

Game Farm Gender Brief
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Game farming has the potential to drive economic growth, support habitat conservation and improve livelihoods and nutrition for surrounding communities, for example due to job creation and increased access to meat for consumption. In order for these potentially positive impacts to be distributed equally between men and women and to avoid risks of perpetuating existing inequalities, gender and women's economic empowerment implications of game farming should be assessed.

The objective of this gender brief is to discuss key gender issues related to game farming as well as potential gender and women's economic empowerment implications of game farming. This includes recommendations for how to incorporate gender considerations into the development of the proposed game farm regulation in order for this to positively affect women's economic empowerment and gender roles.

1. Key Findings from field visits

The topics discussed here were identified during three field visits carried out between June and August 2019. The visits took place at SAPAP and Sabie Game Farm in Maputo Province and Massingir close to the Limpopo National Park, in Gaza Province. Key gender issues were mainly identified within the following three areas:

- The gender impact of poaching
- Access to work and training opportunities at the game farm
- Representation of communities and community decision-making regarding benefits of the game farm, including social projects and the 20% tax from hunting

The gender impact of poaching:

- Poaching is a substantial issue in the game parks and national parks which also has a strong impact on the social structure of the nearby communities, including gender roles. In all the visited localities, there was a strong involvement in poaching of young men from the communities near the parks, especially due to the extremely limited job opportunities in these areas. This means that many men are either killed or jailed, which in turn means that there is an overweight of female heads of households.
- One result of this scenario is that social structures shift, including gender roles and responsibilities, which can have both negative and positive impacts for the women. Among the positive aspects is that female heads of households often have easier access to the labour market as well as more agency and control over the family income. In some cases, this may also be reflected in increased

female participation in community decision making. Negative impacts however include increased poverty, especially where work is not available, higher risks of violence and lack of food security due to men traditionally being the breadwinners. Also, the risks for children increase, when single mothers are forced to leave the house to work outside the community without proper structures of childcare.

Work opportunities:

- Women who work on the farms were found to be exclusively female heads of households. It is very difficult for married women to leave the community to work at a game farm due to traditional gender roles and family structures. When single mothers seek work outside the community it increases their financial independence and can improve their skills, which are important for their empowerment. But especially if they can only access low skilled and low paid jobs, they may only choose to work to ensure the family's survival. This was clearly expressed as being the situation for the women who work at SAPAP. However, this does not mean that the work on the game farm cannot potentially offer more long-term opportunities for the women such as acquiring skills, securing a sustainable income and gaining work experience.
- The women are generally kept in a few clearly defined work types that seem to be low-skilled. At SAPAP all the women work exclusively with producing moringa for export. They are not involved in hunting, management of animals, safety etc.
- At Sabie Game Park, many of the workers coming from the communities are women due to the fact that only few men are left in the villages. Most women are employed in the kitchen or as housekeepers, while electricians, hunting guides etc. are men. However, one young woman from a nearby community is a community liaison officer, who has been trained in South Africa by the game farm. She is a very positive example of a woman who is trained and has acquired skills to take on a strategic role at the game park.
- In Massingir, community leaders explained that the job opportunities for the widowed or single women are so precarious that they themselves or their children opt to prostitute themselves to afford food. This points to the importance of the game park to offer employment for both men and women in the communities, and especially single mothers.
- Nevertheless, the work of the women heads of households at the game farm also has a high cost for the families. In the case of SAPAP, the women have to stay at the farm during the work week, and their children are left home alone in the village, which means that the children are put at risk in different ways, for example regarding their health, safety, nutrition and school attendance. Because the women are single breadwinners and are not home during the week, they are unable to cultivate food on their own land. This in turn gives them poor possibilities of being self-sustainable and they are dependent on buying food on the market at elevated prices.
- There is also a lack of life-work balance for the higher skilled workers at the game farms, which is an obstacle for more women to take on greater responsibilities and skilled jobs. The community liaison officer at Sabie Game Park is a single mother but her child stays with family in South Africa, because of the long work days she has at the game park. She however expresses that this is worthwhile in order for her to gain opportunities and provide for her family.

Community representation and decision-making:

- The game parks work with the communities in different ways. SAPAP seems to have a less integrated cooperation with the community, whereas Sabie Game Park has a close linkage with the nearby communities. At Sabie Game Park the leadership acknowledges that without a good cooperation with the communities the park would not function well. Thus, the potential for benefitting women and men and improving gender balanced decision-making in communities varies between the parks.

- The people who represent the community in relationship with the game farm are almost exclusively men. Sabie Game Park deals mostly through one representative of 5 communities (paramount chief), who is a man.
- Each of the communities has a committee that deals with issues around the game farm and manages the income generated by the 20% tax from hunting. These committees receive the information regarding the taxes and are thus very important decision-makers for the communities. Though the groups are mixed of men and women, all of the presidents and vice presidents are men. The community leaders also manage who from the community can come and work at the game farm, making them important gatekeepers of the work and training opportunities.
- A similar situation was seen in Massingir. The community association covering 30 communities inside and near the Limpopo National Park, was represented at the meeting held by SPEED+ by 4 men, one of which was the president.
- This does however not necessarily mean that women have no influence on decisions. In some communities, women do have a say over the use of the resources. However, even if they influence decisions internally, they do not officially represent the community in decision-making, and without higher positions in the associations, women are excluded from most spaces of negotiation and access to information and do not acquire new skills from dealing with external stakeholders.
- In the villages close to Sabie Game Park, the internal decision-making structures are influenced by the support given by the Game Farm. Since the community support is given by a woman coming from one of the communities, this gives a good opportunity for analyzing gendered decision-making structures and supporting gender balanced decision making in accordance with existing culture and practices.

2. Recommendations for gender sensitive actions

The gender impact of poaching:

- Collect data to understand the positive and negative impacts on gender roles and men's and women's opportunities of the shifting social structures due to men being lost to poaching.
- Integrate in the planning of both job opportunities and social projects around game farms an approach that takes into account the non-typical social structures and the majority of female heads of households.

Work opportunities:

- The game parks can offer very important employment opportunities for both men and women, and especially in areas with scarce male population there are good opportunities for focusing on employment for women.
- However, especially the element of training is crucial for the game parks to increase women's opportunities in a sustainable manner. Technical skills such as improved agriculture skills, handling of animals and meat or social skills such as negotiation and community relations management are areas that the game parks could focus on.
- A good example of this type of approach is the female community liaison officer in Sabie Game Park. Apart from the benefit for the game farm and herself, she is a good role model for other women in the communities that she deals with. Identify and share information on this type of positive example to inspire other parks to increase women's access to skilled and strategic jobs.
- There is no need to maintain women in certain low-skilled types of labour – if women are included in different work areas and in management, this will increase their economic empowerment and give further incentive for more women to seek work at the game farms. However, there may be a need to dialogue with communities and co-workers to discuss and seek to minimize gender-related

discrimination and family conflicts as well as to educate community leaders on the benefits of gender equality.

- It is crucial to be aware of the existing social structures, with many women being female heads of households and single mothers. This situation offers both opportunities and constraints for their participation at the game farm, and the needs and safety of children should be taken into account. The introduction of a childcare facility would be a good help for the single mothers who work on the farm.
- Also be aware that gender stereotypes in communities may mean that women do not seek employment or training, especially if training takes place in another country, which is the case on both farms. Women may not be allowed to leave by their husbands or other family members or cannot because of family obligations. Ensure the existence of work and training opportunities that are available and in accordance with the actual possibilities and mobility of women.
- It is recommended to give workers who live at the game farm the possibility to produce food for their own use as a supplement to their income. Projects in communities usually involve boreholes and cattle, but more sustainable projects offering markets for produce would also be positive. It is important to ask the communities what they would like and to also assess their needs – including an analysis of gender differentiated needs.

Community representation and decision-making:

- Setting targets for women's involvement in community associations and decision-making, especially regarding investment of 20% tax. A quota system for gender balance in decision-making bodies should always be combined with training efforts to ensure the actual involvement of all members and to decrease risks of negative impacts.
- Using positive examples and role models to inspire gender sensitive approaches for game farms. Sabie Game Park is a good example, both due to the trained female community liaison officer and to the generally close relationship with the neighboring communities.
- Ensure that at least 50% of participants in training and information activities in communities are women, regarding any technical or practical topic, such as biodiversity conservation, farming, organization etc. Consider introducing training or discussion sessions in communities on gender issues and the benefits of gender equality and equal economic opportunities.

3. Recommendations for gender integration in the Game Farm Regulation

- In any part of the regulation that has to do with job creation, ensure equal access to jobs and training of men and women as well as other different social groups.
- Ensure that decisions regarding investment of 20% tax is based on participative and equal decision-making, including women and men and a representation of all other segments of the community members.
- Include as a requirement for game farm business plans that they include an analysis of basic gender indicators and take into account how to provide equal opportunities for men and women.
- Set targets for gender balance in community associations or committees that deal with game farming decision-making.
- Avoid promoting the concentration of women in certain job categories as this can limit the opportunities for women to access alternative types of training and participate in leadership, and it can also perpetuate an existing negative gendered division of tasks and responsibilities. Rather promote both men and women's access to all types of training and job categories and simultaneously support the development of certain work areas where women are already concentrated or will potentially be so in the short term.

4. Summary in Portuguese

A fazenda de bravio tem o potencial de impulsionar o crescimento económico e melhorar os meios de subsistência e nutrição das comunidades vizinhas. Para que esses impactos positivos sejam distribuídos igualmente entre homens e mulheres e para evitar riscos de perpetuar as desigualdades existentes nas comunidades próximas às fazendas, as implicações de género e o potencial de empoderamento económico das mulheres das fazendas de bravio devem ser avaliadas como parte do planeamento de projectos de desenvolvimento do sector.

Oportunidades de emprego:

As fazendas de bravio oferecem excelentes oportunidades de emprego para as os homens e as mulheres, além das possibilidades de treinamento nas áreas técnicas como o manejo da criação de animais. As mulheres que trabalham nas fazendas de bravio tendem ser mulheres chefes de família. Uma razão é que é difícil para as mulheres casadas deixarem a comunidade para trabalhar numa fazenda devido aos papéis tradicionais de género; outra é que muitas vezes as aldeias próximas às fazendas têm um excesso de mulheres chefes de família. Quando mulheres e especialmente mães solteiras obtém oportunidades de trabalho remunerado, aumenta a sua independência financeira o que muitas vezes é traduzida em nutrição, educação e bem-estar fortalecido das suas famílias.

No entanto, o elemento de treinamento é crucial para que as fazendas de bravio possam aumentar as oportunidades das mulheres de maneira sustentável. Não há necessidade de manter as mulheres em certos tipos de trabalho pouco qualificados - se as mulheres forem incluídas em diferentes áreas de trabalho e na administração das fazendas, isso aumentaria seu empoderamento económico e poderia incentivar mais mulheres a procurarem trabalho nas fazendas. Por exemplo, técnicas agrícolas, manejo de animais e carne ou gestão social, como negociação e relacionamento com as comunidades são exemplos de áreas potenciais para treinamento e emprego das mulheres. A ligação com as comunidades é um trabalho que se realizado por mulheres pode ser adicionalmente benéfico, pois elas podem promover relacionamentos sensíveis ao género entre fazendas e comunidades e servir como modelos de inspiração importantes. Paralelamente ao incremento de oportunidades para mulheres, o diálogo com líderes comunitários e colegas de trabalho nas fazendas para discutir os benefícios da igualdade de género podem ser acções uteis para minimizar a discriminação de género e os conflitos familiares.

Trabalhar na fazenda de bravio também pode aumentar alguns desafios para as mulheres chefes de família, incluindo riscos para a segurança e nutrição das crianças quando ela está ausente de casa. Quando as mulheres não conseguem ficar em casa durante a semana por causa do trabalho, as vezes as suas crianças ficam sozinhas na casa, vulneráveis de diferentes tipos de problemas e abusos. Conjuntamente, a ausência da casa significa que as mulheres não conseguem cultivar alimentos nas suas próprias machambas. Por sua vez, isso lhes dá poucas possibilidades de serem autossustentáveis e dependem da compra de alimentos no mercado. A falta de equilíbrio entre vida familiar e trabalho pode ser um obstáculo importante para que mais mulheres procuram trabalho nas fazendas.

Por tanto, é importante integrar no planeamento de oportunidades de trabalho e projectos sociais relacionados às fazendas de bravio, uma abordagem que leve em consideração as estruturas sociais nas

comunidades vizinhas e a maioria das mulheres chefes de família. Garantir a existência de oportunidades de trabalho e treinamento que estejam de acordo com as necessidades reais e a mobilidade das mulheres é chave. Por exemplo, a introdução de uma creche seria uma boa ajuda para as mães solteiras que trabalham na fazenda e também é recomendável dar aos trabalhadores que moram na fazenda a possibilidade de produzir alimentos para seu próprio uso, como um complemento à sua renda.

Representação comunitária e tomada de decisão

As fazendas de bravió também oferecem o potencial de melhorar a tomada de decisões com equilíbrio de gênero nas comunidades. As pessoas que representam as comunidades em relação às fazendas de bravió, como os líderes comunitários e Comitês de Gestão de Recursos Naturais, são tradicionalmente homens. Além de tomar a maioria das decisões sobre o uso de recursos naturais e investimentos do imposto de 20% da caça, os representantes das comunidades também são um órgão importante de gestão de conhecimento e informação. Embora os grupos sejam mistos de homens e mulheres, presidentes e vice-presidentes frequentemente são homens, entre outras razões porque eles já têm mais conhecimento sobre os assuntos a tratar.

Em alguns casos, os líderes comunitários também podem gerenciar quem da comunidade pode vir e trabalhar na fazenda de bravió, tornando-os importantes facilitadores das oportunidades de trabalho e treinamento. Sem cargos mais altos nos comitês e na liderança comunitária, as mulheres são facilmente excluídas da maioria dos espaços de negociação e acesso à informação.

Recomenda-se definir objetivos para o envolvimento das mulheres em associações comunitárias e na tomada de decisões, especialmente em relação ao investimento do 20% de imposto. O equilíbrio de gênero deve ser obtido tanto entre os membros gerais como entre os presidentes e porta-vozes das comunidades. No entanto, um sistema de cotas para o equilíbrio de gênero nos órgãos de tomada de decisão sempre deve ser combinado com esforços de treinamento para garantir a participação real de todos os membros e diminuir os riscos de conflitos e impactos negativos.

Também é recomendável identificar exemplos positivos e modelos de referência para inspirar abordagens sensíveis ao gênero para fazendas de bravió: Uma possibilidade seria a troca de experiências entre diferentes fazendas, entre elas algumas que já têm experiências positivas de promover a igualdade de gênero e o empoderamento feminino.

Além disso, é recomendável garantir pelo menos 50% de participação feminina em atividades de treinamento e acesso de informação nas comunidades sobre qualquer conhecimento técnico ou tópicos como conservação da biodiversidade, agricultura, organização etc.

5. References

There is limited literature on gender issues in game farming, however a few relevant articles are:

- Brandt, Josefsson, and Spierenburg: Power and politics in stakeholder engagement: farm dweller (in)visibility and conversions to game farming in South Africa
- González, A.M., and Martin, A.S. 2007. "Gender in the Conservation of Protected Areas". Innovations in Conservation Series. Parks in Peril Program. Arlington, VA, USA: The Nature Conservancy.