



# FIG Working Week 2024

19-24 May

Accra, Ghana

Your World, Our World:  
Resilient Environment  
and Sustainable  
Resource Management  
for All

Presented at the FIG Working Week 2024,  
19-24 May 2024 in Accra, Ghana

## What Specific Actions can Individual Surveyors and Professional Bodies take to Achieve Women's Land Rights?

*"Her rights. Her land. A better future for all"*  
(S4HL campaign)



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## Advancing WLRs requires concerted actions

- (i) It *"takes a village"* – where every effort and every stakeholder matters. More communication and less silo approaches.
- (ii) There is a need for a *"revolution"* of mindsets and behaviors - from governments and public institutions, as well as from communities and households.
- (iii) *"think big but take small and steady steps"* towards a singular shared vision of a *people-centered land governance, where WLRs are guaranteed.*



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## WLRs Working Group Activities



### 1. Review of PUBLICATION 24: Guidelines for Promoting Women's Access to Land

- Initial assessment – done. Literature research – done.
- **WIP: Data Gathering** – questionnaire launched in four languages. **Field guides** – A list is being validated within the questionnaire. **Needs volunteers to write specific parts and to peer-review the document**

### 2. Promote Partnerships and Synergies

- **S4HL Campaign** – An MOU was signed. Joint session with ARN in CLPA2023 Addis Ababa.
- **WIP:** List of themes for grassroots women training to be provided by ARN national associations. Development of training materials. Launch pilot of Clinic days in a country

### 3. Reinforce WLRs within FIG – WLRs mainstreamed in all commissions

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## Implementing the legal framework critical actions moving forward:

**Public servant capacity building** to implement laws, monitor effectiveness of legal framework implementation and identify when and how to introduce controls or reforms to influence social behaviors. Capacity building to be undertaken by: Government Departments with support from Professional Associations, FIG Members, Multilateral donors (including related initiatives such as S4HL), etc.

**Clearly document actions land professionals can take to promote gender-justice.** FIG and partners should work together to clearly articulate land professional roles and responsibilities including day-to-day actions, gender data collection and dissemination, training, advocacy, etc.

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## Empowering women critical actions moving forward:

### Ensure gender training is incorporated into land and surveying education

FIG to support Member Associations to integrate gender training into tertiary-level surveying training.  
African Union to ensure regional integration of university programs. Gender equality aspects in curricula.  
PAN African University to ensure more land-related courses mainstream gender throughout.

### Develop and track gender indicators including the success of initiatives to attract women to land and surveying careers, and the reasons behind any attrition.

FIG to play a role in monitoring and encouraging indicator tracking.

### Improve women's land and financial literacy to encourage gender-justice in access, control/ownership of land.

Professional bodies, NGOs and multilateral organizations to support the development and implementation of trainings, either as part of land reform projects or standalone.

FIG and multilateral organizations to facilitate generic material to support local-level implementation.

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## Changing harmful practices critical actions moving forward:

### Establish standardized code of conduct for public servants and reporting system

FIG and partners can facilitate documentation and provide an avenue for dissemination.

### Facilitate land networks to improve advocacy reach by linking professional, academic, and NGO/CSO actors.

FIG's partnership with S4HL is one step in facilitating professional surveyors and organizations to connect with NGO and civil society actors working on the ground to support women's land rights.

It is particularly important that achieving gender justice is recognized as not just advocacy, but fundamental to best practice.

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## Improving land tenure security critical actions moving forward:

### Continue to develop and implement good practice land administration to promote gender justice.

All to continue to identify where initiatives have succeeded and failed in achieving gender justice.

In particular, support shall be given to government agencies to continue to monitor the gender impacts of land reforms (especially in the case of development partner financing).

### Continued support to tracking gender-justice related data to understand where and how successes are being achieved.

FIG, S4HL, Prindex, FAO, WB, UN and partners to play a role in supporting data collection, collation, and interpretation.

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## Promoting research critical actions moving forward:

**Each country entering a systematic land registration program shall assess current WLRs situation** prior to the start of the program to understand and contextualize the main barriers to gender equality in land access and tenure security.

**The AUC to support additional research to reinforce the African "Women and Land Program"** under the African Land Policy Center (ALPC) so that these efforts are not considered mere activism campaigns

**The PAN African University should bring in more professional courses with gender equality in mind**, especially in land governance and land administration syllabus.

**The African Union should ensure regional integration of university programs** with mandatory gender equality aspects in curricula.

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## Mobilizing Resources critical actions moving forward:

UNECA, ALPC and African Union Land Agenda to partner and ensure ongoing capacity to implement the Women and Land programme to achieve gender justice in the land sector.

This includes supporting countries transforming global policies into local policies and action plans.

Development partners (e.g. The WB) to ensure that gender forms an integral part of all land programs, and that support includes implementation of legal frameworks.

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- How can FIG and land professionals promote WLRs?
- What should the role of land professionals be?
- How do we attract more women into the profession?



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1. **Basirata Abudu-Akindali** and **Rebecca Dengure** (Ghana): Introducing the Young Ones into Surveying Profession especially the girl child (12441)
2. **Yenemi Ibimina Kakulu** (Nigeria): Improving Gender and Women's Access to Land by increasing land availability through land Conservation and land Restoration (12460)
3. **Yenny Andrea Marín-Salazar, Juan Sebastian Oviedo Mozo, Johan Andrés Avendaño Arias, Rolando Crespo** and **Luisa Cristina Burbano Guzmán** (Colombia): Proposal to Measure Gender Gaps in Land Ownership Access in Colombia Using the Utilization of Administrative Records. (12553)
4. **Leslie Hannay** (USA) and **Nana Ama Yirrah** (Ghana): Overcoming Barriers to Youth and Women's Land Access and Tenure Security to Increase Efficiency, Equity, and Economic Empowerment Across Ghana's Agricultural Value Chains (12528)
5. **Gad Asorwoe Akwensivie** and **Priscilla Donkoh** (Ghana): Women, land ownership and access to credit – Salient observations from rural Ghana (12782)
6. **Amy Cripps** and **Kate Fairlie** (Australia): How Effective Are Initiatives to Recruit Women into Surveying? (12567)



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SUSTAINABLE DEVELOPMENT GOALS

International Federation of Surveyors supports the Sustainable Development Goals

## Commission #

Commission's name

Serving Society for the Benefit of People and Planet



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## INTRODUCING THE YOUNG ONES IN TO SURVEYING PROFESSION (ESPECIALLY THE GIRL CHILD)

Basirata ABUDU-AKINDALI Author and Rebecca DENGURE, Co-Author Ghana

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## INTRODUCTION

Surveying is just like architecture, engineering etc. is generally perceived as professions exclusive for men because its male dominated in Africa. Few women in the field who defile the odds to challenge the status-quo by pursuing surveying are subject to gender biases, facing stereotypes asserting women are not capable to the extent that their competency are questioned by clients. The physical demand of the profession, lack of women representations, work place culture, career advancement and work-life balance are some of the problems that deter women in pursing Survey as a profession.

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Women –in-Survey (WinS) in Ghana is a sub-group of the Ghana Institute of Surveyors (GHIS) with the sole aim of motivating and assisting the “Girl Child” to select surveying as a tertiary course and has the objectives to;

- 1.Promote the practice of surveying by women.
- 2.Create advance opportunities for women in survey profession.
- 3.Equip women for wider responsibilities in Survey

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Fig.1 FIG Rebecca DENGURE member of the WINS at a surveying filed

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## WHY WE NEED THE GIRLCHILD IN THE SURVEY PROFESSION

There is that general perception cutting across that when parents give birth to female child (a girl) they have given birth to an animal but to a male (a boy) they have a human being. 's3 wo wo )baa aaa, wa wo aboa na s3 wo wo )barima aaa, wa wo nnipa'. This kind of mentality is not accepted anyway in current dispensation where science and education are the order of the day. There is an adage that says what men can do women can equally do and do it better.

Involving women in the land and surveying profession is essential, especially if we want to have women participate as full actors in the process of economic'

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Services School is an infant and junior high educational institution for both girls and boys located in the military environment Burma Camp where academic excellence and discipline is their hallmark. The military is an institution where various professions are deployed in their operations hence the *choice* of applying to the administration of the school and their full acceptance for the demonstration and introducing the survey profession in their youthful stages to arouse their interest in the survey profession.

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Fig.2 FIG president Dr. Diane Dumashie shared pleasantries with the kids





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Fig.3 FIG president and the team demonstrated some surveying instruments





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THE KIDS INTERACTING WITH THE FIG PRESIDENT AND MR DJABA

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## ADVANTAGES OF INTRODUCING THE YOUNGER ONES

1. **EARLY EXPOSURE** : . This can help them develop a deeper understanding and interest in surveying profession, which can be beneficial for their future career choices.
2. **SKILL DEVELOPMENT**: . The” Girl child” develops the critical thinking skills, problem solving skills and spatial awareness skills required over time to give them competitive edge in the profession
3. **CAREER EXPLORATION**: This early exposure helps the Girl child make informed decisions about their future and choose a career that aligns with their interest and strength.

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## CHALLENGES OF THE YOUNG GIRL IN THE PROFESSION

- 1. physical strength
- Gender Bias
- Lack of Representation

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## Recommendation

- 1.To engage the younger girls in educational field trips to see surveyors on field and to observe how surveyors acquire or gather data on field and also to the office how the acquired data are being processed and their outcome or result.
- 2.Establishing surveying kids fun club in their various schools to enhance their interest in the survey profession.

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THANK YOU

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