

## **Women in Tertiary Unit Development – An Experience from Indonesia**

A pilot program for integrating women farmers in the upgrading and water management of two tertiary units has been carried out by the Cidurian Upgrading and Water Management Project in Tangerang, Indonesia, from January 1991 to April 1992. Through a special program of training, extension and intensive guidance by male and female staff, women farmers participated in the planning, construction and water management of the tertiary irrigation system. Their participation was not limited to implementation tasks only, but extended to a say in decision making and organization building.

Key elements of the program are:

- 1) The direct approach to women farmers with the help of appropriate communication methods and female field staff;
- 2) The approach to male farmers for gaining support for women's participation;
- 3) Establishment and guidance of interdepartmental field teams made up of an equal number of male and female field workers; and
- 4) A flexible planning of the process and the involvement of women from the very beginning.

Women were very pleased with their involvement in the tertiary unit development program. As a result, they have taken important roles in the Water User's Association Boards and actively support the management of irrigation water in the field.

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