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Uzbekistan: Implementation and Monitoring of Policy Reforms in the Agriculture Sector

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Gender Report

TA – 4820

Implementation and Monitoring of Policy Reforms in Agriculture Sector



June, 2008

ABBREVIATIONS

| | | |
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| ADB | - | Asian Development Bank |
| TA | - | Technical Assistance |
| GDP | - | Gross Domestic Product |
| BWA | - | Business Women Association |
| USAID | - | United States Aid Programm |
| ADLF | - | Association of Dehkan and Leasehold Farms |
| NGO | - | Non-Government Organization |
| ISCS | - | Institute for Study of Civil Society |
| MTP | - | Machinery Tractor Park |
| WUA | - | Water User Association |

Exchange Rate (June 2008)

\$1.00 = 1300 UZS

In this report, "USD" refers to US dollars.

DISCLAIMER

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TABLE OF CONTENTS

| | |
|--|-----------|
| PREFACE..... | 3 |
| I. INTRODUCTION..... | 4 |
| A. Farm Survey | 4 |
| B. Raion Workshops | 4 |
| C. Focus Group Discussions..... | 4 |
| D. Women’s Forum..... | 5 |
| II. WOMEN’S STATUS IN AGRICULTURE SECTOR..... | 7 |
| A. General Background..... | 7 |
| B. Key Structures Assisting the Role of Women in Agriculture..... | 9 |
| III. PARTICIPATION OF WOMEN IN AGRICULTURE SECTOR | 15 |
| IV. RAION WORKSHOPS AND WOMEN’S FORUM..... | 20 |
| V. SUMMARY FINDINGS AND RECOMMENDATIONS | 24 |
| A. Findings..... | 24 |
| B. Recommendations | 24 |
| ANNEX 1 | 26 |
| ANNEX 2 | 31 |

PREFACE

The Technical Assistance program funded by ADB and entitled «Implementation and Monitoring of Policy Reforms in Agriculture Sector» (UZB TA 4820), provided for participation of a Gender Specialist to carry out the following assignments:

- i) Provide assistance to the development of field surveys during Phase 1 to provide an opportunity to give results, on a gender basis as far as possible;
- ii) Conduct analysis of survey results and other sources of information to evaluate the role of women in agriculture/rural sector and their participation in the process of decision making;
- iii) Prepare proposals to promote the role of women in performance of agriculture/rural institutions/enterprises and in decision making bodies;

These Terms of Reference were implemented by undertaking the following work program.

I. INTRODUCTION

A. Farm Survey

1.1 The TA undertook a detailed farm income and expenditure survey covering 850 farm households in 17 selected raions. The data from this survey was not specific to women farmers but provided a framework within which the welfare status of rural households could be assessed. The results of the farm survey are contained in a separate report. Where possible, inferences drawn from the analysis of farm data which allude to the role of women have been included in the text.

B. Raion Workshops

1.2 Raion level workshops to discuss the agriculture reforms and future agenda were held in all 17 selected raions. These workshops involved more than 800 participants from across the sector. The results are contained in the Main Report of the TA and are summarized in this document. The TA team made specific requests for women farmers to be included in the list of participants. Almost all workshops included a small number of women farmers who made a significant contribution to their success. However, it was decided that from the perspective of gender equality it would be more effective to bring the women farmers together in one group so that their particular concerns could be discussed. This was achieved by holding a Women's Forum in Taskent after the conclusion of the raion workshops.

C. Focus Group Discussions

1.3 In the course of the work program a number of focus group discussions were held with female farmers in 6 raions of 5 oblasts of Uzbekistan including collection of data on the number of female farmers in the region to be surveyed. In general, there attended 37 women dealing with farming in focus groups from 05/09/2007 to 25/10/2007 (see Annex 3).

1.4 The aim of focus groups was to gather opinions of chosen group of respondents, concerning their attitude to the following:

- i) Attractiveness of farming for the women
- ii) When the women became farmers, how the registration procedure of leasehold farm was taken, whether they felt difficulties during the registration;
- iii) Dimension of leasehold farms led by women, number of permanent and hired workers, preferences of hiring, whether there is lack of working hands relating to people migration;
- iv) Which crops are given preferences for growing, including the interrelationship with local administrations on the matter of crop rotation

- v) How and to what extent are the farms equipped with required machinery? What problems impede any increase of profitability of leasehold farms? How the assistance from the side of governmental and nongovernmental structures, urged to assist farmers in growing agricultural crops, is regulated
- vi) How the financial issues, addressing for credits are solved, whether they have savings;
- vii) What is the correlation of incomes and expenditures related to operation of leasehold farm, how the incomes and expenditures of the household are formed;
- viii) Desires and suggestions on improving the development of farming and inducing women's attraction;

1.5 The raions were divided into 3 Groups. One in which the farmers worked according to a reduced state quotas for cotton and wheat up to 25 percents over the last 5 years or more: Akhangaran raion of Tashkent oblast and Ak-Altyn raion of Samarkand oblast.

- 1 A second Group of raions were those in which the state quotas for farmers were reduced up to 25 percents over the last 2-3 years: Zomin raion of Djizzak oblast and Kattakurgan raion of Samarkand oblast;
- 2 The third Group were raions in which the state quota for cotton and wheat was constant and made up 50%: Mingbulak raion of Namangan oblast;

1.6 A questionnaire consisting of 25 standard questions was used as a basis on which discussion in each focus group was held (see Annex 2).

D. Women's Forum

1.7 The Women's Forum, held in Tashkent, was organized with the help of the Women's Committee of Uzbekistan and brought together most of the women farmers who took part in the raion workshops. The intention was to highlight the concerns of women farmers as a specific group within the general framework of women's business development. Women farmers were able to interact with scientists and other female entrepreneurs to gain ideas which might help their own business development. The discussions held are summarized in this document.

1.8 This work program was undertaken under the assumption that rural women are not using fully their potential and the opportunities open to them in the process of reforming the agriculture sector. This is related to insufficient awareness on the part of women of the reform processes to be implemented, to insufficient legal and functional literacy of some women as well as the effect of gender stereotypes.

1.9 This assumption was tested by conducting an evaluation of the participation of women in the development of farmers' organizations and the agricultural reform process. The aim has been to reveal the level of gender equality during the implementation of

policy reforms in agriculture sector, as well as make recommendations to induce further participation of women in the development of farming.

1.10 The following objectives were specified:

- i) Reveal the level of women's participation in farming activity to define the status of rural women, as well as gender issues affecting the reforms being implemented in agriculture sector;
- ii) Summarize the obtained data by the various data processing methods; conduct quantitative and qualitative analysis;
- iii) Analyze the level of women's participation in development of farmers' movement in various regions;
- iv) Undertake monitoring and evaluation of the impact of operating donor projects in various regions from the point of view of gender equality;
- v) On the basis of the results of survey conducted, make recommendations to promote the status of rural women and their participation in farmers' movement;

1.11 Then recommendations were made to increase the women's attraction to development of farmers' movement and strengthen their status.

II. WOMEN'S STATUS IN AGRICULTURE SECTOR

A. General Background

2.1 More than 26 million people live in Uzbekistan, 50.1% of which makes up the female part of the population; 64% of the population live in rural areas. Economic development in Uzbekistan has been significant over the last three years, with the growth of GDP at an annualized rate of almost 7.0%. However, the process of maintaining economic growth, creating workplaces and reducing poverty continues to experience certain difficulties. Specifically, after the decree "Conception for Development of Leasehold Farms for 2004-2006" had been approved, there began a new stage of reforms directed at forming private agricultural production that, along with a number of positive results, has had an influence on employment in rural areas.

2.2 Analysis of the results of empirical studies, as well as of relevant documents and reports made by both international and national institutions, show that the process of market infrastructure development in rural areas is associated with definite social, and economic problems. The formation of leasehold farms is directed at solving the issues of increasing productivity and effectiveness of agricultural production. On the other hand it has been followed by the process of sudden release of considerable part of economically active population.

2.3 The process of transformation and creation of the market mechanisms of economic development is based on a strategy that covers macroeconomic stability, institutional market and restructuring of production sectors of the economy. The main objective is to create favorable economic conditions for development of an individual and small business and provide support to vulnerable levels of the population. On the assumption of assigned tasks, special attention was given to development of women's entrepreneurship in rural areas and women's attraction to farming activity. But, the level of women's participation in development of farmers' movement is not sufficient yet and requires further detailed analysis. Certain measures to increase the number of female farmers could impact on the growth of living standards in rural areas.

2.4 Women make up 32% of total number of able-bodied population employed in agriculture. However, from the beginning of the reforms it has been observed that there has been a decline in women's employment in rural areas, largely due to the decreasing job opportunities in the formal sector. At the same time, there are sectors where the women's potential has been not sufficiently used. .

2.5 Some 212500 leasehold farms had been registered by June 2007 in Uzbekistan. However, according to information of the Association of Dehkan and Leasehold Farms, the number of leasehold farms led by women makes up only 8% of the total or 17000. These numbers certify that the process of reform in rural areas and the mechanism for

reorganization of shirkat farms to leasehold farms did not contribute to the wider role of women in rural areas.

2.6 Women, especially rural women, meet with certain difficulties in the course of competing in the labor market. The process of reforming the agriculture sector has brought changes to the employment structure in rural areas. Alternative types of individual and entrepreneurial activity have a special significance in that they open wide opportunities for the female part of the population to be self-employed in non-agriculture sector in rural areas.

2.7 Women are found less needed in the labor market. For the most part women are doing unqualified work, not requiring a high level of training. Women are mostly engaged in seasonal kinds of agricultural work, and that accordingly provides for seasonal payments. This has an effect on the level of remuneration for both women and men. According to the data of survey conducted by Center for Economic Research, level of remuneration in agricultural sector made up only 50% of an average level of salary in the beginning of reforms¹.

2.8 It is essentially to note that in the process of reforming agricultural sector a tendency to the growth of remuneration in the sector emerged. However, a tendency to lower remuneration of rural women still remains. For example, according to the farm survey data conducted by this technical assistance (“Implementation and Monitoring of Policy Reforms in Agriculture Sector”) it was revealed that the average salary of women in the sector was about 82% of the salary of men.².

2.9 The process of reorganizing shirkats on the basis of applications (tender), paid special attention to the availability of starting capital and equipment. Applicants who wanted to become farmers had to demonstrate awareness of agricultural production techniques. Thus, priority was given to former shirkat members and inhabitants of the local area. These criteria tended to discriminate against women who, often, did not have access to the required resources and whose experience in shirkats tended to be administrative rather than technical.

2.10 According to expert appraisals, the most active period farm reorganization was in 2005-2006 when the process of enlarging leasehold farms was observed: more successful farmers began to acquire lands from less successful farmers by various means. It is difficult for individual women to compete for resources with the large leasehold farms. In the course of discussion with female farmers in a number of regions of Uzbekistan, it was

¹ “Linking Macroeconomic policy to poverty reduction. Family assets mobilization6 a survey of households in three oblasts of Uzbekistan. Unpublished. Tashkent.CER. 2004.

² «Farm income and expenditure survey». Analytical report on the results of the surveys of TA 4820 - «Monitoring and Implementation of Policy Reforms in Agriculture Sector ». ADB/Government of Uzbekistan/Donaev Management Consulting. 2007.

revealed that in order not to become bankrupt, female farmers try to compensate the debts, often occurred through no fault of their own, by any ways. For example, they have to pay penalties and fines for late payment of combustive-lubricating materials, fertilizers, and other required materials, even though the debt for payment occurred as a result of delay in money transfer for the sold crops, or the production itself was found unprofitable.

2.11 One major barrier to the development of female farmers is the inability of many women to provide collateral credit. According to information of the State Statistical Department, 85% of micro-credits were allocated to men and only 15% - to women in 2002. Even in the southern oblasts of Uzbekistan where the programs of micro-crediting were successfully developing, the share of women obtaining micro-credits did not exceed 26%.

2.12 There is a whole number of reasons which impede them fully to make use of given opportunities. For example, apart from impossibility of giving collateral in required size, female farmers are not able to overcome the bureaucratic obstacles of bank officers, sometimes they have a lack of knowledge to make needed documents, frequently they do not know their rights, do not know how to use knowledge of their rights and to stand up for their interests.

B. Key Structures Assisting the Role of Women in Agriculture

1. Women's Committee of Uzbekistan

2.13 In order to achieve the goal of national development as well as to perform the global aims specified in Millennium Declaration, national aims of millennium and poverty reduction strategy, the Government of Uzbekistan has demonstrated the willingness to solve the problem of gender equality. Especially, a Decree of the President of the Republic of Uzbekistan #3434 as of May 25, 2004 "On additional measures for support of activity of Women's Committee of Uzbekistan" is directed to solve the following issues:

- i) Development and implementation of the national policy in the sphere of social and legal support for women, protection of motherhood and childhood, professional, physical, spiritual and intellectual growth of women; improvement of social and public activity of the women, their active participation in government;
- ii) Development and implementation of measures for women's health protection, support for healthy family, progress of women's and family sport, and promotion of healthy life-style;

- iii) Development and implementation of measures and programs directed to securing of women's employment, improving working conditions and educating women (especially in remote areas), as well as attracting them to business activity;
- iv) Organization of effective work in target oblasts (in family, makhallas, workplaces, educational institutions) on explanation and observance of the national traditions, realization and protection of women's constitutional rights, effective prevention of destructive elements having influence on women's mind and on their engagement to extremist and terrorist activity;
- v) Effective coordination of activity of and cooperation with the women's nongovernmental organizations;
- vi) Mobilization of the efforts of nongovernmental organizations to strengthen the role of women in modern and democratic society of Uzbekistan;

2.14 Women's Committee is one of the key institutions urged to assist in every way to strengthen the status of rural women. Registered as a nongovernmental organization, Women's Committee of Uzbekistan is financed by government and has authority to be a governmental institution responsible for the policy and activity in solving women's issues. Chairperson of Women's Committee is Deputy Prime Minister on women's affairs of the Republic of Uzbekistan. Women's Committee has representatives in all administrative structures of all levels (oblasts, cities and raions). Deputy Hakims on women's affairs in oblast and raion level are the chairwomen of Women's Committee in appropriate administrative structures.

2.15 It is essential to note that Women's Committee successfully solve the issues related to strengthening women's status, promoting their role in economical, political and social spheres. However, still, a well-defined policy in the sphere of achieving gender equality has not been worked out at government level, and there is often confusion between the concept of "gender equality" and specific women's problems. This circumstance complicates the activity for promotion of gender equality in all levels. The issues of gender equality from a male perspective are not touched upon, and that has a negative impact on the quality of implementation of governmental projects, specifically concerning the political reforms in agriculture sector.

2. Mehr Nuri» Fund

2.16 «Mehr Nuri» Charity Fund, which was established in July 2004, is a non-governmental non-commercial public organization. Main goals and tasks of the fund include provision of financial aid to poor families and to families having many children;

sponsorship support of educational institutions, healthcare organizations and organizations directly dealing with education of young generation; financial support of women; support of talented youth; support of makhallas which institute base of our society. From the very beginning this fund annually provides grants for support of women business initiatives and development of family businesses. In 2007, sixty women from various regions of our republic opened candy shops, built up new greenhouses, began to deal with livestock production, and with beekeeping. Fund also supports projects on development of small and medium businesses and farms; supports provision of interest – free micro grants for rural women.

3. Business Women’s Association of Uzbekistan (BWA) (*Tadbirkor ayol*)

2.17 The Business Women’s Association is a nongovernmental organization and has representatives in all oblasts as well as representatives in 90 raions of Uzbekistan. The main activity of BWA is directed towards training programs for unemployed women. The organization has assisted 12000 women throughout the country to establish independent businesses. Over the period of its life BWA successfully promoted ideas for support of women’s entrepreneurship and succeeded in approval of the Law “On credit unions” that contributed to the facilitation of access of female entrepreneurs to money resources. BWA has trained more than 30000 workers of the Credit Unions for all regions. Association also works on searching business partners to promote the sale of stitchcraft products in the retail network. Target group of BWA includes unemployed women and female entrepreneurs who are interested in establishment of a new business. Association has a close cooperation with the World Bank, UASID on the poverty reduction program, basically, by conducting various trainings and allocating micro-credits. BWA also cooperates with governmental organizations, private sector and donors. It has 12 payable employees and a huge number of volunteers on its staff. Assistance provided by BWA, is claimed by the women, study programs are claimed especially those are directed to establishment and strengthening of business as well as are about efficiency increase of an activity of nongovernmental organizations.

2.18 Association has taken the initiative to work with female farmers in various regions of the country. Specifically, BWA of Tashkent oblast is working on creation of data base of female farmers, has conducted Forums with female farmers of Tashkent oblast. Leaders of Association have taken the interest in assisting this Project and conducting trainings for female farmers on the following subjects: increasing gender awareness, business establishment and development, increasing legal literacy, leadership. BWA has enough potential available to assist in distributing information on project activity and to hold discussions on the fundamentals of policy reforms in agriculture sector.

2.19 BWA’s each division leads the serious activity in its region. For example, BWA of Djizzak oblast delivers services to support their business, assists in business plans

development, gives consultations on legal issues, presents trainings on the fundamentals of entrepreneurship and business management, conducts professional trainings for unemployed women (on production of confectionaries, tailoring, cooking, toys making and etc.). The main target group of Association are (1) the women who started or desire to start own business, (2) low-income women those were defined with participatory help of Women's Committee of oblasts, raions and makhallas, (3) unemployed women. BWA of Djizzak oblast has 3 permanent employees as well as volunteers in each raion of oblast. Association has a close cooperation with oblast and raion divisions of Women's Committee, Oblast Department for labor and social protection, Oblast Tax Committee and other key organizations. Leader of this organization also expressed her readiness to contribute to activity of the project.

2.20 It is essential to note that on initiatives of employees of Business Women's Association there were established Credit Unions in various regions.

4. Association of Dehkan and Leasehold Farms (ADLF)

2.21 Association of dehkan and leasehold farms was founded in 1997. ADLF is a non-government and non-commercial organization, the main objectives of which are: (i) assisting in protection of rights and interests of the members of association – farmers; (ii) assisting in improvement of agrarian production, and rendering marketing services (iii) assisting in procurement of agricultural machinery; (iv) organization of the program on strengthening leasehold farms, on improving farmers' legal, economical and professional knowledge; (v) providing practical help in effective use of land, water, machinery and other resources; (vi) assisting in procurement of seeds, chemicals, medicaments, cattle, machinery and up-to-date equipments.

2.22 Association of dehkan and leasehold farms, as an organization representing the interests of the farmers, is one of the main institutional structures that urged to assist strengthening women's role and participation in development of agriculture sector in the context of reforms to be conducted. It is necessary to note that this association is a registered organization that is urged to appeal to issues of women's attraction to farmers' movement and provide all kinds of support to the female farmers. Candidacy of a Leader of organization is approved by Women's Committee of the Republic of Uzbekistan.

5. Association of Women's Nongovernmental Organizations of Uzbekistan (Mehr)

2.23 This organization was founded in 2003. Founders and active members of the association are Female Lawyer Association, Business Women's Association, "Women and Health" Association, "Women and Society" Institute, Female Scientists Association (*Olima*), International Foundation "Eastern Woman", Legal Center Himoya, Agency "Tayanch", Uzbek reproduction health association and Women's organization "Mehri".

Mehr numbers 45 voluntary members of association and assists to establishment of new women's nongovernmental organizations. The Head Office of Mehr is located in Tashkent city, and coordination of activity by regions is carried out through the members of association. The main partners of Association of women's nongovernmental organizations are Women's Committee and National Association of Nongovernmental Noncommercial Organizations of Uzbekistan.

2.24 Basic types of activity of Association of Women's NGO include: consolidation and coordination of the activity of women's and nongovernmental organizations dealing with the women's issues; representation and protection of the interests of women's nongovernmental organizations; strengthening of the status of women's NGO in social, political and public life of Uzbekistan. «Mehr» gives special attention to activity for strengthening the role of women, women's leadership and for achieving the gender equality on the level of decision making, as well as helping national nongovernmental and governmental organizations promoting the interests and the rights of women. Association of women's nongovernmental organizations was leading to conduct the Forum of women's nongovernmental organizations.

2.25 Organization can stand up as an active performer of tasks on strengthening of women's role in agricultural institutions, including assistance for foundation of associations of female farmers, as well as establishment of liaison between female farmers, representatives of legislative and administrative institutions, linear ministers and organizations, nongovernmental organizations involved in conduction of political reforms in agriculture sector.

6. National Association of Non-governmental Organizations of Uzbekistan

2.26 National Association of Non-governmental Organizations of Uzbekistan was founded in 2005 on initiatives of 150 local non-governmental organizations. The mission of this organization is to activate the role of nongovernmental organizations in the process of democratization, increase of a level of civil participation in building civil society and their role in social, political and economical life. Fund of support for nongovernmental organizations founded under NANOUz is urged to provide financial assistance to newly establishing and operating institutions of civil society. Taking into account that the members of association are 200 nongovernmental organizations (in general, all operating NGOs of the country), it can make a major contribution to the activity on strengthening the role of rural women in the context of reforms to be conducted in agriculture sector.

7. Institute for Study of Civil Society (ISCS)³

2.27 ISCS is a non-governmental organization founded in 2003 under the Cabinet of Ministers of the Republic of Uzbekistan. The Government provides the financial support to this organization. The mission of this organization is to conduct research on social, humanitarian and economical aspects of society's life. This Institute provides consultations and assistance on the following issues: support for establishing and developing the Institutions of civil society; strengthening the rights and role of civil society Institutions and their representatives; strengthening the processes of democratization, providing transparency, responsibility, increasing the level of political and legal competency of the citizens and their attraction to society's life. The main scopes of activity of this organization are: solving youth's problems; forming the bases of social and economical growth; activity in the field of legislation and law; providing the freedom of speech, political and civil freedoms; solving women's problems; developing the parliamentarianism and electoral system; working with the political parties; assisting in development of nongovernmental organizations; strengthening the system of self-government of the citizens.

2.28 This organization has a close cooperation with local administration and nongovernmental organizations, international donor organizations and has gained sufficient working experience in local communities. ISCS can assist the project in conducting monitoring and evaluation by participation method, in conducting information campaigns on the project activity as well as in arranging regularly active communication of female farmers and the representatives of key institutions responsible for effective conduction of the reforms in agriculture sector.

³ Information from IIGOs information leaflet and from meeting with the PPTA social team in Surkhandarya/Termez

III. PARTICIPATION OF WOMEN IN AGRICULTURE SECTOR

3.1 According to expert appraisals, changes to the farming structure peaked during 2005-2006. Female farmers began independent activity at the earlier period of reforms (1997-1999) (Pskent raion), but most of the remaining raions introduced female farmers during 2000-2001 (Zomin raion) or even later.

3.2 Women noted that farming can be an attractive occupation, first of all, for those women who enjoy working on the land. Age of questioned women ranged from 45 to 60 years, and basically, they are mostly former kolkhoz workers having a long experience of working with land. Only one woman, who attended the focus group of Mingbulak raion, represented the young generation of farmers .

Table 3.1: Information on Existing Leasehold Farms led by Women in Raions covered by Focus Groups

According to the information of Women's Committee of Akhangaran raion of Tashkent oblast, there are 95 leasehold farms led by women, registered; 4 of them are led by women, head of households.

According to the information of Women's Committee of Pskent raion of Tashkent oblast, there are 84 leasehold farms led by women, registered; 5 of them are led by women, head of households.

According to the information of Hokimiyat of Ak-Altyn raion of Samarkand oblast, there are 37 leasehold farms led by women, registered; 2 of them are led by women, head of households.

According to the information of Hokimiyat of Mingbulak raion of Namangan oblast, there are 50 leasehold farms led by women, registered.

According to the information of Hokimiyat of Kattakurgan raion of Samarkand oblast, there are 47 leasehold farms led by women, registered.

According to the information of Hokimiyat of Zomin raion of Djizzak oblast, there are 15 leasehold farms led by women, registered; 2 of them are led by women, head of households.

3.3 Women's activity in farming varies by the region. Specially, there have been registered 95 and 84 leasehold farms led by women accordingly in Akhangaran raion and

Pskent raion of Tashkent oblast by October 2007⁴. At the same time, the number of female farmers is only 15 in Chinaz raion of Tashkent oblast

3.4 The number of leasehold farms led by women is highest in those regions where they were established by 2004 when all willing members of reorganized shirkats obtained land plots of 3-10 hectares.

3.5 Comparative analysis of female farming development by regions concludes that in those oblasts where the women were leading the advanced brigades over a long time, taking the leading positions in kolkhozes, and then in shirkats, there functioned a positive stereotype of organizational and managerial abilities of women, their active contribution in farming development. It is necessary to note that more successful female farmers are former leading workers of kolkhozes who began working on the fields after graduation from the schools and technical schools; their average age varies from 45 to 70 years. In general, sizes of leasehold farms led by women vary from 2 to 110 hectares.

3.6 Mrs. Zarifa D. was leading a kolkhoz in Pskent raion for thirty years. Since 1998 she has run a leasehold farm. Now she is 70 years old and she leads a leasehold farm with 24 hectares of land, 10 hectares of which is sown with wheat and 14 hectares is sown with cotton. In the current year Mrs. Zarifa gained 53 tons of wheat and 35 tons of cotton on her leasehold farm.

3.7 However, not all leasehold farms, registered in a women's name, are actually managed by them. Often, bankrupted farmers, in order to avoid the loss of land, will re-register their farms in the names of their wives. In these cases, it is impossible to categorize these farms as led by women. As a rule, these farms are led by men and all family members work on it. Size of family farms varies from 3 to 15 persons with an average of 7. On the other hand, a number of leasehold farms, registered in the names of women, per se belong to local functionaries.

3.8 It is essential to note that a number of leasehold farms led by women (single women, widows and etc.) makes up 4-5 persons per each raion in which the women have been questioned.

3.9 Mrs. Venera T. is single and has a daughter. As an accountant, she has worked at several leasehold farms. In 1999 she decided to launch an independent farming activity and registered the leasehold farm with 10 hectares of land. She leads the farms independently, her extra income from the farming activity annually is \$3, 500.

3.10 In general, reorganizing shirkats to leasehold farms has opened up new perspectives for the growth of living standard of rural inhabitants. Female farmers pointed out the

⁴ According to information of Women's Committee of Ahangaran and Pskent raions of Tashkent oblast. October 2007.

essential changes in their status and perspectives resulting from the growth of their material welfare.

3.11 Mrs. Bakhtiniso B. used to work as a storekeeper. Her family of 5 persons used to gain main income out of homestead land. After the shirkat had been reorganized she received 2 hectares of land and registered the leasehold farm. From the beginning of activity in 1998 she has enlarged the size of farm up to 48 hectares. Special pride of Mrs. Bakhtiniso is that she has opportunity to pay tuition of her son studying in prestigious International Westminster University in Tashkent.

3.12 However, a tendency toward unprofitability of most leasehold farms is observed for the last year that was provoked by the rapid increase of prices for combustive-lubricating materials and other additional materials without which the successful cultivation of crops on government order is impossible. Purchasing prices for wheat fixed previously could not cover the expenses of the farmers, and that brought unprofitability to their farms and increase of their debts. Specifically, purchasing prices for wheat made up 140 Soum per kilogram in the current year, but real expenses for growing wheat were estimated at the level of 175 Soum/kg. Farmers sell wheat to the government at procurement prices, but obtain seeds at a price of three times this price. And seed is often, of bad quality.

3.13 The other problem which negatively reflected on economic condition of the leasehold farms led by women is the cancellation of privileges for purchase of cottonseed oil which was an essential help not only for householders, but also was used as payment for hired workers.

3.14 One more factor that provokes some inconvenience for female farmers is the inability to get privileged purchase of raw cotton, even of the lowest quality, for their household needs. Delivering the cotton on purchasing prices and not having an opportunity to reserve the rest of harvest for their needs, women have to buy the required raw cotton on market prices⁵.

3.15 It is essential to note that all female farmers have received the land on condition that they would pay off shirkats' debts. Amounts of shirkats' debts divided between farmers in Pskent raion, for example, was 4 million Soum for every 5 hectares of land⁶. Beginning from 1998, farmers had been paying off the debts to the government. Most farmers have already paid off the debts by 2007 and had expected to get a big return on their farms. However, discrepancy of prices, unbalanced wheat pricing policy brought all

⁵ It is related to national tradition on preparation of dowry for each child.

⁶ This information contradicts to the conclusions of Institutional report, that lands were transferred to farmers without taking into consideration debts of shirkats.

farmers to unprofitability and growth of debts. For example, accounts receivable of female farmers in Zomin raion ranged from 5 million to 17 million Soum.

3.16 Present circumstances restrict the ability to purchase required equipments independently, availability of which significantly facilitates the work of farmers and increases the effectiveness of their activity.

3.17 On the other hand, most women farmers manage relatively small leasehold farms, which they received before 2004. Consequently, incomes from relatively small leasehold farms do not allow them to procure at one time all required machinery that in turn reduces the chances of female farmers when participating in tenders on enlargement of leasehold farms. This situation complicates the addressing for credit, since female farmers are not able to give collateral. Women, basically, have to make use of the services of MTP (machine-tractor park) that are not often rendered in time, with big delays when accomplishing required field works. Incompleteness of MTF and impossibility to satisfy the needs of all farmers in machinery is seriously reflected in the quality of harvests. Besides, MTF services are sufficiently expensive therefore women often address to the private owners of machinery as well as to each other. It is essential to note that, hereby, it is being spontaneously formed the group of female farmers who need in mutual support and cooperation.

3.18 On the other hand, female farmers pointed out an abrupt worsening of seed quality delivered by some suppliers, specifically, by the divisions of “Uzdonmakhsulot” to which the farmers are obliged to address compulsorily. This circumstance has essentially affected the crop capacity of wheat in current year. Unfortunately, the initiatives of some farmers to select seeds independently and use them on their farms are restricted by governing organizations unreasonably.

3.19 Being independent farmers, women feel certain needless interventions on the part of local governing bodies.

3.20 A remote land area of high salinity felt to Mrs. Klara Z. It is impossible to expect a good harvest of cotton in this land because of high water table. This had a serious impact on the crop capacity and quality of cotton, and consequently, it was out of the question to fulfill the government order. This farmer came to loss. It was initially understood that this ground area is not good for growing cotton, the only crop that could grow on that – is rice, and however, on the intervention of local administration, farmer had to sow the land with cotton. Unfortunately, the system of insurance against bad harvest and other force majeure circumstances has been not improved yet in the country, and that brings to occurrence of unwanted, knowingly unjustified situations.

3.21 Insufficient regulation of the mechanisms for interaction of leasehold farms and organizations, urged to provide assistance and help to development and strengthening of

farming, sometimes undermines the idea itself. Specifically, an activity of Association of dehkan and leasehold farms provokes a lot of censures and dissatisfaction from the side of farmers, whereas it doesn't perform fully its functions to provide multilateral assistance to leasehold farms.

3.22 Female farmers feel the need in mentoring care of the specialists not only in respect of agronomic knowledge, but also they need the specialists' consultations in the field of legal awareness, banking as well as fundamentals of business management. Unfortunately, this assistance is not provided by Association of dehkan and leasehold farms.

3.23 Often, farmers are not given an opportunity to comply with legally fixed land usage ratio. For example, current legislation provides for opportunity to sow with wheat in 50% of land that is at the disposal of farmers. However, at local administration's insistence, farmers are obliged to sow with crops on the government order in 70%, sometimes up to 100% of land. Farmers are practically deprived of an opportunity to sow independently an existing area which is free from the government order, and is often the main source of stable incomes of leasehold farms. This circumstance has a negative impact on efficiency of land use and suddenly decreases the profitability of leasehold farms.

3.24 Women also feel anxiety about the growth of labor force migration from rural areas that seriously undermines the traditional principles and destroys the families. In view of that the main attention is given to growing crops on the government order, farmers are limited to use lands for growing required and demanded in the market agricultural products, that would also enable to increase an employment of the local population, to cut down the process of releasing labor force, to stop the sufficiently high level of people's migration from rural areas.

IV. RAION WORKSHOPS AND WOMEN'S FORUM

4.1 In the framework of the second phase of Technical Assistance (TA-4820, UZB) participatory workshops have been conducted in 17 raions of Uzbekistan with the goal to discuss with farmers and other stakeholders specific issues related to the current status of reforming processes in agriculture. During preparation to the workshops it was agreed to ensure women's equal participation. Workshops preparation and implementation process showed that raions administration and other stakeholders do not accept women as an equal economic actors. Current situation with low level of women's involvement in agriculture is a result of low gender awareness of local authorities based on stereotyped way of thinking on women's role in economic and political development.

4.2 At the request of the working group of the TA it was decided to conduct an additional workshop with participation of women-farmers for discussion of role and participation of women in the reforms conducted in agriculture sector, to develop ways of increase the levels of women-participation in economic, political and social development of agriculture sector in Uzbekistan. The Working group was composed of representatives of leading women organizations and was led by Women's Committee of Republic of Uzbekistan. During discussing this initiative with Women's Committee it was suggested by the Chairperson to extend workshop and conduct a Forum, as the issues, to be raised at the Forum are on urgent importance for current development of agriculture and increasing women's role in the sector. From the other side, in the Forum it was also planned to discuss specific issues related to the problems of increase of effectiveness of development of agriculture production in the context of conducted reforms and identify women's opinion in selection of priorities.

4.2 Women-farmer Forum was conducted on May 13, 2008 with participation of more than 30 women farmers representing all regions of Uzbekistan. Other participants of the Forum included representatives of various ministries and agencies, in particular representatives of Cabinet of Ministers, Ministry of Economy, Ministry of Agriculture and Water Resources, "Ergeodezkadastr" State Committee, Association of Dehkan and Leasehold Farms, representatives of banks, women non-governmental organizations, and representatives of mass-media

4.3 Basic goals of the Women Forum included definition of priority problems for discussion in National Seminar on this project and identification of most active women-farmers for invitation to National Seminar.

4.4 In her opening speech the deputy Prime Minister, Chairperson of Women's Committee and Senator Ms. Inamova focused on the government initiatives on implementation of the President's Decree (21.04.2008, № IIII-842) on "Additional measures on increasing livestock by dekhan's and farmers units and extension of animal husbandry in Uzbekistan", and the role of Women Committee on implementation of initiatives, mentioned above and increasing the role and activities of women in the reforming processes in agriculture. Chairperson of the Committee also focused on increasing local authorities responsibilities on implementation of the governmental decrees, related to food security in Uzbekistan, in which role of women is crucial.

4.5 Deputy of the Oliy Majlis of Republic of Uzbekistan Mr. Sharipov provided information on legal issues, related to agriculture reforms and regulations, and gave comments on legal issues and adopted resolutions raised by women-farmers.

4.6 Women-farmers raised many issues related to the development of livestock and getting fodder for animals. Also there were covered important issues related to definition of quality of soils, worsening quality of seeds provided to farmers, lacks in usage of mineral fertilizers, underdevelopment of mechanisms of activity of Water Users Associations and regulation of water resources, problems with supply of fuel to farms, poor quality of services provided by MTPs, underdevelopment of rural infrastructure.

4.7 Women-farmers were interested in issues like the activity of mini-banks, provision of credits, possibilities for provision of collateral, getting machinery and equipment for leasing. All these issues were discussed jointly with representatives of “Micro-credit Bank”, “Phta Bank”, “Galla-Bank”. Representatives of banks had difficulties in answering so many questions of women, especially when they talked about the bureaucracy for getting credits, delays in getting payments for delivered crop yields of cotton and wheat produced according to the state procurement quotas, and promised to women-farmers to solve each particular case in operational order.

4.8 Women-farmers expressed great interest in the reports of: pro-rector of Tashkent Agrarian University L.A Gafurova “ Achievements of women in scientific and innovation processes”, B.Sulatanov Director of “Biomarkaz” which informed participants about new modern technologies against pests, professor U. Nasirov which made presentation on “Development of livestock” in farms focused on cotton and wheat production. .

4.9 Scientific- research institutes of Academy of sciences took an active part in the Forum. B.S. Zakirov introduced new technologies on improving crops and introduces new biostimulator “Hosil” which also attract farmer’s attention. Professor A.A. Sarimsakov introduced biologically active polymers and professor A.S. Turaev presented new technologies on plants protection.

4.10 Women farmers were very interested in innovations of local scientists, and during breaks they concluded agreements with leading institutes, made requests for purchase of appropriate medications and technologies, which stimulate raise of effectiveness of conduction of agriculture activities and raising crop yields of produced crops.

4.11 Forum showed that in Uzbekistan promotion of current existing innovations contributing to the development of agriculture production is conducted badly, and scientific potential is not used to the full extent.

4.12 From the other side it was mentioned, that due to the gender stereotypes in the sphere of education and labor market, women’s interest in obtaining an agriculture education has declined which accordingly influences the flow of young people into the sector. As it was mentioned above, average age of women-farmers varies from 45 to 70 years. In the Forum also were raised issues of working with rural young people, of conduction of long-term campaign on the increase of prestige of getting agriculture

professions by young women, increasing entrance level of women into agricultural universities of the country.

4.13 During the Forum there were raised various issues which need to be solved immediately, in order to improve effectiveness of activities of farms, including:

- i) Unjustified control of local governmental bodies. For example impossibility of usage of free lands for production of forage crops, fruits and vegetables for needs of households. At the same time, government is interested in development of farmers dealing with livestock production;
- ii) Lack of accessible legal information in remote areas, definition of average quantity of lands for one leasehold (and dehkan) farm;
- iii) Lack of access to credit resources;
- iv) Lack of free access to water resources and low effectiveness of water supply system;
- v) Provision of access to supplies;
- vi) Specific attention was given to the necessity of raising quality of services which should be provided by Association of dehkan and leasehold farms and other agencies to farmers, and which were established for contribution of development of farming;

4.14 In the Forum were developed recommendations on the raising of active participation of women in reforming of agriculture sector:

- i) Establishment information – resource centers in remote rural areas under Association of Dehkan and Leasehold Farms;
- ii) Raise of level of business education via conduction of seminars, round tables for women-farmers;
- iii) Development of new methods and modules for specific training programs for women-farmers and entrepreneurs working in agriculture sector;
- iv) Possibilities of provision of specific credit programs for women-farmers and entrepreneurs in rural areas and wide involvement of existing resources of non-governmental organizations, including Women’s Committee, Business Women Association, Center of support of entrepreneurship and others;
- v) Women-farmers expressed wishes on organization of Forums in rural areas with participation of workers of governmental agencies responsible for development of agriculture, scientific – research institutes, public organizations and with participation of local administrations for ensuring feedback and conduction of monitoring of results of monitoring of agriculture sector;

4.15 During the Forum there were conducted small focus group discussions with women-farmers, where were covered issues related to expansion of credit programs for women-farmers and rural entrepreneurs, solution of problems related to provision of collateral, enhancing role of women organizations contributing to more active participation of women in development of agriculture sector, in particular in reanimation activities of Association of women-farmers, identification of necessary training programs for women-farmers and entrepreneurs working in agriculture sector, increasing role of women in administration of agriculture structures, increasing role of women in managing of necessary resources (for example participation in WUA, MTP and etc.).

V. SUMMARY FINDINGS AND RECOMMENDATIONS

A. Findings

5.1 The role of women in the agriculture sector does not make full use of their potential. Although legislation supports gender equality there does not seem to be a clear strategy designed to implement such an objective across the various sectors of the economy, particularly the agriculture sector.

5.2 Agriculture sector reforms, especially the restructuring of farms, have led to a reduction of employment opportunities for rural women largely due to the disappearance of many administrative and clerical jobs associated with the former state farming structure. The transition to family operated leasehold farms has placed more emphasis on women working as part of the family enterprise rather than as formal employees of a farming enterprise. To the extent that women are formally employed by leasehold farms it is primarily in part-time or seasonal tasks such as cotton harvesting.

5.3 The ability of women to become the owners of leasehold farms has been largely determined by the selection criteria which emphasize the need for requisite technical expertise. The pool of women considered to have such expertise was largely confined to those working as agronomists or in other technical positions on collective farms. Consequently, women interested in becoming owners of leasehold farms from outside this pool were usually excluded from consideration.

5.4 Those women who have managed to obtain leasehold farms face the same problems as their male colleagues. The detailed concerns raised during the raion workshops are not specific to female farmers but their resolution may be made more difficult for women who, for the most part, are dealing with male counterparts with varying attitudes to the part women should play in the agriculture sector.

5.5 There is a minority group of women interested in operating leasehold farms because their circumstances match the flexibility offered by farming. These women may be more business orientated rather than technically qualified, but should be given the opportunity to prove their ability to farm successfully. Their case should be supported by farmer and women's organizations. To date, such organizations do not seem to support a strategy which would allow business orientated women to become farm leaseholders.

B. Recommendations

5.6 In order to increase women's participation in the development of the agriculture sector the following recommendations are proposed:

- i) Undertake a campaign to increase gender awareness of senior officials and employees of key structures operating in reforming of agriculture sector, including Ministry of Economy, Ministry of Agriculture and Water Resources, Ministry of Finance, Association of Dehkan and Leasehold farms, Water-users Associations, employees of water supply companies,

- representatives of raion Hokimiyats, and personnel of internationally funded projects;
- ii) Simplify the procedures and mechanisms of directed crediting; this would have to be done for all farmers but would particularly benefit female farmers;
 - iii) Support the initiatives of female farmers to establish associations, cooperatives and unions to provide various services demanded by farmers;
 - iv) Organize special trainings for women and leaders of farmers' movement:
 - a. on creation of associations, cooperatives;
 - b. legal literacy;
 - c. specific methods of leasehold farm management;
 - d. increase of agrotechnical knowledge;
 - e. business management;
 - f. insurance system; and
 - v) Organize regularly functioning communication (forum) between female farmers and representatives of local administration with participation of Women's Committee, regional Business Women's Associations and other stakeholders for providing feedback and flexibility on reforming agrarian sector and improving their efficiency to increase the status of rural women;

ANNEX 1

Focus Groups Format.

During the discussions with female farmers, the following questions were posed

1. *How do you think, how attractive is farming for the women?*
2. *Approximately how many women deal with farming in your raion?*
3. *When did you become a farmer?*
4. *What did you do before becoming a farmer?*
5. *How did you take the registration procedure of your leasehold farm?*
6. *What difficulties did you feel during the registration of your farm?*
7. *What size of land area do you have at your disposal?*

25% of the questioned women have up to 20 hectares of land area, 14 % of women have from 20 to 30 hectares of land area, 14% of women have from 40 to 50 hectares of land area, and 6 women stated that their farming areas exceed 50 hectares. In general, land areas at disposal of female farmers vary from 3 to 112 hectares.

8. *How many people work at your farm?*

- *Family members*

Number of family members involved in farming activity and helping female farmers in their work varies from 3 (Akhangaran raion) to 17-20 persons (Kattakurgan and Zomin raions)

- *Hired workers*

Number of workers hired by female farmers varies from 1 to 25-30 persons. The largest number of workers is hired in the period of harvesting.

9. *How do you formalize your hired workers?*

As a rule, the standard agreements are made with hired workers.

10. *Whom do you hire mostly, men or women?*

Female farmers pointed out that that they hire both women and men but prefer to hire the families found to be an acceptable option for them.

Female farmers care about the growth of unemployment among local population very much. They are interested in family saving and expressed the suggestions on how to retain the local population. Female farmers see the way out of this situation in giving

farmers the right to use the part of land (except government order) to grow the crops demanded in local market (vegetables, cucurbitaceous, rice, legumes and etc.)

11. *Do you feel the lack of working hands in your leasehold farm?*

12. *What crops do female women basically grow, how do you take decision on that what and how to grow?*

Women, questioned in all raions except Akhangaran, stated that they grow basically cotton and wheat that provides for marketing of products for the governmental needs. Everyone expressed opinion that he/she is not always agree with leadership of local administration regarding issues of crop selection and land use for the state order, since often land quality is more suitable for rice-growing, for example, as cotton-growing results in wittingly low yields. On the other hand irrational crop rotation leads to land deterioration and annual crop capacity drop.

13. *What machinery do you use for growing crops?*

14. *What machinery do you need more and why?*

Female farmers marked constant lack of spare parts for tractors and often breakdowns and delays with machinery cause late start of agricultural activities and accordingly it is reflected in crop yields. Particularly women indicated low quality of machinery supplied and insufficient quality of tillage ('Magnum' tractor)

15. *Do you deal with processing of your agricultural products?*

Female farmers marked that during previous years they had allocated one hectare of land for vegetable growing as it had been a great help to them and allowed processing of their own product. However local administration (khokimiyat and prosecution bodies' officials) does not allow crops other than cotton or grain.

16. *What is the profitability of your farming business?*

Generally female farmers of all raions emphasized unprofitability of grain growing in 2007 due to imbalance of state procuring prices for grain and real costs of production resulted by rapid growth of prices for POL, chemicals and other necessary services. The majority of women stressed that due to situation arisen they became debtors for used POL and other services.

Table: Women of Zomin raion indicated the following profit amounts gained from farming (cotton – harvest of 2006; grain – harvest of 2007):

| Farmers | Crop | Sown area, hectares | Crop yield, tons | Crop capacity, centner/hectare | Sold (under the state order), tons | Free in market | Sales, thous. UZS | Profit, thous. UZS | Outstanding accounts receivable of leasehold farm |
|---------|--------|---------------------|------------------|--------------------------------|------------------------------------|----------------|-------------------|--------------------|---|
| №1 | wheat | 13 | 10 | 14,2 | 10 | - | 1,180 | - | 17 mln. UZS |
| | cotton | 7 | 13 | 18,5 | 13 | - | 4,992 | 1,500 | |
| №2 | wheat | 20 | 47 | 19 | 38 | - | 4,484 | - | 15 mln. UZS |
| | cotton | 12 | 24 | 20 | 24 | - | 9,216 | -3,260 | |
| №3 | wheat | 23 | 52 | 20,5 | 40 | - | 5,782 | - | - |
| | cotton | 8 | 16 | 20 | 16 | - | 4,812 | 0,500 | |
| №4 | wheat | 30 | 42 | 14 | 42 | - | 4,956 | - | 5 mln. UZS |
| | cotton | 26,5 | 56 | 21,1 | 56 | - | 17,776 | 2,705 | |
| №5 | wheat | 40 | 68 | 17,2 | 50 | - | 5,900 | - | - |
| | cotton | 20 | 32 | 16 | 32 | - | 12,288 | 0,800 | |

17. What do you think, how the profitability of your leasehold farm can be increased?

18. Please list the organizations (governmental, non-governmental, cooperative and etc.), which provide you assistance in development of your leasehold farm.

- i) Oblast divisions of Uzdonmakhsulot company;**
- ii) Banks;**

Women addressed for credits to Micro-credit bank, as a result one woman from Kattakurgan raion received credit in amount of 5 mln. UZS and one woman from Mingbulak raion also received credit but in amount of 10 mln. UZS from Pakhtabank under 16% annual interest payment during three years secured by her tractor and ‘Damas’ automobile. Credit was necessary to install a pump for water supply from Syr-Darya river in order to irrigate her plot located at the end of irrigation channel. The woman ought to pay for installation of 2 kilometer length electric cable. Moreover she had to apply to local division of Pakhtabank, but succeeding no results was forced to re-apply to city department of the mentioned bank.

Women from other raions did not apply for credits as they have substantial debts and cannot secure them as well as afford high interest rates due to their unprofitability.

- i) Water-users Associations** (How is your interrelations between Water-users Association established, is there women in the management of WUA, what problems do you feel when irrigating your lands, what

should be undertaken to improve the situation on providing your lands with water)

- ii) **Cotton processing plants.** Participants of discussions noted that often delays in cotton yield delivery. Particularly in Pskent raion farmers have not received payment for yield of 2006 even in September 2007. Women faced difficulties in calculation of MTP and other services' costs while fines for overdue payments were imposed, since they could not afford in time due to delays in calculations of income for delivered cotton yield.
- iii) **Machine-tractor fleets (MTP).** Majority of female farmers participated in discussions marked unsatisfactory work of MTP. In particular, MTP services in Mingbulak raion per 1 hectare tillage cost 37 thousand UZS while farmers provide such kind of services to each other only at 10 thousand UZS. MTP of Zomin raion offers 'Magnum' tractors which can hardly operate tillage, its intertillage depth comprises 40 sm, as a result soil turns into plaster and that consequently damages yield. Women are interested in using more suitable machinery for those types of soil and even wish to purchase 'Altay' tractor clubbing together. On the other hand MTP personnel require farmers to cover spare parts for tractors and POL and that causes difficulties for female farmers.

Kattakurgan raion has ADB Project within the framework of which farmers are able to purchase machinery under credits. However female farmers of Kattakurgan raion are perplexed with the fact that they are offered to purchase Chinese tractors at 221 thousand USD, while Russian tractors cost up to 67 thousand USD and they are more suitable for operation in the raion.

19. How much money do you need to borrow in order to deal with the intensive agricultural production? 20. Have you addressed for credits? 20. What difficulties did you feel during addressing for credits?

Female farmers of Mingbulak raion stressed that in order to keep farms effectively they have to purchase machinery. They find it hard to address to they bank as the have no opportunity to secure credits. Though they could gain income from cattle farming, crop growing other than of the state order, install mills and etc. However, in order to conduct any other activity they should amend their statutory documents and agree initiatives with local administration.

22. Do you have opportunity to make savings?

23. Your ideas and desires. Which aspects of legislation on farming put obstacles or not enough promote development?

Women of Zomin raion noted that during registration period in 2001 the plots were distributed under rent for the period limited to 10-20 years, which is insufficient.

Women of Pskent raion marked that according to new rules of taxation farmers, having registered their household farms in 2006 are exempted from taxes for the period up to 5 years. Those farmers, who have registered their farms in 2005 are exempted for only for 3 year period. Female farmers are interested in setting up of equal and single rules of taxation for all farmers, notwithstanding the date of registration.

All female farmers stressed necessity to obey the Law on quotas and to provide their rights to sell freely extra production excluding the state order volume.

24. *What has to be exactly done to help development of female farming?*

ANNEX 2

Participants of focus group:

Akhangaran raion

1. Ten Venera-farmer
2. Kholturaeva Barno- chairwoman of Women’s Committee of Akhangaran raion
3. Sayfutdinova Muhtaram- farmer
4. Eshnazarova Sharifa- farmer
5. Pulatova Gulchehra –farmer, representative of Business Women Association of Akhangaran raion

Pskent raion

6. Kholbaeva Zamira- farmer
7. Riskulova Bakhtinisa – farmer
8. Okhunova Hakima- farmer
9. Khoshimova Ulbolsin - farmer
10. Sharipova Yakhshi – farmer
11. Inomova Kuysinoy – farmer
12. Muminova Marziya – farmer
13. Dehkanbaeva Zaripa – farmer
14. Muminova Sayora – farmer
15. Nurmatova Zamira – farmer
16. Mirzarakhimova Nargiza - farmer
17. Kulmatova Gulsara - farmer

Ak-Altyn raion

18. Mirzoeva Hamrokhon - farmer
19. Usmanova Gukchehra – farmer
20. Nazarova Tursunoy - farmer
21. Karimova Odila - farmer
22. Solieva Zamira - farmer
23. Karimova Uktamkhon – farmer
24. Asrarova Oydin – farmer, chairwoman of Women’s Committee of Ak-Altyn raion

Mingbulak raion

25. Akbarova Shohista - farmer
26. Hamdamova Yursinoy – farmer
27. Omonova Enakiz - farmer
28. Haydarova Malohat – acting chairwoman of Women’s Committee of Mingbulak raion

Kattakurgan raion

- 29. Mirzoeva Klara – farmer
- 30. Atamuradova Nazira – farmer
- 31. Yokubova Mavlyuda – farmer
- 32. Mahamadieva Nazira - farmer

Zomin raion

- 33. Abdullaeva Chorsila
- 34. Hasanova Gulnora
- 35. Sarieva Kholdanoy
- 36. Islomova Muazzam
- 37. Zulunova Manzura