With funding from
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Bridging the Gender Gap in Climate-Resilient Agriculture: Evidence from Rahovec and Podujeva

January 2026

Supported by:

Implemented by:

Democracy Plus

BRIDGING THE GENDER GAP IN CLIMATE-RESILIENT AGRICULTURE: EVIDENCE FROM RAHOVEC AND PODUJEVA

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This policy paper was developed within the framework of the project "Gender-Responsive Agriculture Subsidies: Enhancing Climate Resilience among Women Farmers in Podujeva and Rahovec", supported by the Kosovo Women's Network (KWN) through the Gender Budget Watchdog Network II (GBWN). This publication is funded by the Austrian Development Agency (ADA) and Sweden. The contents of this publication are the sole responsibility of Democracy Plus (D+) and do not necessarily reflect the views of ADA, Sweden, GBWN or KWN.

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Introduction

The purpose of this gender analysis is to examine gender-related inequalities and opportunities in the agricultural sector resulting from climate change in the municipalities of Podujeva and Rahovec. They both represent two important agricultural areas in Kosovo, providing valuable insights into how gender dynamics and climate change interact across different types of farming systems and local economies.

First, the municipality of Podujeva is mainly rural as more than 70% of population lives in rural areas and has considerable resources for the development of agriculture. This municipality has around 33,295 ha of arable land, of which 56% is used for grazing, 16% is used for pastures, and the rest for vegetable growing.[1] Second, the municipality of Rahovec views agriculture as a sector with strong potential for driving the city's economic development. The municipality is widely recognized for its grapevine cultivation, covering approximately 2,400 hectares, of which about 75% dedicated to wine grapes and 25% to table grapes. In addition, the municipality cultivated around 2300 ha for vegetables like pepper and potato and around 2500 ha for cereal production.

Therefore, the analysis aims to generate data and insights that will support the integration of gender perspectives into local agricultural policies and climate-related interventions. Ultimately, the findings will help guide the development of targeted measures that strengthen women farmers' resilience to the impacts of climate change in both municipalities.

Guided by the standards of the European Institute for Gender Equality, this gender analysis seeks to:

- acknowledge differences between and among diverse women and men, based on the unequal distribution of resources, opportunities, constraints and power;
- ensure that the different needs of women and men are clearly identified and addressed at all stages of the policy cycle, from design to implementation and evaluation;
- recognize the different impacts policies, programmes and projects can have on women and men;
- seek and articulate the viewpoints of women and men and make their contribution a critical part of developing policies, programmes and projects;
- foster more informed, inclusive, and gender and climate responsive interventions in the agricultural sector.[2]

The analysis is structured as follows: the first section explains the methodological framework, followed by data analysis, and concludes with a number of evidence-based policy recommendations in the section of realization.

1 Municipality of Podujeva. *Municipal Development Plan (2016-2025)*. September 2015. Available at: https://podujeve.rks-gov.net/wp-content/uploads/2025/02/PZHK-Podujeve_FINAL.pdf

2 The European Institute for Gender Equality. (2019). "Gender Mainstreaming. Gender Analysis". Available at: https://eige.europa.eu/publications-resources/publications/gender-mainstreaming-gender-analysis?language_content_entity=en

Methodological Framework

This gender analysis utilizes the 4R method; and therefore, allows for a comprehensive examination of gender dynamics by focusing on four key dimensions: Representation, Resources, Realia, and Realization.

REPRESENTATION: This dimension discusses and analyses gender distribution based on gender-disaggregated data at all level of decision making in the agriculture department in Podujeva and Rahovec for a period of three years (2022-2024).

The following data is analyzed:

a) gender-based composition of the staff in the department; their positions (director, officer and all levels),
b) gender-based composition of the committee who writes the call for subsidies and sets the criteria and whether gender analysis and the impact of climate has been taken into consideration in drafting the call,
c) gender-based composition of the committee who evaluates the applications,
d) the legal basis for the composition of the committee to check whether there are criteria as to how the members of the committee should be selected.

RESOURCES: This dimension examines the allocation of resources: information, time, and money among women and men farmers. The following questions serve as a framework for analysis of the resources;

a) how farmers were reached, the gender-responsiveness of methods employed to inform them about the calls and the criteria and whether there were different approaches utilized towards women versus men farmers;
b) how many women versus men farmers in the last three years (2022-2024) benefited in all calls for subsidies
c) how many women versus men farmers benefited in the last three years (2022-2024);
d) how much money was benefited by women versus men farmers in the last three years (2022-2024)
e) how many applications from women farmers versus men were received by the municipality in the last three years (2022-2024) for each call published?
f) how many registered farmers (sex-disaggregated data) are in the city of Podujeva and Rahovec? How many are active?

REALIA: This dimension explores the underlying social, cultural, and institutional factors that contribute to the gender disparities identified in the representation and resource dimensions. To gain direct insights from farmers, D+ conducted two focus group discussions—one in each municipality—with women and men farmers (annex I questions) and one interview in each municipality with agriculture department (annex II questions). These discussions explore:

a) How climate change is affecting agricultural work for diverse women and men;
b) Whether municipal responses and support mechanisms have considered these gendered impacts from climate changes, including as part of calls for subsidies;
c) How social norms, caregiving responsibilities, market access, and other contextual factors influence women's ability to engage in and benefit from agricultural activities.

The focus groups use open-ended, participatory techniques to ensure inclusive dialogue and nuanced understanding of intersectional challenges.

REALIZATION: The final dimension of the analysis synthesizes findings from the previous three dimensions to formulate practical, gender-responsive policy recommendations. These recommendations aim to:

a) Address identified gaps and inequalities in representation and access to resources;
b) Enhance the climate resilience of women farmers by promoting equitable access to information, funding, and capacity-building opportunities;
c) Encourage municipalities to integrate gender-responsive approaches in future agricultural strategies and subsidy programs inclusive of climate resilience.

These policy recommendations are tailored for local decision-makers and presented as part of an advocacy policy analysis. The gender analysis will serve not only as a tool for institutional learning but also as an actionable roadmap for promoting gender equality and climate resilience in agriculture in Podujeva and Rahovec.

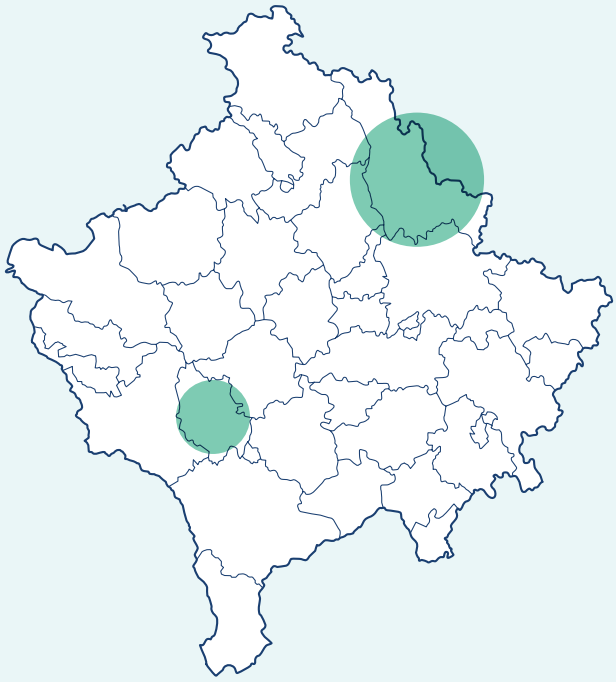
Data Analysis

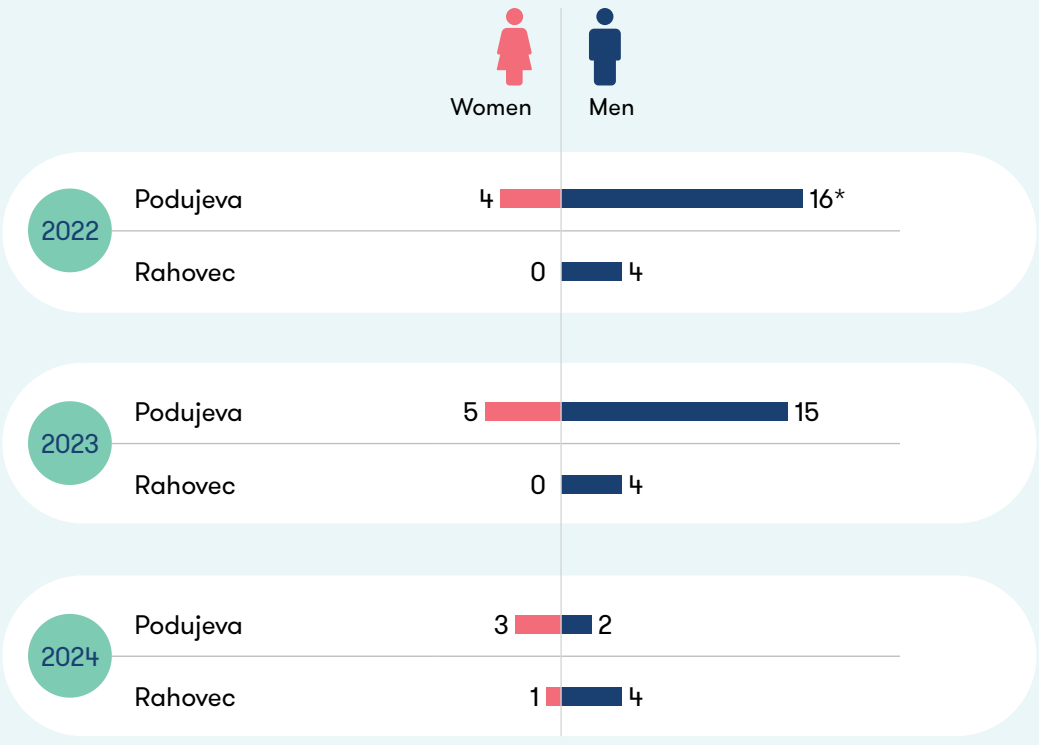
Representation:

At the local level, the institutions responsible for agricultural policies are the municipal Departments of Agriculture. These departments are tasked with drafting agricultural policies, announcing calls for agricultural subsidies, participating in information sessions on subsidy opportunities, and forming commissions to evaluate applications for such subsidies. Therefore, it is important for these departments to be inclusive in their work, ensuring that policies, subsidy schemes, and related activities are gender-responsive and address the specific needs of both women and men farmers. The first step, is to analyze the gender composition of the staff and afterwards the positions they hold.

As presented in the table below, both municipalities have five (5) staff members each. In Podujeva, three (3) are women and two (2) are men, and the department is headed by a woman. This reflects both strong female representation and leadership, serving as a positive example of how gender balance can be achieved within local agricultural departments. By contrast, in Rahovec, only one (1) staff member is a woman while the remaining four (4) are men, and the director of the department is also a man, demonstrating the underrepresentation of women. It is important to note that in 2022 and 2023, in Rahovec there were no women in this department.

FIGURE 01.
Gender composition of staff in agriculture departments of Podujeva and Rahovec

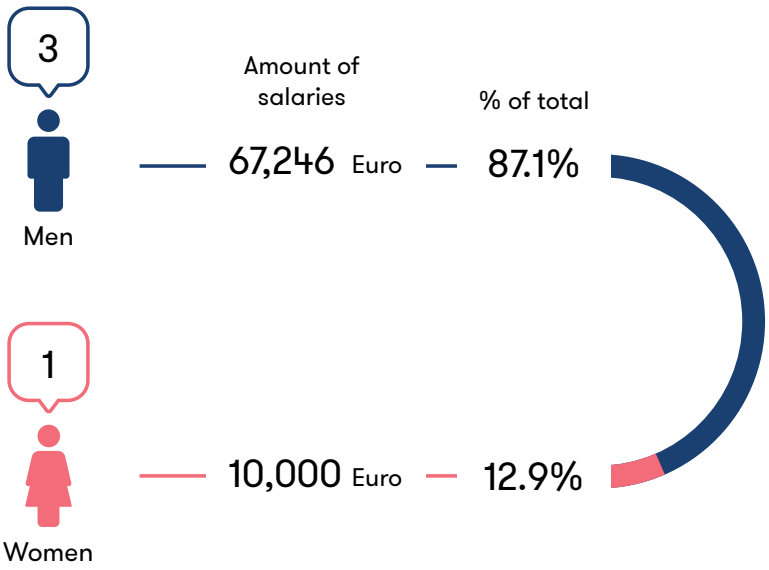




*The employee count includes staff from both agriculture and forestry, as these functions were part of a single department until 2024.

Source: Direct communication with municipality

FIGURE 02.
Salaries for 2024 in Rahovec, Department of Agriculture



Source: Direct communication with municipality

Moreover, gender-disaggregated salary data in Rahovec show that expenditure on wages and salaries is predominantly allocated to male employees. This distribution is consistent with the gender composition of the department, where men represent the majority of staff. No gender-disaggregated data are available for trainings or study visits abroad. While municipality of Podujeva, lacks such data.

Furthermore, subsidy calls are prepared by officials from the respective departments, the majority of whom are men in Rahovec. As the preparation of these calls is crucial for ensuring that gender aspects are considered and that women farmers are not excluded through restrictive criteria, it is important that the working groups include representatives of both genders. According to information provided by the agriculture department, the calls are prepared internally by department staff; and not much attention if paid to the gender balance composition of the committee.[3] Although, according to the Regulation on Criteria for Subsidies, Article 7, the composition of the commission evaluating applications should be based on the principle of gender equality and include five members.[4]

The analysis of the calls of subsidies identifies no explicit provisions, incentives, or requirements related to climate change mitigation or adaptation in both municipalities.

Similarly, in the municipality of Podujeva, the Regulation on Criteria and Subsidies, Article 7, also obliges the establishment of commissions that reflect gender equality.[5] In practice, "we tend to include women in every committee; however, we do not have any data in terms of the number of committees and number of members based on gender".[6]

All commissions, including those responsible for evaluating subsidies, are appointed by the mayor. Neither municipality collects data on the gender composition of these committees. However, Podujeva municipality reported an awareness of gender balance considerations in the appointment process, whereas Rahovec municipality did not reference gender balance as a guiding factor in the formation of committees.

3 Meeting with the Department of Agriculture, Rahovec. 05 March, 2025.
4 Municipality of Rahovec. *Regulation of Conditions, Criteria, and Subsidy Divisions*. April 2017. Availbale at https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=15264
5 Municipality of Podujeva. *Regulation of Conditions, Criteria, and Subsidy Divisions*. April 2022. Available at https://gzk.rks-gov.net/ActDetail.aspx?ActID=59474
6 Meeting with the Department of Agriculture, Podujeva. 18 February, 2025.

Resources:

In this section, we analyze gender-disaggregated data on subsidies, including the number subsidies awarded, application patterns, the channels through which farmers are informed about subsidy calls, and the support provided during the application process.

First, in the Municipality of Podujeva, data on table 3, from the period 2022–2024 show a consistent gender gap in the allocation of subsidies. Across the three-year period, a total of 1,365 subsidies were awarded, of which 324 (approximately 24%) were granted to women and 1,041 (76%) to men. In 2022, women received 115 out of 602 subsidies, while in 2023 this number declined to 95 out of 364. Although there was a slight increase in 2024, with 114 subsidies awarded to women out of a total of 399, men remained the predominant beneficiaries in all three years. This trend indicates a persistent imbalance in access to subsidies, suggesting potential structural or informational barriers that may disproportionately affect women farmers.

TABLE 01. Number of subsidies given to men and women farmers in Podujeva (2022-2024)

Number of subsidies 2022-2024

Year	Women	Men	Total
2022	115	487	602
2023	95	269	364
2024	114	285	399

Source: Direct communication with municipality

Consistent with the distribution of subsidies presented above, the allocation of financial resources in Podujeva during the period 2022–2024 also reflects a gender imbalance. As shown in Table 4, men farmers received the majority of the total subsidy amounts in all three years. In 2022, women received €125,029.77 (25.7%) compared to €362,407.90 (74.3%) allocated to men. This gap persisted in 2023, when women were granted €227,780.00 (28.1%), while men received €584,492.50 (71.9%). A similar pattern is observed in 2024, with €287,934.26 (28.9%) allocated to women and €708,425.74 (71.1%) to men.

Although the total amount of subsidies awarded to women increased steadily over the three-year period, men continued to receive a significantly higher share of funding. This trend mirrors the gender disparity observed in the number of subsidies awarded and suggests that differences in access are reflected not only in participation rates but also in the overall distribution of financial support.

TABLE 02. Total amount of subsidies in Euro given to men and women farmers in Podujeva (2022-2024)

Total amount of money 2022-2024

Year	**Women**	**Men**	**Total**
2022	125,029.77 €	362,407.90 €	487,437.67 €
2023	227,780.00 €	584,492.50 €	812,272.50 €
2024	287,934.26 €	708,425.74 €	996,360.00 €

Source: Direct communication with municipality

When comparing the number of applications with the number of subsidies awarded, the data indicate that the lower number of women beneficiaries is largely consistent with their lower participation in the application process. In 2022, 115 out of 251 women applicants benefited from subsidies (45.8%), compared to 487 out of 1,295 men applicants (37.6%). In 2023, 95 out of 147 women applicants were successful (64.6%), while 269 out of 450 men applicants benefited (59.8%). Similarly, in 2024, 114 out of 236 women applicants received subsidies (48.3%), compared to 285 out of 685 men applicants (41.6%).

These figures suggest that while women farmers apply for subsidies in lower numbers, their success rates are comparable to, and in some years higher than, those of men. This points to the application stage, rather than the evaluation process itself, as a key area where gender disparities emerge, highlighting the importance of targeted outreach, information dissemination, and application support for women farmers.

TABLE 03. Number of subsidies given to men and women farmers in Podujeva (2022-2024)

Number of subsidies 2022-2024

Year	Women	Men	Total
2022	251	1295	1546
2023	147	450	597
2024	236	685	921

Source: Direct communication with municipality

Each call for agricultural subsidies issued by the municipality includes an affirmative measure designed to encourage and support the participation of women farmers. Under this measure, women applicants receive additional points during the evaluation process, improving their chances of selection.[7] But, although this measure has shown positive results in increasing women's engagement, it is currently implemented as a departmental initiative, not formally regulated by the existing Regulation on Criteria and Subsidies. Calls for subsidies are published on the municipal website and disseminated through social media channels. In addition, budget hearings are organized to collect the concerns and needs of women and men farmers across the municipality, according to the Director of the Agriculture Department.

Second, in the Municipality of Rahovec, women farmers represented only a very small proportion of subsidy beneficiaries. Data indicate that approximately 4% of all farmers who received subsidies through various calls during 2024 were women, while around 96% of beneficiaries were men. According to the agriculture department, data for previous years is not recorded in a digitized format and it is difficult and takes a lot of time to go through each farmer file. This significant disparity highlights a pronounced gender imbalance in access to municipal agricultural support. However, the data for previous years is not collected in a digitized format and it is very difficult to gather. Furthermore, the municipality does not collect gender-disaggregated data regarding the amount of financial support allocated per beneficiary or the type of equipment provided, as these elements are not analyzed through a gender lens.[8] This lack of disaggregated data further restricts evidence-based policy-making and the integration of gender-responsive budgeting principles within municipal agricultural support schemes.

TABLE 04. The number of applications for subsidies from women and men farmers in Podujeva (2022-2024).

Number of subsidies

Year	Women	Men	Total
2024	59	1857	1916

Source: Direct communication with municipality

7 Meeting with the Department of Agriculture, Podujeva. 18 February, 2025.
8 Meeting with the Department of Agriculture, Rahovec. 05 March, 2025.

Information on subsidy calls in Rahovec is disseminated through the municipal website and official social media channels. However, no targeted outreach or information campaigns are specifically designed to reach women farmers. Moreover, none of the subsidy calls incorporate affirmative measures aimed at addressing gender disparities in access to support. Applications are evaluated strictly on the basis of the general criteria outlined in the calls, without additional measures to mitigate existing structural barriers faced by women farmers. Taken together, these factors may contribute to the continued underrepresentation of women among subsidy beneficiaries and highlight the need for more proactive, gender-responsive approaches in the design and implementation of municipal agricultural subsidies.

From a climate resilience perspective, the limited participation of women farmers in municipal subsidy schemes also raises concerns regarding the inclusiveness and effectiveness of local climate adaptation efforts. Agricultural subsidies play a key role in supporting investments in climate-resilient practices, such as improved irrigation systems, drought-resistant crops, energy-efficient greenhouses, and sustainable livestock management. The underrepresentation of women among subsidy beneficiaries in Rahovec suggests that women farmers may have more limited access to resources that are increasingly essential for adapting to climate change impacts. Without gender-disaggregated data on the type and scale of support provided, the municipality is unable to assess whether climate-related investments adequately reach both women and men farmers, potentially reinforcing existing vulnerabilities in the face of climate-related risks.

Realia:

This dimension examines the underlying social, cultural, and institutional factors that shape the gender disparities identified in the Representation and Resources dimensions. While quantitative data highlight unequal access to subsidies and decision-making structures, the Realia dimension seeks to explain why these disparities persist by exploring lived experiences, social norms, and institutional practices at the local level.

To capture these dynamics, two focus group discussions, one in each municipality, with women and men farmers, as well as one semi-structured interview in each municipality with representatives of the municipal agriculture departments were held. These qualitative methods provide direct insights into how gender, climate change, and local governance intersect in shaping farmers' access to municipal support mechanisms.

During the focus group discussions, women farmers identified a range of interconnected factors that shape their access to municipal funding and their capacity to engage in climate change mitigation and adaptation measures. These include the high burden of unpaid care and household work, limited access to timely and targeted information on subsidy opportunities, insufficient digital skills to navigate application procedures, and restrictive eligibility requirements such as co-financing obligations. Participants also highlighted the standardized design of subsidy calls, which often fails to reflect the diverse needs and production realities of women farmers, as well as the changing conditions and risks associated with climate change. These perceptions are consistent with the document analysis of the subsidy calls, which found no support for or explicit reference to climate change mitigation or adaptation in either municipality. In addition, women reported limited knowledge and awareness regarding climate change and its implications for agricultural work, which further constrains their ability to adopt climate-resilient practices.

Women farmers reported that climate change is increasingly disrupting traditional agricultural calendars and production cycles, creating uncertainty and additional burdens in their daily work. Participants described clear shifts in seasonal patterns, including delayed planting and harvesting periods, unseasonably cold or warm months, and unpredictable weather fluctuations. As one woman noted, "By 1 July the peppers came out, almost a month later than usual," while another explained that unusually cold temperatures in May had forced her to postpone planting.

Others described visible environmental changes, such as leaves falling as in autumn due to abrupt temperature shifts, illustrating how erratic climate conditions are affecting crop development and planning. These

changes are compounded by growing challenges related to water management, as prolonged droughts and irregular rainfall patterns limit production capacity. Women highlighted the need for water storage, irrigation systems, and municipal support, emphasizing that drip irrigation systems would significantly improve crop quality but remain financially inaccessible. As one participant stated, "We try to save water, to build reservoirs, but we need the municipality's support," while another stressed that the absence of moisture directly affects both crop yield and disease resistance. In the meantime, one woman farmer emphasized that the heavy burden of unpaid work rests entirely on her shoulders, explaining: "At 6 in the morning I take care of the cows and chickens and prepare breakfast and lunch for my in-laws and my children; then I go out to work in the fields, return to do the housework and ironing, and only then go to sleep." Another woman farmer noted that changing weather conditions now require her to wake up even earlier in order to complete the fieldwork. This implies that women farmers face a disproportionate and intensifying workload, combining agricultural labor with extensive unpaid care and domestic responsibilities. As climate-related pressures increase, these overlapping duties further limit their time for rest and/or participation in decision-making processes.

At the same time, women farmers underlined a lack of access to practical training, agricultural extension services, and technical assistance that would enable them to respond more effectively to climate-related challenges. Participants expressed a strong need for guidance on climate-resilient farming practices, natural disease treatment, and the use of modern equipment, noting that agricultural inputs are costly and that many women lack the skills to operate new machinery. As one woman explained, "Before we planted by hand, now it's with machines, and women don't know how to use them," while others emphasized the need for agronomists to advise them on what to plant and how to protect crops from climate impacts. Collectively, these experiences highlight how climate change, combined with limited institutional support, training, and access to technology, disproportionately affects women farmers and constrains their ability to adapt and build resilience within the agricultural sector.

Moreover, women farmers identified co-financing requirements and limited land ownership as two interrelated structural barriers to accessing municipal subsidies and credit. The obligation to provide a 30% financial contribution disproportionately affects women, particularly those engaged in small-scale farming, who often lack savings and access to formal financial resources. This constraint is further compounded by the fact that agricultural land is predominantly registered in men's names, limiting women's ability to independently apply for grants, secure loans, or provide collateral required by financial institutions. As a result, many women farmers remain excluded from subsidy schemes and credit opportunities, reinforcing existing gender inequalities in access to agricultural support.

Furthermore, according to the latest Kosovo Agricultural Survey (2015), men hold 95.1% of agricultural land ownership, while women own just 4.9%. Although no more recent survey is available, a 2024 study by Kosovo Women's Network found that only 3% of surveyed rural women reported owning agricultural land. This stark disparity highlights persistent structural barriers that limit women's economic independence and decision-making power in rural areas.[9]

9 FAO. 2024. *Kosovo gender profile of agriculture and rural livelihoods.* Written by Kosovo Women's Network in Kosovo. Available at https://doi.org/10.4060/cd1154en

Realization:

This section consolidates insights from the previous analytical dimensions to develop practical, gender-responsive policy recommendations aimed at reducing inequalities, strengthening the climate resilience of women farmers, and supporting municipalities in integrating gender-responsive and climate-resilient approaches into agricultural strategies and subsidy schemes.

1 Redesign municipal subsidy schemes to remove structural barriers for women farmers:
Municipalities in consultation with women farmers, should revise eligibility criteria to reduce the co-financing burden for women and small-scale farmers, for example by introducing lower co-financing rates, flexible payment modalities, or dedicated windows for women-led farms. These measures would directly address the structural exclusion caused by limited financial resources.

2 Institutionalize gender-responsive climate governance at the municipal level:
Municipalities in line with legal requirements for gender-responsive budgeting, should systematically collect and use sex-disaggregated data on subsidy applications, approvals, and amounts, and integrate gender and climate indicators into agricultural planning and monitoring. Establishing clear accountability mechanisms, such as annual gender and climate impact reviews of subsidy schemes, would ensure that policy adjustments are evidence-based and responsive to women farmers' realities.

3 Institutionalize affirmative measures for women farmers in subsidy regulations:
Podujeva's additional points for women applicants have proven effective, as women's success rates are equal to or higher than men's once they apply. This measure should be formally embedded in the municipal Regulation on Criteria and Subsidies and extended to Rahovec. Codifying affirmative action would ensure continuity beyond individual departments and strengthen women's access to climate-resilient investments.

4 Institutionalise gender-balanced commissions for subsidy design and evaluation:
Both municipalities should formally require that all working groups and commissions preparing and evaluating subsidy calls reflect gender balance and include gender and climate expertise. The mayor's appointment decisions should be guided by clear gender equality criteria, with compliance monitored annually.

5 Integrate climate resilience and gender equality into the design of subsidy calls:
Subsidy calls should explicitly prioritise climate-resilient investments that respond to women's needs, such as drip irrigation systems, water storage infrastructure, climate-resilient seeds, and small-scale mechanisms. These investments directly respond to women's lived experiences of drought, unpredictable weather, and declining yields, and would significantly strengthen their capacity to adapt to climate change while improving productivity and income security.

6 Strengthen targeted information and outreach to women farmers:
Municipal agriculture departments should develop tailored communication strategies to ensure that women farmers receive timely and accessible information on subsidy opportunities and climate-related support. This includes community-based information sessions, simplified application guidelines, and direct outreach through women's associations and organizations, village councils, and agricultural cooperatives. Proactive outreach is essential to overcome current gaps in access to information and digital barriers identified by women farmers.

7 Expand climate-responsive agricultural extension services for women:
Municipalities should establish or strengthen agricultural extension services with a specific focus on women farmers and climate adaptation. This includes practical, hands-on training on climate-resilient farming practices, water management, natural disease control, and the use of modern equipment. Mobile agronomist services and field demonstrations can ensure that technical support reaches women who cannot easily access centralized training facilities.

8 **Build women's financial and digital capacities for climate-resilient agriculture.** Municipalities, in cooperation with financial institutions and CSOs, should provide targeted support to strengthen women's financial literacy and digital skills, including training on preparing subsidy applications, managing co-financing, and accessing credit. This would reduce dependence on male household members and enable women to engage more independently in climate-smart agricultural investments.

9 **Both municipalities should incorporate a formal gender analysis** into their budget frameworks and publish an accompanying gender budget statement with its annual budget, including clear objectives to address identified inequalities, as well as indicators, baselines, and targets. This would support targeted allocation of subsidies to women, strengthen monitoring, and enhance transparency and accountability in municipal budget planning and expenditure

Conclusions

The analysis explores how municipal subsidy schemes, socio-cultural norms and practices, and institutional practices influence the capacity of women farmers to adapt to climate-related risks and environmental change.

The findings reveal persistent gender inequalities across all four dimensions. Women farmers continue to face structural disadvantages. These include restrictive financial eligibility criteria, unequal access to land and productive assets, limited representation in decision-making processes, and the disproportionate burden of unpaid care and household work, which constrains women's ability to benefit from public support mechanisms.

The analysis reveals a clear gap in municipal policy responses, as climate adaptation is not incorporated into agricultural subsidy schemes. Despite increasing climate-related risks, grant structures and timelines remain largely unchanged. This policy inertia limits adaptive capacity and risks reinforcing existing gender inequalities in access to resources, productivity, and income security.

Overall, the integration of gender and climate responsive approaches into local agricultural policies is critical to advancing sustainable agricultural development. By addressing disparities in representation, access to resources, and institutional recognition of unpaid work, local authorities can create a more inclusive and enabling policy environment. Such an approach would ensure that both women and men farmers are equally positioned to adapt to climate change, contribute to agricultural growth, and benefit from public investment.

The recommendations outlined in this analysis provide a practical roadmap for municipal-level action. They focus on reforming subsidy criteria, enhancing women's participation in decision-making, improving access to financial and technical resources, and institutionalizing gender-sensitive data collection. Overall, these measures aim to advance gender equality by integrating a gender perspective into climate-friendly agricultural policies, while simultaneously strengthening the adaptive capacity and long-term resilience of the agricultural sector in Podujeva and Rahovec.

ANNEX I: Questions for focus group discussions

1. Experience in Agriculture

a) Tell us a bit about your agricultural activity.
b) How many years have you been working the land, and what do you cultivate?

2. Climate Change

a) Have you noticed any changes in weather conditions in recent years?
b) How do you experience the change in climate conditions in your farm and daily life?
c) How have these changes affected your yields and income?

3. Specific Challenges and the Role of Women

a) What are the biggest challenges you have faced in recent years due to climate change (e.g. droughts, lack of water, excessive rainfall/flooding, crop/livestock diseases)?
b) How does this situation affect your role and responsibilities as a woman in the family and the community?
c) Do you feel that the voices of women farmers are heard when agriculture and climate policies are discussed in your community?

4. Access to Subsidies and Barriers to Participation

a) How much time do you have at your disposal to fill out the applications for subsidies (one or two days, or does that interfere with other work and family obligations)?
b) Do you have the necessary knowledge to complete the applications?
c) Have you ever felt that you didn't apply for a specific project in the municipality because you didn't have the time to implement it (e.g. due to caregiving responsibilities)?
d) Have you identified any criteria in these calls that automatically excluded you from applying?
e) Were you ever consulted by the municipality during the drafting of subsidy calls?
f) Did you have the means or prerequisite financing, in case the guidelines required you to own property or co-finance in order to qualify for receiving subsidies?

5. Strategies Used to Adapt to Climate Change

a) What strategies are you using to cope with these changes?
b) How are you trying to overcome these challenges?
c) Have you received any support from the municipality, relevant ministry, or other organizations to deal with the consequences of climate change?
d) Have you had access to information, training, or advice on sustainable agriculture or climate adaptation?

6. Needs and Recommendations

a) What kind of concrete support would help you the most in dealing with climate change (e.g. grants, technology, resilient seeds, training)?
b) Are you interested in joining a network, group, or cooperative for mutual support and experience sharing?

ANNEX II: List of questions for semi-structured interviews with municipalities

A. Subsidy Access and Criteria

1. What are the main eligibility criteria for agricultural subsidies or grants in this municipality?
2. Have you identified any criteria (e.g. land ownership, co-financing requirements) that may unintentionally exclude women or small-scale farmers?

B. Application and Administrative Burden

3. How accessible is the application process for subsidies (e.g. paperwork, digital access)? Have you received feedback on barriers faced by applicants?
4. Is any assistance provided to farmers who may have difficulties filling out applications due to time constraints or limited technical knowledge?

C. Gender-Sensitive Budgeting and Support

5. Is gender considered in the financial planning and disbursement of agricultural subsidies?
6. Has the department conducted any assessments or evaluations on the distribution of subsidies by gender?

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