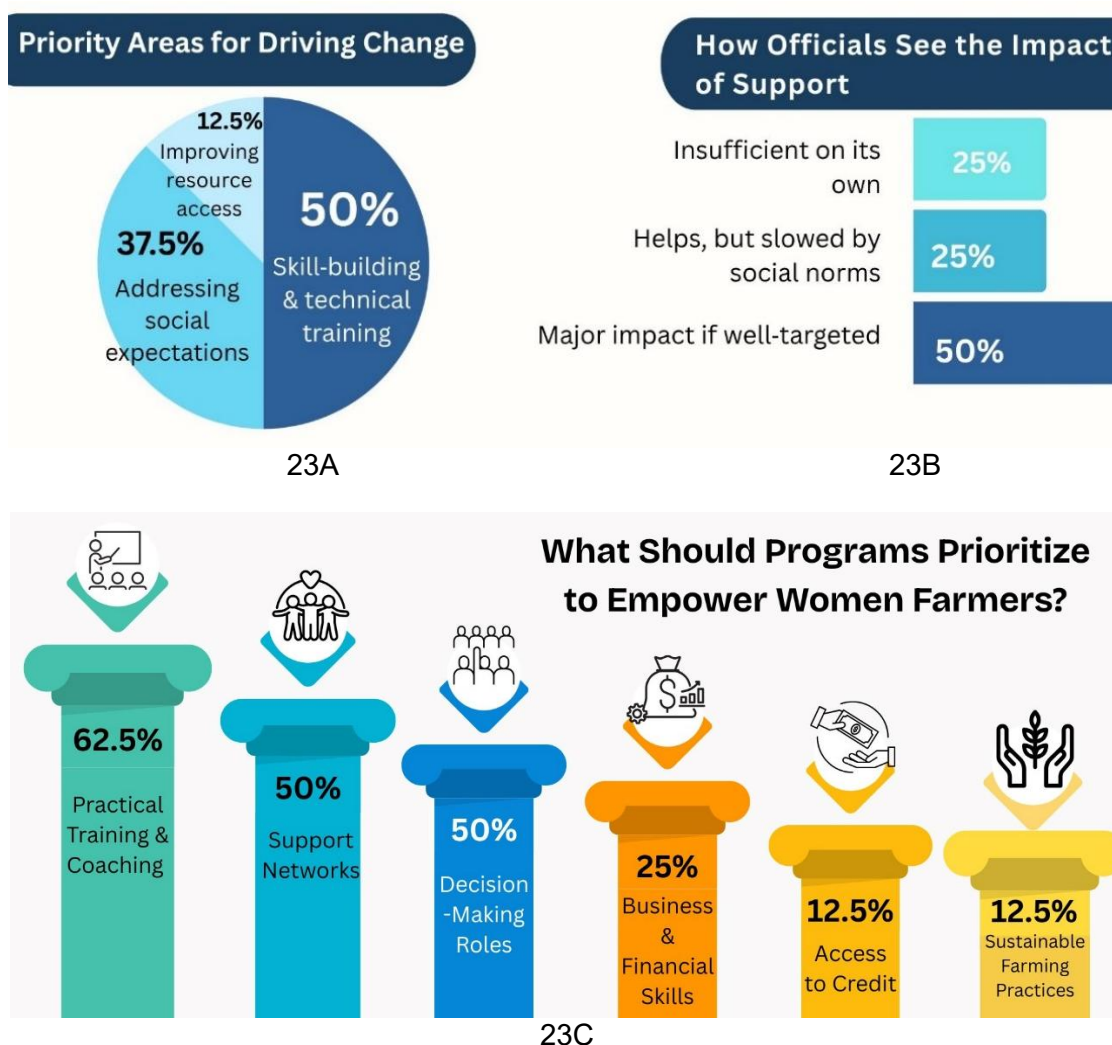
**Figure 21.** Government officials' perspectives on women's power in agriculture. (21A) factors contributing to women's power, and (21B) views on the role of power in achieving SDG 5 and the form of power prioritized as the first step toward empowerment.



**Figure 22.** Officials' perceptions versus realities of women's agricultural empowerment. (22A) Officials' belief in equal access to agricultural services, reflecting open programs, supportive policies, and growing community acceptance. (22B) Practical and social constraints identified by officials that limit women's ability to benefit fully.

Building on these challenges, officials identified several priority areas for change (Figure 23A). Half emphasized the need for technical training and practical skills for income generation, more than one-third highlighted the importance of addressing restrictive social norms, and smaller shares pointed to improving access to knowledge and technology. Officials also noted that providing support alone does not lead to empowerment (Figure 23B). While half viewed assistance as effective when it responds to women’s actual needs, others reported slower progress due to ongoing social and institutional constraints. Taken together, these findings suggest that skills and resources create impact only when women are able to use them in supportive social and institutional settings.

Beyond conventional forms of assistance, officials emphasized approaches aimed at longer-term empowerment (Figure 23C). Most prioritized expanded access to training (62.5%), half highlighted the importance of strong support networks and meaningful roles in decision-making, and smaller shares focused on business skills, access to credit, and sustainable farming practices. These priorities point to a shift toward capacity-building and shared ownership, while also reflecting continued constraints posed by entrenched social and institutional barriers.

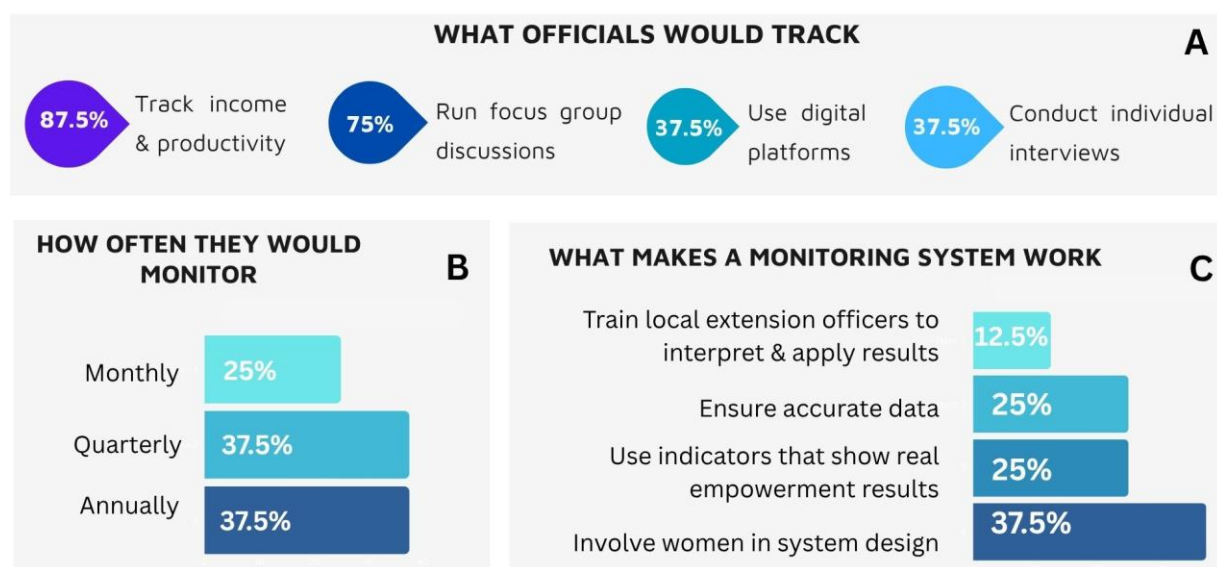


**Figure 23.** Officials’ perspectives on advancing women’s empowerment. (23A) Priority areas for change, (23B) perceived effectiveness of targeted support, and (23C) core program design elements.

Designing opportunities is only the first step; lasting empowerment depends on women’s ability to translate those opportunities into tangible gains. When asked about monitoring systems, government officials described what they consider necessary rather than what is currently in place (Figure 24A). Most (87.5%) emphasized tracking income and productivity, while 75% highlighted focus group discussions to capture women’s lived experiences. Digital and direct-engagement methods were mentioned less frequently, with only 37.5% referring to online platforms or individual interviews. Proposed monitoring timelines also varied (Figure 24B): 25% suggested monthly monitoring, 37.5% quarterly, and 37.5% annual assessments, reflecting the lack of a common monitoring approach.

Officials also described what is needed for an effective monitoring system. They emphasized the importance of participatory and flexible approaches, women’s active involvement, clear indicators linked to actual results, reliable data, and the ability to use monitoring results for action. However, these responses suggest that monitoring systems remain largely at the idea stage. While officials can describe what an effective system should look like, the practical tools, shared definitions, and coordinated processes needed to measure SDG 5 in agriculture are still limited.

### FROM CONCEPT TO PRACTICE: HOW OFFICIALS ENVISION MONITORING WOMEN’S EMPOWERMENT



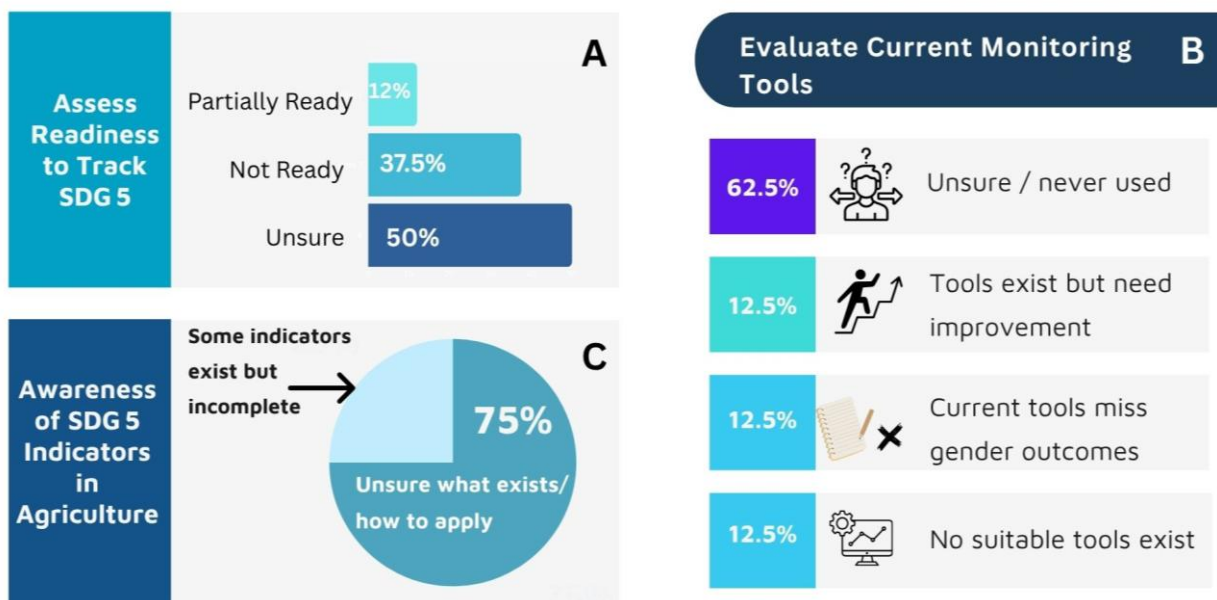
**Figure 24.** Government officials’ perspectives on monitoring women’s agricultural empowerment. (24A) Proposed monitoring tools, (24B) proposed monitoring frequency, and (24C) key elements of an effective system.

Officials’ self-assessments reveal a persistent gap in readiness to monitor SDG 5 in agriculture. Only 12.5% reported being partially ready, 37.5% cited limited tools and staff capacity, and half were unsure due to the absence of clear indicators or functional tracking systems (Figure 25A).

Views on existing tools reflected similar uncertainty. While 12.5% believed some tools exist but require improvement, another 12.5% reported that current tools do not adequately capture gender equality outcomes. Most respondents (62.5%) remained unsure due to limited direct experience (Figure 25B). When asked about the application of SDG 5 indicators, only 25% reported that some indicators are used, though in a limited and incomplete manner, while 75% were unsure what indicators exist or how they are applied (Figure 25C).

These findings indicate a systemic implementation gap. While survey responses reflect what officials consider important for an effective monitoring system, the lack of clear tools, commonly defined indicators, and coordinated processes means that SDG 5 monitoring in agriculture remains largely conceptual. This underscores the need for practical guidance, consistent frameworks, and capacity-building to translate policy commitments into measurable outcomes for women’s empowerment.

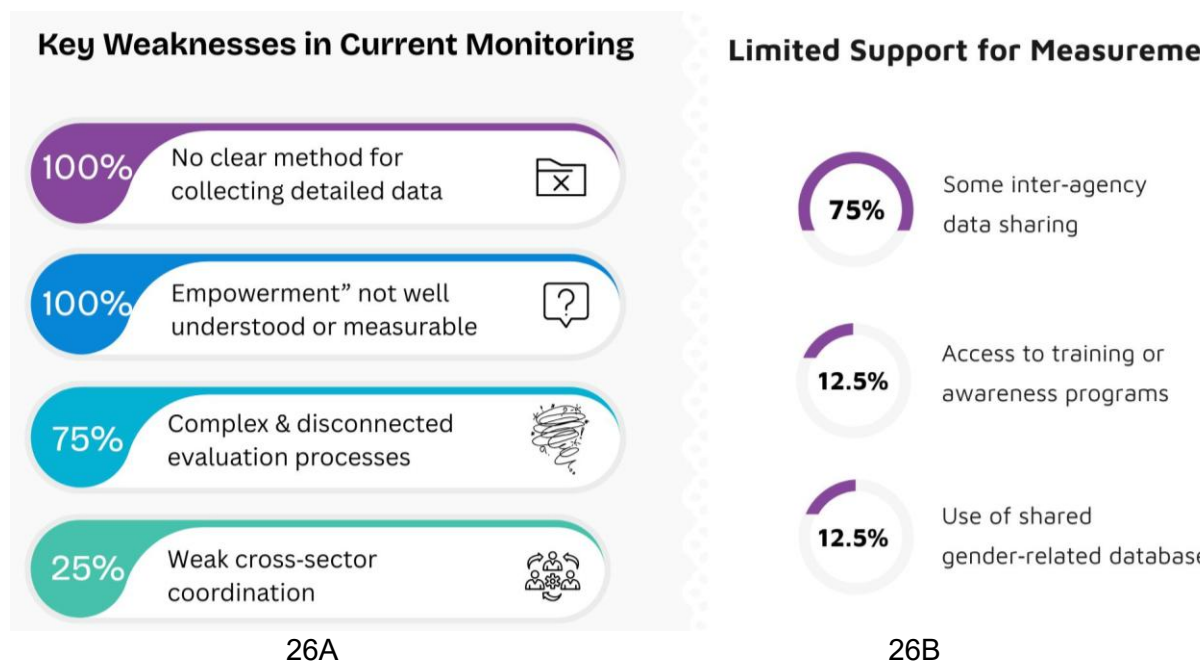
### ARE WE READY TO MEASURE SDG 5 IN AGRICULTURE?



**Figure 25.** Government officials’ self-assessment of SDG 5 monitoring in agriculture. (25A) Readiness to track SDG 5, with most officials reporting that they are unprepared or unsure, (25B) Current monitoring tools, with few tools in place and most showing gaps in usability and gender relevance, and (25C) SDG 5 indicators, with only 25% of officials aware of them and able to apply them.

Survey results help explain why most officials remain unprepared to measure SDG 5 in agriculture (Figure 26A). All respondents pointed to the lack of a clear and reliable approach for collecting detailed data, along with difficulties in turning the concept of women’s empowerment into measurable indicators. Three-quarters described existing evaluation processes as complex and poorly linked to women’s lived experiences. In addition, 25% highlighted weak cross-sector coordination. Government agencies were often reported to work in isolation.

Support for measurement remains limited (Figure 26B). Although 75% reported some level of data sharing across agencies, only 12.5% had access to training or guidance on SDG 5 indicators and data use. The same proportion reported using a shared database to monitor women’s empowerment. Taken together, these findings point to a clear gap between expectations and practice. Officials are expected to monitor women’s empowerment, but they lack clear definitions, practical tools, and the capacity to use them consistently. Without coordinated systems and operational support, monitoring efforts remain fragmented and poorly connected to long-term strategies or measurable results.



**Figure 26.** Why current tools fall short in monitoring SDG 5 in agriculture. (26A) Reported weaknesses: data gaps, unclear empowerment concepts, complex evaluation processes, and weak cross-sector coordination. (26B) Limited measurement support: few shared databases, partial inter-agency data sharing, and limited training.

After identifying gaps in current SDG 5 monitoring approaches, government officials reflected on how gender equality should shape the future of agriculture. Many viewed gender equality as a core driver of sustainable development, while others emphasized its role in expanding economic opportunities for women, enabling them to both contribute to and benefit from agricultural growth. Together, these perspectives indicate a growing institutional recognition of gender equality as integral to agricultural transformation.

Officials also highlighted the need to strengthen how progress is measured. They emphasized moving beyond short-term, activity-based indicators toward approaches that capture long-term outcomes, reflect diverse farming and rural contexts, and assess whether positive impacts are sustained after external support ends. These views underscore the importance of monitoring systems that track meaningful change over time, ensuring that women’s empowerment translate into lasting inclusion, expanded opportunities, and greater resilience in agriculture.

### 3.3 Key Gaps and Capacity Needs from the Evidence

Findings from an online survey covering four APEC economies and a review of policy documents and existing literature from eight APEC economies (Section 3.1), together with field-based research in Chai Nat Province, Thailand (Section 3.2), reveal both areas of progress and persistent constraints in advancing SDG 5 in the agricultural sector. Across surveyed APEC economies, policy frameworks and official assessments increasingly recognize women's roles in agriculture. However, evidence from policy reviews and community-based evidence shows that these policy frameworks are not consistently implemented in ways that lead to sustained or measurable empowerment outcomes.

Several common gaps are evident across policy and practice. At the policy level, survey responses highlight ongoing constraints related to women's access to agricultural productive resources, leadership opportunities, and effective participation in agricultural decision-making processes. These challenges are also evident in Chai Nat Province, where women and young farmers report limited social recognition, restricted influence in local decision-making, and uneven access to training opportunities and related support, despite their important contributions to agricultural production and household food security. The evidence shows a clear gap between the roles women and youth play in agricultural systems and the level of recognition and support provided through existing policies and programs.

The findings further suggest that many current interventions emphasize participation and activity delivery more than clearly defined empowerment outcomes. Across economies, evidence from surveys and reviewed studies describes practical difficulties in applying gender-responsive approaches, particularly in selecting and operationalizing appropriate indicators. Community-level evidence similarly revealed limited clarity around how empowerment-related concepts (including leadership, agency, and decision-making power) are defined, monitored, and assessed within agricultural programs.

Taken together, these gaps highlight shared capacity needs and underscore the value of targeted technical cooperation to better bridge policy and practice among policymakers, researchers, local government officials, and community development practitioners. First, there is a need to move beyond measuring women's empowerment only through participation. Second, greater attention is needed to develop indicators that reflect local contexts and address agency, leadership, and decision-making. Third, monitoring and evaluation systems need to be strengthened to track results, ensure effective implementation, and enable programs to adapt over time.

## Chapter 4 Technical Cooperation Workshop Results

Building on the background research, this chapter presents key insights from the Technical Cooperation Workshop, which focused on using evidence to guide practical action. The workshop brought together participants from across economies to exchange experiences and develop recommendations to support long-term women's economic empowerment programs in developing APEC economies.

### 4.1 Rationale and Design Objectives

Evidence from an online survey with responses from four APEC economies, together with community-based research in Chai Nat Province, Thailand, highlights persistent challenges in implementing gender equality commitments and achieving measurable empowerment outcomes within agricultural programs across APEC economies. While policy frameworks increasingly recognize women's roles in agriculture, this evidence shows continued constraints in access to resources, leadership opportunities, and decision-making. These findings suggest gaps between policy commitments and their practical application, as well as limitations in the current design, implementation, and monitoring of gender-responsive approaches. Therefore, the Workshop was designed to strengthen practical capacity in gender-responsive agricultural programs. It focused on enhancing participants' understanding of program design, indicator selection, and monitoring and evaluation, with particular attention to applying evidence and empowerment concepts in agricultural program design and implementation.

#### 4.1.1 Key challenges identified

Three interconnected challenges were identified, informed by insights from community-level research in Chai Nat Province, Thailand:

- 1) Unequal access to resources and leadership opportunities.** Women and young farmers continue to face constraints in access to land, credit, technology, training, and institutional support. These limitations restrict their participation in decision-making and their ability to pursue leadership or entrepreneurial roles, despite their significant contributions to agricultural production and household resilience.
- 2) Gaps in gender-responsive program design.** Many researchers and government officials reported limited capacity to translate empowerment concepts (such as agency, leadership, and decision-making) into practical, context-appropriate program design. The use of WEAI/pro-WEAI indicators and inter- and transdisciplinary approaches also remains limited. As a result, agricultural programs and projects tend to focus on activities on their own, rather than on designing programs that address underlying gender and structural constraints.
- 3) Monitoring and evaluation (M&E) gaps.** Current M&E systems are often organized at the project level, with limited linkage across initiatives, and focus on activity outputs rather than change over time. The absence of clear frameworks and indicators limits the ability to assess whether programs contribute to tangible empowerment outcomes, behavioral change, or reductions in gender and generational inequalities.

#### 4.1.2 Key questions for program implementation

Based on these challenges, four key questions were developed to guide the Technical Cooperation Workshop. These questions highlight priority areas where additional guidance, practical tools, and capacity building are needed to support the design of effective agricultural programs and monitoring systems that advance women's empowerment.

- 1) **Indicators:** How can they be selected and adapted to local contexts, and how should data collection be planned at different stages of the project (baseline, midline, and endline)?
- 2) **Program design:** How can qualitative and quantitative data be combined to design programs that empower diverse farmer groups across farming systems, while ensuring that impact can be tracked from the start?
- 3) **Capacity building for monitoring and evaluation:** How can local officers and researchers be supported in using indicators and developing M&E systems that inform planning, decision-making, and program improvement over time?
- 4) **Tracking progress toward SDG 5:** How can M&E systems provide reliable and comparable data while still reflecting differences in resources, needs, and contexts within an economy?

#### 4.1.3 Priority capacity requirements for program implementation

Based on these questions, three interconnected capacity needs were identified to guide the design of the Technical Cooperation Workshop.

- 1) **Foundations and frameworks:** Participants strengthened their understanding of key empowerment dimensions, including agency, access to resources and how they are used, decision-making, and leadership, and how these dimensions can be assessed in practice using WEAI and pro-WEAI indicators across different agricultural systems.
- 2) **Interdisciplinary and transdisciplinary approaches:** Participants explored ways of working across disciplines and engaging with local communities to address complex gender and agricultural challenges. This included the use of participatory tools such as focus group discussions and storytelling to understand local experiences and inform program design and monitoring.
- 3) **From capacity building to program implementation:** Participants developed skills to adapt indicators to different contexts and farmer groups and to strengthen M&E systems for tracking progress toward gender equality and SDG 5. They also examined how combining frameworks, interdisciplinary approaches, and participatory tools can improve access to resources, technology, and leadership opportunities.

These capacity areas supported participants in engaging with practical, evidence-informed approaches to gender-responsive agricultural programming, with attention to monitoring and program-level outcomes beyond individual activities.

## 4.2 Key Messages from Expert Presentations

During the two-day workshop, 8 speakers from APEC member economies delivered a total of 13 presentations. These presentations are organized into four thematic areas, reflecting shared priorities and practical approaches for advancing women's economic empowerment and entrepreneurial leadership in agriculture across APEC economies

### 4.2.1 Institutional and systems approaches to gender-responsive programming

This theme focuses on how gender considerations are integrated into agricultural programs through policy frameworks, institutional mechanisms, and targeted leadership initiatives, with an emphasis on inclusivity, resilience, and women's economic leadership.

#### **Peru – Women Cultivating the Future: Building Sustainable, Inclusive, and Resilient Agri-Food Systems**

*Mrs Celfia Edilberta Obregón Ramírez, Ministry of Agrarian Development and Irrigation, Peru*

Mrs Celfia Edilberta Obregón Ramírez highlighted the central role of women in Peru's agri-food system and explained how gender-responsive program design can support sustainability, inclusivity, and resilience. Drawing on Peru's long history of food domestication and its diverse agricultural ecosystems, she noted that women account for around 30% of agricultural producers and 70% of family farm workers. Women's participation in farm management has increased from 13% to 35.5%, while their share of wage labor has risen from 21% to 27% over the past five decades.

Despite this progress, significant gender gaps remain. Most women producers (67%) are still engaged in subsistence family farming. Many are older (41.2% are over 60), have limited formal education (15.9% are illiterate), and lack secure land rights, with only 35.5% holding a formal land title. Barriers to markets, credit, and technology, together with unequal care responsibilities, continue to limit women's economic opportunities and leadership pathways.

To respond to these challenges, Mrs Obregón Ramírez outlined domestic strategies that integrate gender considerations into agricultural development. Initiatives such as the Directorate for the Promotion of Women Agricultural Producers and the Rural and Indigenous Women's Entrepreneurship Strategy (EEMRI) illustrate how targeted, gender-responsive support is being put into practice. Between 2022 and 2025, EEMRI supported 780 women's agricultural organizations and reached more than 9,000 women. Investments focused mainly on livestock (58%) and agricultural production (33%), with smaller shares in handicrafts (8%) and beekeeping (1%).

Future actions were organized around a set of clear priorities. These priorities include gender-responsive policies and budgets, stronger women's organizations, sustainable productive initiatives, the development of agricultural, digital, and financial skills, and greater sharing of caregiving responsibilities.

The recognition of 2026 as the International Year of the Woman Farmer (A/RES/78/279) was presented as an opportunity to advance these priorities through awareness-raising, capacity building, and youth engagement under the Women Cultivating the Future campaign.

## **Chile – Policies and Action Plans for Women’s Empowerment and Leadership**

*Ms Constanza Cristi, Agricultural Development Institute (INDAP), Chile*

Ms Constanza Cristi presented INDAP’s institutional approach and practical programs to promote the economic participation of women and youth in agriculture. INDAP, a service under the Ministry of Agriculture established in 1962, supports the economic, social, and technological development of family, small-scale, and Indigenous farmers. The institution serves approximately 166,000 beneficiaries each year, primarily from low-income and vulnerable communities.

INDAP’s 2023–2030 strategy is built around four institutional pillars: Sustainable and Resilient Agriculture, Inclusive Markets, Participatory and Associative Transformation, and Strengthening and Modernizing INDAP. Within this framework, targeted programs for women and youth include the Leadership Schools for Rural Women, My First Rural Business (MPNR), and the Domestic Rural Youth Policy. The youth policy was developed through consultations with nearly 3,000 rural young people and focuses on economic autonomy, access to productive resources, quality education, health and well-being, social participation and leadership, as well as environmental sustainability and climate resilience.

Access to land is supported through two main mechanisms. Tierras Vivas, implemented in partnership with the Ministry of Domestic Assets, updates public land lease agreements at preferential rates. It has benefited 250 farmers to date and provides access to more than 3,300 hectares across 54 state-owned plots, with priority given to women and youth aged 18–40.

Access to land is supported through specific policy mechanisms. Tierras Vivas, implemented in partnership with the Ministry of Domestic Assets, updates public land lease agreements at preferential rates. To date, the program has benefited 250 farmers and provides access to more than 3,300 hectares across 54 state-owned plots, with priority given to women and youth aged 18–40. Tierra Joven enables young INDAP users to obtain their first productive land through a financing model that combines a preferential loan from BancoEstado Microempresas with a non-reimbursable INDAP incentive.

### **Chile — Leadership Schools for Rural Women**

*Ms Constanza Cristi, INDAP, Chile*

The Leadership Schools for Rural Women is an initiative of INDAP, implemented with the support of the Ministry of Women and Gender Equity. The program focuses on strengthening leadership, communication, emotional intelligence, and decision-making skills among rural women who are INDAP users. Ms Constanza Cristi noted that the initiative aligns with INDAP’s gender strategy, the 2030 Agenda, and SDG 5, and forms part of INDAP’s 2023–2030 strategic framework under the Participatory and Associative Transformation pillar.

The Schools contribute to INDAP’s broader efforts to strengthen rural participation, support productive and cooperative organizations, and integrate a gender perspective into family and Indigenous farming. Between 2023 and 2024, 540 women participated in the program. By 2025, the initiative had expanded into a two-level structure to respond to different stages of leadership development.

The First-Level Schools provide foundational training to build leadership skills, encourage participation in decision-making spaces, and highlight women's roles in family and Indigenous farming. Participants are actively involved across all stages of program design and evaluation. Reported outcomes include stronger identity and self-confidence, increased participation in leadership networks, greater awareness of structural gender gaps, and the development of locally driven advocacy strategies.

Introduced in 2025, the Second-Level Schools build on this foundation by further strengthening leadership capacity and supporting regional and domestic advocacy. The program also supports rural women to take on leadership roles in regional roundtables and advisory councils.

Key challenges identified during implementation include connectivity gaps in rural areas, limited availability of caregiving services, initial institutional distrust, and cultural and territorial diversity. In response, the program adopted region-specific approaches, worked closely with INDAP regional teams, established safe learning spaces with childcare support, and used flexible delivery formats. To support long-term sustainability, INDAP plans to integrate the Schools into its Gender Program, establish annual funding agreements, strengthen coordination with municipalities, regional governments, and civil society organizations, and follow the continued participation of women who completed the program.

#### **4.2.2 Measurement and M&E systems: tools and indicators**

This theme highlights the role of measurement in translating women's empowerment into assessable outcomes, emphasizing appropriate indicators, practical data collection, and monitoring systems that inform program design and decision-making.

##### **Australia — Using WEAI and Pro-WEAI Frameworks for Evaluation**

*Prof Dr Amy Cosby, Institute for Future Farming Systems, CQ University, Australia*

Prof Dr Amy Cosby highlighted how empowerment frameworks within the WEAI family, including WEAI, A-WEAI, Pro-WEAI, and Pro-WEAI for Market Inclusion, provide practical ways to support the design and monitoring of project-level programs focused on women's empowerment and leadership in agriculture. These frameworks assess key aspects of agency and inclusion, such as decision-making, control over income, leadership, and time use. Related indicators also measure access to resources that enable agency, including ICT, financial services, and secure property rights.

She further linked these empowerment dimensions to a Social Cognitive Career Theory model, emphasizing self-efficacy as an important factor shaping women's motivation, job satisfaction, and leadership aspirations.

In Australia, women account for 56% of the part-time and 26% of the full-time agricultural workforce but remain underrepresented in senior leadership roles, including board and executive positions. While women's participation in education, technology, and management has increased, cultural norms, job design, and ongoing gaps in self-efficacy and access to resources continue to limit career progression.

Practical initiatives such as Women in Agri-Tech, Female Farmers of the Future, and GrowHer show how empowerment concepts linked to the WEAI frameworks are put into practice through mentoring, training, digital tools, and learning through community activities. These initiatives operate at the project level, in line with the intended use of Pro-WEAI-type tools.

Across these initiatives, monitoring and evaluation were built in from the start. Data were collected at multiple stages, including participant selection, mentoring activities, and community workshops. Methods included application surveys, reflective journals, semi-structured interviews, focus group discussions, and pre- and post-activity surveys, together with clear indicators.

This discussion shows how linking program design with monitoring and evaluation can support learning and guide practical actions to strengthen women's empowerment and leadership in agriculture.

### **Australia – Challenges in program implementation and case studies**

*Prof Dr Amy Cosby, CQ University Australia*

Prof Dr Amy Cosby reported strong interest and high levels of self-confidence among participants in the Female Farmers of the Future program. Survey results showed that 97% of participants felt confident in their ability to learn the skills needed to adopt agri-tech on their farms, and 96% felt comfortable seeking help when needed. However, fewer participants reported a strong understanding of current and emerging digital technologies (14% strongly agree; 54% agree) or confidence in collecting and using data to support business decisions (31% strongly agree; 40% agree).

Participation in the workshops led to a clear increase in confidence when discussing agri-tech needs. Before the workshops, 28.6% of participants agreed and 14.3% strongly agreed that they felt confident. After the workshops, confidence rose to more than 90%.

Visible role models provided through facilitators, industry ambassadors, and peer interaction were an important source of motivation. Other effective strategies included face-to-face networking, engagement with industry, learning with peers, workshops adapted to local contexts, and direct funding that enabled women to make their own farm investment decisions.

However, several challenges remained during implementation. These included limited peer support among participants, the absence of a dedicated facilitator, short program duration, and a lack of long-term funding, which together made sustained engagement difficult. In addition, design constraints, particularly the absence of digital platforms, limited outreach beyond local participants, while participation was lower in more remote areas.

Broader issues, including generational gender norms, caregiving responsibilities, and the need for greater engagement of male allies, were identified as broader program design considerations, rather than challenges directly reported by participants.

### **4.2.3 Conceptual and methodological foundations (gender, intersectionality, agency)**

This theme examines how gender, intersectionality, and agency shape empowerment in practice, drawing on conceptual frameworks, methodological approaches, and gender-transformative strategies across diverse contexts.

#### **Austria — Gender, Intersectionality, and Empowerment: Conceptual and Methodological Considerations**

*Prof Dr Stefanie Lemke, Institute of Development Research, University of Natural Resources and Life Sciences (BOKU), Vienna, Austria*

Prof. Dr. Stefanie Lemke outlined the conceptual and methodological foundations of gender, intersectionality, and empowerment. She emphasized that gender is a socially constructed category shaped by unequal power relations. These relations define different roles, responsibilities, and access to resources and opportunities for women and men, reinforcing gender inequality across social and economic contexts.

She further introduced intersectionality as a lens for understanding how gender interacts with other social positions, such as age, ethnicity, migration status, education, health, and care responsibilities, leading to multiple, intersecting forms of inequality and power.

Drawing on the Women's Empowerment Framework (Kabeer, 1999), she described empowerment as a process with three interrelated dimensions: resources, agency, and achievements. Resources refer to the economic, human, and social assets that support people's ability to make choices. Agency refers to the ability to define goals, make decisions, negotiate, and take action. Achievements are reflected in well-being outcomes, such as improved food security, health, income, self-reliance, and greater control over one's life. She also noted that this framework mainly focuses on individual change and does not fully address structural power relations.

Prof. Dr. Stefanie emphasized that gender work should not focus on women alone. She highlighted the need to engage men as agents of change, noting that men are also shaped by gender norms and power structures. She also stressed the importance of gender mainstreaming. This approach requires looking at how every policy and program affects women and men. It helps stop policies and programs from making inequalities worse.

Finally, she noted that empowerment cannot simply be delivered through development programs. Drawing on feminist scholarship, she emphasized that empowerment grows when people act together to challenge unfair power relations. Therefore, she called for gender-transformative approaches that challenge harmful gender norms and inequalities. She also highlighted feminist political ecology perspectives that link gender, food systems, and political economy, without reducing women to a single or fixed role.

## **Austria — Applying Gender-Transformative and Inclusive Intersectional Approaches in Participatory Transdisciplinary Research: Case Studies from Africa and Europe**

Prof Dr Stefanie Lemke, University of Natural Resources and Life Sciences (BOKU), Austria

Prof. Dr. Stefanie Lemke presented two case studies, AMUTI in Uganda and SWIFT in Europe, to show how gender-transformative and inclusive approaches can be put into practice through participatory and transdisciplinary research. Both initiatives are built on participatory research and co-learning, while SWIFT also applies feminist methodologies. Together, they aim to address structural inequalities in agriculture and natural resource governance.

AMUTI (Uganda) works to strengthen fair governance of natural resources in refugee-hosting communities in the West Nile region. The project applies an intersectional approach across its research and training activities. It co-develops methods with local partners and promotes co-learning that connects universities with community stakeholders. The project focuses on curriculum development and capacity building, gender-transformative approaches, energy access and renewable solutions, and sustainable soil and water management.

SWIFT (Europe) is a transdisciplinary action-research consortium with 14 partners across nine economies, working with 19 women-led innovations from 12 European economies. The project uses feminist and participatory approaches to co-create knowledge with these groups. It also promotes co-learning spaces that bring forward lived experiences and highlight power relations within agricultural and rural systems.

Across both cases, innovative knowledge-sharing tools are used to share research findings in simple and engaging ways with diverse audiences. These include SWIFT podcasts, the serious game Bonding Roots, and the comic book Soil Sisters.

Together, these case studies illustrate how gender-transformative and intersectional research approaches can support more inclusive and sustainable practices in agriculture and natural resource governance.

### **4.2.4 Values-based leadership and collective action**

This theme examines how collective leadership, voice, and shared decision-making function as mechanisms of women's empowerment in agriculture, linking individual agency with broader social and institutional systems.

#### **4.2.4.1 Institutional and community-based models of collective empowerment**

This subsection presents institutional and community-based models that show how collective empowerment is implemented through group activities, shared leadership, and inclusive decision-making across APEC contexts.

## **New Zealand — Values-Led Leadership Rooted in Māori Principles**

Ms Hinehou Timutimu, Te Tawa Kaiti Lands Trust, New Zealand

Ms. Hinehou Timutimu presented a values-based leadership model rooted in Māori principles, including manaakitanga (care), wairua (spiritual wellbeing), kaitiakitanga (guardianship), and whanaungatanga (relationships). She described leadership as a collective and intergenerational process grounded in cultural identity, community wellbeing, and care for land and natural resources.

The Trust's long-term pathway is guided by a framework that links the past, present, and future, and sets a shared vision for community wellbeing. This reflects a strong connection between ancestral knowledge and future-focused action.

At the center of this approach is Project Te Aroha, a holistic empowerment program. The project combines practical farming and environmental skills, such as calf rearing, pasture management, riparian planting, and biodiversity monitoring, with Māori knowledge and community values.

Women (wāhine) take leading roles in environmental restoration, biodiversity monitoring, training activities, governance, and financial literacy. Empowerment is seen as a long-term process rather than a one-time activity. It is guided by the principle of Matemateaone, which means giving unconditionally and strengthening both individuals and the wider community.

Progress is monitored through the CERF-funded Land Use Optimisation Project, which uses tools such as livestock monitoring, soil testing, and digital farm systems. These tools are combined with Māori Indigenous knowledge systems (mātauranga Māori) to support climate resilience, environmental restoration, and sustainable land management.

Together, these examples show how combining Indigenous knowledge, technology, and community partnerships can support a more inclusive model of empowerment.

This model adapts global measurement frameworks by expanding the WEAI domains to include Māori cultural indicators, such as wairua (spiritual wellbeing) and whanaungatanga (relationships and social connectedness). It also shows that environmental health, cultural wellbeing, and economic sustainability are closely connected and strengthen each other.

## **New Zealand — Weaving Knowledge: Monitoring for Environmental and Cultural Revitalisation**

Ms Hinehou Timutimu and Mr Ken Goldsmith, Te Tawa Kaiti Lands Trust, New Zealand

Ms Hinehou Timutimu and Mr Ken Goldsmith presented Kaitiakitanga in Action, a model that brings together Māori values and modern farming technologies to support regenerative and sustainable agriculture. The model shows how Indigenous knowledge can be integrated into everyday farm practices, supporting environmental, economic, and community outcomes, and offering a practical example of Indigenous-led regenerative farming.

The model is rooted in Māori principles, including kaitiakitanga (guardianship of land and natural resources), whanaungatanga (intergenerational knowledge sharing and community partnerships), and manaakitanga (care and respect for others). These values guide everyday decisions, environmental stewardship, and community engagement.

Technology is combined with traditional knowledge through precision tools such as Halter virtual fencing and GeneMark Genomics. These support pasture management, herd health, and the selection of animals for fertility, resilience, and methane efficiency. Multi-species pastures and seasonal knowledge trials also improve soil carbon and feed diversity. These practices are guided by the maramataka (the Māori lunar calendar), particularly the maramataka ki Tūhoe, alongside ancestral knowledge.

Overall, the approach shows how these practices generate benefits across environmental, economic, and socio-cultural areas. Environmentally, they help reduce methane and nitrogen emissions, enhance soil carbon, restore wetlands, and support biodiversity. Economically, they improve productivity and create new income opportunities, including from carbon and ecosystem services. Socially and culturally, they strengthen community engagement, sustain cultural knowledge, and create local employment, while reflecting Tūhoe knowledge and stories.

They also highlighted the broader relevance of this model, showing how Indigenous-led regenerative agriculture can be linked to lower on-farm emissions, healthier soils, and more inclusive and sustainable food systems.

### **Thailand — Driving Women’s Participation in Agriculture**

Mr Jakawan Eamprasert, Department of Agricultural Extension, Ministry of Agriculture and Cooperatives, Thailand

Mr Jakawan Eamprasert presented Thailand’s long-standing approach to supporting women in agriculture. The focus is on forming groups, building skills, creating income opportunities, and encouraging equal participation. The policies aim to strengthen women farmers’ knowledge and management skills, improve their access to government services, and support their involvement in community problem-solving and environmental conservation.

Under the Department of Agricultural Extension (DOAE), Farm Women’s Groups have been supported since 1970, with the Farmer Development Division as the lead agency. Today, there are over 10,000 groups with more than 122,000 members across the economy. Each group is led by an elected committee and works to improve members’ well-being in four areas: quality of life, social relations, economic security, and environmental sustainability.

Women are encouraged to build skills in management, organized production, access to government services, and household livelihoods, helping to strengthen both families and communities.

The Farm Women’s Groups are developed through a simple five-step process. This starts with forming groups and building leaders. The groups then strengthen their skills and gradually grow from basic to more advanced levels. Next, they build networks and improve product quality so they can compete in wider markets. Finally, strong groups are promoted as learning centers that support other communities. Together, this step-by-step approach helps women develop leadership, create income, build networks, and work with government agencies, the private sector, and civil society.

Despite these efforts, rural women farmers still face many challenges. These include limited access to land and finance, poor access to modern technology, climate risks, social and

gender barriers, and difficulties entering markets. In practice, this means many women cannot access credit because they do not own land, receive little training in digital and modern farming tools, face climate-related threats to production, and are restricted by social norms that limit their leadership and decision-making. They also struggle to enter export markets due to weak standards and certification systems.

To address these challenges, the presentation highlights clear actions to support women and strengthen regional cooperation. These actions focus on improving women's access to land, credit, and investment, as well as providing ongoing training in digital farming, climate-smart practices, and agribusiness skills. They also encourage environmentally friendly and climate-resilient production systems.

He further emphasized the need to strengthen women-led cooperatives, certification systems, and digital trade platforms. He also called for greater regional knowledge sharing and partnerships, and for integrating gender equality into agricultural and trade policies.

### **Thailand — Strengthening Women's Economic Leadership for Demand- and Supply-Driven Growth**

Ms Sirikan Prasertying, International Institute for Trade and Development (ITD), Ministry of Commerce, Thailand

Ms Sirikan Prasertying presented Thailand's strategies to support women entrepreneurs, developed in partnership with UNCTAD, UN Women, and other stakeholders. She highlighted efforts to strengthen women's economic participation, support MSME development, and promote trade-related activities aligned with SDG 5.

She noted that women-led SMEs are growing across sectors such as agriculture, crafts, fashion, wellness, and e-commerce. In Thailand, MSMEs account for about 99 percent of all enterprises and 70 percent of total employment, with women playing an increasingly important role. She also discussed key drivers of this growth, including the SHE Economy framework (Strength, Humanity, Empowerment), green transition initiatives, digital transformation, and more inclusive global value chains.

Despite these efforts, structural barriers continue to limit women's economic participation. These include restrictive social norms, unequal care responsibilities, limited access to finance, wage gaps, low land ownership, and underrepresentation in decision-making. These challenges reflect broader systemic patterns across the agricultural and SME sectors, where access to resources and institutional support remains unequal.

Thailand's policy responses focus on building skills, supporting investment, and strengthening coordination across institutions. Key initiatives include skills-based and market-focused training, access to funding, mentoring, and professional networks. However, limited gender-disaggregated data and the absence of legal frameworks continue to constrain evidence-based policymaking.

The Smart AgriTech to Sustainability Business project shows how these approaches can work in practice. It supports agricultural SMEs by building business skills aligned with ESG and BCG principles through regional training, study visits to Japan, and knowledge-sharing platforms. The project reached 901 participants across Thailand, exceeding its original target

of 750. It also helped businesses adopt new technologies, connect to sustainable supply chains, and build stronger innovation networks.

### **Malaysia — Empowering Women Farmers through Capacity Building**

Mrs Dee Noo Aiza Hayati Binti Modh Noh, Department of Agriculture, Malaysia

Mrs Dee Noo Aiza Hayati Binti Md. Noh presented a community-based approach that highlights women's roles in agriculture. The model combines capacity-building activities, the use of technology, and support through organized women's groups to strengthen women's participation and income opportunities.

She noted that Malaysia has more than 1.15 million hectares of agricultural land, covering paddy, vegetables, fruits, and other major crops. Women account for around 25% of agricultural holdings across the economy. She also highlighted strong collaboration across government ministries, including agriculture, rural development, entrepreneurship, and women's affairs, showing strong government commitment.

Women's groups are supported by several government agencies, including Kumpulan Pengembangan Wanita (DOA), PeladangNita (FOA), and KUNITA (MFDA). These groups provide opportunities for income generation, skills development, and community engagement. Agricultural extension officers from the Department of Agriculture also support farmers by providing practical guidance on good farming practices, quality standards, and productivity improvements across the value chain.

Digital agriculture was demonstrated through the eLadang Smart Farming pilot for chili production. The project reduced fertilizer use by about 20%, lowered labour needs by 50%, and achieved 90% Grade A output. Digital marketing platforms, such as AgroBazaar Online and other agricultural trading systems, are also helping farmers expand market access and create new job opportunities, especially for young people and women's groups.

Women-led activities now cover both farming and related businesses, including vegetable production, poultry, stingless bee farming, nurseries, food processing, crafts, and homestay services. The KDARY community group in Johor provides a clear example of these activities. Membership increased from five in 2020 to 30 in 2023, with a target of 70 members by 2025. This growth has been supported by ongoing training, technology transfer, and certification under MYGAP and MYORGANIK.

This example from Malaysia shows how coordinated support, extension services, digital tools, and community-based women's groups can strengthen women's roles in agriculture and entrepreneurship.

#### **4.2.4.2 Voices from the field: community perspectives from Thailand**

This subsection presents community perspectives that reveal gaps between policy intentions and experiences on the ground.

##### **Thailand—Voices from the Field**

Assist Prof Dr Jiranan Piyaphongkul, Kasetsart University, Kamphaeng Saen Campus, Thailand

Dr Jiranan Piyaphongkul presented findings from five focus group discussions conducted in Chai Nat Province, Thailand. Participants included women farmers, young farmers, male farmers, agri-entrepreneurs, and government officers. Together, the discussions provided community-based insights into women's economic empowerment in agriculture and how gender equality and SDG 5 are seen in practice.

The findings revealed clear differences across groups in terms of age, farming practices, and access to opportunities. Women farmers, with an average age of 51, were mainly engaged in mixed farming systems. Young farmers, with an average age of 30, focused more on vegetable production and sales. Male farmers were typically older and managed more diversified farms.

Despite the important contributions of women and young farmers to agriculture and household livelihoods, both groups reported lower levels of recognition and influence in decision-making. These differences were closely linked to prevailing social norms and gender expectations.

Across all groups, participants identified shared challenges affecting farm viability and income stability. These included price fluctuations, strong market competition, limited market information, uneven access to technology, and limited access to support services. Access to credit and technology emerged as key constraints. While some farmers relied on informal loans, many described barriers to adopting new technologies due to high costs, limited skills, and a lack of technical support.

Government assistance was widely seen as uneven. Farmers with stronger connections were more likely to receive support, while women and young farmers often reported that support did not reach them or address their needs.

Discussions on leadership and networks showed clear gender and generational gaps. Women and young farmers were active in farm and community activities but tended to hold informal roles, while men continued to hold most formal leadership positions in producer groups and local institutions.

Access to networks was closely linked to opportunities for training, information, and participation in decision-making. About 70% of women and 50% of young farmers reported being connected to local networks, compared with almost all men. This pattern reflects unequal access to resources and influence.

Government officials also pointed to institutional challenges in supporting women's economic empowerment. Many reported limited familiarity with SDG 5 and difficulty using existing monitoring tools to understand changes in women's roles and outcomes. They described problems with inconsistent timelines, incomplete information, and limited capacity to analyze results. Participants emphasized the need for clearer ways to assess progress and for women farmers to be more directly involved in setting priorities and reviewing results.

Overall, the findings show that support is most effective when it responds to real needs, strengthens networks, and provides opportunities for participation and leadership, rather than using a single approach to empowerment.

### **4.3 Key Messages from Facilitated Group Discussions**

Building on expert presentations and community evidence, the facilitated group discussions explored how shared learning, practical measurement tools, and experience from the field can guide gender-responsive policy and program design in agriculture. The discussions emphasized the need for indicators that reflect local contexts, inclusive participation, institutional engagement, and sustained capacity-building to move beyond activities alone toward clear empowerment outcomes aligned with SDG 5.

#### **4.3.1 Day 1 insights: linking concepts, indicators, and program design**

Day 1 discussions focused on how key concepts could inform program design and monitoring. Drawing on regional practices and community evidence, participants reflected on the links between gender, intersectionality, and power dynamics, the relevance of empowerment measurement tools, and contextual factors shaping women's field experiences.

The discussions covered two interconnected focus areas: program design and SDG 5–related monitoring and evaluation (M&E). Empowerment was described as multidimensional, spanning economic participation, leadership and decision-making, technology adoption, time allocation, and sustainability, and therefore not fully captured by single indicators or short-term outputs. Based on this understanding, participants noted that initiatives addressing women's roles benefit from conceptual clarity, locally relevant indicators, and institutional arrangements that support learning and adaptation.

In addition, participants observed that measurement is most effective when integrated into program design. This includes the use of both qualitative and quantitative methods, as well as planning for baseline, midline, and endline data collection. Capacity-building was also identified as a cross-cutting priority, particularly for strengthening technical skills, market engagement, and leadership participation among women farmers. Time-use analysis and workload management were highlighted as important but often overlooked areas, with these tools supporting more responsive program design and helping to balance multiple responsibilities.

Participants further highlighted the value of context-sensitive M&E systems that can respond to diverse socio-cultural settings while still supporting comparability and accountability. They also noted that involving local farmers, particularly women and marginalized groups, in M&E design can strengthen trust, relevance, and shared ownership. Mixed-method approaches, adequate resourcing, and regular knowledge exchange across regions were identified as important for supporting evidence-informed learning and decision-making.

Together, the Day 1 outcomes suggest that integrating empowerment concepts into program design is strengthened by M&E approaches grounded in community realities, supported by appropriate institutional arrangements, and aligned with longer-term gender equality and SDG 5 goals. Key actions and recommendations are summarized in Tables 28 and 29.

**Table 28.** Key actions and recommendations for program design and indicators.

Program Design & Indicators	Key Action / Recommendation
Capacity Building	Offer short courses on technical practices and market knowledge, using pre- and post-training surveys at multiple intervals (3 months, 6 months, 1 year, 3 years), complemented by qualitative feedback, to inform program considerations.
Adoption of Technology	Facilitate access to productivity-related tools, with surveys and interviews used to explore adoption patterns, motivations, and contextual challenges.
Economic Autonomy	Monitor indicators related to income generation, pricing strategies, and market participation, with attention to access to credit and public support among diverse women participants.
Innovation & Entrepreneurship	Track product sales and value-added activities to inform program approaches and identify emerging opportunities relevant to sustainable business development.
Time Use & Workload Management	Conduct time-use surveys to measure agricultural, domestic, and caregiving responsibilities, using baseline and periodic pulse surveys to support reflection on women's workloads and program design.
Sustainability	Integrate social, environmental, and governance considerations, including practices that address community debt, reduce carbon footprint, and promote equitable access to resources and decision-making.

**Table 29.** Key actions and recommendations for M&E and scaling.

<b>M&amp;E and Scaling for SDG5</b>	<b>Key Action / Recommendation</b>
Flexible Guidelines	Develop M&E frameworks that are adaptable to diverse socio-cultural contexts, while allowing consideration of program relevance to local conditions.
Inclusive Participation	Encourage participation of local farmers, including marginalized groups, in M&E system design to support trust, contextual relevance, and shared engagement.
Mixed Methods for Rigorous Data Collection	Apply multiple data collection approaches to capture diverse perspectives, including focus groups (by gender, age, and social characteristics), reflective diaries, participant observation, and “show me” approaches inspired by Indigenous knowledge.
Resource Allocation	Allocate resources for M&E activities and related capacity-support efforts to enable sustained program planning and information gathering.
Networking & Knowledge Sharing	Facilitate opportunities to exchange experiences, compare data, and conduct gender-differentiated analyses across regions to support learning and collaboration.

#### 4.3.2 Day 2 insights: practical approaches to coordination, adaptation, and scaling

Day 2 discussions shifted from conceptual approaches to considerations for implementation and scaling. Drawing on regional experiences and case examples, participants noted that advancing attention to women’s empowerment in agriculture requires more than program design and indicators alone. Instead, discussions emphasized the relevance of addressing structural and institutional barriers, strengthening collaboration, and incorporating ongoing monitoring and support mechanisms.

Participants identified common challenges when integrating SDG 5 into agricultural policies and programs, including limited awareness of SDG 5, resource constraints (budgets, transport, and incentives), gaps in gender-disaggregated data and data governance, persistent social and cultural norms, and institutional constraints such as short project cycles and limited leadership engagement. Without attention to these factors, gender-responsive initiatives may remain fragmented or lack continuity. Key challenges and proposed responses are summarized in Table 30.

Alongside this, participants identified the need for cross-sector collaboration and coordination, and highlighted the value of regular exchanges among government agencies, academia, civil society, and communities to share experiences and practical examples. Existing institutional structures and community networks, such as peer groups, youth groups, and local organizations, were viewed as practical platforms for awareness-raising, engagement, and intergenerational dialogue.

**Table 30.** Implementation challenges and considerations for integrating SDG 5 in and programs.

<b>Implementation Gap</b>	<b>Proposed Solution</b>
Limited awareness of SDG5	Provide information sessions, share updates via social media, and engage relevant stakeholders to support awareness among staff, farmers, and community.
Resource constraints.	Identify budget, transportation, and participation supports that facilitate involvement in programs.
Data and evidence gaps	Strengthen gender-disaggregated data collection, governance, and sharing across agencies, universities, and local partners.
Cultural and social norms	Promote dialogue on gender equity and design initiatives that are mindful of social and cultural contexts.
Institutional barriers	Encourage leadership engagement, review project timelines, and integrate inclusive program design elements to support continuity and coherence.

Finally, participants noted that scaling SDG 5–related actions requires gender-sensitive M&E systems that account for structural drivers of inequality, including social norms, unpaid care work, and gender-based violence. They also highlighted the importance of engaging male partners and household influencers, alongside practical supports such as childcare, safe spaces, and secure transport, to increase women’s participation. In addition, sustained resources for monitoring, evaluation, and coordination were seen as necessary to ensure continuity and accountability. Key strategies are summarized in Table 31.

**Table 31.** Strategies and considerations for supporting SDG 5 through collaboration.

<b>Strategic Area / Challenge</b>	<b>Recommended Action</b>
Collaboration & knowledge sharing	Connect government, academia, civil society, and communities to share learning through research outputs, and use community networks (peer, youth, and local groups) to raise awareness and support intergenerational engagement.
Monitoring & Evaluation	Use existing APEC mechanisms (such as relevant coordination platforms and working groups) together with gender-sensitive indicators to track how social norms, unpaid care work, and gender-based violence shape inequality.
Enabling Conditions for Participation	Engage male partners and key household decision-makers, and provide practical enabling conditions (such as childcare, safe spaces, and secure transport) to support participation..
Funding & sustainability	Secure sustained funding for monitoring and evaluation to ensure consistent implementation and coordination.

Overall, the Day 2 outcomes indicate that coordinated implementation, inclusive partnerships, and sustained institutional arrangements support the effective application of evidence and policy. Strengthening collaboration and addressing implementation constraints were identified as important for advancing gender-responsive agriculture and SDG 5 across APEC economies.

### **4.3.3 Implications for program development in APEC contexts**

Over the two-day workshop, discussions moved from broad ideas to a clear focus on how actions could be put into practice.

Day 1 discussions focused on the need for clear concepts, indicators that fit local contexts, and early integration of monitoring and evaluation into program design for women in agriculture. Participants also pointed to ongoing gaps in local technical skills, weak data systems, and inconsistent use of qualitative and quantitative methods, which continue to limit how well empowerment-related data can be used and compared across APEC economies.

Building on this foundation, Day 2 discussions focused on what affects how gender-responsive initiatives are implemented and sustained. Participants highlighted common constraints such as limited awareness of SDG 5, limited budgets and resources, gaps in gender-disaggregated data, deeply rooted social norms, and institutional challenges, including short project timelines and uneven leadership support. They agreed that policies and programs need to be adapted to local conditions and available capacity at both domestic and community levels.

Overall, participants agreed that strengthening women's economic empowerment in agriculture requires programs that can be implemented and sustained in practice. They emphasized the importance of collaboration among government agencies, universities, civil society organizations, and local communities, as well as monitoring approaches that focus on the barriers women face. Participants also highlighted the need for practical and institutional support, including the involvement of male partners, childcare, safe spaces, and reliable access to transport and resources, to enable women's participation.

For APEC economies, these discussions underline the importance of sustained institutional commitment, adequate resources for monitoring and evaluation, and practical ways for economies to share knowledge and learn from each other. Stronger links between ideas, implementation, and collaboration can help members turn workshop discussions into practical actions that fit local contexts and support inclusive agricultural development and progress toward SDG 5.

## 4.4 Key Workshop Outputs

The Technical Cooperation Workshop produced three key outputs related to advancing SDG 5 in agricultural contexts across APEC economies. Drawing on expert presentations, regional case studies, community-level findings, facilitated discussions, and participant feedback, these outputs show a clear shift from shared understanding to practical actions and cross-economy cooperation.

### Output 1: Key lessons for SDG 5–aligned program design

Over the two-day workshop, participants strengthened their understanding of gender, intersectionality, and empowerment in program design. Day 1 focused on key concepts and measurement issues, while Day 2 focused on field experience and program implementation. Pre- and post-workshop surveys (Annex 2) showed clear improvements in participants' understanding and confidence. These lessons provide practical guidance for APEC economies designing or improving programs for women and youth in agriculture, including how to set indicators, track results, and adjust programs to local conditions.

### Output 2: Policy and program recommendations to advance SDG 5

The workshop produced a set of practical recommendations to strengthen SDG 5–related agricultural programs. These recommendations are summarized below, with further detail provided in Table 32.

- 1) **Design inclusive programs** that combine technology, entrepreneurship, market access, sustainability, and workload management to better reflect the roles and needs of women in agriculture.
- 2) **Develop flexible monitoring and assessment systems**, that combine quantitative and qualitative data, participatory tools, and gender-sensitive indicators to support learning, accountability, and program improvement over time.
- 3) **Identify and address structural, institutional, and cultural constraints** that affect implementation by strengthening awareness-raising, improving the use of data, ensuring appropriate budgeting, and adopting longer-term planning.
- 4) **Strengthen regional collaboration** by supporting networks that connect government agencies, research institutions, civil society, and communities, and by creating conditions that enable women's participation and leadership.
- 5) **Incorporate hidden inequalities**, including unpaid care work, social norms, gender-based violence, and mobility constraints into program design, monitoring, and evaluation to promote more equitable outcomes.

**Table 32.** Key recommendations for advancing SDG5 (17–18 November 2025).

<b>Focus Area / Source</b>	<b>Consolidated Recommendations (Actionable)</b>
1. Data and Evidence Use in Gender-Sensitive Policy Design (Focus Area 1, Day 1)	<ul style="list-style-type: none"> <li>- Integrate gender-transformative and intersectional perspectives into policy and program design, recognizing differences across women’s roles, responsibilities, and constraints.</li> <li>- Apply clear, gender-sensitive indicators aligned with SDG 5 for planning, monitoring, and evaluation.</li> <li>- Use mixed-method and participatory M&amp;E approaches to reflect diverse women’s experiences and inform program decisions.</li> </ul>
2. Institutional Capacity, Coordination and Budgeting (Focus Area 2 – Theme 1, Day 2)	<ul style="list-style-type: none"> <li>- Prioritize adequate and sustained budget allocations to support gender-responsive initiatives over the long term.</li> <li>- Strengthen coordination across ministries, extension services, and academic institutions to improve implementation and learning.</li> <li>- Embed SDG 5 priorities within institutional mandates, leadership roles, and accountability systems.</li> </ul>
3. Standards for Data Management and Evidence Sharing (Focus Area 1 & 2, Day 1 & 2)	<ul style="list-style-type: none"> <li>- Set common standards for gender-disaggregated data, with flexibility to apply them across different contexts for data collection, management, and sharing.</li> <li>- Support data sharing across agencies and economies through shared platforms that enable comparison and learning.</li> <li>- Strengthen research partnerships to fill evidence gaps on care burdens, social norms, and hidden inequalities.</li> </ul>
4. Social Norms & Inclusive Participation (Focus Area 2 – Theme 1, Day 2)	<ul style="list-style-type: none"> <li>- Raise awareness through community networks, digital platforms, and trusted local influencers.</li> <li>- Engage men, youth, and community leaders to support changes in social norms and shared responsibilities.</li> <li>- Provide practical enabling conditions, including childcare, safe spaces, and secure transport, to support women’s participation.</li> </ul>
5. Collaboration & Peer Learning Across APEC (Focus Area 2 – Theme 2, Day 2)	<ul style="list-style-type: none"> <li>- Support dialogue among APEC economies, bringing together government agencies, academic institutions, civil society, and farmer organizations.</li> <li>- Share tools and resources, such as indicators, training materials, and M&amp;E frameworks, to support learning across APEC economies.</li> <li>- Use existing APEC coordination platforms, including the Five Pillars, to improve alignment in monitoring and reporting.</li> </ul>
6. Community-Led, Locally Adapted Approaches (Focus Area 2 – Theme 1 & 2, Day 2)	<ul style="list-style-type: none"> <li>- Strengthen women’s groups, youth leaders, and community organizations to co-design solutions that fit local needs and contexts.</li> <li>- Combine modern technologies with Indigenous and traditional knowledge to support inclusive and locally grounded innovation.</li> <li>- Apply long-term strategies that link domestic policy priorities with community capacity-building.</li> </ul>

### Output 3: Regional networks and future collaboration opportunities

The workshop strengthened regional networks by bringing together policymakers, researchers, extension officers, and agricultural practitioners from eight APEC economies and one non-APEC economy. Through presentations and group discussions, participants shared experience, compared policy contexts, and identified common priorities.

Discussions also pointed to the need for stronger regional cooperation, particularly in using similar monitoring approaches and sharing lessons on common issues such as gender norms, unpaid care responsibilities, and climate adaptation. Post-workshop feedback (Annex 2) showed that participants valued these connections as a basis for continued cooperation beyond the workshop.

Together, the three outputs support concrete action on gender equality in agriculture across APEC economies by linking shared learning with program development and regional cooperation to advance progress on SDG 5.



## Chapter 5 Conclusion and Next Steps

This project brought together evidence and shared policy learning through a Technical Cooperation Workshop to strengthen capacity-building for women's economic empowerment and entrepreneurial leadership in agriculture across APEC economies. It offers a practical foundation for coordinated action that can be adapted to different agricultural contexts.

The Background Research (Chapter 3), combining survey responses from APEC economies and fieldwork in Thailand, shows that women play an important role in agricultural production, processing, and enterprise development but continue to face persistent barriers. These include limited access to land, finance, training, and technology; heavy household and care responsibilities; and limited participation in decision-making and leadership. While many economies have adopted gender equality policies, gaps remain in implementation, particularly in the use of indicators, budgeting, and tracking empowerment outcomes over time.

Building on this evidence, the Technical Cooperation Workshop (Chapter 4) connected research findings with how agricultural programs are designed and implemented in practice. Through expert presentations and group discussions, participants examined how empowerment, particularly agency, leadership, and shared decision-making, can be incorporated into program design and monitoring. Discussions emphasized that gender-responsive programs are most effective when they go beyond participation by aligning indicators, timelines, and institutional roles with local conditions, while remaining flexible in combining skills development, access to resources, and leadership support.

Based on these findings, three practical priorities emerge. First, monitoring and evaluation should focus on tracking changes in leadership roles, decision-making, and access to productive resources over time. Second, capacity-building should emphasize practical learning that can be applied across different agricultural and social contexts. Third, continued cooperation across APEC fora, including ATCWG and PPWE, is important to support more consistent and coordinated action in advancing SDG 5.

In conclusion, this project supports APEC priorities under the Putrajaya Vision 2040, the La Serena Roadmap, and the Food Security Roadmap Towards 2030 by grounding women's economic empowerment in evidence and practical experience from the agricultural sector. The findings and shared learning from this project underscore the importance of sustained cooperation and approaches that reflect local conditions in advancing SDG 5 across APEC economies.

## References

- Abidin AZ and Prasetyani D. 2021. Socio-economic study on empowering women farmers to support the SDGs. *IOP Conference Series: Earth and Environmental Science* 905 (1): 012135.
- Acosta M, Osorio M, Valverde I, Vilimelis S, Polli M, Stloukal L and Phillips LM. 2025. Gender-responsiveness of agricultural policy: An analysis in low-and middle-income economies. *Global Food Security*. 44: 100837.
- Akter S, Rutsaert P, Luis J, Htwe NM, San SS, Raharjo B and Pustika A. 2017. Women's empowerment and gender equity in agriculture: A different perspective from Southeast Asia. *Food Policy*. 69: 270–279.
- Alkire S., Meinzen-Dick R., Peterman A., Quisumbing A., Seymour G., and Vaz A. 2013. The Women's Empowerment in Agriculture Index. *World Development*. 52: 71–91.
- Andrista S, Utami NP, Hukum V, Nielsen M and Nielsen R. 2025. Responses to climate change: Perceptions and adaptation among small-scale farmers in Indonesia. *Journal of Environmental Management* 377: 124593.
- APEC. 2020a. APEC Putrajaya Vision 2040. *In: The 27<sup>th</sup> APEC Economic Leaders' Meeting*. Kuala Lumpur, Malaysia, 20 November 2020. Available from: [https://www.apec.org/meeting-papers/leaders-declarations/2020/2020\\_aelm](https://www.apec.org/meeting-papers/leaders-declarations/2020/2020_aelm). Access: 27 July 2025.
- APEC. 2020b. Implementation plan – La Serena roadmap for women and inclusive Growth (2019–2030). *In: 2020 APEC SOM Report on Economic and Technical Cooperation – Annex 4*. APEC Secretariat. Singapore. 8 p.
- APEC. 2021. Aotearoa Plan of Action: A plan for implementing the Putrajaya Vision 2040. APEC Secretariat. Singapore. 13 p.
- APEC ATCWG. 2022. Draft Strategic Plan for 2021-2025 Agricultural Technical Cooperation Working Group (ATCWG). APEC Secretariat. Singapore. 11 p.
- APEC ATCWG. 2024. Agricultural Technical Cooperation Working Group (ATCWG) 2024 Work Plan. APEC Secretariat. Singapore. 6 p.
- APEC ATCWG. 2025a. Study and Workshop on the Associativity as a Strategy to Improve the Competitiveness of Women in Small-Scale Agriculture in APEC Economies. Peru. APEC Secretariat. Singapore. 32 p.
- APEC ATCWG. 2025b. Survey and Workshop on Interconnecting Family Farmers with Consumers through Innovative Digital Platforms. Peru. APEC Secretariat. Singapore. 49 p.
- APEC PPWE. 2011. APEC Policy Partnership on Women and the Economy: Terms of Reference. APEC Secretariat. Available from: [https://www.apec.org/docs/default-source/\\_Groups/\\_PPWE/resources/\\_15\\_ppwe2\\_007c\\_PPWE-TOR.pdf](https://www.apec.org/docs/default-source/_Groups/_PPWE/resources/_15_ppwe2_007c_PPWE-TOR.pdf)
- APEC PPWE. 2021. APEC GIFTS A+: Policy Toolkit on Promoting Gender Inclusion in Smart Agriculture. APEC Project: PPWE 01 2018A. APEC Secretariat. Singapore. 50 p.
- Arintyas APRDA. 2024. Women, agriculture, and villages: A community of empowerment study to achieve wellbeing and sustainable development. *Journal of Agrosociology and Sustainability* 2 (1): 1–16.
- Asadullah, M.N. and Kambhampati, U. (2021). Feminization of farming, food security and female empowerment. *Global Food Security*. 29: 100532.
- Australian Government. 2018. Report on the implementation of the sustainable development goals. Department of Foreign Affairs and Trade. Barton ACT. 127 p.
- Azima S and Mundler P. 2022. The gendered motives and experiences of Canadian women farmers in short food supply chains: Work satisfaction, values of care, and the potential for empowerment. *Journal of Rural Studies* 96: 19–31.
- Bainus A, Yulianti D, Sari DS, Setyaka V and Rahmatika WOK. 2025. Women's leadership in cooperative and social movement in the issue of food waste: Evidence from Bandung City. *World Development Sustainability* 6: 100219.
- Baker TT, Radel C, Dale-Hallett L and Forge C. 2021. Photovoice, claiming visibility, and women's farming identities in Australia. *Emotion, Space and Society* 41: 100835.

- Davila F, Bourke RM, McWilliam A, Crimp S, Robins L, van Wensveen M, Alders RG, Butler JRA. 2021. COVID-19 and food systems in Pacific Island Economies, Papua New Guinea, and Timor-Leste: Opportunities for actions towards the sustainable development goals. *Agricultural Systems* 191: 103137.
- Department of Foreign Affairs and Trade. 2025. Australia's International Gender Equality Strategy: For a safer, more prosperous Indo-Pacific and world. Commonwealth of Australia, Barton ACT. 35 p.
- Department of Women and Gender Equality Canada. 2022. 2022–23 Departmental Plan. Her Majesty the Queen in Right of Canada. Ottawa. 33 p.
- Dinh HH, Le LT and Wessler J. 2024. How contracted tree farmers engage in and benefit from inclusive value chains: Evidence from Vietnam. *Forest Policy and Economics* 169: 103357.
- FAO. 2011. Production gains from closing the gender gap. pp. 41–43. *In: The State of Food and Agriculture 2010–11: Women in agriculture—Closing the gender gap for development*. FAO. Rome.
- FAO. 2019. Economy-Level Gender Assessment of Agriculture and the Rural Sector in Indonesia. Jakarta. 62 p.
- FAO. 2023. Overview: The Status of Women in Agrifood Systems. Rome. FAO. 15 p.
- FAO. 2024. Gender Asia Pacific Newsletter, May 2024 – Issue 3. FAO. Bangkok. 7 p.
- ICO. 2018. Gender Equality in the Coffee Sector. Document ICC-121-5. International Coffee Council. Mexico City
- IFAD. 2023. Republic of the Philippines: Economy strategic opportunities program 2023–2028. IFAD Executive Board. the Asia and the Pacific Division at IFAD. Bangkok. 130 p.
- ILO. 2021. Women coffee producers in Mexico: Case study of their occupational health and safety conditions. International Labor Organization. Geneva. ILO, Vision Zero Fund. (wcms\_829533)
- Jiranan P., Peera D., Benjamas R., Sumittra C., Orawan K., Pimpika S., Nila R. and Wanlapat J. 2023. Community-based Knowledge Transfer Workshop: Empowering Rural Women to Promote Sustainable Local Economic Growth and Create New Generation of Women Agricultural Entrepreneurs in Thailand. UNESCO Participation Program in 2022-2023. Kasetsart University, Kamphaeng Sean Campus and Rice Department, Ministry of Agriculture and Cooperatives. Bangkok, Thailand.
- Jusi S, Pérez CP, Waki-Wafi S and Tanyi T. 2022. Feasibility Study On Climate Change, Food, and Nutrition Security, Conservation and Land-Use in Enga Province of Papua New Guinea. Port Moresby. 153 p.
- Laforge JML and McLachlan SM. 2018. Learning communities and new farmer knowledge in Canada. *Geoforum* 96: 256–267.
- Le THN. 2016. The women's role in agriculture and irrigation management: A case study at Gia Xuyen commune, Gia Loc district in Hai Duong province, Vietnam. The International Conference on the Mekong, Salween and Red Rivers. 12 November 2016. Chulalongkorn University. Bangkok. 615–633.
- Malapit HJ, Sproule K, Kovarik C, Meinzen-Dick R, Quisumbing A, Ramzan F, Hogue E and Alkire S. 2014. How to understand the WEAI in this report. pp. 3–5. *In: Measuring Progress toward Empowerment: Women's Empowerment in Agriculture Index: Baseline Report*. International Food Policy Research Institute (IFPRI), US.
- Mcleod E, Arora-Jonsson S, Masuda YJ, Bruton-Adams M, Emaurois CO, Gorong B, Hudlow CJ, James R, Kuhlken H, Masike-Liri B, Musrasrik-Carl E, Otzelberger A, Relang K, Reyuw BM, Sigrav B, Stinnett C, Tellei J and Whitford L. 2018. Raising the voices of Pacific Island women to inform climate adaptation policies. *Marine Policy* 93: 178–185.
- MWFCD. 2024. Malaysia progress report 2020–2024: Beijing Declaration and Platform for Action. Ministry of Women, Family and Community Development. Kuala Lumpur. 37 p.
- Ngo LN and Tran TQ. 2024. Gender equity in key agricultural policy documents in Cambodia and Vietnam from 2001 to 2021. *Social Sciences & Humanities Open* 9: 100830.
- OECD (2017), *Building an Inclusive Mexico: Policies and Good Governance for Gender Equality*, OECD Publishing, Paris.
- Oxfam. 2020. Women's Empowerment in the Philippines: Impact evaluation of the Basic Start project in the Bangsamoro, Effectiveness Review series 2018/19. Oxfam GB. Oxford. 34 p.
- Philippine Commission on Women. 2019. Monitoring and Evaluation of Gender Equality and Women's Empowerment in the Philippines: A Compendium of Indicators Volume 1. Bureau of Communication Services. Manila. 152 p.

- Prasad RD and Raturi A. 2025. Enhancing sustainable development through implementation of climate goals in Pacific Island Economies: A call for unified action. *Energy for Sustainable Development* 85: 101677.
- Quisumbing AR and Ross CR. 2021. Chapter 82 - Gender in agriculture and food systems. *In: Handbook of Agricultural Economics*. pp. 4481–4549.
- Quisumbing AR, Meinzen-Dick R, Raney TL, Croppenstedt A, Behrman JA and Peterman A. 2014. Closing the knowledge gap on gender in agriculture. pp. 3–27. *In: Gender in agriculture: Closing the Knowledge Gap*. FAO. Rome.
- Radel C, Schmook B, Haenn N and Green L. 2017. The gender dynamics of conditional cash transfers and smallholder farming in Calakmul, Mexico. *Women's Studies International Forum* 65:17–27.
- Roppel C, Desmarais AA and Martz D. 2006. Farm women and Canadian agricultural policy SW21-136/2006E-PDF. Status of Women Canada. Ottawa. 141 p.
- Saavedra AP and Nouvia B. 2025. Policy Partnership on Women and the Economy. Available from: <https://www.apec.org/groups/som-steering-committee-on-economic-and-technical-cooperation/working-groups/policy-partnership-on-women-and-the-economy>.
- Social Watch Philippines and UNDP. 2016. For Justice and Sustainability: The Other PH 2030 Agenda. Social Watch Philippines. Quezon City. 114 p.
- Torre J, Hernández-Velasco A, Fernández Rivera-Melo F, López J and Espinosa-Romero MJ. 2019. Women's empowerment, collective actions, and sustainable fisheries: Lessons from Mexico. *Maritime Studies* 18: 373–384.
- Tran L and Walter P. 2014. Ecotourism, gender and development in northern Vietnam. *Annals of Tourism Research* 44: 116–130.
- UNDP. 2023. UNDP Papua New Guinea Gender Equality Strategy 2023-2025. UNDP. Port Moresby. 16 p.
- UNDP. 2025. UNDP Papua New Guinea Annual Report 2024. UNDP. Port Moresby. 45 p.
- UN Women. 2024. Investing in women's rights is a pathway to sustainable development. pp. 4–22. *In: Progress on the Sustainable Development Goals: The Gender Snapshot 2024*. Department of Economic and Social Affairs (DESA). New York.
- UN Women, ILO, Australian Aid, and ADB. 2021. Economy-level Gender Equality Profile – Viet Nam 2021. UN Women, Hanoi. 280 p.
- World Bank. 2020. Indonesia Economy-Level Gender Assessment: Investing in Opportunities for Women. The World Bank. Washington, D.C. 84 p.

# ANNEX 1— Technical Cooperation Workshop Agenda

Day 1: 17 November 2025

Time	Activity	Speaker/ Facilitator
08:00–08:30	Registration & Pre-Workshop	
08:30–08:45	Workshop opening and overview of project objectives and expected outcomes	Assist Prof Dr Jiranan PIYAPHONGKUL
08:45–09:30	Women Cultivating the Future: Building Sustainable, Inclusive & Resilient Agri-Food Systems	Mrs Celfia Edilberta OBREGON RAMIREZ
09:30–10:15	Gender, Intersectionality, and Empowerment: Conceptual and Methodological Considerations	Prof Dr Stefanie LEMKE
10:15–10:30	Coffee Break	
10:30–11:15	Using WEAI and pro-WEAI frameworks for evaluation, along with examples of program design and monitoring and evaluation	Prof Dr Amy COSBY
11:15–12:00	Best practices in policies, strategies, and action plans that promote women’s empowerment and entrepreneurial leadership in Chile	Ms Constanza CRISTI
12:00–13:00	Lunch Break	
13:00–13:45	Te Oranganui o ngā Uri – He Punawai o te Aroha translated values-led leadership in agricultural systems–A collective spring for decision-making and resource empowerment	Ms Hinehou TIMUTIMU
13:45–14:30	Driving Women’s Participation in Agriculture	Mr Jakawan EAMPRASERT
14.30–15:00	Voice from the fields: five focus group discussion	Assist Prof Dr Jiranan PIYAPHONGKUL
15.00–15:15	Coffee Break	

<b>Time</b>	<b>Activity</b>	<b>Speaker/ Facilitator</b>
15:15–17:30	<p><b>Group Discussion &amp; presentation in plenary</b></p> <p>Each group will develop at least five actionable recommendations based on the day's insights.</p>	<p><b>Facilitators</b></p> <p><b>Theme 1:</b> Prof Dr Amy COSBY &amp; Ms Constanza CRISTI</p> <p><b>Theme 2:</b> Prof Dr Stefanie LEMKE &amp; Ms Hinehou TIMUTIMU</p>

### **Day 2: 18 November 2025**

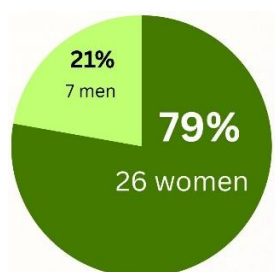
<b>Time</b>	<b>Activity</b>	<b>Speaker/ Facilitator</b>
08:00–08:30	<p><b>Workshop Reflections</b></p> <p>Participants post brief reflections on Post-it notes to share during the evening session.</p>	
08:30–08:45	<p><b>Recap Day 1</b></p> <p>Highlight key takeaways from Day 1</p>	Assist Prof Dr Jiranan PIYAPHONGKUL
08:45–09:30	Applying gender-transformative and inclusive intersectional approaches in participatory transdisciplinary research: case studies from Africa and Europe	Prof Dr Stefanie LEMKE
09:30–10:15	Challenges in program implementation and case studies of programs from Australia	Prof Dr Amy COSBY
10:15–10:30	Coffee Break	
10:30–11:15	Empowering women farmers communities through capacity building	Mrs Dee Noo Aiza Hayati binti MOHD NOH
11:15–12:00	Leadership schools for rural women case study: Chile	Ms Constanza CRISTI
12:00–13:00	Lunch Break	
13:00–13:45	Strengthening Women's Economic Leadership	Ms Sirikan

<b>Time</b>	<b>Activity</b>	<b>Speaker/ Facilitator</b>
	for Demand- & Supply-Driven Growth in Thailand	PRASERTYING
13:45–14:30	He Whāriki mō Paekoau – He Tutuki i Te Aka Matua: Weaving knowledge - Monitoring for Environmental and Cultural Revitalisation	Ms Hinehou TIMUTIMU
14:30–14:45	Group photo	
14:45–15:00	Coffee break	
15:00–16:30	<b>Group Discussion &amp; presentation in plenary</b> Participants will connect, share expertise, and collaboratively develop strategies to advance women’s empowerment, entrepreneurial leadership, and SDG 5 collaboration across APEC economies.	Facilitators  Theme 1: Prof Dr Amy COSBY & Dr. Jainta Chomtoranin  Theme 2: Prof Dr Stefanie LEMKE & Ms Hinehou TIMUTIMU
16:30–16:50	Participants complete post-workshop survey.	
16:50–17:05	<b>Key Takeaway Sharing</b> Participants share a brief reflection sentence on their two-day experience.	All participants
17:05–17:10	Summary of key takeaways and next steps	Assist Prof Dr Jiranan PIYAPHONGKUL
17:10–17:20	Workshop Closing Speech	- Representative of Kasetsart University (Assistant Professor Supapatpimol Simlee)

## ANNEX 2 — Pre & Post Workshop Assessment Results

### A2.1 Participant Profile and Gender Distribution

A total of 32 participants attended the workshop on 17–18 November 2025, representing eight APEC economies: Australia; Chile; Malaysia; New Zealand; Peru; Chinese Taipei; Thailand; and Viet Nam, with one invited expert from Austria. Participants came from a wide range of organizations, including government agencies, universities, and trade and development institutes. This group of participants provided a strong basis for comparing policies, sharing practical experience, and deepening understanding of how to advance SDG 5 in agriculture.



Women comprised the majority of participants, with 25 women and 7 men, accounting for nearly 80 percent of total participants. Their strong engagement was particularly meaningful given the workshop’s focus on capacity building, leadership development, and gender-transformative approaches in agriculture.

The workshop included nine expert speakers from government agencies, universities, and development organizations across the participating economies. Their expertise spanned policy design, agricultural extension, gender research, innovation systems, and community-based development. By integrating conceptual insights with local practice, these experts helped bridge theory and implementation, enhancing the workshop’s relevance for shaping future policies and programs.

### A2.2 Assessment Results

#### Overall workshop assessment

The workshop demonstrated clear and measurable improvements across all eight evaluation dimensions. Despite already high expectations before the workshop, post-workshop results showed further increases in satisfaction, including improvements in clarity of objectives, achievement of objectives, and organization and flow of content. For example, clarity of objectives increased from 85% to 95%, achievement of objectives from 83% to 98%, and organization and flow of content from 82% to 98%. These results indicate that the workshop not only met participants’ expectations but exceeded them in several key areas.

Participants reported that the workshop objectives were clear, the agenda closely aligned with their professional interests, and the content was practical and easy to follow. Gender issues were well integrated into discussions, and facilitators were recognized for their expertise and facilitation skills. Training materials were also considered useful in supporting understanding and application.

Time allocation was generally appropriate, although both speakers and participants suggested extending the workshop to three days to include a field visit to women-led agricultural community enterprises. Such a visit was seen as an opportunity to observe practice at the community level, discuss local challenges, and exchange practical techniques beyond the workshop sessions. Overall, the results indicate high participant satisfaction and confirm the effectiveness of the workshop design, facilitation, and supporting resources. Detailed quantitative results are presented in Table A2.1.

**Table A2.1** Pre- and post-workshop assessment results by evaluation dimension (%).

<b>Dimension</b>	<b>Pre (%)</b>	<b>Post (%)</b>	<b>Interpretation</b>
<b>1 Clarity of objectives</b> <b>Pre:</b> I expect the objectives of the workshop to be clearly defined. <b>Post:</b> The objectives of the workshop were clearly defined.	85.0	95.0	Participants reported a clearer understanding of the workshop's objectives after the event, indicating that the facilitation and opening briefings effectively set expectations.
<b>2 Achievement of objectives</b> <b>Pre:</b> I expect the workshop to achieve its intended objectives. <b>Post:</b> The workshop achieved its intended objectives.	83.3	98.3	The substantial improvement reflects participants' strong confidence that the workshop successfully delivered on its intended goals.
<b>3 Relevance of agenda &amp; topics</b> <b>Pre:</b> I expect the agenda items and topics covered to be relevant. <b>Post:</b> The agenda items and topics covered were relevant.	83.3	98.3	The sharp increase shows that the selected agenda and topics closely aligned with participants' needs and professional interests.
<b>4 Organization &amp; flow of content</b> <b>Pre:</b> I expect the content to be well organized and easy to follow. <b>Post:</b> The content was well organized and easy to follow.	81.7	98.3	This marked improvement suggests that the structure, sequencing, and facilitation of the sessions significantly enhanced understanding and engagement.

**Table A2.1 (Continued)**

<b>Dimension</b>	<b>Pre (%)</b>	<b>Post (%)</b>	<b>Interpretation</b>
<p><b>5 Integration of gender issues</b></p> <p><b>Pre:</b> I expect gender issues to be sufficiently addressed during the workshop.</p> <p><b>Post:</b> Gender issues were sufficiently addressed during implementation.</p>	81.7	93.3	Participants recognized a stronger emphasis on gender considerations during the workshop, reflecting effective mainstreaming of gender perspectives in both content and discussions.
<p><b>6 Preparedness of experts &amp; facilitators</b></p> <p><b>Pre:</b> I expect the experts or facilitators to be well prepared and knowledgeable about the topic.</p> <p><b>Post:</b> The experts or facilitators were well prepared and knowledgeable about the topic.</p>	85.0	98.3	The increase demonstrates high satisfaction with the expertise, preparedness, and delivery of the facilitation team.
<p><b>7 Usefulness of materials</b></p> <p><b>Pre:</b> I expect the materials distributed to be useful.</p> <p><b>Post:</b> The materials distributed were useful.</p>	85.0	98.3	Participants perceived the materials as highly relevant and supportive of their learning, indicating strong content curation and design.
<p><b>8 Adequacy of time allocation</b></p> <p><b>Pre:</b> I expect the time allotted for the workshop to be sufficient.</p> <p><b>Post:</b> The time allotted for the workshop was sufficient.</p>	81.7	95.0	The improved rating suggests that the activity pacing and session timing were well balanced, allowing participants to fully engage with each component.

**Note:** Responses were assessed using a 3-point Likert scale (Strongly Agree = 3; Agree = 2; Disagree = 1). Percentages represent the weighted average relative to the maximum possible score, with 100% indicating that all respondents selected Strongly Agree.

### **Participant expectations and feedback (Q1)**

To compare participant expectations with post-workshop feedback, results from the pre- and post-workshop surveys were compared. Before the workshop, participants expected the content to be relevant to their professional roles and broader agricultural and economic contexts. Key interests included strengthening women’s leadership in agriculture, addressing gender inequality, sharing experiences across APEC economies, and gaining insights into gender-responsive program design, food security, and women’s participation in agricultural policies and programs.

Post-workshop feedback indicated that these expectations were largely met. Participants reported increased understanding and noted that the content was directly relevant to their work, particularly through case studies and shared experiences that could be applied in their own contexts. They also reported stronger knowledge exchange across economies and new connections among participants. These exchanges supported policy and program planning and highlighted ways to strengthen women’s participation in agricultural activities. Table A2.2 summarizes pre-workshop expectations and post-workshop feedback.

**Table A2.2** Pre-workshop expectations and post-workshop feedback by dimension.

<b>Dimension</b>	<b>Pre-workshop expectations</b>	<b>Post-workshop feedback</b>	<b>Key insights / interpretation</b>
Knowledge & understanding	~70% expected to gain high/very high conceptual knowledge	~85% reported high/very high understanding after the workshop	Most participants strengthened their conceptual knowledge, meeting expectations
Practical skills	~65% aimed to acquire practical tools for program design and monitoring	~80% reported improved practical skills and actionable tools	The workshop effectively translated theory into practice
Networking & collaboration	~60% hoped to enhance networking opportunities	~75% reported new networks and collaborative connection	Cross-economic networking was successful, supporting knowledge exchange and collaboration

### **Workshop outcomes and achievements (Q2)**

Before the workshop, participants expected to gain knowledge and practical approaches to support women’s empowerment and leadership in agricultural programs. Their expectations focused on improving program design, monitoring and evaluation, and building networks to support collaboration across economies. Participants also sought to learn from the experiences of other economies and to gain skills that could be applied directly in their work.

Post-workshop feedback showed that participants’ expectations were largely met. They reported increased confidence and leadership capacity, better understanding of women farmers’ roles, and clearer insight into how SDG 5 can be applied in agricultural programs. Participants highlighted the importance of building new connections and sharing knowledge to support future cooperation. They also emphasized that the workshop discussions were useful for their work, particularly monitoring and evaluation techniques, approaches to addressing gender-related gaps that are often overlooked, and tools to strengthen policy and program implementation.

Overall, the workshop strengthened participants’ capacity to support women’s empowerment in agriculture by combining practical skills with clear guidance that can be applied within their organizations, while also encouraging continued collaboration across APEC economies.

### **Workshop learning outcomes (Q3)**

Before the workshop, participants expected to strengthen their knowledge and skills related to promoting women's empowerment and gender equality in agriculture. Key expectations included improving program design, measuring empowerment in ways that reflect local conditions, learning from the experience of other economies, and integrating gender perspectives into agricultural projects. Some participants also expected to strengthen communication, facilitation, and coordination skills to support collaboration across economies.

Feedback from the workshop indicated that expectations were met, with clear improvement in several areas. Participants reported better understanding of how women's empowerment and SDG 5 can be addressed in agricultural programs, clearer approaches to monitoring and evaluation, and practical measures to strengthen women's leadership in agriculture. They also noted that examples shared by other APEC economies helped broaden perspectives and offered approaches that could be adapted to local contexts. Improved communication and networking skills were also identified as important outcomes.

Overall, the workshop strengthened participants' knowledge and practical skills related to women's empowerment in agriculture and improved their capacity to apply gender-responsive approaches in program design and implementation, while supporting continued learning and cooperation across APEC economies.

### **Self-assessed competency improvement (Q4)**

Before the workshop, participants reported moderate to high levels of knowledge related to gender equality, women's empowerment, and agricultural development. Many participants had practical experience in agriculture or related sectors. However, they reported difficulties in applying gender-responsive approaches in agricultural programs, particularly in relation to SDG 5. Several also noted challenges in using ideas shared by other economies in their own work.

Following the workshop, participants reported clear improvement in their knowledge and skills, with most rating themselves as high or very high. They described stronger ability to design and implement gender-responsive programs, improved understanding of monitoring and evaluation, and greater confidence in supporting women's leadership in agriculture. Participants also noted the usefulness of examples shared by other economies, which helped broaden perspectives and informed approaches that could be adapted and applied in policy, training, and program implementation in their own work.

Overall, the workshop strengthened participants' competencies related to gender equality and women's economic empowerment in agriculture and improved their capacity to apply these approaches in program design and implementation. Summary results are presented in Table A2.3.

**Table A2.3** Self-assessed competency improvements among participants.

<b>Dimension</b>	<b>Pre-Workshop Situation</b>	<b>Post-Workshop Outcome</b>	<b>Interpretation / Key Insight</b>
Knowledge & Understanding	40% Moderate understanding of SDG5, women’s empowerment, and gender equality frameworks	80% Strong understanding, clear grasp of concepts and frameworks	Workshop effectively improved conceptual knowledge and participants’ confidence in applying it
Practical Skills	50% Limited or moderate skills in applying gender-responsive tools, program design, and community engagement	85% Enhanced ability to design programs, apply monitoring tools, facilitate workshops, and implement interventions	Skills gained were practical and directly applicable to participants’ work contexts
Application Readiness	45% Participants unsure how to integrate knowledge into work or policy	90% Participants confident in using knowledge in policy development, training, and field-level application	Workshop successfully translated theory into actionable skill

**Application of knowledge and skills (Q5)**

Before the workshop, participants described how they planned to apply new knowledge and skills in their work. These plans included policy development, drafting regulations, designing work plans, developing tools and procedures, organizing training activities, strengthening research and academic work, and supporting women farmers and community engagement.

Post-workshop feedback showed that participants were able to move from plans to action. They reported applying new knowledge and skills in areas such as policy and program development, training implementation, research activities, and collaboration with relevant stakeholders.

**Next steps and future actions (Q6)**

Participants identified next steps for APEC to follow up on the workshop outcomes. These included wider sharing of practical tools and materials developed through the workshop to support women’s empowerment and leadership in agriculture across APEC economies.

Participants also indicated that the concepts and tools discussed during the workshop should be applied within their own economies, with particular attention to strengthening monitoring and evaluation systems linked to SDG 5. More consistent use of indicators and monitoring frameworks was seen as helping economies track progress more clearly and identify remaining gaps in women’s participation and leadership in agriculture over time.

In addition, participants suggested that APEC economies work together on pilot initiatives to develop monitoring and evaluation approaches that can be applied across different local contexts. Such joint work would enable economies to compare progress and use the findings to guide more coordinated action to advance SDG 5 in agriculture across the region, with the aim of closing gender gaps by 2030.

### **Suggestions for workshop improvement (Q7)**

Participants expressed high satisfaction with the workshop and suggested ways to improve future activities, focusing on three main areas.

- 1) Workshop duration and participation: Participants recommended extending the workshop from two to three days to allow more time for discussion, feedback, and networking. Additional time would support more interactive activities and practical case discussions related to promoting SDG 5 and women's empowerment in agriculture.
- 2) Field visits: Participants suggested including visits to rural and farming communities to observe women farmers' work and everyday constraints. Site visits were considered useful for connecting workshop discussions with actual practice and for helping participants better apply program design, monitoring, and leadership-related skills in their own work.
- 3) Maintaining collaboration after the workshop: Participants emphasized the need for activities after the workshop to stay connected and continue working together across APEC economies. Suggested actions included joint activities, sharing results from ongoing work, and continued attention to monitoring and evaluation. These actions were seen as important for supporting ongoing efforts to strengthen women's economic empowerment.

Overall, the feedback indicates that while the workshop met participants' expectations, future workshops could be further strengthened through increased interaction, practical field engagement, and follow-up collaboration.

### **Summary of pre- and post-workshop assessment**

The pre- and post-workshop assessment shows that the workshop successfully equipped participants with the knowledge and skills needed to support women's economic empowerment in agriculture. Participants indicated how they plan to use what they learned in areas such as policy and program development, training activities, and collaboration across economies. Based on the assessment results, suggested next steps include pilot initiatives, improved monitoring of SDG 5 implementation, and continued cooperation among APEC economies. Overall, the workshop design was effective, with feedback indicating that future activities could be further strengthened by increasing practical engagement and opportunities for field-based learning.

### **ANNEX 3 — List of Participants and Speakers (Sex-Disaggregated)**

<b>No</b>	<b>Name</b>	<b>Sex</b>	<b>Role</b>	<b>Economy</b>	<b>Organization</b>
1	Dr Amy Cosby	Female	Speaker / Expert	Australia	CQUniversity Australia
2	Ms Constanza Cristi	Female	Speaker / Expert	Chile	Agricultural Development Institute (INDAP)
3	Ms Romina Gomez	Female	Participant	Chile	INDAP
4	Mrs Dee Noo Aiza Hayati binti Mohd Noh	Female	Speaker / Expert	Malaysia	Department of Agriculture Malaysia
5	Ms Christine Beverlien	Female	Participant	Malaysia	Department of Agriculture Malaysia
6	Ms Hinehou Timutimu	Female	Speaker / Expert	New Zealand	Te Tawa Kaiti Lands Trust
7	Mr Ken Goldsmith	Male	Participant	New Zealand	Goldsmiths Chartered Accountants
8	Mrs Celfia Edilberta Obregon Ramirez	Female	Speaker / Expert	Peru	Ministry of Agrarian Development and Irrigation of Peru
9	Mrs Pettitt Yolanda Meza Ostos	Female	Participant	Peru	Ministry of Agrarian Development and Irrigation
10	Ms Chung-Han Tsai	Female	Participant	Chinese Taipei	Ministry of Agriculture
11	Assist. Prof. Dr Jiranan Piyaphongkul	Female	Speaker / Expert	Thailand	Kasetsart University, Kamphaeng Saen Campus
12	Mr Jakawan Eamprasert	Male	Speaker / Expert	Thailand	Department of Agricultural Extension, Ministry of Agriculture and Cooperative
13	Ms Sirikan Prasertying	Female	Speaker / Expert	Thailand	International Institute for Trade and Development
14	Ms Jureeporn Kawesurin	Female	Participant	Thailand	International Institute for Trade and Development
15	Mrs Sawalee Rupsom	Female	Participant	Thailand	Department of Agricultural Extension, Ministry of Agriculture and Cooperative
16	Ms Kittima Jintanasonti	Female	Participant	Thailand	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives
17	Mr Thitipong Srisombut	Male	Participant	Thailand	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives

<b>No</b>	<b>Name</b>	<b>Sex</b>	<b>Role</b>	<b>Economy</b>	<b>Organization</b>
18	Dr Jainta Chomtoranin	Female	Expert (Facilitator)	Thailand	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives
19	Ms Kunla Thinvilai	Female	Participant	Thailand	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives
20	Ms Amanda Poin	Female	Participant	Thailand	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives
21	Mr Ronnachai Changsri	Male	Participant	Thailand	Rice Department, Ministry of Agriculture and Cooperatives
22	Mrs Sukanya Arunmit	Female	Participant	Thailand	Rice Department, Ministry of Agriculture and Cooperatives
23	Ms Ploypilin Thanikul	Female	Participant	Thailand	Rice Department, Ministry of Agriculture and Cooperatives
24	Ms Ilada Choomsang	Female	Participant	Thailand	Rice Department, Ministry of Agriculture and Cooperatives
25	Mr Kongkiat Panprommin	Male	Participant	Thailand	Department of Fisheries, Ministry of Agriculture and Cooperatives
26	Mr Norawit Suwannakarn	Male	Participant	Thailand	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
27	Ms Wipaporn Saweangwit	Female	Participant	Thailand	GIZ
28	Ms Phongnarin Sukcham	Female	Participant	Thailand	GIZ
29	Assist. Prof. Dr Supapatpimol Simlee	Female	Participant	Thailand	Kasetsart University
30	Mr Duc Chien Dang	Male	Participant	Viet Nam	Institute of Strategy and Policy on Agriculture and Environment
31	Mrs Hong Thuy Nguyen Thi	Female	Participant	Viet Nam	Viet Nam SPS Office, Ministry of Agriculture and Environment
32	Prof. Dr Stefanie Lemke	Female	Speaker / Expert	Austria	University of Natural Resources and Life Sciences, Austria