

**Post Graduate Diploma in Agricultural Extension Management  
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**Course Title: Gender Mainstreaming for Agricultural Development (3 Credits)**



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**AEM 104: Gender Mainstreaming for Agricultural Development (3 Credits)**

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**Block I –  
Basics of Gender and Participation of Women in farming**



## **UNIT-1**

### **GENDER CONCEPTS AND STEREOTYPES**

"Some historians believe that it was woman who first domesticated crop plants and thereby initiated the art and science of farming. While men went out hunting in search of food, women started gathering seeds from the native flora and began cultivating them out of interest, from the point of view of food, feed, fodder, fiber and fuel".

**Dr. M. S. Swaminathan**

#### **Highlights of the Unit**

- Objectives
- Introduction
- Gender Concepts
- Conclusion
- Let's sum up
- Check Your Progress
- Further Readings References

#### **1.0 OBJECTIVES**

- To acquaint the candidates with the fundamental terminologies of 'Gender'
- To develop conceptual understanding of the various 'Gender concepts'.

#### **1.1 INTRODUCTION**

Women and men enjoy equal status in the law of constitution. Still there exists a wide difference in how men and women are looked upon and handled by the society. It is the society who have nurtured 'Gender gap', as it is a socially constructed attribute as being male and female, by assigning roles and responsibilities with respect to one's gender. Gender disparity is a serious concern in all sectors and must be addressed immediately for development to be obvious. In order to address gender issues, it is



imperative that we understand the different fundamental gender concepts to deal with it effectively.

## **1.2 GENDER CONCEPTS**

### **1.2.1 Sex**

Sex is the biological make-up of male and female human beings. It is what we are born with and does not change over time, nor differs from place to place.

### **1.2.2 Gender**

Gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men, girls and boys, as well as the relations between different groups of women and different groups of men. These attributes, opportunities and relationships are socially constructed and learned through socialization processes. They are context specific and changeable. Gender determines what is expected, allowed and valued in a woman / man in different contexts. In common usage, the word gender often refers to the sexual distinction between male and female. In simple words, gender refers to the set of relationships between men and women at a particular point of time in a given society.

**Table1.1 Difference between Sex and Gender**

<b>Gender</b>	<b>Sex</b>
Socially constructed	Biologically defined
Differs between and within cultures	Determined by birth
Includes variables identifying differences in roles, responsibilities, opportunities, needs and constraints	Universal
Can be Changed	Remains unchanged

### **1.2.3 Gender - Blind**



Gender blindness or sex blindness is the practice of disregarding gender as a significant factor in interactions between people. Gender-blind policy ignores the different situation, roles, needs and interests of women, men, girls and boys.

### 1.2.4 Gender Awareness

Gender awareness is an understanding that there are socially determined differences between women & men based on learned behavior, which affect their ability to access and control resources and benefits accruing there from. This awareness needs to be applied through gender analysis into projects, programs and policies.

**Example:** There is a general understanding among people that there is social difference between male and female farmers with regard to 'land ownership'.

### 1.2.5 Gender-Sensitivity

Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporates these into strategies and actions.

**Example:** Gender sensitivity with reference to the above example will be reflected if the Ministry of Agriculture Farmer's Welfare, Govt. of India takes a decision to include wife's name in land holding compulsorily, by law, to enable farmers to avail benefits of schemes and programs.

### 1.2.6 Gender Lens

Gender lens investigation is the practice of investing for financial return while also considering the benefits to women, both through improving economic opportunities and social well-being for girls and women. Gender lens investigation can include funding women-owned businesses, businesses with a strong track record of employing women or companies that improve the lives of women and girls with their products and services.



### 1.2.7 Gender Stereotypes

Practice of ascribing to an individual, woman or man specific attributes, characteristics or roles on the sole basis of her or his membership of the social group of women or men. Pre-conceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender.

**Example:**

- Men are earning member of the family.
- Women should do household activities.

### 1.2.8 Gender Bias

Gender bias is a preference or prejudice towards one gender over the other. Bias can be conscious or unconscious, and may manifest in many ways, both subtle and obvious.

**Example:** Preference to have a baby boy over a baby girl.

### 1.2.9 Gender Discrimination

Prejudicial treatment of an individual based on gender stereotype (often referred to as sexism or sexual discrimination).

**Example:** Ban on women from entering into some religious institutions.

### 1.2.10 Gender Equality

Gender equality is the result of absence of discrimination on the basis of a person's sex, in opportunities and allocation of resources or benefits or in access to services.

**Example:** Equal distribution of resources e.g. land, credit, extension services etc. among male and female farmers.

### 1.2.11 Gender Equity

Gender equity entails the provision of fairness and justice in distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.





Example: Distribution of more resources e.g. land, credit, extension services etc. among male and female targets, based on the relative status of male and female farmers, who is at a more disadvantaged position.

### **1.2.12 Gender Roles**

Gender roles are learned behaviors in a given society/community, or other special group, that condition which activities, tasks and responsibilities are perceived as male and female. Gender roles are affected by age, class, race, ethnicity, religion and by the geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts. Gender roles are of four types- productive, reproductive, community managing and community politics.

### **1.2.13 Productive roles:**

It refers to the activities carried out by men and women in order to produce goods and services either for sale, exchange or to meet the subsistence needs of the family.

For example in agriculture, productive activities include farming, animal husbandry, kitchen gardening etc., that will be used by the farmer, his/her family and other people.

### **1.2.14 Reproductive roles:**

It refers to the activities needed to ensure reproduction of society's labor force. This includes child bearing, rearing and care of family members such as children, elderly and workers. These tasks are done mostly by women.

The same for example, cooking- can be considered reproductive in the case of a wife cooking food for her family whereas productive in case of a cook working in a home.

### **1.2.15 Community managing role:**

Activities undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure provision and maintenance of scarce resources of



collective consumption such as water, health care and education. This is voluntary unpaid work undertaken in 'free' time.

**Example:** Collection of water, firewood from forests.

### **1.2.16 Community politics role:**

Activities undertaken primarily by men at the community level, organized at formal political level, often within the framework of national politics. This work is usually undertaken by men and may be paid directly or result in increased power and status.

**Example:** Village meeting, decision making with respect to community and community assets etc.

### **1.2.17 Triple Roles**

This term refers to the fact that women tend to work longer and more fragmented days than men as they are usually involved in three different gender roles: reproductive, productive and community management work. It is also referred to as 'multiple role' or 'triple burden'.

### **1.2.18 Gender Division of Work:**

Gender division of labor refers to who (women or men, young or old) does what, in terms of different types of work such as productive work in factories, offices and on land; reproductive work such as cooking, cleaning and caring for family members and community activities such as attending community meetings.

### **1.2.19 Gender Needs:**

Leading on from the fact that women and men have differing roles based on their gender, they will also have differing gender needs. These needs can be classified as practical or strategic needs.

### **1.2.20 Practical Gender Needs:**

Practical Gender Needs (PGNs) are the needs that help meet socially accepted roles in society. PGNs do not challenge, although they arise out of gender division of labor and women's subordinate position in society. PGNs are a response to immediate and



perceived necessity, identified within a specific context. They are practical in nature and often concern inadequacies in living conditions such as water provision, health care and training.

### **1.2.21 Strategic Gender Needs:**

Strategic Gender Needs (SGNs) vary according to particular contexts, related to gender division of labor, power and control. These may include issues such as legal rights, reproductive rights, domestic violence, equal wages, land ownership rights etc. SGNs assists women to achieve greater equality and change existing roles, thereby challenging women's subordinate position. They are more long term and less visible than practical gender needs.

### **1.2.22 Gender Issues:**

Gender issues relate to any issue or concern determined by gender-based and/or sex-based differences between women and men. Gender issues include all aspects and concerns related to women's and men's lives and situation in society, to the way they interrelate, their differences in access to and use of resources, their activities and how they react to changes, interventions and policies. It is specific consequence of the inequality between women and men.

### **1.2.23 Gender Mainstreaming**

Gender mainstreaming is about considering gender in all policies, planning, budgets, and implementation and monitoring of programs/schemes, instead of addressing gender as a separate issue through separate programs.

Gender mainstreaming is the processes of ensuring that women and men have equal access and control over resources, development benefits and decision-making, at all stages of the development process.

### **1.2.24 Gender Analysis**

Gender analysis is about analyzing the situation of women and men, girls and boys and the relations between them. Gender analysis also considers other social dimensions,



such as rich and poor, caste and tribe, urban and rural, educated and less educated and how these affect relations between women and men.

It is the methodology for collecting and processing information about gender. It provides disaggregated data by sex and an understanding of the social construction of gender roles, how labor is divided and valued. Gender analysis is the process of analyzing information in order to ensure, development benefits and resources are effectively and equitably targeted to both women and men, and to successfully anticipate and avoid any negative impacts, development may have on women or on gender relations.

### **1.2.25 Sex Disaggregated Data**

For gender analysis, all data should be separated by sex / gender in order to allow differential impacts on men and women to be identified, seen and measured.

### **1.2.26 Access to and Control over Resources**

Access to and control over resources is about power. Specific consequences of the inequality between women and men. This concept has three parts: resources, access and control. The first- resources, refers to means and goods, including economic (household income) or productive (land, equipment, tools, work, credit); political (capability for leadership, information and organization) and time. Access and control have slightly different meanings.

Access refers to the ability to use and benefit from specific resources (material, financial, human, social, political etc.) whereas control over resources also entails being able to make decisions over the use of that resource.

For example, women's control over land means that they can access land (use it), own land (can be the legal title-holders) and make decisions about whether to sell or rent the land. Access and control over resources is a key element of women's empowerment, and by extension, the achievement of gender equality.

### **1.2.27 Gender Budgeting**



Gender Budgeting (GB) is a powerful tool for achieving gender mainstreaming so as to ensure that the benefits of development reach women, as much as men. It is not an accounting exercise but an ongoing process of keeping gender perspective in policy/program formulation, its implementation and review. GB entails dissection of the Government's budgets to establish its gender differential impacts and to ensure that gender commitments are translated into budgetary commitments. The three main components of Gender Budgeting are Policy Appraisal, Gender Budgeting and Gender Auditing.

The terms gender responsive budgets, gender-sensitive budgets, gender budgets and women's budgets are often used inter-changeably.

### **Gender budgeting:**

- Refers to the process of conceiving, planning, approving, executing, monitoring, analyzing and auditing budgets in a gender-sensitive way
- Involves analysis of actual expenditure and revenue (usually of government) on women and girls as compared to expenditures on men and boys respectively
- Helps Government to decide how policies need to be made, adjusted and re-prioritized
- Is a tool for effective policy implementation where one can check if the allocations are in line with policy commitments and are having the desired impact.

### **1.2.28 Gender Auditing**

Gender Auditing is a part of Gender Budgeting process. Gender auditing is the process that is conducted after the budget has been implemented. It is the process of reviewing financial outlays - looking at trends over time, percentage shares etc.; analyzing and assessing systems actually put in place, processes adopted, outcomes and impacts of budgetary outlays vis-à-vis what was planned - all this through a gender lens.



### **1.2.29 Gender Planning**

Gender Planning refers to the process of planning developmental program and projects that are gender sensitive and that takes into account the impact of differing gender roles and gender needs of women and men in the target community or sector.

### **1.2.30 Gender-Neutral**

Gender-neutral policy is not affected by and does not affect, the different situation, roles, needs and interests of women, men, girls and boys. In reality, very few policies are gender-neutral. When policy-makers claim a policy is gender-neutral, they are usually being gender-blind.



### 1.2 LET'S SUM UP

- Gender refers to the set of relationships between men and women at a particular point of time in a given society.
- Gender awareness needs to be applied through gender analysis into projects, program and policies.
- Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions.
- Triple Roles- Women are involved in three different roles- productive, reproductive and community management.
- Women and men have differing roles based on their gender, hence they have differing gender needs also. These needs are practical or strategic needs.
- Gender mainstreaming is the processes of ensuring that women and men have equal access and control over resources, development benefits and decision-making, at all stages of the development process.
- Gender analysis is the process of analyzing information in order to ensure, development benefits and resources are effectively and equitably targeted to both women and men.
- Gender Budgeting (GB) is a powerful tool for achieving gender mainstreaming so as to ensure that the benefits of development reach women, as much as men.
- Gender Planning refers to the process of planning developmental program and projects that are gender sensitive and that takes into account the impact of differing gender roles and gender needs of women and men in the target community or sector.

Basic understanding of the concepts and definition of gender and related terms is essential to drive the readers into the core of the subject. A conceptual understanding of the important terms will help the readers in understanding subsequent topics and relating it with the theoretical concepts.

### 1.4 CHECK YOUR PROGRESS



1. Differentiate between 'Sex' and 'Gender'.
2. What is 'triple' burden role of farm women?
3. Explain Gender Stereotype' with suitable examples.

**Choose the correct answer:**

1. Sex is the \_\_\_\_\_make-up of being male and female. ( )  
a. Social    b. Biological    c. Psychological    d. Phenomenal
2. \_\_\_\_\_ refers to attributes, opportunities and relationships that are socially constructed and learned through socialization processes. ( )  
a. Male    b. Sex    c. Gender    d. Maturity
3. The term \_\_\_\_\_refers to the fact that women tend to work longer and for more fragmented days than men. ( )  
a. Single role    b. Double roles    c. Triple roles    d. None of the above
4. Gender \_\_\_\_\_ refers to the process of planning developmental program and projects that are gender sensitive. ( )  
a. Planning    b. Implementation    c. Ignorance    d. None of the above
5. \_\_\_\_\_is a powerful tool for achieving gender mainstreaming so as to ensure that the benefits of development reach women, as much as, men. ( )  
a. Gender Budgeting    b. Gender Sensitivity    c. Gender Analysis    d. None of these

**1.5 FURTHER READINGS/ REFERENCES:**

1. Agarwal, Bina (2016). Gender Challenges- Agriculture, Technology and Food Security, Vol. 1; Oxford University Press, India.
2. Gender Mainstreaming in Agriculture and Rural Development- A Reference Manual for Governments and Other Stakeholders; Commonwealth Secretariat.
3. World Bank; Food and Agriculture Organization; International Fund for Agricultural Development (2009). Gender in Agriculture Sourcebook. Agriculture and Rural Development; Washington, DC: WorldBank.





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## **UNIT 2:**

### **ROLE OF WOMEN IN AGRICULTURE AND ALLIED SECTORS**

#### **Highlights of the Unit:**

- Objectives
- Introduction
- Participation of Women in Agriculture
- Women in Animal Husbandry, Sericulture
- Women in Horticulture
- Women in Fishery
- Women in Forestry
- Women in Rural Production
- Women in Food Security
- Women in Natural Resources Management
- Women in Home Management
- Conclusion
- Let's sum up
- Further Reading

#### **2.0 OBJECTIVES:**

- To sensitize the learners regarding contribution of farm women in agriculture and allied areas.
- To create awareness among the learners about importance of women in agriculture.

#### **2.1 INTRODUCTION**



"Gender equality is more than a goal in itself. It is a precondition for meeting the challenges of reducing poverty, promoting sustainable development and building good governance".

*-Kofi Annan*

The Indian farm women have extensive workloads with triple responsibility for farm, household and community. Gradually their work is becoming harder due to climate change, degradation of natural resources, natural calamities, male migration and changing agricultural technologies. Women are extensively involved in crop production, horticulture, livestock management, post-harvest operation, fisheries, agro-forestry and household activities. Majority of their time is devoted towards collection of fuel, fodder and water, growing vegetables in homestead and rearing backyard poultry. They also considerably contribute for household income as agriculture wage earners and through cottage industry.

### **2.2 PARTICIPATION OF WOMEN IN AGRICULTURE**

According to the Census of 2011, population ratio of India is 943 females per 1000 males, national literacy rate is 74.04 percent, but the workforce participation rate for females is 25.51% against 53.26% for males. Women remain as a backbone of agricultural workforce and represent 43% of the global agricultural labor force. They devote 45 - 50% of their time to agricultural activities, 79% of women continue to be engaged in agriculture and allied activities as against only 63% of men (Courtesy: Gender Reference Manual, 2016, ICAR-CIWA). While considering participation in agriculture, 89.5% of the total female employed in rural areas, is engaged in agriculture and allied sectors and about 70% of farm work is performed by women. India grows a variety of cereals, pulses, millets, oilseeds, cash crops, plantation crops and horticultural crops based on its regions where women play important roles. Dr. Swaminathan, the eminent agricultural scientist, describes that it was women who first domesticated crop plant and initiated the art and science of farming. Women play a key role in conservation of natural resources like land, water, flora and fauna. A recent study conducted by Women and Population Division of FAO revealed that in developing



countries women provide 70% of agricultural labor, 60-80% labor for household food production, 100% labor for processing the basic food stuffs, 80% for food storage and 90% for water and fuel wood collection for households. They produce between 60 to 80% of the food in most developing countries and are responsible for half of the world's food production. Women involve themselves in almost all the agricultural practices such as: sowing, transplanting, weeding, other inter-cultural operations, harvesting, value addition and marketing.

### 2.3 WOMEN IN ANIMAL HUSBANDRY

Animal husbandry is the life line of Indian agro-based economy, by contributing 28% to GDP whereas dairy sector alone is contributing 15% of the Gross National Income. In the global scenario, India ranks first in milk production, 3rd in egg and 5th in chicken production. In animal husbandry, women play multiple roles with regional differences. In diary sector, their roles ranges from cleaning of animal sheds, care of animals, milking, feeding, watering, grazing, fodder collection, chaffing and storage of fodder, cleaning of milking utensils, processing dung and milk into ghee, butter, khoa, etc. They also take health care of pregnant and sick animals and new born or young calves. Women make compost from dung and carry to the field. Sometimes they prepare cooking fuel by mixing dung with twigs and crop residues. Although women have negligible control over livestock and its products, still they play a significant role in livestock management and production. If we consider involvement of women in rural poultry rearing, it starts from feeding and management of the birds to marketing of eggs and birds from the household (where buyers come to purchase). Hence backyard poultry is considered as women-domain which serves family nutrition and income. Likewise, the role of women in goat keeping is very significant in rural families. The activities in goat farming performed by women are: caring animals for breeding, care and management of new born kids, collection & sale of manure, fodder collection, its cutting & chopping, taking animals for grazing and marketing of animals.



## **2.4 WOMEN IN SERICULTURE**

In India, sericulture being one of the most important cash crops, is essentially a village based industry where women are mostly found as the major activist. Globally, Asia is regarded as the main producer of silk as it produces over 95 % of the total output. India has been ranked as the second largest producer of silk in the world and has 18% share in global raw silk production with an annual silk production of around 28,000 Metric Tons. Out of 6.39 lakh villages in India, sericulture is being practiced in about 69,000 villages (Central Silk Board, 2002; Geetha and Indira, 2011; Lakshmanan et. al. 2011), engaging nearly 60% women of the total work force in sericulture. In mulberry garden, they work in cultivation of silkworm food plants, inter-cultivation, weeding, application of Farm Yard Manure, leaf harvest& their transportation, pruning and silkworm larvae rearing for production of raw silk. Atpost-cocoon technology, women are skillfully involved in silk reeling for unwinding of the very fine delicate silk filament, twisting, dyeing, weaving, printing and finishing. At home also, women have the monopoly to look after silkworm rearing activities like leaf chopping, bed cleaning, feeding the silkworms, maintenance of hygiene, picking up the ripe worms and placing them on montages and so on.

## **2.5 WOMEN IN HORTICULTURE**

Women play significant role in horticulture including production, post-harvest operation and value addition. In fruit cultivation, they are involved in weeding, irrigation, collection, sorting and grading. Participation of women in vegetable production is in field preparation, seed cleaning, seed sowing, transplanting of seedlings, weeding, harvesting, sorting and grading of vegetables. Sometimes they also go for manure application. The farm operations in which participation of women is100% are cleaning the produce, cutting, picking, storage and processing activities.



Women are trained for organic cultivation of selected vegetables, fruits and medicinal plants. They generate highly remunerative employment through mushroom cultivation, vermi-compost, processing, floriculture, seed production, nursery maintenance, and tissue culture, seedling production of fruits & flowers and food processing.

### **2.6 WOMEN IN FISHERY**

In India, out of the total 5.4 million active fishers, 3.8 million are fishermen and 1.6 million fisherwomen. According to FAO (2015), 70% of the global aquaculture workforce is female. In developing and developed countries, women are the bulk workers in post-harvest, product transformation activities (FAO 2017). In Malaysia, women are 10% of the total aquaculture workforce, mainly in freshwater aquaculture & hatchery operations and in Sri Lanka, women workers constitute 5% (shrimp farms) and 30% (ornamental fish). India is among the top ten fish producing countries in the world. The Indian women are mostly involved in fish production, catching, cleaning, processing, peeling, drying, marketing and net-mending. Sometimes they also engaged in prawn culture, integrated fish farming, backyard hatcheries, fish-feed manufacturing, fish harvesting, packaging, value addition, net mending and ornamental fish farming. Women produce more fish from freshwater ponds than from marine cages. In fresh and brackish water aquaculture, women are engaged in carp breeding and nursery raising, carp poly-culture, breeding of catfish and freshwater prawns in backyard hatcheries. They are also engaged in preparing feeds and feeding fish, preparing ponds, stocking fingerlings, guarding the ponds during day time, pond maintenance and harvesting. In commercial fishery sector, women are involved as wage labor for de-heading, peeling, dressing, cleaning, washing and icing. Through SHGs women are engaged in breeding and rearing of ornamental fishes, with specific species such as guppy, platy, molly and sword tail. The women in small-scale aquaculture, in family pond or tank, help in providing protein, income and employment.



## **2.7 WOMEN IN FORESTRY**

Indian rural and tribal population are highly dependent on forests. In India, depending upon the socio-cultural variations, women are the major collectors and users of Non-timber Forest Products (NTFP). They collect fruits, nuts, roots, tubers, vegetables, mushroom, saps, gums, medicines, seeds, household items, building materials, horns, eggs, honey, furs, wild leaves and farm implements as they are aware of the properties and potential uses of these products. In Africa, it is the women and girls who are the main collectors of fuelwood (Sunderland *et al.*, 2014). Generally, women plant and manage agro-forestry fodder shrubs. Women make specific contributions to forestry and agro-forestry value chains, particularly with respect to collecting, processing and marketing of NTFPs for food security of their households. In addition, income generated from these activities by women can add significantly to their households' purchasing power.

## **2.8 WOMEN IN RURAL PRODUCTION**

Indian rural women are engaged in wage labor, non-farm or off-farm income generating activities. Their involvement in major activities are through livestock, small enterprises, agriculture processing and home gardens. They process NTFPs for development of small-scale enterprises like basket, broom, rope and mat making, silk cocoon rearing, bamboo works, lac cultivation, oil extraction and leaf plate making etc. Women also act as accelerators in transformation of economic, environmental and social changes. Women work through UN Women Program and India's MGNREGA Program for enhancement of the quality of life of their family. The objective of these government Programs/schemes is to reduce the poverty and unemployment, improve health & educational status and to fulfil the basic needs such as food, shelter and clothing of the rural population.

## **2.9 WOMEN IN FOOD SECURITY**

Women play crucial role in ensuring food and nutritional security. They act as food producers of major grains and minor millets and processors of livestock and



fishery products. Their roles range from managers to landless laborers. Women are the decision makers to provide the right food to the family members including pregnant & lactating mothers, old & sick persons, children and others. They buy and prepare food for family. According to Sabita et.al.(2005) farm women supply green leaves, vegetables& fruits;milk and its products by rearing cows; eggs through rearing of poultry/ duckery birds, local fish and crabs from local reservoirs, mushroom through collection from the locality in rainy season and honey through bee keeping. Food and nutritional security continues to be an important development agenda of the global community. This is clearly reflected in the Sustainable Development Goals (SDGs) of the United Nations Organization to be achieved by 2030.

### **2.10 WOMEN IN NATURAL RESOURCE MANAGEMENT:**

Women contribute a lot in land use and its management. They collect materials from forests for preparation of fertilizer and apply to the soil. Indian women have played significant role in several movements for protection of forest such as the Chipko and the Appiko. They know how to conserve and maintain quality of water. Women in hilly areas have also the knowledge of animal ecology. They are more conversant with the resources around their homes.

### **2.11 WOMEN IN HOME MANAGEMENT**

Women play traditional roles as wife, mother, friend, protector, baby sitter and so on. In many cases, women are the bread-winners and do most of the under reported and unrecognized household chores. Women spend more time on housework, wakes up first in the family and goes last to sleep. Rural women being the resource managers, are responsible for efficient household management. They are very much aware of the judicious use of fuel wood, fodder and drinking water. They know the art of collection, storage, reuse and recycle of the local resources. It is the women who have more responsibility towards child rearing, preparing meals, cleaning, mopping, washing utensils & clothes, caring for the children, the elderly & the sick, collecting fuel, fodder



& water and caring for livestock. In addition, women are multi-taxed with income generating activities and contribute significantly to household economic security. For this, they put constant effort and manage time with an advance planning, involving family members and keeping things organized.

### 2.12 CONCLUSION

Considering the significant contribution of farm women in agriculture and the gender issues they are challenged with, the Programs/schemes, tools & implements, technologies and research projects should be developed from women perspective. Care should be taken for improving women's access and control over productive resources. The agricultural activities performed by farm women should be kept reserved only for them, to provide year round employment to them. Empowerment of women should start from individual households, considering their mental and intellectual level. On the other hand, women folk should develop a strong network to maximize the benefits of empowerment to make themselves self-sufficient in all aspects, which will lead to less gender inequality and deprivation and help maintain a quality life.

### 2.13 LET'S SUM UP

- Women remain as a backbone of agricultural workforce and represent 43% of the global agricultural labor force. They devote 45 - 50% of their time to agricultural activities, 79% of women continue to be engaged in agriculture and allied activities as against only 63% of men (Courtesy: Gender Reference Manual, 2016, ICAR-CIWA).
- In rural areas, 89.5% of the total female employed, is engaged in agriculture and allied sectors and about 70% of farm work is performed by women. India grows variety of cereals, pulses, millets, oilseeds, cash crops, plantation crops and horticultural crops based on its regions, where women play important roles.
- Women's role in animal husbandry ranges from livestock management and production to feeding management, care of animals, processing of animal residues for fuel, collection of feed and fodder etc.
- Nearly 60% of the total work force in sericulture is women. In mulberry garden they work in cultivation of silkworm food plants, inter-cultivation, weeding, application of Farm Yard Manure, leaf harvest & their transportation, pruning and silkworm larvae rearing for production of raw silk.





- Women play significant role in horticulture including production, post-harvest operation and value addition

- According to FAO (2015), 70% of the global aquaculture workforce is female. In developing and developed countries, women are the bulk workers in post-harvest and product transformation activities (FAO 2017).
- Women remain as a backbone of agricultural workforce and represent 43% of the global agricultural labor force. They devote 45 - 50% of their time to agricultural activities, 79% of women continue to be engaged in agriculture and allied activities as against only 63% of men (Courtesy: Gender Reference Manual, 2016, ICAR-CIWA).
- In rural areas, 89.5% of the total female employed, is engaged in agriculture and allied sectors and about 70% of farm work is performed by women. India grows variety of cereals, pulses, millets, oilseeds, cash crops, plantation crops and horticultural crops based on its regions, where women play important roles.
- Women's role in animal husbandry ranges from livestock management and production to feeding management, care of animals, processing of animal residues for fuel, collection of feed and fodder etc.
- Nearly 60% of the total work force in sericulture is women. In mulberry garden they work in cultivation of silkworm food plants, inter-cultivation, weeding, application of Farm Yard Manure, leaf harvest & their transportation, pruning and silkworm larvae rearing for production of raw silk.
- Women play significant role in horticulture including production, post-harvest operation and value addition.
- According to FAO (2015), 70% of the global aquaculture workforce is female. In developing and developed countries, women are the bulk workers in post-harvest and product transformation activities (FAO 2017).
- Indian women are mostly involved in fish production, catching, cleaning, processing, peeling, drying, marketing and net-mending. Sometimes they also go for prawn culture, integrated fish farming, backyard hatcheries, fish-feed manufacturing, fish harvesting, packaging, value addition, net mending and ornamental fish farming.
- Women make specific contributions to forestry and agro-forestry value chains, particularly with respect to collecting, processing and marketing of NTFPs for food security of their



households.

- Women play a crucial role in ensuring food and nutritional security. Farmwomen supply green leaves, vegetables & fruits; milk and its products by rearing cows; eggs through rearing of poultry/ duckery birds; local fish and crabs from local reservoirs; mushroom through collection from the locality in rainy season and honey through bee keeping.
- Women have more responsibility towards child rearing, preparing meals, cleaning, mopping, washing utensils & clothes, caring for the children, the elderly & the sick, collecting fuel, fodder & water and caring for livestock

## 2.14 CHECK YOUR PROGRESS

1. What roles does farm women play in agriculture?
2. What is the contribution of far women in allied sector?
3. In what way women is associated to 'Natural Resource Management?

**Choose the correct answers:**

1. In the global scenario, India ranks \_\_\_\_ in milk production. ( )  
a. First                      b. Second                      c. Third                      d. Fourth
2. According to FAO (2015) \_\_\_\_\_ of the global aquaculture workforce is female. ( )  
a. 50%                      b. 30%                      c. 70%                      d. 80%
3. According to the Census 2011, population ratio of India is \_\_\_ females per 1000 males. ( )  
a. 800                      b. 943                      c. 968                      d. 786
4. Women remain as a backbone of agricultural workforce and represent \_\_\_\_% of the global agricultural labor force. ( )  
a. 80                      b. 94                      c. 22                      d. 43
5. Animal husbandry is the life line of Indian agro-based economy, by contributing \_\_\_% to GDP.  
a. 10                      b. 28                      c. 25                      d. 33

## 2.15 FURTHER READINGS/ REFERENCES:

- 1 Women in Sustainable Agriculture, (2014), [C. Satapathy](#) and [Sabita Mishra](#), New India Publishing Agency, New Delhi.
- 2 Women in Agriculture: A Guide to Research (2012), Second Edition, Marie Maman, Thelma H. Tate, eBook, New York.



- 3 The State of Food and Agriculture (2010-2011): Women in Agriculture: Closing the Gender Gap for Development, [Food and Agriculture Organization \(FAO\)](#) of the United Nations.
- 4 Women in Agriculture and Rural Development (2009), Sridhara, Shakuntala: eds. New India Publishing Agency, New Delhi.
- 5 Gender in Agriculture Sourcebook (Agriculture and Rural Development Series) (2008), [World Bank](#), [Food , Agriculture Organization \(FAO\)](#) and [International Fund for Agriculture Development \(IFAD\)](#).



**Block II – Mainstreaming women in Agriculture**



## **UNIT-1**

### **GENDER ISSUES IN AGRICULTURE AND STRATEGIES FOR MAINSTREAMING**

"In order to awaken the people, it is the women who have to be awakened. Once she is on the move, the family moves, the village moves, the nation moves".

- Pandit Jawaharlal Nehru

#### **Highlights of the Unit:**

- Objectives
- Introduction
- Importance of Gender Mainstreaming in Agriculture
- Basic Principles of Gender Mainstreaming
- Gender Checklist – Key issues
- Use of Checklists
- Various Gender issues in Agriculture and Allied Sectors
- Approaches and Methodologies to Address the issues
- Gender Mainstreaming Models
- Success Stories
- Conclusion
- Let's sum up
- Check Your Progress
- Further Reading

#### **3.0 OBJECTIVES**



- To develop an understanding on the importance of gender mainstreaming
- To sensitize the learners about gender issues in agriculture and possible strategies to mainstream them
- To impart knowledge about successful farm women through case studies

### 3.1 INTRODUCTION

Women perform two-thirds of the world's work hours, yet are poor in resources and are poorly represented in positions of power. Most of the low-income women in developing countries are primarily employed in agriculture, but, many literatures show that men have been the primary adopters and shapers of agricultural technologies. These inequalities are seen in all parts of the world. Without acknowledging gender inequalities, economic development and globalization cannot be achieved. Gender bias is a universal phenomenon and there are a number of issues that farm women face.

#### 3.1.1 Importance of Gender Mainstreaming in Agriculture

Indian Women spend 354 minutes a day, compared to 36 minutes a day by men, on household activities including cooking and child care (Budlender, 2010). In developing countries, nearly 75 - 80 percent of women are involved in agriculture. They face gender issues in land ownership, access to credit, market, technology, seed, water, information, education and other services. NSSO survey (2010) revealed that 40% of male farmers want to quit farming due to less profitability. Gradually, male farmers are migrating to earn from non-farming activities. In this situation, women have to look after household as well as farming activities. Of the 36 States and UTs of India, 15 have shown declining trend whereas 21 have shown increasing trend in female work participation rate in agricultural domain. The States from eastern and north-eastern India like Nagaland (44.74%), Sikkim (39.57%), Manipur (38.56%), Mizoram (36.20%), Arunachal Pradesh



(35.44%) have shown significant increase in female work participation rate in agricultural domain (Dash and Sarkar, 2014). So, the future agriculture is going to be in the hands of farm women. But our Indian society, till now, has not recognized farm women as 'farmers' rather 'wives' of the farmers. Their contributions are not recognized and so they are left out from development programs. According to Jemimah *et al.* (2013), in India, 38.3% of women farmers had access to agricultural inputs, followed by extension services (23.3%), credit facilities (17.3%) and output markets (14.3%). All these have led to a decrease in agricultural productivity.

At this juncture, gender mainstreaming and equality becomes essential to empower women with equal access to and control over productive resources, services, technologies, credit and information, for more production in agriculture. Further, the stakeholders at all levels should be sensitized towards gender to enable them for development of gender sensitive policies, projects and programs. If women are provided with the same access to productive resources as men, they could boost yield by 20-30%; raising the overall agricultural output in developing countries by 2.5-4%. This gain in production may lessen the number of hungry people in the world by 12-17% (FAO, 2011).

UGC has accorded top priority to the notification released to Universities advising them to appoint "Gender Champions" as recommended by the Ministry of Women and Child Welfare to ensure gender sensitized campus. These Champions would work on generating awareness on how to overcome gender bias and promote gender equality at all levels in homes, schools and workplaces, in addition to their own colleges and Universities. (Source: National Current Affairs, Deccan Chronicle, 25 June, 2018, Hyderabad).

### 3.2 Basic Principles of Gender Mainstreaming

- There should be establishment of a strong mechanism for monitoring and evaluation. The gender equity responsibilities should be fixed, accompanied by



accountability for proper management. The personnel in management should take care of gender integrated policies and practices within their organizations.

- There should be a mechanism to compare the performance of like institutions and get benefitted by sharing statistical data, best practices and policies. It helps organization to be aware of gender responsive needs, grievances, assessment of staff profile, and women's involvement in various committees and facilitates women's career advancement.
- Gender needs, preferences, issues and problems should be identified in all areas of their involvement.
- Gender analysis should always be carried out by using different proven tools by the personnel having expertise in the field, to know various issues related to gender mainstreaming.
- Equal participation of women at all levels of decision making is very much essential for gender equity, equality and ultimately the mainstreaming. According to the Beijing Platform for Action "without the active participation of women and incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved."
- Sufficient budget and human resource should be allocated for proper implementation of policy and programs.
- The approach should always be bottom-up rather than top-down, with a gender equality goal.
- The principle of cultural values should be practiced as women are to a great extent governed by them in comparison to their men counterpart. Therefore, the policies and programs should be designed, implemented and evaluated from cultural perspective, without disturbing gender.





- Capacity building of the staff should be done for updating their knowledge to address gender inequalities through new approach, methods and programs to achieve gender mainstreaming.
- The principle of gender budgeting should aim at analysis of policies and budgets from a gender perspective.
- Gender disaggregated data should be collected by grass root level experts to address issues of women well and for policy recommendations.

### **3.3 GENDER CHECKLIST - KEY ISSUES**

A checklist is a method of data collection that consists of a list of activities or steps which are used to ensure consistency and completeness of the task. The objective of the checklist is to provide a practical tool for different stakeholders to enhance mainstreaming of gender issues into the agricultural operations to promote farm production. A checklist should be designed to facilitate organization leaders, policy makers, extension functionaries and researchers for bringing gender perspectives in organizational environment, in extension methods, in developmental programs, in research projects, etc. It can be used as a planning guide/as a review/as a criterion procedure for bringing gender perspective in all spheres.

**Some examples of Gender Sensitive Checklists are as follows:**

#### **3.3.1 Checklist for Assessing Gender Sensitivity in Institutional Environment**

The relationship between human society and the physical environment, impacts differently on both sexes. A positive work environment makes employees feel good about coming to work and provides motivation to sustain them throughout the day. Gender sensitive working environment provides a safe and secure workplace for women employee, which is free from sexual harassment/discrimination and ensures a safe environment. The work place should also ensure adequate health and hygiene facilities for women employee.



**How to use the Checklist?**

It consists of 23 statements/items to be used as a check while conducting gender sensitivity analysis in institutional environment. Equal weightage is assigned to each statement/item in the checklist. The checklist statements may be administered to the Institute Head on a two point continuum, *viz.* Yes or No with a score of 1 and 0 respectively. The overall maximum and minimum scores would be 23 and 0 respectively. Thus, gender assessment value of each response/statement ranges from 0 to 1, being the lowest and the highest respectively. A higher gender assessment value indicates greater gender sensitivity in institutional environment. It is calculated by the following formula;

$$\text{Gender Assessment Value} = \frac{\text{Obtained Score}}{\text{Maximum Possible Score}} = \frac{\text{Out of 23}}{23}$$

*Table 1.1 Use the following checklist for assessing gender sensitivity in institutional environment:*

Sl. No.	Statements	Weightage	Yes	No
1	Does the institute mandate has any component of gender?	1/23		
2	Does the institute supports gender equity in all institutional processes?	1/23		
3	Is there a gender balanced representation in the Institute Management Committee?	1/23		
4	Does the institute’s design and infrastructure offers equal comfort level to both the genders?	1/23		
5	Does the institute provides adequate facilities to meet the requirement of both the genders?	1/23		
6	Does the authority provides equal opportunities and responsibilities to all staff without any gender bias?	1/23		



7	Whether an active women complaint cell exists in the institute?	1/23		
8	Is the institute providing flexible working hours to women employee?	1/23		
9	Whether an active crèche facility exists in the institute?	1/23		
10	Does the authority considers problems of women employee while deputing outstation or outside assignments?	1/23		
11	Are advocacy activities/programs conducted periodically to sensitize employee towards gender issues and concerns?	1/23		
12	Is there any guideline shared with employees regarding gender sensitive approach in the institute?	1/23		
13	Is there any guideline or suggestion to the employees to keep gender issues in mind when developing project plans?	1/23		
14	Does the institute maintains gender disaggregated data?	1/23		
15	Does the institute identifies and supports the activities or interventions to reduce gender gaps and inequalities?	1/23		
16	Are women and men farmers both seen as stakeholders, partners or agents of change?	1/23		
17	Does the design of the training plan take note of the gender specific needs?	1/23		
18	Is there any specific guideline for training programs with regard to gender sensitive approach?	1/23		
19	Is the institute having equal and adequate facilities for male and female trainee/ farmers both?	1/23		



20	Does the institute have adequate female support staff to cater to the needs of female trainees?	1/23		
21	Does the institute integrates life skills and values education with adequate focus on gender sensitivity in training programs?	1/23		
22	Is it ensured that all areas of the institute are safe for male and female both?	1/23		
23	Whether the institute is easily accessible to women and men farmers?	1/23		

### 3.3.2 Checklist for Assessing Gender Sensitivity in Institutional Programs

It is understood that gender research in agriculture should be strengthened, rather than institutionalized, to provide gender based inputs to agriculture researchers for developing new knowledge, technologies, practices and processes for adoption. Hence, addressing issues and concerns of women through gender sensitive institutional R&D Programs is the need of the hour.

#### How to use the Checklist?

It consists of 26 statements/items to be used as a check while assessing gender sensitivity in institutional programs. Equal weightage is assigned to each statement/item in the checklist. The checklist statements may be administered to the Program coordinators on a two point continuum, *viz.* Yes or No with a score of 1 and 0 respectively. The overall maximum and minimum scores would be 26 and 0 respectively. Thus, gender assessment value of each response/statement ranges from 0 to 1, being the lowest and the highest respectively. A higher gender assessment value indicates greater gender sensitivity in institutional programs. It is calculated by the following formula;

$$\text{Gender Assessment Value} = \frac{\text{Obtained Score}}{\text{Maximum Possible Score}} = \frac{\text{Out of 26}}{26}$$



*Table 1.2 Use the following checklist for assessing gender sensitivity in institutional programs:*

Sl.No.	Statements	Weightage	Yes	No
1	Did any of the project objectives addressed gender?	1/26		
2	Was any of the following gender related issues addressed through the project?	➤ Production/Productivity	1/26	
		➤ Access to and control over resources as well as benefits	1/26	
		➤ Social status	1/26	
		➤ Participation in decision making	1/26	
		➤ Health and nutrition	1/26	
		➤ Drudgery	1/26	
3	Was there any woman scientist/technical personnel in the project team?	1/26		
4	Was any of the project staff/team aware of gender concepts?	1/26		
5	Do you develop/use methodology for measuring gender indicators?	1/26		
6	Do you identify the existing needs and opportunities through direct consultation with men and women farmers?	1/26		
7	Do you target men and women farmers both as the beneficiary of the project?	1/26		
8	Do you select equal number of men and women beneficiaries in the project?	1/26		
9	Do you organize any gender awareness program for them?	1/26		
10	Do you consider personnel, time and location accessibility to men and women farmers both for the project activities?	1/26		



11	Do you ensure participation of men and women farmers both, in the project activities?		1/26		
12	Do you provide farm technologies according to the needs of men and women farmers both?		1/26		
13	Is the disseminated farm technologies compatible with the socio-cultural climate?		1/26		
14	Do you collect gender disaggregated data?		1/26		
15	Do you analyze the collected data from gender perspective?		1/26		
16	Did you observe any of the following change among men and women farmer's status?	➤ Increased productivity/Production	1/26		
		➤ Improved participation in decision making	1/26		
		➤ Increased access to and control over resources, as well as benefits	1/26		
		➤ Reduced drudgery	1/26		
		➤ Improved health and nutrition	1/26		
		➤ Increased social status	1/26		

### **3.3 Checklist for Assessing Gender Sensitivity in Extension Method**

Women have less access than men to agriculture related assets, inputs and services. There is a huge gap in number of male and female extension workers in India. More than 80% of the extension workers in India are men, with whom women farmers have less contact. Equal access to productive resources will be possible only through gender sensitive extension methods.

This checklist is a list of items i.e. things to be done/ points to be considered or to be used as a reminder when conducting extension activities for the farmers. Therefore, effort has been made to prepare a comprehensive list of important or relevant actions, or steps to be taken in a specific order to ensure gender sensitivity at every stage i.e. planning, implementation and follow up during extension delivery.



### How to use the Checklist?

It consists of 14 statements/items to be used as a check while assessing gender sensitivity in the extension methods used. Equal weightage is assigned to each statement/item in the checklist. The checklist statements may be administered to an extension personnel on a two point continuum, *viz.* Yes or No with a score of 1 and 0 respectively. The overall maximum and minimum scores are 14 and 0 respectively. Thus, gender assessment value of each response/statement ranges from 0 to 1, being the lowest and the highest respectively. A higher gender assessment value indicates greater gender sensitivity in the extension methods used. It is calculated by the following formula;

$$\text{Gender Assessment Value} = \frac{\text{Obtained Score}}{\text{Maximum Possible Score}} = \frac{\text{Out of 14}}{14}$$

*Table 1.3 Use the following checklist for assessing gender sensitivity in extension method:*

Sl.No.	Statements	Weightage	Yes	No
1	Do you consider men and women farmers both, as an audience?	1/14		
2	Do you identify male and female farmers as key communicators from the village, before communication?	1/14		
3	Do you consider the topics for communication according to the interest of men and women farmers both?	1/14		
4	Do you prefer local language for communicating with men and women farmers?	1/14		
5	Do you select gender-balanced team for communication?	1/14		



6	Do you select gender-friendly audio-visual aids for effective communication?	1/14		
7	Do you consider farming men and women's resource base before disseminating technologies?	1/14		
8	Do you consider the personnel, time and location accessibility to farming men and women both, during the extension activities?	1/14		
9	Do you ensure participation of men and women farmers in the extension activities?	1/14		
10	Do you allow women and men farmers both to speak and raise their issues during the program?	1/14		
11	Do you document women and men farmers' success stories to encourage both of them?	1/14		
12	Do you maintain gender disaggregated data?	1/14		
13	Do you communicate the identified gender issues to the research institutes?	1/14		
14	Do you motivate men and women farmers for equal participation in future activities?	1/14		

### 3.4 Checklist for Assessing Women Friendliness of Agricultural Technologies

A number of literatures show that men have been the primary adopters and shapers of agricultural technologies in developing countries, and agricultural innovations have been designed specifically for men's use. As a result, women continue to use traditional, more labor-intensive methods, undermining their agricultural productivity.

#### How to use the Checklist?

This checklist consists of 14 statements/items to be used as a check when assessing women friendliness of agricultural technologies. Equal weightage is assigned to each statement/item in the checklist. The checklist statements may be administered to any agricultural technology inventor on a two point continuum, *viz.* Yes or No with a score of 1 and 0 respectively. The overall maximum and minimum scores are 14 and 0 respectively. Thus, women friendliness value of each response/item ranges from 0 to 1,





being the lowest and the highest respectively. A higher women friendliness value indicates greater women friendliness of the technology. It is calculated by the following formula;

$$\text{Women Friendliness Value} = \frac{\text{Obtained Score}}{\text{Maximum Possible Score}} = \frac{\text{Out of 14}}{14}$$

*Table 1.4 Use the following checklist for assessing women friendliness of agricultural technology:*

Sl. No.	Statements	Weightage	Yes	No
1	Is it developed considering the preferences of both the genders?	1/14		
2	Does it considers physical parameters of both the genders?	1/14		
3	Does it fulfils location specific needs of both the genders?	1/14		
4	Is it compatible with the existing socio-cultural climate of the society?	1/14		
5	Is it easily accessible and affordable to both the genders?	1/14		
6	Is it simple to understand for men and women farmers both?	1/14		
7	Is it easy to handle and operate by men and women farmers both?	1/14		
8	Is it efficient in reducing drudgery of farm men and women both?	1/14		
9	Does it reduce workload of women?	1/14		
10	Does it boost efficiency and productivity of both the genders?	1/14		
11	Does it work with less and easily accessible inputs?	1/14		



12	Is it adoptable with the existing skills of both the genders?	1/14		
13	Is it flexible to get modified according to the needs of both the genders?	1/14		
14	Does it have a potential for contributing to any livelihood component of men and women farmers both?	1/14		

### **3.5 Checklist for Integrating Gender Perspective in Agricultural Extension Research Project**

The major gender gap that exists in Indian agriculture is the farm women's unequal access to land and other productive resources like credit, critical agricultural inputs, farm technologies etc. This has resulted in low productivity of women operated farms. All agricultural research institutes have in-built component of technology transfer to farmers but women farmers are bypassed inadvertently. To this end, gender sensitization in all the research institutes will boost the understanding of research personnel about gender and its relevance in the present context, to generate gender friendly farm technologies for addressing the needs of men and women both. This checklist can be used as a planning guide for bringing gender perspective in new extension research projects, as a review procedure for the extension research projects in progress and as a criterion for gender assessment of completed extension research projects.

#### **How to use the Checklist?**

It consists of 28 statements/items to be used as a check while incorporating gender perspective in extension research projects. Equal weightage is assigned to each statement/item in the checklist. The checklist statements may be administered to the project investigator on a two point continuum, *viz.* Yes or No with a score of 1 and 0 respectively. The overall maximum and minimum scores are 28 and 0 respectively. Thus, the gender assessment value of each response/item ranges from 0 to 1, being the



lowest and the highest respectively. A higher gender assessment value indicates greater gender sensitivity of the project. It is calculated by the following formula;

$$\text{Gender Assessment Value} = \frac{\text{Obtained Score}}{\text{Maximum Possible Score}} = \frac{\text{Out of 28}}{28}$$

*Table 1.5 Checklist for Integrating Gender Perspective in Agricultural Extension Research Project:*

Sl. No.	Statements	Weightage	Yes	No
1	Was both the gender's major income generating activities and gender division of labor been determined?	1/28		
2	Has the existing needs of men and women farmers been identified?	1/28		
3	Was both men and women farmers been consulted directly regarding their needs?	1/28		
4	Was any of the following gender related issues been focused to address?	➤ Production/Productivity	1/28	
		➤ Access to and control over resources as well as benefits	1/28	
		➤ Gender relations	1/28	
		➤ Health and nutrition	1/28	
		➤ Drudgery	1/28	
5	Was gender-balanced and gender-aware project team been selected?	1/28		
6	Does the project objectives address the identified gender issues and needs?	1/28		
7	Is measurable gender indices to assess progress been developed?	1/28		
8	Has the tools to collect gender disaggregated data been prepared?	1/28		
9	Has the methodology for analyzing the data from gender perspective been developed?	1/28		
10	Were the organizations working for gender and development who might contribute to the project, been identified/consulted?	1/28		



11	Has gender balance been ensured in selecting project beneficiaries?		1/28		
12	Are the targeted beneficiaries from vulnerable social groups?		1/28		
13	Are the constraints for participation of men and women farmers in the project been identified?		1/28		
14	Is the personnel, timing and location relevant and accessible to men and women farmers both, for the project activities, been determined?		1/28		
15	Are the strategies for facilitating participation of farm men and women in the project activities been planned?		1/28		
16	Are the strategies for ensuring project's extension delivery mechanism to reach both the genders been planned?		1/28		
17	Has a separate budget for those strategies been allocated?		1/28		
18	Are the farm technologies identified or developed according to the needs of the men and women farmers?		1/28		
19	Are the identified or developed technologies in consistent with the existing gender denominations in the farming communities?		1/28		
20	Is any of the following changes been expected?	➤ Production/Productivity	1/28		
		➤ Access to and control over resources as well as benefits	1/28		
		➤ Gender relations	1/28		
		➤ Health and nutrition	1/28		
		➤ Drudgery	1/28		

**3.4 Various Issues in Agriculture and Allied Sectors:**

**3.4.1 Access to and Control over Resources**

It is an accepted fact that farm women play crucial role in agricultural activities from seed to feed. In spite of playing a pivotal role in food production, women face several constraints, the chief being landless with no assets in their name. Even if they have land they are constrained for money and other resources (inputs and technical know-how) required for cultivation. Agricultural development programs are usually



planned by and aimed at men. Mechanization, in majority of the cases, reduce burden of tasks that are traditionally being done by men, leaving women’s burden unrelieved or at times even more. It is found that if they had enjoyed the same access to productive resources as men, women could boost yield by 20-30 percent; increasing the overall agricultural output in developing countries by 2.5-4.0 per cent. This gain in production could lessen the number of hungry people in the world by 12-17 per cent, besides increasing women’s income (FAO, 2011).

### 3. 4. 2 Wage Discrimination

It has been observed that women, on an average are paid 30-40% less wage than their male counterparts, for comparable work, and hence are not able to satisfy their basic necessities. A recent report by International Labor Organization (ILO) has found that on an average, women are paid 34 per cent less than men. The wage disparity figured prominently during 2015-16 when women farmers received 25.37 per cent less than the male farmers. A data published in *Down to Earth*, on September 18, 2018, by [Kiran Pandey](#), reveals that women farmers earn 22 per cent less than their male counterparts.

Few examples of gender disparity in wage rate of agricultural labor (Rs. /day) is shown in the table below:

**Table 1.6 Example 1. Activity-wise wage rate of agricultural labor (Rs./day)**

Activity	Men	Women
Ploughing / Tilling	263.98	182.81
Sowing, Weeding and Transplanting	218.45	175.45
Picking	208.19	174.52
Winnowing, Threshing and	212.11	178.11



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Harvesting		
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*Source: NSSO, Nov 2013*

**Table 1.7 Example 2. All India annual average daily wage rate (In Rs.)**

<b>Year</b>	<b>Men</b>	<b>Women</b>
2006-07	82	62
2007-08	91	70
2008-09	108	82
2010-11	124	95
2011-12	149	115
2012-13	183	134
2013-14	214	158
2014-15	229	178
2015-16	268	200
2016-17	281	218

*Source: Directorate of Economics & Statistics*

*Note 1. All India annual average is calculated for 20 major States.*

*2. Average agricultural wage is taken as average of five operations: i) Ploughing (ii) sowing (iii) Weeding (iv) Reaping & Harvesting (v) Transplanting*

### **3.4.3 Seasonal Employment**

Women bear the brunt of hardships arising out of seasonal unemployment/under-employment more than their counterparts. They are over-represented in part-time work as compared to men. Most of them do not get employment for long duration and their employment is unstable. Thresia (2004) observed that the women agricultural workers



in Kodumba village of Palakkad district in Kerala on an average, got three and a half months of work in a year. Mishra Sabita (2005) found that the employment of women agriculture laborers in irrigated situation of Odisha during summer was slightly different from the non-irrigated area. They (4 to 8%) got employment for harvesting sugarcane (30 days), bond work (20 days), work in betel farm (10 days), harvesting ground nut and grams (15 days) in irrigated regions while not a single woman in the non-irrigated districts got employment for a single day in any of the farm activities. Rather, sixty percent of them were engaged (20 -30 days) for collection of fuel, 50 per cent for kendu leaves for bidi making (20-45 days), 20 per cent for palm leaves (10-12 days) for mat making, 10 per cent in brass handicraft (50-60 days) as caste profession and another 10 per cent in cow dung cake preparation (20-25 days) for household cooking purpose.

### 3. 4. 4 Extension Service

Delivery of agricultural services still have gender bias. Women's contribution remain invisible to extension functionaries, researchers and the policy makers. Hence, limited research and extension support is available on technologies appropriate for women's multiple tasks. It is also assumed that men are the family heads and hence require extension information at the household level. Although male migration has increased gradually, leading to an increase in women headed households, still the required technological support has yet not reached to them. Most of the time in villages, group discussions and meetings are usually held involving men only. Further, the venue and timing of the meetings are inconvenient for women to attend. Sometimes the duration, content and methodology of the trainings are not appropriate for women. Extension workers aim their services and efforts primarily at men. They often overlook the constraints faced by women due to lack of resources, time, excess burden, cultural factors, children's responsibility, which prevent women from attending demonstrations and trainings.



### 3.4.5 Credit

Women have less access to credit facilities as they have low percentage of land ownership (nearly 11%) to show as collateral. Lack of education, mobility constraint, bank norms and less social network affects women in accessing the right person in the bank to avail credit facilities. They often have limited access to and control over productive resources e.g. land, technology or financial services (FAO, 2006).

### 3.4.6 Capacity Building

In order to increase knowledge level and adoption of new technology by women farmers, their capacity building is of utmost priority. Capacity building enables farm women to attain self-reliance and sustainability of profitable micro enterprise to generate additional income for their families. But, it has been experienced that women have always been surpassed by extension workers during trainings. Mostly they prefer male participants for training programs due to which women are neglected, many a times, affecting their progress and success. Hence, farm women should be involved in skill oriented trainings for setting up of agro-enterprises in areas of mushroom cultivation, floriculture, backyard poultry rearing, vermin compost, nursery raising, value addition (secondary agriculture), fish cultivation, fish fry production, bee keeping, dairy farming, goat/sheep farming, etc.

### 3.4.7 Exposure

Exposure of farm women is central to equip them with the latest developments in farming technology thereby enhancing their technical skills, which leads to increased productivity in their farm and at home. Though farm women have made their presence felt in all agricultural spheres, still, many a times, the socio-cultural norms does not permit them to have any kind of outside exposures through field visits, mass media, information, farm publications, technology, stakeholders, organizations, etc.





### 3. 4. 8 Socio-culture

Although cultural restrictions on women are lessening, still they are not as free as men. Their triple roles cause tension and conflict due to prevalent of dominant social structure. Rural women almost everywhere face more constraints than men in participating in producer organizations because they lack time and have limited mobility due to cultural norms, domestic and reproductive household tasks (FAO, 2011). Likewise, women's role in agriculture changes according to their socio-cultural status. It is found that women's share of work in agriculture is the greatest among small farmers. When holdings are large, women may either withdraw to work in the field or perform supervising task. Landless women spend more time for wage earning in agriculture than women with land holdings. When male farmers earn cash through the sale of crops, they either re-invest it for more agricultural productivity or use it on personal things. Their income does not improve the quality of food accessible to their families. But when women farmers earn cash, even though relatively less, it is likely to be spent on the family food. Traditional gender roles in many cultures associate men with public sphere, while women's role tends to be seen as within the domestic sphere. Women are considered to be responsible for childcare and housework, including fuel wood and water collection, while men are considered to be responsible for productive activities and income generation activities (FAO 2010-11; Agarwal, 2001; Pandolfelli *et al.*, 2007; Westermann *et al.*, 2005; Tanwir and Safdar, 2013).

### 3. 4. 9 Market Access

Women have limited access to marketing facilities and services due to which they could not expand their income generating activities. Although women are contributing as traders, hawkers and street vendors, still the gender issues in marketing are not being addressed effectively. A study in Koraput district of Odisha by Mishra, Sabita and Dash, H. K. (2012) indicated that tribal women play a major role in purchasing or selling of own farm products as well as Non-Timber Forest Products (NTFPs). But they



do not get opportunity to undergo training for acquiring marketing skills for bargaining, price fixation and accounting. They also face constraints like lack of transportation, bad roads, insufficient storage capacity, absence of marketing infrastructure in villages and less/no participation of women to monitor local marketing system by fixing the Minimum Procurement Price.

### **3.4.10 Education**

Globally, nearly 98 million girls do not go to schools. Due to illiteracy, women are forced to work as unskilled laborers. It is more pronounced in rural areas due to high school drop-outs due to attainment of puberty, preference for educating a son, financial restrictions, parental attitudes towards educating sons as an investment but educating daughters a waste of money, dowry expenses, etc. One Indian proverb goes that, 'raising girls is like watering someone else's lawn'. Right from the birth, girl children are seen as burdens rather than blessings. The result is low literacy rate among women. A cost benefit analysis carried out by the World Bank indicated that if women received the same amount of education as men, farm yields would rise by 7 to 22 percent, while increasing women's primary schooling alone could increase agricultural output by 24 percent. It also enables women to earn higher wages. A recent International Labor Organization (ILO) report states that each additional year in school raised a women's earnings by about 15 percent as compared with 11 percent for a man.

### **3.4.11 Policies**

Since women's work is invisible & their contribution is not recognized as paid work, they are treated as "consumers" rather than "producers". Hence development policies are unbalanced, not favoring women largely. No society can develop successfully without providing equitable opportunities to male and female to shape their livelihoods. Although many gender gaps have been narrowed down, substantial inequalities still remain, particularly among low income and the disadvantaged groups. Therefore, the core objective of the government policy should be to integrate gender equality, address gender issues in policy formulation processes, in strategic



planning, project design and implementation, monitoring & evaluation. On the other hand, it can reduce gender disparities in access to and control over benefits and resources.

### **3. 4. 12 Men Migration**

Male migration greatly increases women's work burden and multiplies the difficulties for livelihood. In rural areas, the impact of male migration on the "left - behind" women is very complex who are to manage the entire agriculture, the children and the household alone. There is a change in gender roles. Women headed households are much more likely to work for wages in agriculture than other women due to the resource constraint. It has been observed that extension services, cooperatives and credit support are less available to women headed households than men. On the other hand, in the absence of their husbands, women show their potentiality in terms of decision making, mobility and participation in political activities.

### **3. 4. 13 Land Ownership**

Women's lack of access to land continues to be a major obstacle, inhibiting their contributions and economic benefits from agriculture. Access to land affects their decision-making and long-term planning. Women who do not own land are less inclined to invest their time and resources such as irrigation or drainage systems, tree planting and other activities to maintain soil health. Moreover, without own land women are usually denied agricultural support services such as credit, training, irrigation etc.

### **3. 4. 14 Over Burden**

Women play triple responsibilities like agricultural production, reproduction and nurturing. Research on women's time utilization pattern revealed that on an average women work for 15-16 hours a day, out of which 7-8 hours in peak and 5-6 hours in lean season are spent in farm work. They are mostly involved in manual, labor intensive,



monotonous, repetitive, and hazardous and drudgery prone work. For women agriculture laborers, time and working hours are very important as they also have to take care of other household works, animal care etc. The value of unremunerated work was estimated at approximately \$16 billion, out of which \$11 billion represents the invisible contribution of women alone. A study conducted by Mishra, Sabita (2005) in Odisha and Andhra Pradesh observed that in peak period, maximum women laborers (28%) had worked from 4.00AM to 9.00PM in a day and 4.00 AM to 10.00 PM respectively. Whereas in lean period, most of the respondents (27.50%) woke up a bit late and went to bed early as work demand was less. Due to work pressure, during peak period they work for 14-18 hours while during lean period it comes down to 14-16 hours a day coupled with a few hours of relaxation.

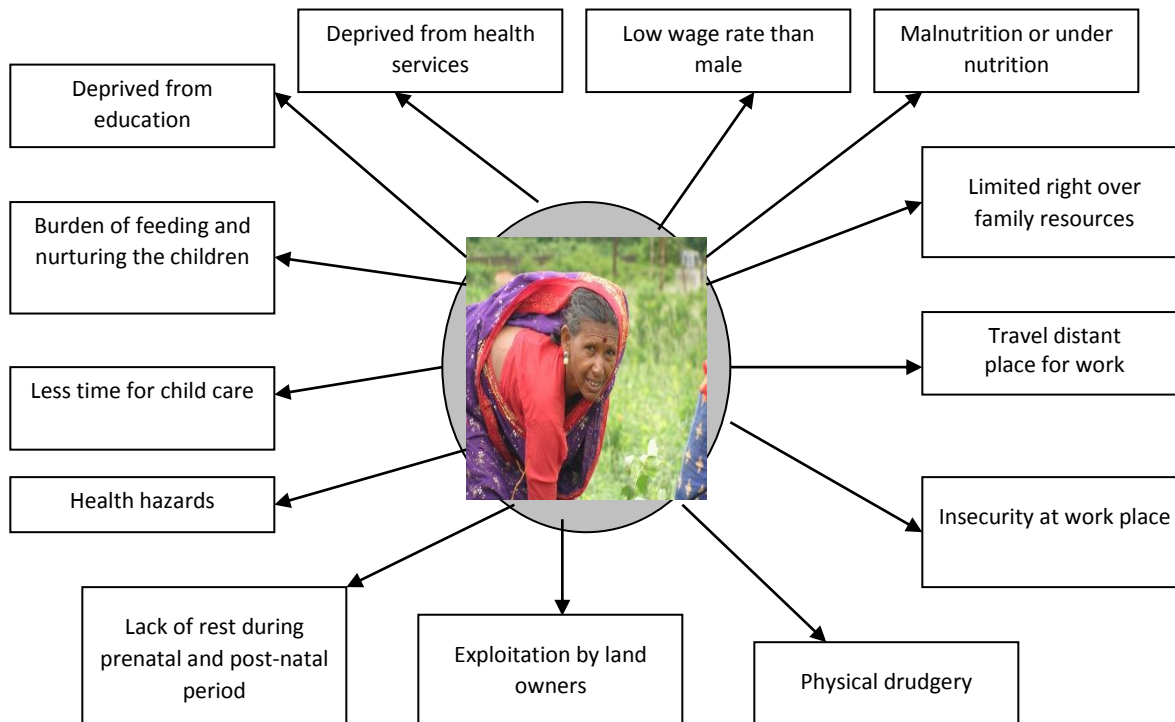
### 3. 4. 15 Drudgery

The daily work schedule of rural women is very demanding and drudgery prone. The high drudgery prone activities for farm women are: transplanting, weeding, rice parboiling, harvesting crops, carrying head loads of farm produce, cleaning cattle shed, fetching water for cattle & family and cooking in smoke producing *chullahs*. They produce more than 50% of all the foods but use inadequately designed and poorly made hand tools. It is due to the fact that very less efforts have been made to design, develop and popularize suitable tools and implements for various agricultural activities performed by rural women. Further, most of the designers of farm tools and machines are men, who are more biased towards men friendly tools and equipment. On the other hand, poor income, lack of credit facilities, training and socio-cultural barriers hinder women in adopting improved tools and equipment.

### 3. 4. 16 Shift towards Cash Crops

Shifting towards cash crops is a shift from subsistence food production. It is the pattern of household wherein women labor force is diverted from subsistence crops to cash crops, under the pressure of male family members. When women are expected to provide labor for cash crops, they

### 3. 4. 17 Issues of women agricultural laborers:



have less time available for subsistence agriculture. The women seem to lose their decision-making ability. The income from cash crops usually comes under the immediate control of men, who are less likely to spend it on family welfare, compared to women, due to different expenditure patterns. Introduction of cash crops have a negative impact on household food and nutrition security which affects quality of food supplies and the nutritional status of children.

### 3. 5 APPROACHES AND METHODOLOGIES TO ADDRESS THE ISSUES

The strategies, approaches and methodologies to address gender issues in agriculture are as follows:

- Ergonomic data on farm women needs to be gathered for different operations, for designing women friendly farm equipments and to evaluate suitability of these equipments to them by following participatory research approach.



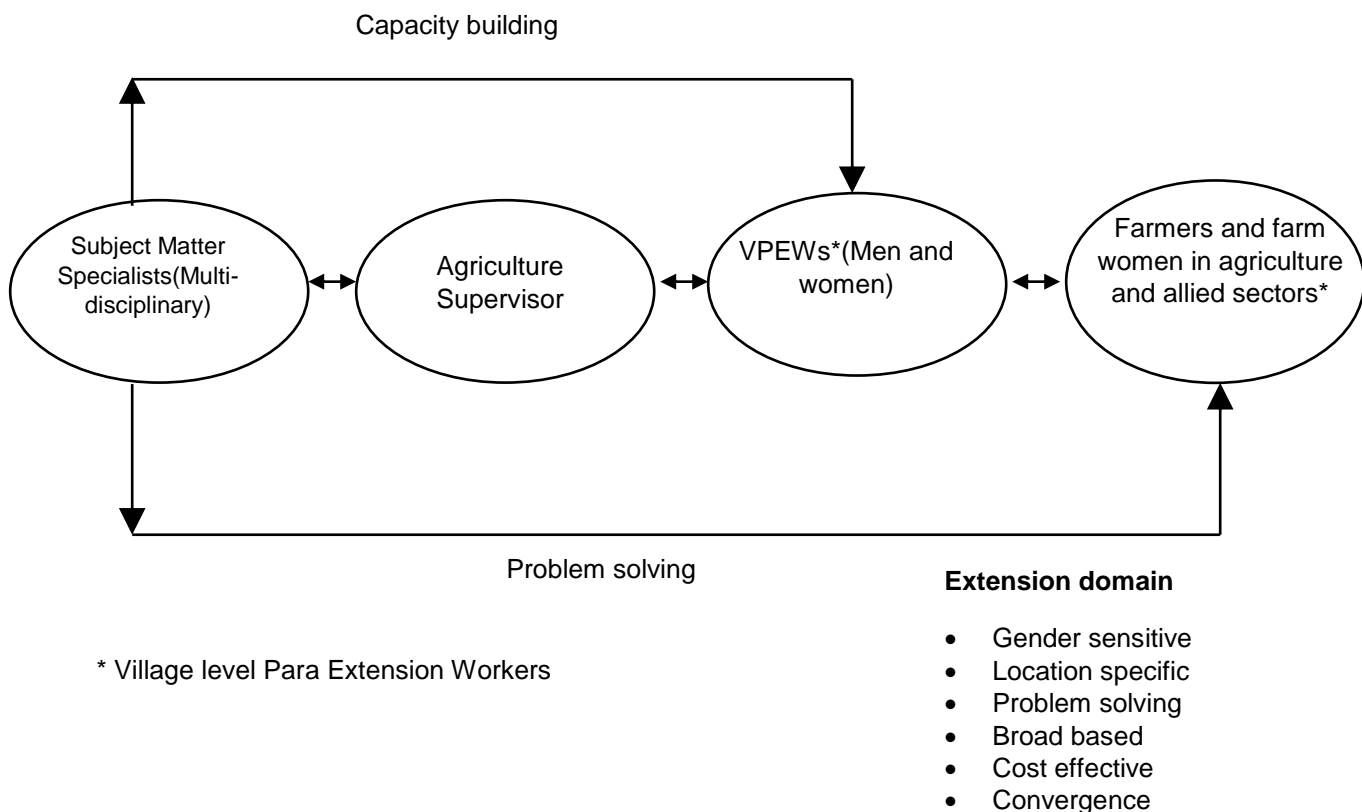
- The link between extension and research needs to be strengthened. This will also facilitate in ensuring that local knowledge and practices are incorporated into the research design.
- Recruitment or mobilization of more female extension personnel to identify the needs of women farmers better.
- Male extension agents need to be sensitized about the needs and problems, priorities and opportunities of women to ensure that technological packages meet their requirements.
- Capacity building of women farmers through adequate skill trainings should be done to increase their work efficiency.
- Training methods, content, trainer, message, language, time duration, place (venue)etc. of the training must be adapted to the needs of women farmers.
- Equitable relationship between men and women in terms of sharing work and family responsibilities.
- Gender sensitization among general public, private agencies, policy makers, planners for gender mainstreaming through identification of gender issues.
- Participatory gender sensitive policy formulation; review of existing policy and planning documents, development of gender checklists and guidelines.
- Organization of workshops/seminars to provide exposure to gender concepts and insights into gender concerns.
- Recognition of the value of women's knowledge, skills and practices and their roles, responsibilities and contribution in different socio-economic groups.
- Documentation of gender disaggregated data to support the policy makers for formulation of women-pro policies.
- Integration of gender approach in all educational curriculum.
- Provision of incentives for staff.
- Establishment of internal and external gender networks.
- Creation of gender sensitive rural social climate.

- Establishment of gender cells/units at different organizations for handling gender issues.
- Publicity of gender concepts and explaining gender terminologies through mass media.

### 3.5.1 Models for Gender Mainstreaming

#### Gender Sensitive Extension Model 1

The Central Institute for Women in Agriculture has begun efforts to test gender sensitive extension model with a focus on involvement of a group of Village level Para Extension Worker (VPEW) in extension. An attempt was made to accommodate gender component in the existing institutional frame of the State and Central Government. It is a model in which Village level Para Extension Work era (VPEW) are considered as the most important pillar to support the model.



**Fig 1.1 Gender Sensitive Extension Model 1**



Keeping the above facts in view, an extension model based on public-private partnership was developed to address gender sensitivity, cost effectiveness, leadership development among farm women, location specific technology and subject matter support from specialists.

### **3.5.1 Gender Sensitive Multi Agency Participatory Extension Model 2**

The project was designed in action research mode to evaluate effects of the model on sustainability of backyard poultry farming by involving the resource poor farm women. The Youth Core Group (YCG including 1 male and 1 female) was selected with some criteria from four experimental villages to act as a bridge between the villagers and the agencies. The identified multi-agencies were assigned with their respective roles and responsibilities. The Mother Unit concept was introduced in the villages to rear chicks from a day old to one month old to reduce mortality rate. Provision was made for monthly honorarium/service charge to YCGs. Capacity building of the Youth Core Groups and the farm women were done through training, demonstration, exposure visits and literatures. Youth Core Groups provided advisory services, advocacy and organizing meetings & demonstrations. Feedback and communication of solutions were taken up through telephone calls and visits. Monitoring, concurrent evaluation, case studies, problem analysis, productivity analysis and group dynamics were taken up during the period of the project implementation.



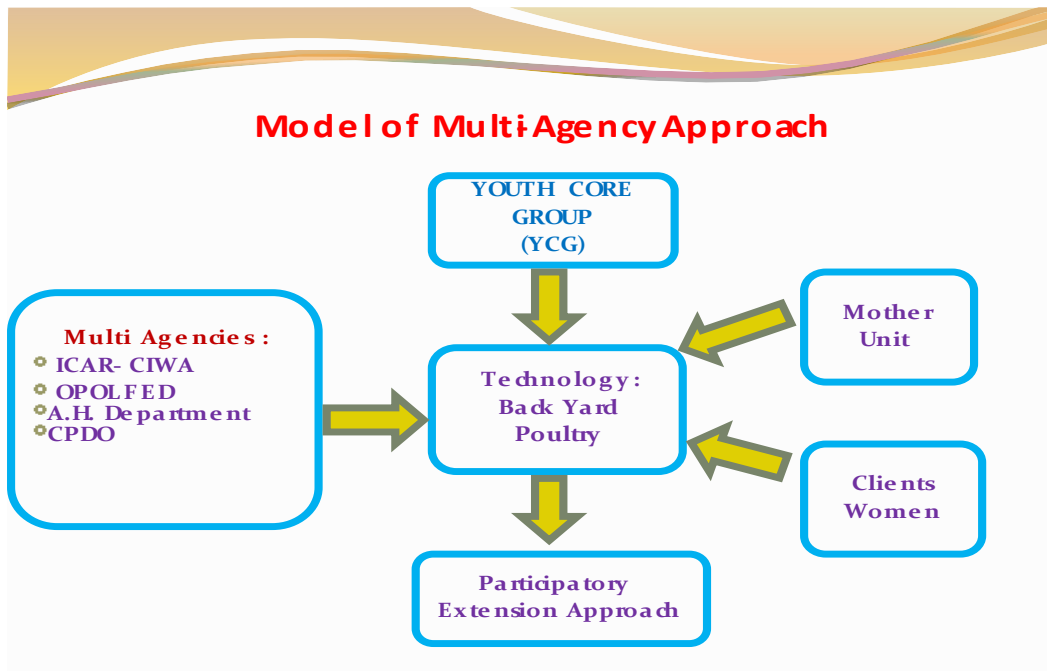


Fig. 1.2 Model of Multi-Agency Approach

### 3.5.2 Success Story 1:

Table 1.8 Backyard Poultry: A Source of Profit for Women

Name	Smt. PusalataPalatasingh
Husband's name	Shri PratapPalatasingh
Caste	General
Village	Haridamada
Block	Bhubaneswar
District	Khordha
Education	Non-matric
Contact No.	7077902245
Experience in farming	15 years
Organizational membership	Women SHG member

Smt. Pusalata Palatasingh was identified as one of the Female Youth Core Group (YCG) member in Haridamada village of Bhubaneswar block in Khordha district under



institute project entitled "Multi Agency Participatory Extension Model (MAPEM) for Livelihood Improvement of Rural Women through Backyard Poultry". Capacity building program was organized for farm women in poultry rearing on the concept of MAPEM, YCG and Mother Unit. As per the objective of the project, Ms. Puspalata reared one day old chicks (RIR) in Mother Unit up to one month with proper arrangement of light, temperature, drinking water, feed, watch and ward etc. Thereafter, she distributed the one month old chicks to the selected women beneficiaries and also provided required advisory services. Gradually her confidence developed and she was able to contact the agencies independently to get poultry chicks from Central Poultry Development Organization (CPDO), feed from Odisha State Poultry Products Co-operative Marketing Federation Ltd. (OPOLFED) and Animal Husbandry Department for health support. After developing linkage with different agencies, she decided to establish a backyard poultry unit of her own. In March 2015, she invested Rs. 6000/- for purchase of 200 RIR chicks including feed and followed the scientific practices for rearing chicks in the Mother Unit. She sold 60 birds, twenty days old @Rs. 40 (Rs. 2400), 50 male birds of 2.5 months old @Rs. 300 (Rs. 15000) and eggs @Rs. 5 (150 eggs/bird x 40 birds x Rs. 5 = Rs 30000). Thus, she earned Rs 46,800 and made a profit of Rs 40,800. Now Smt. Puspalata is continuing with this enterprise and served as a motivation for 25 other SC farm women in the adjoining hamlet who adopted it. Her endeavor brought happiness among women poultry growers because not only they enjoyed nutritional security but also earned income by using their leisure time.

### 3.5.3 Success Story 2: How Determination Changes Family Economy

Name	Smt. Mamata Mohanty
Husband's name	Shri Kshitish Mohanty
Caste	General
Village	Sabalpur
Block	Sadar block
District	Cuttack
Education	Non- matric



Contact No. 8763927095

Experience in farming 20 years

Smt. Mamata Mohantay (50 yrs.), w/o Shri Khitish Mohanty of Sabalpur village in Sadar block, Cuttack district, was selected as one of the beneficiaries under outreach project of the ICAR-CIWA. For setting social climate, a no. of meetings were conducted time to time by creating awareness and motivation among farm women. She was highly motivated to utilize her homestead land for mint cultivation. So she started growing mint in an area of three gunthas (0.8 acre) following recommended scientific practices like timely sowing, weeding, applying organic compost, timely irrigation, using drudgery reducing women-friendly farm tools, harvesting etc. Now she is successfully doing mint farming and is economically empowered, earning a minimum of Rs. 300/day. As such within a year, she earned Rs. 1.2 lakhs from a single crop without disturbing any of her household activity. She had also developed a strong market linkage with local markets as well as KIIT and KISS Institute, hostels at Bhubaneswar, Odisha to supply mint for nutritious and delicious dishes for the students.

### 3.5.2 Success Story 3: 'GAURI' - A Role Model for Enhancing Livelihood of Rural Women

Name	Smt. Gauri Mohapatra
Husband's name	Shri Ajoy Mohapatra
Caste	General
Village	Nuasahi
Block	Sakhigopal
District	Puri
Education	Non- matric
Contact No.	7873962461
Experience in farming	20 years

The scientists of CIWA motivated and reoriented Smt. Gauri to adopt mushroom cultivation as a source of livelihood. Convinced with the technology, she adopted



mushroom cultivation practice in 2010. Initially she started with 10-15 beds per day. After two years she scaled it up to 50 beds per day. Seeing her hard work, sincerity and success, Gauri was selected as a mushroom trainer by ECORCT Lead Bank, Puri through interview, from among 10 candidates. Since then, she imparts training to farm women on mushroom cultivation in different blocks under Puri. For each training, she gets Rs.3000/- for six days training for a batch of 50 participants. She has popularized mushroom cultivation among 800 farm women through 16 batches of training programs and earned Rs.48000 through training. Eventually Smt. Gauri expanded her linkage with financial organizations also. Under her leadership and guidance, 185 farm women from the three villages (Naruda, Chandapur and Nuasahi) under Uchhupur Panchayat were sanctioned a loan amount of Rs 92.5 lakh @ Rs 0.5 lakh each by Bank of India, Nuasantha, Purifor mushroom cultivation. 50 farm women trained under the leadership of Smt. Gauri are continuing mushroom cultivation. On an average, they put 1500 beds daily @ 30 beds each and harvest 12 qt., which they sell in villages.

The poor women are now being recognized in their community. They support their families by providing better nutrition, education and asset formation. Smt. Mohapatra added many assets at her home viz. motor cycle, boring pump, straw sterilizing tank, cutter, sprayer, tin house, etc. from mushroom cultivation by investing Rs.2.5 lakh. The women love to maintain social relationship with mushroom as a gift packet and feel satisfied. Hence ICAR-CIWA is instrumental in nurturing women leadership and disseminating mushroom technology. Smt. Gauri Mohapatra is a role model and an eye opener by showing the path and hope for livelihood to rural women.

### 3.6 CONCLUSION

Agriculture is a dynamic sector which brings rapid changes in environment, climate, technologies, and impacts social changes in family structure, migration and international policies such as globalization and liberalization. Research and extension also needs to tune strategies to the changing situation. About 48% of India's self-employed farmers are women (NSSO 2010). Gender has proven to be an essential variable for



analyzing the gap in roles, needs, constraints, opportunities, access to resources and benefits in agriculture. Therefore, gender sensitization is the key action point to address gender issues in agriculture, as gender inequality in agriculture badly affects farm productivity.

### 3.6 LET'S SUM UP

- Women perform two-thirds of the world's work hours, yet are poor in resources and are poorly represented in positions of power. Most of the low-income women in developing countries are primarily employed in agriculture, but, many literatures show that men have been the primary adopters and shapers of agricultural technologies. These inequalities are seen in all parts of the world.
- A checklist is a method of data collection that consists of a list of activities or steps which are used to ensure consistency and completeness of the task. It can be used as a planning guide/as a review/as a criterion procedure for bringing gender perspective in all the spheres.
- There are various issues in agriculture and allied sectors viz. Access to and Control over Resources, Wage Discrimination, Seasonal employment, Extension Service, Credit facility, Capacity Building, Exposure, Socio-Culture, Market Access, Education Policies, Men Migration, Land Ownership, Overburden, Drudgery and Shift towards Cash Crops.
- The strategies, approaches and methodologies to address gender issues in agriculture are: designing women friendly farm equipments, strengthening link between extension and research, recruitment or mobilization of more female extension personnel, sensitization of male extension agents, capacity building of women farmers through adequate skill trainings, gender sensitization among general public, private agencies, policy makers, planners for gender mainstreaming through identification of gender issues, organization of workshops/seminars to provide exposure to gender concepts and insights into gender concerns, recognition of the value of women's knowledge, skills and practices and their roles, responsibilities and contribution in different socio-economic groups.
- Documentation of gender disaggregated data to support policy makers for formulation of women-pro policies and integration of gender approach in all educational curriculum etc.
- Research and extension also needs to tune their strategies to the changing situation. About 48% of India's self-employed farmers are women.
- Gender sensitization is the key action point to address gender issues in agriculture, as gender.

### 3.8 CHECK YOUR PROGRESS



1. Highlight significance of 'Gender Mainstreaming'.
2. What are the main gender issues in agriculture? Explain with appropriate examples.
3. What extension approaches can be useful in addressing gender issues in agriculture?

**Choose the correct answers:**

1. Globally, nearly \_\_\_\_\_ girls do not go to schools. ( )  
a. 98 million    b. 50 million    c. 20 million    d. None of these
2. According to NSSO 2010, about \_\_\_\_\_ of India's self-employed farmers were women. ( )  
a. 30%    b. 10%    c. 48%    d. 5%
3. It has been observed that women, on an average, are paid \_\_\_\_\_% less wage than their male counterparts, for comparable work. ( )  
a. 10 -20 %    b. 30-40%    c. 5%    d. 25%
4. The income from cash crops usually comes under the immediate control of \_\_\_\_\_, who are less likely to spend it on family welfare. ( )  
a. men    b. women    c. both    d. None of these
5. It is found that women's share of work in agriculture is the \_\_\_\_\_ among small farmers ( )  
a. lowest    b. invisible    c. highest    d. None of these

**3.9 FURTHER READINGS/ REFERENCES:**

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## **Block III – Gender Analysis**



## **UNIT-1**

### **TOOLS FOR GENDER ANALYSIS IN AGRICULTURE**

#### **Highlights of the Unit**

- Objectives
- Introduction
- Why Gender Analysis in Agriculture?
- Gender Analysis Tools & Frameworks
  - Harvard Analytical Framework
  - Moser (triple roles) Framework
  - Levy (web of institutionalization) Framework
  - Gender Analysis Matrix (GAM)
  - Equality and Empowerment Framework (Longwe)
  - Capacities and Vulnerabilities Framework (CVA)
  - Social Relations Framework (SRF)
  - SEAGA Approach of FAO
- Gender Budgeting and Auditing
- Gender Budgeting Initiatives of various States in India
- Conclusion
- Let's sum up
- Check your progress

#### **4.0 OBJECTIVES**

- To familiarize the students with the tools used for gender analysis
- To develop conceptual understanding about gender budgeting and gender auditing

#### **4.1 INTRODUCTION**





Gender analysis is the first and the foremost critical step towards gender-responsive planning and programming. It involves collection and analysis of sex-disaggregated information. It examines the differences, commonalities and interactions between women and men. Gender analysis examines women's and men's specific activities, conditions, needs, access to and control over resources, access to development benefits and decision-making.

### 4.1.1 What is Gender Analysis?

Gender analysis helps to clarify the specific and often different capacities, vulnerabilities, needs and coping strategies of men and women, and indicates where opportunities for targeting effective strategies lie. Established patterns of gender inequality and inequity can be explored, exposed and addressed. This may provide opportunities and entry points to develop programs that support efforts to build more equitable gender relations.

### 4.1.2 Gender analysis essentially

- examines the differences in women's and men's lives, including those which lead to social and economic inequity for women and applies this understanding to policy development and service delivery
- is concerned with the underlying causes of these inequities
- aims to achieve positive change for women

### 4.1.3 Elements for consideration in Gender Analysis

a) **Natural:** Land, water, forests, rivers etc.

b) **Economic:** Work opportunities, wages and remuneration, remittance, credit and production inputs.

c) **Social:** Formal and informal education and social services- religion and cultural norms like dress, defining private and public spaces.

d) **Infrastructure:** Bridges, roads and markets.



e) **Political:** Access and participation, opportunities for organization and decision making at community, regional and national levels.

f) **Time:** Work time and free time.

g) **Personal:** Self-esteem abilities, communication capacity and individual decision making capability.

### 4.1.4 Gender Analysis Guidelines

#### What to Ask

- Who is the target (both direct and indirect) of the proposed policy, program or project? Who will benefit and who will lose?
- Were women consulted in the intervention?
- Does the intervention challenge the existing gender division of labor, tasks, responsibilities and opportunities?
- What is the relationship between intervention and other activities and organizations- national, regional and international?
- What specific ways can it be proposed to encourage/ enable women to participate in the policy / program/ project, despite their traditional roles?
- What specific ways can it be proposed to encourage men to send their women to participate in the policy/program/project, despite traditional roles?
- What is the long term impact with regard to women's increased ability to take charge of their own lives and to take collective action to solve problems?

### 4.1.5 Gender Analysis

#### What to Do?

- a. Gain an understanding of gender relations, division of labor and who has access to and control over resources.
- b. Include domestic / reproductive and community work in the work profile.
- c. Recognize ways that men and women can contribute to the economy and their family.



- d. Use participatory processes and include wide range of female and male stakeholders at the government level and from civil society including women's organizations and gender equality experts.
- e. Consider women's ability to come at the given time, how they would get there or whether you need to go to them, would they speak up in a meeting that might be dominated by men or might it be better initially to meet women separately, present their inputs to the male group, to raise their awareness of women's contribution which might lead to a mixed group next time. It should be borne in mind that this is often a long process that cannot be forced quickly.
- f. Gain an understanding of women's practical and strategic needs and identify opportunities to support both.
- g. Consider the differential impact of initiative on men and women and identify consequences to be addressed.
- h. Outline expected risks and develop strategies to minimize those risks. Thus gender analysis is a process of understanding the different activities and responsibilities of women and men, their access to resources and decision making. Gender analysis helps us understand the roles and relations of men and women. It frames questions about who does what, when and why. In this analysis, factors such as class (social position, wealth), age and education will also influence gender roles. In turn, these roles are major factors in defining and determining men's and women's specific needs as well as their respective access to power and resources.

#### **4.2 WHY GENDER ANALYSIS IN AGRICULTURE**

Women's involvement in agriculture is not supported by a corresponding recognition as key stakeholders in agriculture. Women continue to have limited access to productive resources (land, water, credit, agricultural inputs, and training and extension services), services, markets & marketing facilities and business development services. Involvement of women in agriculture and their status in households also have



implications for access to food for them and their children, since women are a gateway to both household food security and child health and nutrition.

In the changing agricultural scenario and socio-cultural backdrop, it is important to have gender disaggregated data and analyze role of women throughout the agricultural value chain (from seed collection, to crop production, marketing and consumption; primarily in animal husbandry, fisheries and dairy). These changes have significant implications for women and such analysis can help identify key issues, opportunities and constraints of women in agriculture. In spite of women being a major contributor to the economy, both through their remunerative work on farms and the unpaid work at home and community, they are systematically excluded from decision making process and essential resources & services.

Considerations related to gender issues and women's participation influence success and sustainability of projects and programs. These considerations include the different roles, needs and perceptions of women and men in agriculture, taking into account the gender-based constraints that women face. Better access to resources also facilitates women to devote more time to income-generating activities and cater to their own needs, as well as of their children and families. This leads to the economic benefits for the society as a whole.

### 4.3 GENDER ANALYSIS TOOLS & FRAMEWORKS

There are many tools that have been developed with a different focus. Each tool is different with some advantages. Some account for other social characteristics and factors better, while others are more participatory. Following are the commonly used tools -

#### 4.3.1 Harvard Analytical Framework

**The Harvard Analytical Framework** is also called as Gender Roles Framework or Gender Analysis Framework. This is based on 'Women in Development' (WID) efficiency approach. It is one of the earliest gender analysis and planning framework.



The framework consists of a matrix for collecting data at the micro (community and household) level. It has four interrelated components:

**4.3.1.1 Activity profile** - which answers the question, “who does what?” including gender, age, time spent and location of the activity.

**Activity Profile Chart**

Type of activity	Who (Gender/ Age)	When	How Often	Where	How	Why that Activity (Gender/ Age)
Productive						
Reproductive						
Community						

**KEY:**

**Who** - Male Adult, Female Adult, Male Child, Female Child

**What**- Activities carried out

**When**- Time of the year/ day

**Where**- Location of the activity, i.e. at home or away

**How**- Means of doing the activity, i.e. is it manual or mechanical

**Howoften**- Number of times it is done over a period of time

**Why**- What reason justifies the gender that does that activity?

**4.3.1.2 Access and control profile** - identifies the resources used to carry out the identified work in the activity profile and access to and control over their use by gender

**Table 4.1 Access and Control Profile Chart**

	Who has Access	Who has Control
Resources		
Benefits		



**4.3.1.3 Analysis of influencing factors** - which charts factors that influence gender differences in the above two profiles.

**Table 4.2 Influencing Factors Chart**

Influencing factors	Impact	Constraints	Opportunities
Political			
Demographic			
Economic			
Cultural			
Educational			
Environmental			
Legal			
International			
Policies			
Other			

**4.3.1.4 Project cycle** - analyzes or examines a project or intervention in light of gender-disaggregated information. Firstly, information is collected for Activity Profile and Access and Control Profile. Then this information is used in the analysis of factors and trends influencing activities, access and control and in the project cycle analysis.

**Strengths of Harvard framework**

- Once the data have been collected, it gives a clear picture of who does what, when and with what resources. It makes women’s role and work visible.
- It distinguishes between access to and control over resources.
- It can be easily adapted to a variety of settings and situations.

**4.3. 2 Moser (triple roles) Framework**



This framework has been developed by Caroline Moser and is based on the concepts of gender roles & gender needs and policy approaches to gender & development planning.

### 4.3.2.1 Gender Roles

- i) **Productive roles** (paid work, self-employment and subsistence production)
- ii) **Reproductive roles** (domestic work, child care and care of the sick & elderly)
- iii) **Community participation/self-help** (voluntary work for the benefit of the community as a whole)
- iv) **Community politics** (decision-making/representation on behalf of the community as a whole)

### 4.3.2.2 Gender Needs

- i) **“Practical” gender needs** (i.e. in the context of the existing gender roles and resources e.g. more convenient water point to save women’s time and energy)
- ii) **“Strategic” gender needs** (i.e. requiring changes to existing gender roles and resources to create greater equality of opportunity and benefit e.g. increasing women’s access to land ownership).

### Strengths of Moser’s framework

- Recognizes transformative potential of gender planning.
- Makes all work visible and valuable to planners through the concept of triple roles.
- Conceptualizes planning as aiming to challenge unequal gender relations and support women’s empowerment.
- Distinguishes between types of gender needs: those that relate to women’s daily life (practical gender needs) and those potentially transform existing gender subordination (strategic gender needs)
- Categorizes policy approach



**4.3.3 Levy (web of institutionalization) Framework**

Caren Levy framework (1996) or 'web of institutionalization', is a widely-recognized tool for analyzing gender mainstreaming. The tool enables staff (and partners) to view their organizational structures and practices through a critical gender lens, and to understand where there are strengths and where improvements are needed.



*Table 4.3 Diagram representing gender mainstreaming in one of the World Food Program country offices*

**METHOD**

The Levy Framework comprises of 13 elements related to the conditions needed for effective gender mainstreaming. These are organized into four spheres:

- i) Beneficiaries Sphere:** roles, needs and perspectives; representative structures, active participation and influence
- ii) Policy Sphere:** resources, political commitment, policy
- iii) Organizational Sphere:** responsibility for gender mainstreaming, procedures for gender mainstreaming, staff development





**iv) Delivery Sphere:** delivery of programs and projects, methodology, research, theory building

Participants work in groups, using guiding questions to discuss whether the elements of each sphere are strong, medium or weak in terms of gender mainstreaming. The groups use blue to indicate strong gender dimensions, green for medium and red for weak. If time is short each group may focus on one sphere, but where there is sufficient time, they may discuss the whole framework.

The participants then come together to share their insights.

#### **4.3.4 Gender Analysis Matrix (GAM)**

The framework aims to find out the differential impacts of development interventions on women and men by providing a community-based technique for identification and analysis of gender differences. It also assists community to identify and challenge their assumptions about gender roles in a constructive manner. It may be used for different purposes, for example, transformatory gender training or as a participatory planning tool. The analysis is conducted at four levels of society- women, men, household and community. The GAM examines impact on four areas: labor, time, resources and socio-cultural factors.

**Table 4.4 GENDER ANALYSIS MATRIX (GAM) Worksheet**

**Project Objectives:**

	<b>Labor</b>	<b>Time</b>	<b>Resources</b>	<b>Culture</b>
<b>Women</b>				
<b>Men</b>				
<b>Household</b>				
<b>Community</b>				



Source: March, C, Smyth, I. Mukhopadhyay, M. (1999) A Guide to Gender-Analysis Frameworks, Oxfam, Oxford.

### Uses and potential Limitations

- It is simple, systematic and uses familiar concepts.
- It encourages bottom-up analysis, through community participation.
- It is transformatory and technical in approach, combining raising awareness about gender inequalities with development of practical skills.
- It includes men as a category and therefore can be used in interventions that target men.

### 4.3.5 Equality and Empowerment Framework (Longwe)

Women's Equality and Empowerment Framework aims to assist planners' question - what women's equality and empowerment means in practice and to what extent a development intervention is supporting empowerment. Women's empowerment is defined as enabling women to take an equal place with men and to participate equally with men in the development process in order to achieve control over the factors of production on an equal basis with men. The Longwe framework introduces the concept of five levels of equality by which to assess the level of women's empowerment, in any area of economic and social development.

#### Levels of Equality

- Control
- Participation
- Conscientisation
- Access
- Welfare

These levels of equality are hierarchical, suggesting that a development intervention that focuses on the higher levels are more likely to increase women's



empowerment than the one focusing on the lower levels. Equal control over resources such as land is on a higher level (control) than access to land, which is a lower level (welfare). This approach takes into view that if equality is intrinsic to the definition of women's development, this brings with it the necessary corollary of women's empowerment as the means to overcoming obstacles to the achievement of equality between men and women. The framework suggests that women's advancement can be understood in terms of concern with the five levels of equality. Empowerment is a necessary component of the development process at each level for women to advance to the next level; and for them to advance progressively through all the levels towards equal status with men.

**4.3.5.1 Welfare:** This is defined as the level of women's material welfare (income, food supply, health care) relative to men.

**4.3.5.2 Access:** This is understood as women's equal access to the factors of production such as land, credit, labor, training, marketing facilities and all public services and benefits, at par with men. Equality of access is linked to equal opportunity, which usually needs reform in the law to remove all forms of discrimination against women.

**4.3.5.3 Conscientisation:** This concept relates to being aware of the difference between sex and gender, and to recognize that gender roles are cultural and can change. Sexual division of labor should be fair for women and men both and they should agree with it. Neither women nor men should dominate the other, economically or politically. The basis of gender awareness is a belief in sexual equality.

**4.3.5.4 Participation:** This is defined as women's equal participation with men at all levels of decision-making, policy development, planning and administration. It relates particularly to the development projects where participation of women at all stages of the project cycle is essential.



**4.3.5.5 Control:** Women’s conscientisation and mobilization can contribute in achieving control over decision-making process, in order to achieve a balance of control between women and men over resources and benefits.

**4.3.6 Capacities and Vulnerabilities Framework (CVA)**

The CVA is designed on the premise that people’s existing strengths (or capacities) and weaknesses (or vulnerabilities) determine the impact, that a crisis has on them, as well as the way they respond to the crisis.

**Capacities:** This term refers to the existing strengths of individuals and social groups. They are related to people’s material and physical resources, social resources and their beliefs & attitudes. Capacities are built over time and determine people’s ability to cope up with crisis and recover from it.

**Vulnerabilities:** This term refers to the long term factors which weaken people’s ability to cope up with the sudden on-set of disaster or withdraw-out from emergencies. They also make people more susceptible to disasters. Vulnerabilities exist before disasters, contribute to their severity, makes effective disaster response more difficult and continue after the disaster.

**Table 4.5 CVA Matrix disaggregated by gender**

	Vulnerabilities		Capacities	
	Women	Men	Women	Men
<b>Physical/material</b> (What productive resources, skills and hazards exist?)				
<b>Social/organizational</b> (What relationships exist between people? What are their organizational structures?)				
<b>Motivational/attitudinal</b>				



(How does the community view its ability to create change?)				
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**4.3.7 Social Relations Framework (SRF)**

Social Relation Framework was developed by the academician NailaKabeer at the Institute of Development Studies at Sussex, UK. The framework is based on the idea that the aim of development is human well-being. Poverty is seen to arise out of unequal social relations which results in unequal distribution of resources, claims and responsibilities. Gender relation is one of such type of social relations. Institutions ensure production, reinforcement and reproduction of social relations and thereby, social difference and inequality. Gender inequality exists not just in household but at various other institutions like market, State and international community.

Gender analysis therefore entails looking at how institutions create and reproduce inequalities. There are four key institutional sites- State, market, community and family/kinship.

**Table 4.6 Four key institutional sites**

<b>Institutional location</b>	<b>Organizational/structural form</b>
State	Legal, military, administrative organizations
Market	Firms, financial corporations, farming enterprises, multinationals
Community	Village tribunals, voluntary associations, informal networks, patron-client relationship, NGOs
Family/kinship	Household, extended families, lineage groupings



Five relevant dimensions of institutional social relationships are:

- i) **Rules** or how things get done? Do they enable or constrain?
- ii) **Activities** or who does what? Who gets what and who can claim what? Activities may be productive, regulative or distributive.
- iii) **Resources** or what is used and what is produced, including human (labor, education), material (food, assets, capital) or intangible resources (goodwill, information, networks)?
- iv) **People**- who is in, who is out and who does what? Institutions are selective in the way they include or exclude people, assign resources, responsibilities and position
- v) **Power**- who decides and whose interests are served?

Social relation framework analyses immediate underlying and structural causes of gender specific issues and their effects at household, community, market and state level. Policies are seen as gender blind, gender neutral and gender redistributive.

### **Strengths of the framework**

- i) Sees poverty as material deprivation and social marginalization.
- ii) Conceptualizes gender as central to development thinking and not as an add-on.
- iii) Links micro to macro factors.
- iv) Highlights interactions between various forms of inequality- gender, class and race.
- v) Centers analysis on institutions.
- vi) Tries to uncover processes of impoverishment and empowerment.

### **4.3.8 SEAGA Approach of FAO**

SEAGA stands for Socio-Economic and Gender Analysis. This is an FAO approach to development, based on an analysis of socio-economic patterns and participatory identification of women's and men's priorities. It is quite similar to Participatory Rural Appraisal (PRA). The objective of the SEAGA approach is to close the gap between what people need and what development delivers. The following table illustrates some



PRA methods used by FAO for socio economic and gender analysis in agricultural development planning.

**Table 4.7 SEAGA PRA & Gender analysis tools**

<b>Name of tool</b>	<b>Purpose</b>
Social and resource mapping	<ul style="list-style-type: none"><li>• Indicates spatial distribution of roads, forests, water resources, institutions,</li><li>• Identifies households, their ethnic composition and other socio-economic characteristics/ variables.</li></ul>
Seasonal calendar	<ul style="list-style-type: none"><li>• Assesses workload of women and men by seasonality</li><li>• Understands cropping patterns, farming systems, gender division of labor, food scarcity, climatic conditions and so forth.</li></ul>
Economic well-being ranking	<ul style="list-style-type: none"><li>• Understands local people's criteria of wealth</li><li>• Identifies relative wealth and the different socio-economic characteristics of households and classes.</li><li>• Facilitates formation of focused groups to work with other PRA/ GA tools</li></ul>
Daily activity schedule	<ul style="list-style-type: none"><li>• Identifies daily pattern of activity based on gender division of labor on an hourly basis and understands how busy women and men are in a day, how long they work for and when they have spare time for social and development activities.</li></ul>
Resource analysis	<ul style="list-style-type: none"><li>• Indicates access to and control over private, community and public resources by gender.</li></ul>
Mobility mapping	<ul style="list-style-type: none"><li>• Understands gender equity in terms of contact of men and women with the outside world.</li><li>• Plotting the frequency, distance and purpose of</li></ul>



	mobility.
Decision making matrix	<ul style="list-style-type: none"><li>• Understands decision making on farming practices by gender.</li></ul>
Venn diagram	<ul style="list-style-type: none"><li>• Identifies key factors and establish relationship between the village and the local people</li></ul>
Pair wise ranking	<ul style="list-style-type: none"><li>• Identifies and prioritize problems as experienced by men and women</li></ul>
Benefits Analysis Flow	<ul style="list-style-type: none"><li>• Understands benefits of various resources and distribution by gender</li></ul>
Community action plan	<ul style="list-style-type: none"><li>• Assesses extent to which women’s voices are respected when men and women sit together to identify solutions for the problems prioritized by the latter</li><li>• Understands development alternatives and options and give opportunity to men and women to learn from each other’s experiences and knowledge</li></ul>

#### **4.4 GENDER BUDGETING AND AUDITING**

##### **4.4.1 Importance of Gender Mainstreaming and Gender Responsive Budgets**

The conventional approach to gender budgeting, i.e., isolating public expenditure, direct and indirect - for women, would continue to be a core activity under the broad gender budgeting exercise with future actions concentrating on fine tuning methodology and universalizing the tools for application at all levels of public expenditure.

However, a broader perspective is emerging under the concept of Gender Budgeting. The gender perspective on Public Expenditure and Policy is no longer restricted to the realm of social sector or Departments like Education, Health, and Rural Development etc. All areas of public expenditure, Revenue and Policy need to be viewed with a gender perspective.





It is necessary to recognize that women are equal players in the economy whether they participate directly as workers or indirectly as members of the core economy. Thus it is not adequate to analyze in detail, allocation of resources for a few sectors of the economy only, which are traditionally considered as women related. The analysis should cover every rupee of public expenditure. It should cover the ways in which the schemes are conceptualized and the extent to which they are women-friendly in implementation and targeting beneficiaries. It has to embrace a gender sensitive analysis of monetary policies, covering impact indicators like inflation, interest rates etc. and fiscal policies covering taxation, excise etc. Thus gender budgeting analysis has to go hand -in -hand with gender mainstreaming.

### **4.4.2 Gender Responsive Budgets**

Government needs to think about gender and sex when making policies and allocating budgets to implement policies. In respect of sex, government needs to ensure that policies and programs are available and adequately financed to address different biological needs of women and men, including child bearing for women. With respect to gender, government needs to have a vision for the type of roles, responsibilities and relationships that it wants to see in the country for women and men, girls and boys and design, fund and implement policies & programs to move towards the goal.

A gender responsive budget is a budget that acknowledges gender patterns in society and allocates money to implement policies and programs that will change these patterns in a way that moves towards a more gender equal society. Gender budget initiatives are exercises that aim to move the country in the direction of a gender responsive budget.

### **4.4.3 Gender Budgeting (GB)**

Gender Budgeting (GB) is a powerful tool for achieving gender mainstreaming so as to ensure that the benefits of development reach women as much as men. It is not an accounting exercise but an ongoing process of keeping gender perspective in



policy/program formulation, its implementation and review. GB entails dissection of the Government's budget to establish its gender differential impacts and to ensure that gender commitments are translated into budgetary commitments.

### **4.4.4 Purpose of Gender budgeting**

- Identifying felt needs of women and re-prioritizing and /or increasing expenditure to meet these needs.
- Supporting gender mainstreaming in macro-economics.
- Strengthening civil society participation in economic policy making.
- Enhancing linkages between economic and social policy outcomes.
- Tracking public expenditure towards gender and development policy commitments; and
- Contributing to the attainment of the Millennium Development Goals (MDGs).

Gender Budgeting can help improve economic governance and financial management. It can provide feedback to government on whether it is meeting the needs of different groups of women and men, girls and boys.

### **4.4.5 Why does Gender Budgeting Focus on Women**

Around the world, Gender Budgeting tends to focus on women because-

- Nearly two-thirds of the illiterate people in the world are women.
- In developing countries, maternal mortality continues to be a leading cause of death for women of reproductive age.
- Women are under-represented in decision-making, both in government and business sectors, especially at senior levels.
- Women's economic contribution continue to be very different in nature than men's. Women are engaged in less formal, lower status type of works and continue to receive less pay than men for the same work.
- Women also continue to do most of the unpaid work of bearing, rearing and caring for children and other citizens.



### 4.4.6 Data Needs for Gender Budgeting

Gender Budgeting relies heavily on data, so that policies, programs and budgets can be evidence based rather than based on myths or assumptions. Data are needed at different stages of budgeting process.

1. Initially data are needed to describe the situation of women and men, girls and boys.
2. Subsequently, such data are needed that reflect delivery of the programs and projects i.e., how many women and men, girls and boys are reached.
3. Data are also needed to show the impact of the policies and programs i.e., whether they have made a difference to the existing situation of the people of a country. Thus sex disaggregated data is a basic requirement for GB which can be collected using different gender analysis tools.

### 4.4.7 Entry points for Gender Budgeting

The five step entry points and the associated tools are considered as the most appropriate in Indian context for Gender Budgeting, as promoted by Ministry of Women and Child Development. This process of Gender Budgeting, in fact, underlie any budgeting process, as they ensure that the budget addresses real needs, and that the money allocated is used for the intended purpose.

#### The Five Steps Framework for Gender Budgeting

**Step 1:** An analysis of the situation for women and men; girls and boys (and the different sub groups) in a given sector.

**Step 2:** An assessment of the extent to which the sector's policy addresses gender issues and gaps described in the first step. This step should include an assessment of the relevant legislation, policies, programs and schemes. It includes an analysis of both the written policy as well as the implicit policy reflected in government's activities. It should



examine the extent to which the above meets socio-economic and other rights of women.

**Step 3:** An assessment of the adequacy of budget allocations to implement gender sensitive policies and programs identified in step 2 above.

**Step 4:** Monitoring to ensure whether the money was spent as planned, what was delivered and to whom. This involves checking both financial performance and the physical deliverables (disaggregated by sex).

**Step 5:** An assessment of the impact of the policy / program / scheme and the extent to which the situation described in step 1 has changed, in the direction of greater gender equality.

Govt. of India requires Govt. officials to use a two-category format as the basis of presentation in the Gender Budget statement in the Union Budget. The two categories cover:

- Pro-women allocations, where 100% of the allocation is meant for women
- Pro-women allocations where between 30 to 99% of the allocation is meant for women

Some Gender Budgeting initiatives across the globe have focused on the first category because they are easy to identify and measure than the gender-responsiveness of non-targeted allocations. These targeted allocations can be an important form of affirmative action or positive discrimination. However, focusing on the first category alone often means focusing on a small part of the budget meant exclusively for women while the main budget is ignored. For the second category, assuming that 30% means 'pro-women' is a problem since about half of the population of India is female. Real value of outcome budget lies in its utility as a policy tool to establish effective linkage with allocation and disbursement of public funds on the basis of measurable performance. From a gender budgeting perspective, the outcome budget provides a golden opportunity to examine the linkages between allocations and disbursements, the



delivery of immediate benefits and services for women and girls, and gender equality outcomes.

### **4.4.8 Role of Gender Budgeting Cells**

The Department of Expenditure, Ministry of Finance issued a charter for Gender Budget Cells, on 8<sup>th</sup> March 2007, clearly articulating the composition and functions of the gender budget cells. These gender budget cells serve as a focal point for coordinating Gender Budgeting initiatives both intra and inter-ministerial. The roles envisaged for these cells include:

- Act as a nodal agency for all Gender Budgeting initiatives.
- Pilot action on gender sensitive review of public expenditure and policies (Expenditure/Revenue/ Policies/Legislation etc.)
- Guide and undertake collection of sex-disaggregated data for target group of beneficiaries covered under expenditure, revenue raising/ policy/ legislation
- Guide Gender Budgeting initiatives within departments as well as in field units responsible for implementing government programs.
- Conduct gender based impact analysis, beneficiary need's assessment and beneficiary incidence analysis.
- Establish effectiveness of public expenditure
- Identify scope for re-prioritization of public expenditure
- Improve implementation etc.
- Collate and promote best practices on participative budgeting for implementation of schemes

### **4.5 GENDER BUDGETING INITIATIVES OF VARIOUS STATES IN INDIA**

Several States have initiated gender budgeting, besides its implementation by various Ministries and departments at the Centre.



### **4.5.1 Chhattisgarh**

The State officially adopted Gender Budgeting in 2007-08 with Women and Child Development as the nodal Department. It Introduced Gender Budget Statement as part of the State Budget in 2007-08. Finance Department undertakes monitoring of Gender Budget Statement. The State Planning Board and Women & Child Development Department are focusing on capacity building on Gender Budgeting.

### **4.5.2 Karnataka**

Karnataka officially adopted Gender Budgeting in 2006-07. It constituted a Gender Budget Cell in the Fiscal Policy and Analysis Cell, Finance Department in 2007 and introduced Gender Budget Statement as part of the State Budget in 2007-08. As a first step to Gender Budgeting, strength of male and female employees working in the State Government was captured. Detailed circular seeking information on Gender Budgeting is issued every year. The Department of Planning monitors the progress using Monthly Program Implementation Calendar. Gender Budgeting Cell in the Finance Department, Women & Child Department, Department of Economics and Statistics, ATI and SIRD Mysore are promoting capacity building on Gender Budgeting.

### **4.5.3 Kerala**

The State officially adopted Gender Budgeting in 2008. Gender Budgeting was made part of local government process in 1998. A Gender Budgeting exercise of the State Budget was also conducted in 2008-09. It had set up a Gender Advisory Committee in 2008. The reconstituted committee is headed by Ministry of Social Welfare. It also introduced two Flagship Programs for Gender with various Departments on board in 2008, undertook Gender audit of the two schemes and thereby increased fund allocation. The total budget outlay for women had thus increased from 5.5% of the State Budget in 2008-09 to 8.5% in 2010-11.



### **4.5.4 Maharashtra**

Maharashtra had officially adopted Gender Budgeting in 2011-12. A Gender Budgeting Cell has also been formed under the Planning Department.

### **4.5.5 Nagaland**

Nagaland officially adopted Gender Budgeting in 2009. It had set up a Task Force for "Engendering State and District Plans" headed by Additional Chief Secretary in 2009 with members from Departments of Health & Family Welfare, Finance, Rural Development, Development Commissioner, SIRD, ATI, Nagaland University and Additional Director, Women Development as member secretary. It also constituted a Gender Budgeting Cell under Planning and Coordination Department. Gender Budgeting is a subject of training calendar of ATI (Administrative Training Institute) and SIRD (State Institute of Rural Development). The Task force also developed a Gender Budgeting manual customized to local requirements in collaboration with UNDP.

### **4.5.6 Rajasthan**

The State officially adopted Gender Budgeting in 2005-06. It had set up a High level Committee under the Chairmanship of Chief Secretary in 2009-10. Principal Secretary of Finance, Planning and Women & Child Development are members; and Commissioner of Women's Empowerment as the Secretary. It had also constituted a Gender Cell under the Directorate of Women Empowerment to function as Secretariat to High Level Committee and also to undertake capacity building exercises. Gender Desks have been set up in 42 Departments to act as a focal point on gender issues. The State introduced Gender Budget Statement as part of the State Budget in 2012-13. It conducted gender analysis of budgets of twelve Departments.

### **4.5.7 Tripura**



Tripura officially adopted Gender Budgeting in 2005-06. Social Welfare and Social Education Department is the nodal Department. Gender Budget Cells have been formed in the State in seventeen Departments. It had introduced Gender Budget Statement as part of the State Budget in 2005-06.

### **4.5.8 Uttarakhand**

The State officially adopted Gender Budgeting in 2007-08. Women and Child Development is the nodal Department. It introduced Gender Budget Statement as part of the State Budget in 2007-08. The no. of Departments reporting the statement increased from 18 to 29 between 2007-08 and 2012-13. There was a corresponding increase in fund allocation from Rs. 330 crores to Rs. 2228 crores respectively. Department of Women and Child Development is the nodal agency for capacity building on Gender Budgeting.

### **4.5.9 Uttar Pradesh**

Uttar Pradesh officially adopted Gender Budgeting in 2005-06. A working group was formed under the directions of Secretary Finance, Planning and Women & Child Development for promoting Gender Budgeting. In the first phase 24 Departments were identified for Gender Budgeting. Women and Child Development Department is the nodal agency.

## **4.6 PLAN INITIATIVES**

### **4.6.1 The Tenth Five Year Plan (2002-2007)**

The tenth Plan highlighted the need for gender budgeting, to establish gender differential impact of resource allocations and to translate gender commitments into budgetary commitments.

### **4.6.2 The Eleventh Five Year Plan (2007- 2012)**

- The Eleventh Plan further reiterated the commitment to gender budgeting and clearly stated that, gender equity requires adequate provisions to be made in policies





and schemes across Ministries and Departments. It also entailed strict adherence to gender budgeting across the board.

- The Eleventh Plan also envisaged incorporation of Gender Budgeting beyond traditional areas like health, education etc. to so called “gender neutral” sectors like Transport, Power, Telecommunications, Defense etc. In addition, the plan document emphasized on engendering important national macro-economic policies and striving for inter-sectoral convergence.
- Accounting of resource utilization for a particular purpose.
- Evaluation of effectiveness of resources utilized in delivering the intended results

### **4.6.3 The Twelfth Five Year Plan (2012- 2017)**

The vision for the XII Five Year Plan was to ensure improving the position and condition of women by addressing structural and institutional barriers as well as strengthening gender mainstreaming.

The Twelfth Plan regarded “Mainstreaming gender through Gender Budgeting” as a key element to address Gender Equity. The process of GB was further strengthened in the Twelfth Plan and its reach extended to all Ministries, Departments and State Governments.

#### **Goals for the XII Five Year Plan**

- Creating greater ‘freedom’ and ‘choice’ for women by generating awareness and creating institutional mechanisms to help women question prevalent “patriarchal” beliefs that are detrimental to their empowerment.
- Improving health and education indicators for women like maternal mortality, infant mortality, nutrition levels, enrolment and retention in primary, secondary and higher education.



- Reducing the incidence of violence against women and providing quality care services to the victims.
- Improving employability of women, work participation rates especially in the organized sector and increased ownership of assets and control over resources.
- Increasing women’s access to public services and programs through establishing and strengthening convergence mechanisms at multiple levels, creation of physical infrastructure for women and improving the capacity of women’s organizations and collectives.
- Ensuring that the specific concerns of single and disadvantaged women are addressed.

**Table 4.9 GENDER BUDGET TREND OVER THE YEARS**

<b>S No.</b>	<b>YEAR</b>	<b>Total Gender Budget (%)</b>
1	2007-08	3.3
2	2008-09	5.5
3	2009-10	5.5
4	2010-11	5.5
5	2011-12	5.8
6	2012-13	5.5
7	2013-14	5.4
8	2014-15	4.9
9	2015-16	4.5

**Source:** Ministry of Finance (2015a), EPW\*2

#### **4.5 CONCLUSION**

Gender analysis frameworks are the working tools that enable researchers, scholars and extension functionaries to find out the gender gaps and address gender



equity towards holistic development of the nation. No single tool can highlight true gender scenario. Hence a combination of these tools should be used to generate accurate fact and data. Data generated through such tools serve as a benchmark for policy makers to evaluate the effectiveness of various gender related programs and schemes.

### 4.6 LET'S SUM UP

- Gender analysis examines women's and men's specific activities, conditions, needs, access to and control over resources, access to development benefits and decision-making.
- Elements to be considered in Gender Analysis are divided as Natural, Economic, Social, Infrastructure, Political, Time and Personal.
- Considerations related to gender issues and women's participation influence success and sustainability of projects and programs. These considerations include different roles, needs and perceptions of women and men in agriculture, taking into account the gender-based constraints that women face.
- The Gender analysis frameworks commonly used are- Harvard's Analytical Framework, Moser (triple roles) Framework, Levy (web of institutionalization) Framework, Gender Analysis Matrix (GAM), Equality and Empowerment Framework (Longwe), Capacities and Vulnerabilities Framework (CVA), Social Relations Framework (SRF), SEAGA Approach of FAO.
- A gender responsive budget is a budget that acknowledges the gender patterns in society and allocates money to implement policies and programs that will change these patterns in a way that moves towards a more gender equal society.
- Gender Budgeting (GB) is a powerful tool for achieving gender mainstreaming so as to ensure that the benefits of development reach women as much as men. GB entails dissection of the Government's budget to establish its gender differential impacts and to ensure that gender commitments are translated into budgetary commitments.
- The Twelfth Plan (2012-2017) regarded "Mainstreaming gender through Gender Budgeting" as a key element to address Gender Equity. The process of GB was further strengthened in the Twelfth Plan and its reach extended to all Ministries, Departments and State Governments.

### 4.7 Check Your Progress



1. What is 'Gender Analysis'? Explain its significance.
2. Explain 'Harvard Analytical Framework' with a suitable example.
3. What is the difference between 'Gender Budgeting' and 'Gender Auditing'?

**Choose the correct answer:**

1. \_\_\_\_\_ analysis is a process of understanding the different activities and responsibilities of women and men, their access to resources and decision making (...)  
a. Role                      b. Sex                      c. Decision                      d. Gender
2. Women continue to have \_\_\_\_\_ access to productive resources, services, markets & marketing facilities and business development services. (.....)  
a. High                      b. limited                      c. low                      d. None of these
3. The \_\_\_\_\_ Plan regarded "Mainstreaming gender through Gender Budgeting" as a key element to address Gender Equity.  
a. Twelfth                      b. Tenth                      c. Fifth                      d. First
4. In Levy Framework, the groups use \_\_\_\_\_ color to indicate strong gender dimensions, green for medium and red for weak. ( )  
a. Red                      b. Blue                      c. White                      d. None of these
5. \_\_\_\_\_ identifies key factors and establish relationship between the village and the local people ( )  
a. Pair wise ranking                      c. Venn diagram  
b. Benefits Analysis Flow                      d. Community action plan

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## **UNIT-2**

### **OCCUPATIONAL HEALTH HAZARDS AND DRUDGERY**

#### **Highlights of the Unit:**

- Objectives
- Meaning of Occupational Health Hazards
- Types of Occupational Health Hazards in Agriculture Sector
- Sources of Agricultural Accidents
- Reasons for Agricultural Hazards
- Mitigation methods of Occupational Health Hazards
- Meaning of Drudgery
- Reasons of Drudgery
- Drudgery in Agriculture
- Gender Friendly Drudgery Reducing Farm Tools
- Conclusion
- Let's sum up
- Check your progress
- Further Reading

#### **5.0 OBJECTIVES**

- To create awareness about types, source, reason and severity of health hazards in agriculture and strategies for mitigation
- To understand the causes of drudgery and orient the learners with gender friendly farm tools and equipments for drudgery reduction of women in agriculture



## **5.1 INTRODUCTION**

'Health is wealth' is a common saying. Every individual should take care of his physical and mental health. During work performance, if an activity leads to any health problem it is referred to as occupational health hazards, which needs urgent attention. In agriculture, occupational health problem sometimes amounts to an incurable disease.

### **5.1.1 Meaning of Occupational Health Hazards**

Occupational hazard is something that causes harm to a working person, in terms of injury or ill health, damage to property, workplace environment or a combination of both. In India, farm women contribute as farmers, agricultural workers and entrepreneurs. As per the census data 2012, women share was 55% which is projected to be 65% by the year 2025. They are the backbone of agricultural rural economy but still are one of the most vulnerable group. Though now-a-days, mechanization is gaining importance due to various reasons, it has yet not reached farm women, who are still not recognized as 'farmers' and the machineries are designed to suit the men folk. Role of women in farming operations like transplanting, harvesting, post-harvest management and packaging, which are drudgery prone, are on the increase. Considering these facts, the tools' designers should give due thought when designing agricultural tools and equipment, to address farm women's drudgery.

## **5.2 TYPES OF OCCUPATIONAL HEALTH HAZARDS IN AGRICULTURAL SECTOR**

**5.2.1 Mechanical hazards:** Poorly designed agricultural machinery is a major cause of accident. Injuries due to cutting by the tools is another major risk.

**5.2.2 Psycho-social hazards:** Low pay, sexual and other harassment, job insecurity, poor promotion mechanisms, delay in payment of salaries.



**5.2.3 Work organisation hazards:** Badly organised work shift and working hours, overtime, single working, lack of control over work.

**5.2.4 Ergonomic hazards:** These hazards are caused permanently due to badly designed machinery, prolonged static working positions, repetitive work, unsuitable tools used by workers, poor seating.

**5.2.5 Biological:** Workers working with animal products are likely to be exposed to biological hazards and infections.

**5.2.6 Chemical:** Inhalation and ingestion of toxins cause hazards to human body.

### **5.3 SOURCES OF AGRICULTURAL ACCIDENTS**

**5.3.1 Tractor:** The farmers face accidents when their tractor rolls and overturns during use without having sufficient technical skills.

**5.3.2 Farm structure falls:** Many farmers suffer serious accidents due to fall from farm equipment, grain bins, ladders, farm buildings and also by falling objects.

**5.3.3 Suffocation:** Farm workers may get trapped in storage godowns that do not have proper oxygen levels or filled with manure gas and may get suffocated.

**5.3.4 Machineries:** Due to defective equipment, lack of safety devices, lack of proper skill and use of a broken or faulty piece of equipment.

**5.3.5 Others:** Loss of control over machine during handling equipment, hand-held tools, objects followed by slipping, stumbling and falling, breakage, collapse of material agent, poor electric power, livestock handling and weather conditions.

### **5.4 REASONS FOR AGRICULTURAL HAZARDS**

- Unskilled operator.
- Lack of technical knowledge.
- High speed that renders them unstable.
- Improper hitching of trailer/ farm implements.



- Overloading during transportation of goods.
- Transportation of live load by tractor.
- Shutting down the engine on down slopes.
- Rotating parts without safety covers/guards.
- Lack of proper training/orientation.
- Improper clothing of workers.
- Not wearing protective clothing.
- Dusty environment.

### 5.5 MITIGATION STRATEGIES FOR OCCUPATIONAL HEALTH HAZARDS:

**5.5.1 Elimination of hazardous material:** The workers can avoid hazardous materials during farm operation to control occupational hazard.

**5.5.2 Substitution of hazardous material:** The chemical pesticides can be replaced with the use of organic/bio pesticides which minimizes health problems associated with chemical pesticides and environment pollution.

**5.5.3 Engineering control of hazards:** Workers can change the physical work area that will minimize a worker's exposure to hazards. For example: covering the rotating parts by safety guard, isolating the hazard with interlocks, machine guarding, welding curtains and other mechanisms, removing the hazard with exhaust ventilation and redesigning the workstation to minimize ergonomic injuries. Due attention is needed with regard to suitability of already developed equipments for various farm operations for farm women too.

**5.5.4 Administrative controls of hazards:** Administrative control can also play a vital role in mitigating health hazards. For example: limited time exposure to high vibration, sound or dust; written operating procedures; safety and health rules for employees; alarms, signs and warnings; buddy/ partner system and warning bells for the operators.





**5.5.5 Personal protective equipment to avoid hazards:** The worker can use apron, goggles, mask, shoe, helmet/cap etc. which are known as personal protective equipment to avoid hazards.

### **Suggestions:**

Following suggestions are recommended for mitigation of occupational health hazards for farm women:

- Anthropometric data may be used for refining/modifying/developing farm implements.
- Manually operated farm tools and implements suitable for farm women needs to be popularized.
- Ergonomical factors need to be considered for using power-operated implements by farmwomen

## **5.6 MEANING OF DRUDGERY**

Drudgery connotes hard, mindless, back-breaking work. Drudgery is the outcome of hard work, monotony, time consuming and use of traditional tools with inappropriate working posture in field. It is generally conceived as physical and mental strain, agony, fatigue, monotony and hardship experienced by human beings. Drudgery results in low performance of men and women. Out of the total main worker's population, female workers comprise 25.51 per cent, out of which 60.89 per cent are marginal workers. In India, nearly 75 per cent of the women hail from rural areas who are extremely busy in farm activities as well as domestic chores following traditional methods which consumes most of their time and energy, resulting in fatigue and drudgery.

### **5.6.1 Reasons of Drudgery**



The reasons of drudgery are:

- Inadequate exposure, education, skill training and poverty
- Lack of awareness
- Socio-cultural barriers
- Poor health
- Unemployment
- Low technical know-how and skills
- Work demands for long hours
- Posture at work
- Putting workers in hard physical labor beyond their capacity
- Musculo-skeletal disorder
- Repetitive operations.

### **5.6.2 Drudgery in Agriculture**

Accidents in agriculture sector is mostly due to use of farm machinery and tools. There are some other causes also because of which agricultural operation is still considered to be the most hazardous industry in the society. These are:

- No use of drudgery reducing tools and equipment
- Lack of awareness of farm workers on health hazards
- Increase in mechanization without technical knowledge
- Time consuming and laborious traditional methods of work
- Season bound agricultural activities
- Use of pesticides and agro-chemicals




### **5.6.3 Suggestions for Drudgery Reduction:**

- The equipment should be well maintained.
- Employees should be updated with the knowledge and skill with the change in the equipment or process.




- Occupational health program should be conducted to monitor potential health problems.
- Medical services & first aid should be available at the workplace for emergency use.




### 5.7 GENDER FRIENDLY DRUDGERY REDUCING FARM TOOLS:




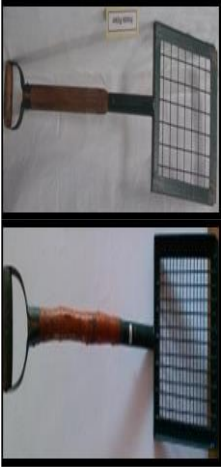
**Table 4.10 Gender Friendly Drudgery Reducing Farm Tools**






Sl. No.	Name of the Technology	Description about technology
1.	<b>Saralkurpi</b> 	<p>Saralkurpi was developed to reduce drudgery among farm women and to maximize work output. The kurpi is light in weight hence quickens the weeding activity. Its handle is comfortable to use and minimizes stress on the palms. It reduces heart rate, energy expenditure and drudgery of farm women by 5-10 percent.</p>
2.	<b>Serrated Sickle</b>  	<p>The traditional sickle is very heavy and uncomfortable to hold during harvesting. In order to reduce drudgery and increase work efficiency, work output and comfort of farm women during harvesting, improved serrated sickle was developed as one of the women friendly technologies. It was tested and found that improved sickles are light in weight and easy to operate. Long serrated blade of sickles facilitate quick harvesting. Handle of the improved sickles are convenient to hold, reduces stress on the palm while cutting fodder and ensures safety against arms and hands injuries.</p>

<p>3.</p>	<p><b>Fertilizer trolley</b></p> 	<p>Top dressing of fertilizer application is done traditionally by tying the cloth with fertilizer and broadcasting by hands over the plants. Through this method, women undergo musculoskeletal problems and skin irritation. Hence, fertilizer trolley was developed which has three wheels and a circular stand at the top to hold the fertilizer basket. It can be easily pulled with the chain/rope while performing activity in the field. The physical stress on the back bone at cervical region and low back region of women is reduced.</p>
<p>4.</p>	<p><b>Sitting type Ground nut decorticator</b></p> 	<p>De-shelling of groundnut manually requires more time, energy and labour. By this method, women face musculo-skeletal problems and physiological health hazards. Hence to reduce drudgery of women and to increase their work efficiency, ground nut decorticator was developed and tested. It consists of frame, handle and oscillating arm, having cast iron/nylon shoes to reduce physiological and muscular efforts of farm women with increased output in less time.</p>
<p>5.</p>	<p><b>Standing type Ground nut decorticator</b></p> 	<p>Manual groundnut de-shelling cause musculo-skeletal and physiological health hazards, especially in hand, finger and wrist. This improved groundnut decorticator can be operated in standing posture. It reduces the physiological and muscular efforts of farm</p>





		<p>women with increased output in less time.</p>
<p>6.</p>	<p><b>Ground nut strippers</b></p> 	<p>Manual ground nut stripping cause musculo-skeletal and physiological health problems in farm women and decrease their work efficiency. But by using improved ground nut stripper, women can strip 100-120 kg of ground nut per day. This equipment can be used by four members at a time. It saves time, energy and labour and reduces drudgery as compared with the traditional method.</p>
<p>7.</p>	<p><b>Twin wheel hoe weeder</b></p> 	<p>It is manually operated equipment for weeding and inter-culturing in upland row crops in black soil region. It consists of twin wheels, frame and V-blade. Cutting and uprooting of weeds are done through push and pull action. It is light in weight, simple to operate, improves work posture and also reduces drudgery of women workers.</p>




<p>8.</p>	<p><b>Eared Cutter for Jowar Harvesting</b></p> 	<p>Jowar&amp;Bajara are harvested manually by women. She has to move from one bundle to another bundle of crop, kept in the field for drying under intense sunlight. But when eared cutter is used, the output is four times more (per labourer) than the traditional practice. Postural change &amp; angle of deviation at cervical region is also reduced.</p>
<p>9.</p>	<p><b>Gopal Khore</b></p> 	<p>Dung collection is generally performed by women in bending or squatting posture which is unnatural and imbalanced position of the body. Hence, in order to improve the posture and reduce drudgery of the activity, Gopal Khore with long handle was designed and developed.</p>
<p>10.</p>	<p><b>Fertilizer carrier (Sulbha bag)</b></p> 	<p>Fertilizer application is one of the most arduous jobs in agriculture which is performed manually. Agricultural labourers face physical and chemical hazards during fertilizer broadcast. Therefore considering the specific problem, a bag was designed, developed and ergonomically tested for seed drill, spreading and ring methods. This bag is ergonomically and economically useful accessory in manual fertilizer application.</p>
<p>11.</p>	<p><b>Trishulweeder</b></p>	<p>The long handle of Trishulweeder facilitates weeding by dividing pressure between both the hands and it eliminates postural stress by reducing angle of deviation. Trishulweeder covers double area due to blades provided at its either sides. It is useful for</p>







	 	<p>manual weeding &amp; fruit harvesting. It helps to improve work posture of the worker while sitting or standing and also gives protection from insect's bite like snake and scorpion.</p>
12.	<p><b>Clod breaker</b></p> 	<p>The clod breaker is adjustable according to the height of the worker with pointed edges on two sides that would help in digging out clods on either sides. It reduces twist and pain in the arms.</p>
13.	<p><b>Potato picker</b></p> 	<p>Improved potato picker has increased efficiency of the workers in terms of quantity of potatoes picked up in a single pick. The results revealed reduction in the calculated Cardiac Strain Index (CSI) while picking potatoes over the traditional method (25 beats) as compared to the improved tool (13.33 beats).</p>

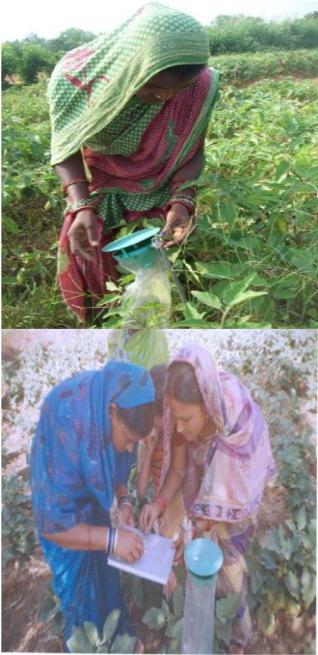

<p>14.</p>	<p><b>Cotton Picking Machine</b></p>  	<p>In cotton picking machine, suction pressure is used for picking cotton. There is a sealed lead acid battery - 12 V and regular charging of battery is required. The efficiency of the machine is 6-7 kg/hr compared to 1-2 kg/hr by hand picking.</p>
<p>15.</p>	<p><b>Cotton Stalk Puller</b></p>  	<p>Stalk puller is a tool which is specially developed to pull the lengthy &amp; hard cotton stalks from land. Stalk puller is composed of two iron flat foots which is designed in such a way that the stalk gets clamped in between them. One end of the foot is pressed by right leg and the stalk is pulled by stretching the long handle. It reduces drudgery, relieves leg waist and shoulder pain; saves time &amp; energy and there is no physical hazards,.</p>
<p>16.</p>	<p><b>Comb Stripper for groundnuts</b></p> 	<p>This tool is made up of iron sheet and designed in comb type structure. It weighs only 200 gm. It is handy, portable, comfortable and convenient to use. It is very useful in stripping off groundnut pods from the cut plants. The teeth of the comb catch the pods and strips it off the plant's root. It saves time, reduces hazards in</p>









		nails, fingers and palm. There is relief in pain at waist, elbow, wrist and neck.
17.	<b>Vegetable plucker</b>  	It is a finger ring type of tool made of steel/metal with a cutting blade on one side. It can be worn on index finger like a ring and cutting/ plucking of vegetables can be done easily. It is easy, soft, convenient to use and time saving.
18.	<b>Motorized paddy thresher</b> 	It can be conveniently operated by female workers with less effort. On an average, 180 kg of paddy per hour can be threshed using motorized paddy thresher, compared to 36 kg of paddy per hour using conventional tool/practice. Pace of work by motorized paddy thresher was 5 times more than the conventional method of threshing paddy.
19.	<b>Dung collector</b> 	Cleaning cow shed and dung collection involves back-breaking tasks, as these activities are carried out in arduous posture. Heavy load in these activities can cause musculo-skeletal disorders (MSD) and disability. To overcome occupational health hazards, this tool is designed as per the shoulder height of women for collecting dung and making heap in comfortable

		standing posture. It also reduces incidence of low back pain.
20.	<b>Long handle fork</b> 	The fork is designed according to the height of farm women in hilly areas with respect to their anthropometric measurements. Convenient length of the handle improves work posture of women. Light weight of the fork makes it easy and comfortable to handle.
21.	<b>Fetching trolley</b> 	A trolley was developed with three wheels moving with a push effort. It can be used in any location to reduce drudgery of person carrying head load. It helps woman to carry dung without lifting it on the head and hence reduces musculo-skeletal discomfort.
22.	<b>Improved Sickle</b> 	Local sickle results in enhanced drudgery as it needs frequent sharpening during harvesting season but still the blade is not sharpened enough to carry out the activity easily. It causes more fatigue and lowers output. Improved sickle is 217gm in weight having serrated high carbon steel blade. It is useful being light in weight and hence convenient to use and has non-rusted and high carbon self-sharpening blade.
23.	<b>MDV Chulha</b>	MDV chulha is double walled with a grate at the bottom and perforated concentrated flame plate at the top which helps in maintaining the flame. There is less fuel consumption and increased thermal efficiency. Less smoke is generated hence relieves women from

	 	<p>hazardous smoke during cooking. It is safe for health and environment, as well as reduces cooking time and fuel consumption.</p>
<p>24.</p>	<p><b>Wheel hand hoe</b></p>  	<p>The developed wheel hand hoe causes less fatigue to the operator because of ergonomic design (lightweight, less draft and appropriate handle height) in performing hoeing and weeding operation in different crops.</p>
<p>25.</p>	<p><b>Head Load Carrier</b></p>  	<p>The HLC is fixed to the user's body with the help of a belt. The handles are held in position by keeping the upper arms parallel to the body. While landing the load they can drop it directly on the ground. It is easy to use. There is even distribution of load over the head and shoulders and reduced musculo-skeletal disorder.</p>



<p>26.</p>	<p><b>Pheromone trap</b></p> 	<p>It aims at pest management through control of pest population. The pests/insects get trapped in it and die, therefore cannot reproduce, thus decreasing pest attack incidences considerably. It uses pheromone lure as a bait which is directed towards a particular insect only, which produces smell of a female insect, towards which the male gets attracted and are trapped. It is chemical free and suitable for farm women. Four to six pheromone traps with lures can be placed in one acre area, which has been found significantly helpful in reducing pest population.</p>
<p>27.</p>	<p><b>Yellow sticky trap</b></p> 	<p>It aims at management of pest through control of pest population as the pests/insects stick to it and die; hence cannot reproduce. It uses bright yellow colour which attracts insects towards them. As it gets closer to it, gets stuck to the gum on the surface of the sheet. It is poison free and hence there is no chance for farm women to carry poison back to home. Four to six yellow sticky traps can be placed in one acre area, which can significantly reduce pest/insect population particularly aphids and jassids.</p>

<p>28.</p>	<p><b>CO-CO trap</b></p> 	<p>It helps in pest management through control of pest population in coconut plantations as the pests/insects get trapped and die. It uses pheromone lure as a bait which is directed towards a particular insect that produces smell of a female insect and the male gets attracted and trapped into it. Four to six Co-Co traps with lures can be placed in one acre area to reduce pest population.</p>
<p>29.</p>	<p><b>Pro tray</b></p> 	<p>For seedling production of F1 hybrids of tomato, chillies, capsicum, cauliflower, brinjal, etc. pro trays with coco peat as a media can be used. The coco peat is a by-product of coir industry and it has high water holding capacity but contains low nutrients. By using pro-tray, women can produce seedling in their houses.</p>
<p>30.</p>	<p><b>Drying rack</b></p> 	<p>It is an established fact that while preparing dry fish, producers give very little attention to hygiene. Processing fish for drying in hygienic environment and good packaging increases production cost. But technological intervention for hygienic production and market linkage can result in sustainable livelihood of coastal fisher women. For producing hygienic dry fish, a low cost drying rack has been developed. It is well adopted by fisher women as it reduces drudgery and</p>



		time for drying.
31.	<b>Hand operated maize dehusker-sheller</b>  	<p>Hand operated maize dehusker-sheller was developed in order to overcome drudgery issue and improve work efficiency of women workers. This machine was designed keeping in view ergonomic and mechanical considerations, for dehusking and shelling dry maize cobs. The machine is operated by two persons, i.e. one for feeding the cob, and another for hand cranking. The design of the machine is such that it can even be operated successfully with 0.5 hp, single phase electric motor.</p>
32.	<b>Hand ridger</b> 	<p>Making furrow/ ridges between crops planted in line by shovel is a drudgery prone activity. It also consumes more time. So, a manually operated hand ridger was developed for making ridges easily. It consists of a ridger and a pulling beam with T- type handle. Field needs to be well prepared for getting better performance from the equipment to make ridges/furrows. The equipment is operated by two women, one for pulling and another for pushing and guiding. It is very light in weight and does not require bending posture during operation.</p>
33.	<b>Hanging type cleaner</b>	<p>The equipment is designed is such a way that to and fro motion of the sieve will create a shaking movement that cleans grain. It consists of a main frame, two</p>



grading screens, draper rod, rubber grip over handle, shutter etc. Four ropes are tied on the hooks provided on to the main frame of cleaner and hanged at an elevated point or hooks attached to the ceiling. It operates in oscillating mode. The handle height of the cleaner from the ground should be at the waist height of the operator. Based on the size of the grain, screens may be selected. The cleaner should be moved slowly after putting grain on top of the screen so that the grains go slowly down the cleaner box, while the chaff/stubble remains on top of the screen. After collecting the chaff from top of the screen, the cleaner is gently moved to remove dirt, broken and finer chaff etc. present in the grains. Thereafter, it is taken out in a bag that is hanged on a sack holder by opening the shutter of the cleaner. It does not require to work in bending posture.

<p>34.</p>	<p><b>Fertilizer broadcaster</b></p> 	<p>It consists of a hopper with agitator, spreading disk, gear, crank with handle, rear cushioning pad and straps with shoulder pad for mounting. The broadcaster needs to be cross-mounted, as it is a belly-mounted equipment. Farm woman should start broadcasting maintaining 2.5m distance from bund of field and 5m spacing during operation in subsequent passes. Quantity of fertilizer in hopper may be checked from its transparent lid and when required, it may be re-filled. The broadcaster may be cleaned thoroughly after use. Farm woman can easily mount and dismount the refined broadcaster.</p>
<p>35.</p>	<p><b>Seed cum fertilizer drill</b></p> 	<p>The seed drill has been refined for farm women using anthropometric data. It consists of a handle, hopper for seed and fertilizer, peg type ground wheel, a roller with cells and a hook for pulling the drill. The metering roller is directly mounted on the ground wheel shaft. The seed drill should be operated in well-prepared field. It is operated by two persons, i.e. one for pulling and another one for pushing and guiding. Rope is tied to the hook provided in front of the seed drill for pulling. It weighs only 11 kg and is ergonomically designed to eliminate bending posture.</p>
<p>36.</p>	<p><b>Weeders</b></p> <ul style="list-style-type: none"> <li>• Flat type</li> <li>• Notch type</li> </ul>	<p>The traditional weeder used by women are either very small in size with no proper grip/ handle or very big and bulky. The new weeder has been designed with a long handle and is light in weight. The use of new weeder improves working posture of women and</p>



		<p>enhances their efficiency.</p>
<p>37.</p>	<p><b>Vadi Maker</b></p> 	<p>'Vadi' is a dried and processed food product made from different pulses in wet ground form, in most parts of India. Women make 'Vadi' at household level but it is also available commercially. It is a tedious and time consuming process to lay each 'Vadi' manually. Vadi maker is a flat tray made of aluminium sheet with holes, rubber legs/stand of 2" at the bottom which keeps it little high from the ground while laying vadi. The hole diameter can be variable according to the size of 'Vadi' needed. It saves time, energy and maintains uniform size of vadi. It is easy and convenient to use.</p>

## 5.8 CONCLUSION

Gender equality is an essential component for assessing development of any country. Numerous resolutions have called for equality between men and women in various areas. Reducing drudgery and health hazards of farm women is of paramount importance. But today, many of the machines are not women friendly. Therefore, efforts in agricultural R&D should be on development of women friendly farm tools and equipment for different activities carried out by women to reduce drudgery, based on women's ergonomic conditions. The scientists should strive to improve the existing machines and equipment and come up with innovations to enhance their efficiency. This also calls for women to be provided with opportunities to acquire new skills for operation of these machines.



## 5.8 LET US SUM UP

- During work performance, if an activity leads to any health problem, it is referred to as occupational health hazards, which needs urgent attention.
- Occupational hazard is something that causes harm to a working person, in terms of injury or ill health, damage to property, workplace environment or a combination of these.
- Occupational health hazards in agricultural sector are divided into mechanical hazards, psycho-social hazards, work organization hazards, ergonomic hazards, biological hazards and chemical hazards.
- The sources of agricultural accidents are tractor, farm structure falls, suffocation, machineries and others.
- Reasons for agricultural hazards are- unskilled operator, lack of technical knowledge, high speed that renders them unstable, improper hitching of trailer/ farm implements, overloading during transportation of goods, transportation of live load by tractor, shutting down the engine on down slopes, rotating parts without safety covers/guards, lack of proper training/orientation, improper clothing of workers, not wearing protective clothing and dusty environment.
- Mitigation strategies for occupational health hazards are: elimination of hazardous material, substitution of hazardous material, engineering control of hazards, administrative control of hazards and use of personal protective equipment.
- Drudgery connotes hard, mindless, back-breaking work. It is conceived as physical and mental strain, agony, fatigue, monotony and hardship experienced by human beings.
- Drudgery in agriculture are: non- use of drudgery reducing tools and equipments, lack of awareness of farm workers on health hazards, increase in mechanization without technical knowledge, time consuming and laborious traditional methods of work, season bound agricultural activities and use of pesticides and agro-chemicals.
- A number of gender-friendly tools & equipment have been developed to address



drudgery in agriculture.

- It is suggested to reduce drudgery with proper maintenance of the equipments, updation of knowledge and skill to the employees, occupational health program to monitor potential health problems, medical services and first aid should be available at the workplace for emergency use.
- Efforts in agricultural R&D should be on development of women friendly farm tools and equipment for different activities carried out by women to reduce drudgery, based on women's ergonomic conditions.

### 5.10 CHECK YOUR PROGRESS

1. Enumerate different types of occupational health hazards of women farmers.
2. Define drudgery. Highlight on the drudgery of women in agriculture.
3. List down few women-friendly tools and equipments used in agriculture to reduce drudgery.

#### Choose the correct answers:

1. Low pay, sexual and other harassment, job insecurity, poor promotion mechanisms, delay in payment of salaries are examples of \_\_\_\_\_ hazards. ( )  
a. Mechanical                      b. Psycho-social                      c. Biological                      d. Chemical
2. \_\_\_\_\_ hazards are caused permanently due to poorly designed machinery, prolonged static working positions, repetitive work, unsuitable tools used by workers, poor seating. ( )  
a. Mechanical                      b. Psycho-social                      c. Biological                      d. Ergonomic
3. As per the census data 2012, women share was 55% which is projected to be \_\_\_\_\_% by the year 2025. ( )  
a. 50                      b. 30                      c. 65                      d. 80
4. Gender \_\_\_\_\_ is an essential component for assessing development of any country. ( )  
a. equality                      b. analysis                      c. mainstreaming                      d. None of these
5. Drudgery can be in the form of \_\_\_\_\_. ( )  
a. physical                      b. social                      c. mental                      d. Both a & c



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## **UNIT-3**

### **GENDER DISAGGREGATED DATA (GDD)**

#### **Highlights of the Unit:**



- Objectives
- Introduction
- Terminologies
- Importance of Gender Disaggregated Data
- Need for Gender Disaggregated Data
- Guidelines for Sex disaggregated Data Analysis
- Sources of gender data
- Types of gender disaggregated data
- Methods of data collection
- Conclusion
- Let's sum up
- Check your progress
- Further Readings

## **6.0 OBJECTIVES**

1. To develop conceptual understanding about Gender Disaggregated Data
2. To impart knowledge on practical hands-on collecting gender disaggregated data

## **6.1 INTRODUCTION**

Collecting sex-disaggregated data is one of the most common approach that is used to integrate gender in agriculture-nutrition and health. Sex-disaggregated data are data that are collected and analyzed separately on males and females.

Some people mistakenly believe that the goal of collecting sex-disaggregated data and conducting gender analysis is simply to understand the situation of women. But, since both men and women are involved in agricultural production, so it's necessary to understand their roles and responsibilities and how these may change in the context of new policies, markets and technologies. The purpose of collecting sex-disaggregated



data is to provide a more complete understanding of agricultural production and rural livelihoods in order to develop better policies and programs.

The content of this unit will provide an insight to the students about how to collect gender disaggregated data, practical tips, do's and don'ts during data collection.

### 6.2 Terminologies

#### 6.2.1 Gender Disaggregated Data

It is the collection of information, from a sample group that includes both male and female participants, on different experiences, needs, interests and access to opportunities and resources of men and women so as to establish an accurate picture of the local context.

#### 6.2.2 Sex-disaggregated Data

Sex-disaggregated data is defined as the data that is grouped based on whether the respondent is a man or a woman. Data is disaggregated by sex and not by gender because it is the biological difference (the sex) of a person that is recorded. When analyzed, sex-disaggregated data has the potential to uncover differences in the situation between men and women as a result of gender roles and expectations.

This typically involves asking the “who” questions in an agricultural household survey: who provides labor, who makes decisions, who owns and controls land and other resources. It may involve asking men and women about their individual roles and responsibilities.

**6.2.3 Data:** It is “unprocessed” information that can be quantified.

**6.2.4 Statistics:** It is the “processed” data from a sample; numerical information answering the question, “how much”, “how many” that are usually presented in aggregate form as numbers or proportions in tables and graphs

#### 6.2.5 Indicators



“An indicator is a pointer. It can be a measurement, a number, a fact, an opinion or a perception that points at a specific condition or situation and measures changes in that condition or situation over time.” Indicators are criteria or measures against which changes can be assessed.

### **6.2.6 Gender Indicators**

Gender indicators indicate the development benefits reaped by each gender group through development plans, programs and schemes e.g. progress in literacy, reduction in maternal mortality, possession of land etc. Every gender group has its own development challenges.

- **Common Gender Indicators in India**
  - Level of education
  - Health status
  - Access to safe drinking water, food security
  - Representation in employment
  - Income and wealth
  - Participation in decision making
  - Rate of violence against women
- **Characteristics of Gender Indicators**
  - Realistic
  - Meaningful
  - Quantitative
  - Qualitative
  - Time bound
  - Describing the efficacy of the inputs, process and output

### **6.2.7 Gender-sensitive indicators**



“Gender-sensitive indicators have the special function of pointing out gender-related changes in society over time.” It should be developed alongside other indicators measuring progress or achievements.

Gender-sensitive indicators address gender gaps and inequalities that are sought to be redressed. Women and men actively take part in the planning of performance measurement frameworks, in their implementation and in the discussion of their findings.

**Table 6.1 Examples of indicators**

<b>Quantitative Indicators</b>	<b>Quality Indicators</b>
Level of income generated from agricultural activities for both male- and female-controlled crops.	Respondent attitude towards new project component, disaggregated by sex.
Level of women’s and men’s inputs, by socio-economic grouping, in terms of labor, tools, etc.	Level of satisfaction by women and men with degree of participation in project implementation.
Number (or %) of women and men in key decision-making positions, by socio-economic grouping.	Perception of change in gender equality within the community since the project started.
Average household expenditure of female/male headed households on education/health.	Feedback in relation to the usefulness of training sessions and gender training material.

### **6.3 Importance of Gender Disaggregated Data**





Women face different social, economic and cultural barriers that affect their ability to access and benefit from resources, services and programs equitably. Collecting and analyzing sex-disaggregated data is an important part of every gender analysis. Sex-disaggregated data is a powerful tool to identify quantifiable differences between women and men and between girls and boys. It is needed to be conducted at different stages of policy planning and implementation to address gender issues. Without sex-disaggregated data, vital information is missed out about the existing differences and gaps between girls and boys; women and men. Their unique needs are often overlooked in planning and implementation.

### **6.4 Need for Gender Disaggregated Data**

- i. Captures real need, contribution, benefits
- ii. GDD needs to be accompanied by disaggregated data on different variables (age, race etc.) to reflect gender dynamics
- iii. To improve project/program effectiveness and sustainability (it becomes more responsive). It is essential to assess the effects of policy measures on women and men.
- iv. Better information leads to better performance (e.g. fish harvest, income etc.)
- v. The benefits are to both women and men.
- vi. Not only about what men and women do but their characteristics also. The examination of relationship between men and women and the factors that create and influence differential opportunities and constraints for men and women at the local, regional and global level.
- vii. Needs data to understand differential impacts, vulnerabilities, and opportunities. Develops gender-sensitive indicators to monitor participation, benefits, effectiveness of gender equality strategies and changes in gender relations.
- viii. Is important for monitoring and evaluation. During implementation, monitoring and evaluation, gender analysis assists to assess differences in participation,



benefits and impacts between males and females, including progress towards gender equality and changes in gender relations. Gender analysis can also be used to assess and build capacity and commitment to gender sensitive planning and programming in donor and partner organizations; and to identify gender equality issues and strategies at country, sectoral or thematic programming level.

- ix. In agriculture we may want to know women's and men's crop yields, women's and men's technology adoption rates and women's and men's uses of inputs
- x. Are women listed as farmers or housewives? Data are also essential to be able to evaluate and track the pivotal role of women in development and to apprehend the specific contributions of women as a "Major Group" in society.
- xi. Deciding priorities- Understands women's/girls' and men's/boys' different needs, priorities and strengths.
- xii. Prioritizing resource allocation
- xiii. Designing gender sensitive programs and schemes. Applies the above information and analysis throughout the program/project cycle. During program and project design, gender analysis is the process of assessing the impact that a development activity may have on females and males, and on gender relations (the economic and social relationship between males and females which are constructed and reinforced by social institutions). It can be used to ensure that men and women are not disadvantaged by development activities, to enhance the sustainability and effectiveness of activities or to identify priority areas for action to promote equality between women and men.

### 6.5 Guidelines for Sex disaggregated Data Analysis

- Collect information about both men and women. This does not necessarily require interviewing men and women in the same household. Studies that fail to include male and female respondents will be subject to biases; the extent of the bias will depend on the knowledge and perception of the respondent(s).



- All data collection methods must be context specific. Questions must be adapted to the context. Those collecting and analyzing the data need to understand gender roles and social dynamics. This knowledge must also guide the settings for interviews or focus group discussions.
- Work with a gender expert early in the process to define the research question and methodology.
- Researchers collecting data from human subjects must ensure that the participants have completed a confidentiality and consent agreement. While these requirements are important for all research, they are essential for gender analyses that address sensitive topics such as asset ownership and domestic violence.
- Measure outcomes rather than processes or mechanisms. Outcomes are preferred, because processes and mechanisms are often specific to particular world/regions and do not tell us the actual progress in women's and girls' lives.
- Give priority to tracking progress in expanding women's choices and reducing gender gaps in access to modern services and resources (rather than to those documenting women's unquestioned traditional household roles).
- Having data broken down by sex does not guarantee, for example, that concepts, definitions and methods used in data production are conceived to reflect gender roles, relations and inequalities in society; rather, collecting data disaggregated by sex represents only one of the characteristics of gender statistics.

### 6.6 SOURCES OF GENDER DATA

- **Individual** (Understanding individual choices, preferences or decisions)
- **Households** (Understanding individual choices, preferences or decisions)
- **Intra-households** (This does not treat the household as a single unit, but seeks to understand how multiple individuals within the household interact and affect outcomes.)



- **Community** (Communities may be the focus of policies or interventions)
- **Regional** (For cross-country comparisons, including those of trade or policies, national or regional analysis is appropriate.)
- **Formal and informal agencies** (cooperatives, extension service providers, credit banks, water user groups, micro-finance groups, self-help groups etc.)

### 6.7 TYPES OF GENDER DISAGGREGATED DATA

#### Qualitative data

Qualitative indicators can be defined as people's judgments and perceptions about a subject, such as opinion of farmers and farm women about 'RashtriyaKrishiVikasYojna'. Hence qualitative indicators are crucial to participatory methods, since they don't measure 'things' or 'numbers' but people's views.

Qualitative indicators may also be more apt at describing/explaining change in strategic interests or needs (change in gender relations at community level) as opposed to practical interests or needs (change in livelihoods or food security), hence they are particularly useful as outcome indicators

Qualitative indicators can still be measured. A survey may ask, "What is your degree of satisfaction of RKVY", to which the answer would be to varying degrees on continuum. They may however be used to assess the quality of a particular change (has women's participation led to empowerment), how and why.

Example - in-depth interviews, Survey & structured interviews, Focus group discussion; Narratives, case-studies, life stories etc.

#### Quantitative data



Quantitative data collections are numerical measurement of change. When survey methods are used to gather information, it is useful to quantify changes in qualitative dimensions.

### 6.8 METHODS OF DATA COLLECTION

There are eight (8) methodologies commonly used for gender disaggregated analysis, namely:

1. Secondary review
2. Daily activity calendar
3. Questionnaires and inventory surveys
4. In-depth interview
5. Key informant interview
6. Focus Group Discussions
7. Local histories, timelines and life history traces
8. Participatory Rural Appraisal (PRA)/Stages of Progress (SoP)

**6.8.1 Secondary Review:** Analysis of archival data and review of documentations, reports and publications, collection of records (farm records kept by men and women; attendance and leadership records of farmer groups etc.) from the field and using these as ingredients for deep secondary reviews.

**6.8.2 Daily Activity Calendar:** The Daily Activity Calendar (DAC) is used to understand variances between activities of men and women in the target locale. This emerge as a powerful tool in understanding power relations, indicated by how women and men spent their time every day.

#### 6.8.3 Questionnaires and inventory surveys

- Administer the questionnaire personally for higher response rates.
- Create reasonable balance between open and closed-ended questions.
- Combine the questionnaire with other methods for generation of in-depth data.



**6.8.4 In-depth Interview:** Questions in these interviews target personal narratives and experiences. In-depth interviews are valuable because they give a good understanding of important gender and power issues. In such an assessment, interviews are held with many household members. In relation to gender, this means one has to ensure that women's voices are heard. Therefore, it is best to interview women separately from the men whenever possible. One way of achieving this is to interview man and woman from the same household simultaneously, using two interviewers. If women and men are interviewed together, women can be culturally constrained from speaking. It is also important to realize that there are different types of households. Some are male-headed, some are female-headed and increasingly there are child-headed households. Female-headed households might have different levels of energy, poverty, needs, opinions etc. The same goes for poor and wealthy women, educated and uneducated women, etc. To get a good overview of the situation (and to assure quality of interview) one should interview a representative sample of the population which one wants to address in the project. The size of the sample depends on the situation, but one should at least interview two or three people from each identified sub-group in the population.

**Advantages:**

- In-depth and semi-structured interviews are a less rigid method to acquire data than structured interviews.
- Respondents are allowed to answer at length, sometimes bringing in related information that was not asked by the interviewer.
- Mostly open-ended questions, though close-ended ones can also be added.
- Can use random sampling (probability sampling) if large sample is to be generalized, unless the research is focused on a specific and small target-group, or that respondents are hard to find.

**6.8.5 Key Informant Interview:** Interviewing is a commonly used method to gather information for a project proposal. Interviews usually give more detailed and specific



information than just statistical data. An interview is a good tool to gather qualitative information. Interviewing is much more than just asking some pre-defined questions. Before, during and after the interview there are few things one needs to be conscious of, and take them into consideration. The interview utilizes mostly open-ended questions, which require an elaborate answer from the interviewee. Usually such questions are used to explore an issue in-depth and gather as much information as possible.

To a limited extent, key informant interviews also utilize closed-ended questions, which require a short, simple answer from the interviewee. These questions are useful to acquire specific information or to confirm assumptions or data.

**6.8.6 Focus Group Discussion (FGDs):** This method is utilized for collection of in-depth data and obtaining group consensus on gender issues affecting communities. To enhance success, 3 step model (women only, men only, mixed gender groups) is a better approach.

In a group discussion, a researcher observes the community members as they discuss on the given topic. The objectives of a researcher should be two-fold: firstly, a researcher can use focus group discussion to gather information about an issue - such as the consensus or lack of consensus on a given issue; secondly, the researcher can gain an insight into the decision structures within the focus group: who has the power to make decisions? Who merely listens and speaks only when directly asked? Focus group discussions, especially when they are held with mixed groups of men and women, can give an insight into the gender relationship within a community: what are the issues women are allowed to decide, when do men have this power and how do men and women perceive various issues?

**Advantages:**



- Good technique to understand attitude and behavior of a target group.
- Questions are usually open-ended.
- Answers can add details to motives, why no or yes, can be useful to understand data collected in a survey.
- One can judge if certain behavior or attitude is shared by the group.
- However, one cannot extrapolate data to a general or other population (may not be representative).
- Risk of having the group interviewer provide personal opinion that may affect results.

**6.8.7 Local histories, timelines and life history traces:** This method of data collection aims to assess how life has changed in the community over a specific time period. Remember villagers will probably not use calendar years (e.g. 1950) as their reference point but rather some significant event (e.g. since independence or since the drought when there was no harvest for three seasons). This data collection method can be carried out in an informal way with one or a number of people. The advantage of involving more than one person is that events are moderated and there is a consensus on what happened and when. This data gathering method can be useful as an icebreaker as well as providing useful data about changes that had taken place, both in terms of resources and infrastructure (e.g. a forest area was closed off stopping wood gathering, the power line came within five kilometers of the village) and in socio-economic terms (e.g. women were able to attend literacy classes; men began to help in collecting water). Time lines help mark when events occurred and life history traces help identify what caused the event. This method helps to uncover the dynamic and identifies drivers of change and looks for explanations about why those drivers come into force.

**Advantages:**





- Provides a broader view of one's experience, including changes over time.
- Allows us to understand better social costs and benefits from a personal standpoint.
- Allows closeness with subject of research which may help an interviewer gather information that she or he wouldn't find otherwise.

**Disadvantages:**

- Underutilized in Monitoring & Evaluation.
- However, may not be representative as every life is different. Can be cross-checked with other stories or triangulated with other forms of data collection.

**6.8.8 Participatory Rural Appraisal (PRA) and Stages of Progress (SoP):** In this method, community members are asked to give reasons why particular households have remained in poverty and the frictions that the non-poor encounter, in ascending to prosperity.

- There is a need to use experienced personnel for such exercise, especially those who can articulate the study and its objectives. A data bank of trained research assistants should be maintained either at the district level or at the national level for future exercises.
- More time should be allocated for training of research assistants to ensure that all the tools are well understood and articulated in the whole process.
- There is a need to allocate more time for report writing at the district level to ensure that all the information collected is packaged at source.
- Adequate publicity for the exercise to create awareness in the communities to be studied should be done in advance to ensure maximum cooperation especially in urban areas. This could probably be done through the media.
- The research assistants should be well compensated for such a demanding exercise.

Gender disaggregated data, especially collected through qualitative methods, require gender aware data collection tool, designer and data collector.



Data collection tools designed with men and women’s different experiences, roles and benefits

- Do we ask about non-cash crop, unpaid labor?
- Do we know about non-primary income?
- Do we know about women’s and men barriers?
- Are issues such as domestic violence or mobility restrictions incorporated?
- Are the data collectors/surveyors gender sensitive?
- Should men be collecting data from women? (In some places they can, others they can’t; and the reverse can also be true)
- Can they influence responses? (Are they intimidating?)
- Can they develop trust and relate to the respondents/interviewees?
- If the data is qualitative, can they encourage and steer the discussion?

**Table 6.2 How gender-sensitive are the survey questions?**

Issues to avoid	Issues to include
Question that don’t generate gender-disaggregated data (household income, or respondent income)	Questions designed to cover differentiated task
Questions that only cover waged labor or cash-crop (since these will be male dominated) to measure livelihoods	Who collects water (or fuel wood, fodder, foodstuff) in your household?
Assume the respondent knows better than other family members (access to training, resources, decision-making). A husband and a wife may give a different view on their level of decision-making, or on domestic violence)	How far do you [respondent] or this person have to travel to collect water?
	Different crop cycles



	Plowing, planting/transplanting, weeding, picking, grinding, etc., which may better represent both men and women's economic activity
	Questions that ask about intra-household dynamics
	Questions on time-use (to pick up what specific questions don't)
	Informal work when asking about labor activity

**Table 6.3 Examples of bad and good data collection methods in terms of gender**

<b>Bad</b>	<b>Good</b>
In a household survey, using HH as respondents (most HH are men, responses will reflect their views)	Respondents are alternated between W and M, or both W and M (father/mother), (husband/wife) are chosen
In-depth interviews with women are conducted by men interviewers (contextual: possible in some, not in others)	In-depth interviews with women are conducted by women interviewers (opposite may also be true in some context, men should interview men)
Depending on context, mixed Focus-group discussion where men talk and women remain silent (or men sit in the middle, women on the outside)	Random selection with equal number of women and men, or separate selection methods in some contexts (may take into account division of labor)



	Male and female only FGD. However, whenever possible mixed FGD can be very useful to show contrasting or common views
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**Gender-sensitive location**

Should conduct interview/survey where respondents feel safe, comfortable and open; should consider:

- **Location-** If we want to generate true and complete responses, we should conduct interview/survey where respondents feel safe, comfortable and open. Sensitive questions (on domestic violence, sexuality, etc.) may require a private space and specially trained interviewers
- **Timing-** Timing is also important, women may not be available readily at all times, if they are engaged in reproductive work.
- **Distance-** Distance and money could be factors in discouraging respondents.

**6.9 CONCLUSION**

Gender disaggregated data is important to serve as a benchmark against which to evaluate performance and outcome of different programs and schemes, as well as to address gender inequality. It should be implemented at all stages and by all departments to bridge the gender gap.

The Govt., both at the Center and the State, through their various women programs and women policies are making efforts to bring gender equity in agriculture and allied sectors, yet this gender divide is widely prevalent in the society. More intensive and holistic approach is needed to overcome gender disparity.



### 6.9 LET'S SUM UP

- The purpose of collecting sex-disaggregated data is to provide a more complete understanding of agricultural production and rural livelihoods in order to develop better policies and programs.
- Gender indicators indicate the development benefits reaped by each gender group through development plans, programs and schemes.
- Gender-sensitive indicators have the special function of pointing out gender-related changes in society over time.
- Women face different social, economic, and cultural barriers that affect their ability to access and benefit from resources, services and programs equitably.
- Qualitative indicators may also be more apt at describing/explaining change in strategic interests or needs (change in gender relations at community level) as opposed to practical interests or needs (change in livelihoods or food security), hence they are particularly useful as outcome indicators
- Quantitative data collections are numerical measurements of change. Survey methods are used to gather information, useful to quantify changes in qualitative dimensions.
- There are eight methodologies commonly used for gender disaggregated analysis, namely: Secondary review, Daily activity calendar, Questionnaires and inventory surveys, In-depth interview, Key informant interview, Focus Group Discussions, Local histories, timelines and life history traces and Participatory Rural Appraisal (PRA)/Stages of Progress (SoP). Each method has its own advantages and disadvantages.

### 6.10 CHECK YOUR PROGRESS

1. Define 'Gender Disaggregated Data'. What is its significance?
2. List down the different participatory tools for gender disaggregated data with a brief description.
3. What are the different sources and types of gender disaggregated data? Explain





**Block IV – Welfare Schemes for Women farmers**



## UNIT-1

### AGRICULTURAL PROGRAMS / POLICIES FOR WOMEN AND WELFARE PROGRAMS

#### Highlights of the Unit:

- Objectives
- Introduction
- Agricultural Programs / Policies for Women Farmers
- Conclusion
- Let's sum up
- Check your progress
- Further Readings/ references

#### 7.0 OBJECTIVES

- To acquaint the students with the various welfare programs/schemes/ policies for women farmers.
- To familiarize women farmers about these schemes and programs through extension delivery mechanism.

#### 7.1 INTRODUCTION

Women play a pivotal role in all agricultural operations from planting-to-harvesting-to-post-harvest operations. The National Policy on Farmers 2007 accorded high priority to 'Recognition and Mainstreaming' of Women's role in Agriculture' and highlighted incorporation of 'Gender Issues' into agricultural development agenda.

Department of Agriculture, Cooperation & Farmers Welfare, Ministry of Agriculture & Farmers Welfare, Govt. of India, is accordingly promoting 'mainstreaming of gender concerns in agriculture' in a big way through incorporation of 'pro- women initiatives' in various Schemes / Programs / Missions and earmarking





of at least 30% of benefits and resources for women under all such beneficiary oriented interventions.

## 7.2 AGRICULTURAL PROGRAMS / POLICIES FOR WOMEN FARMERS

A detailed, special provisions and package of assistance which women farmers can claim under various on-going Missions/ Submissions/ Schemes of DAC & FW, Ministry of Agriculture & Farmers Welfare, Govt. of India is presented below:

### 7.2.1 Special Provisions for Women under Different Schemes/ Mission

**Table 7.1 Special Provisions for Women under Different Schemes/ Mission**

Sl. No.	Scheme/ Mission & Component	Provisions
A.	National Mission on Agricultural Extension & Technology (NMAET) - Sub-Mission on Agricultural Extension (SMAE)	
1)	<b>Agriculture Technology Management Agency (ATMA)</b>	
a)	<b>Specific provisions (only for Women)</b>	
	i) Support for Women Food Security Groups(FSGs)	<ul style="list-style-type: none"> <li>✓ Groups exclusively of women farmer established and supported under ATMA Cafeteria as a mandatory activity @ Rs.0.10 lakh per group/year to achieve food security at the domestic/household level through setting up of kitchen garden, promoting off-farm activities such as piggery, goat-rearing, bee-keeping etc.</li> <li>✓ Support available for atleast 2 FSGs/Block.</li> </ul>
	ii) Support for Gender Coordinator	<ul style="list-style-type: none"> <li>✓ One '<i>GenderCoordinator</i>'/<i>State</i> in the team of committed extension personnel under ATMA to ensure that funds and benefits for training/capacity building and extension support etc. are provided to them in proportion to their</li> </ul>



			numbers.
	iii)	Representation of Women farmers in decision making bodies	<ul style="list-style-type: none"> <li>✓ Provision for mandatory representation of Women Farmers in-</li> <li>✓ State, District, Block Farmer Advisory Committees</li> <li>✓ ATMA Governing &amp; ATMA Management Committee at District Level</li> </ul>
	iv)	As Beneficiary	<ul style="list-style-type: none"> <li>✓ At least 30% of the total scheme beneficiaries are to be women; and</li> <li>✓ Minimum 30% of resources meant for programs and activities are to be allocated to women farmers and women extension functionaries.</li> </ul>
<b>b)</b>	<b>Provisions (where women get benefits either over &amp; above/along with men)</b>		
	v)	Provision of Seed money /Revolving Fund	<ul style="list-style-type: none"> <li>✓ Rs. 0.10 Lakh per group (of men &amp; women) (to viable groups on competitive basis)</li> </ul>
	vi)	Capacity building, skill development and support services	<ul style="list-style-type: none"> <li>✓ Rs. 0.05 lakh per group/year (of men &amp; women) ( Upto 20 groups per block)</li> </ul>
	vii)	Farmer Friend @ 1 over every 2 villages	<ul style="list-style-type: none"> <li>✓ Rs. 6000/per year/farmer friend</li> </ul>
			<ul style="list-style-type: none"> <li>✓ Women to be preferred over men as 'Farmer Friends'</li> </ul>



2) <b>Agri-Clinics &amp; Agri-Business Centers (ACABC)</b>			
a) Provisions(where women get benefits either over & above/along with men)			
	i)	Back-ended Composite Subsidy	✓ <b>44% Back-ended composite subsidy towards cost of project to women</b> as compared to 36% to men
3) <b>Mass Media Support to Agricultural Extension</b>			
a) Provisions(where women get benefits either over & above/along with men)			
	i)	Outreach to women	✓ One day specially allocated to cover areas of core competence women farmers in Programs of All India Radio & Doordarshan.
<b>B. Mission for Integrated Development of Horticulture (MIDH)</b>			
a) <b>Provisions (only for Women)</b>			
	i)	As Beneficiary	<ul style="list-style-type: none"> <li>✓ Specific coverage of scheduled caste, scheduled tribe and women\ beneficiaries for programmatic interventions.</li> <li>✓ Assistance for horticulture mechanization also available grower associations/ farmer groups/ Self Help Groups/ <b>Women farmer groups</b> having at least 10 members, who are engaged in cultivation of horticultural crops, provided the balance 60% of the cost of machines and tools is borne by such groups. SHM to enter into MoU with such association /groups to ensure proper upkeep, running and maintenance of the machines and tools.</li> </ul>



b)		<b>Provisions (where women get benefits either over &amp; above/along with men)</b>	
	1.	<b>Procurement of Machinery &amp; Agricultural Equipments (Subsidy Pattern)</b>	
	1.1	<b>Tractor</b>	
	i)	Tractor (upto20 PTOHP)  (Cost Norms - Rs. 3.00 lakh / unit)	✓ <b>35% of cost, subject to a maximum of Rs. 1.00 lakh per unit for women</b> as compared to 25% of cost, subject to a maximum of Rs. 0.75 lakh/unit for men
	ii)	<b>Power Tiller</b>	
		Power tiller (below 8BHP)  (Cost Norms- Rs.1.00 lakh per unit)	✓ <b>Subject to a maximum of Rs. 0.50 lakh/unit for women</b> as compared to a maximum of Rs.0.40 lakh/unit for men
		Power tiller (8 BHP & above)  (Cost Norms - Rs.1.50 lakh per unit)	✓ <b>Subject to a maximum of Rs. 0.75 lakh/unit for women</b> as compared to a maximum of Rs.0.60 lakh/unit for men



	iii)	<b>Tractor/ Power tiller (below 20 BHP) driven equipment</b>	
		Land Development, tillage & seed bed preparation equipment  (Cost Norms- Rs.0.30 lakh per unit)	✓ <b>Subject to a maximum of Rs.0.15 lakh/unit for women</b> as compared to a maximum of Rs.0.12 lakh/unit formen
		Sowing, planting reaping and digging equipment  (Cost Norms- Rs. 0.30 lakh per unit)	✓ <b>Subject to a maximum of Rs. 0.15 lakh/unit for women</b> as compared to a maximum of Rs.0.12 lakh/unit formen
		Plastic mulch laying machine  (Cost Norms - Rs. 0.70	✓ <b>Subject to a maximum of Rs. 0.35 lakh/unit for women</b> as compared to a maximum of Rs.0.28 lakh/unit formen



	lakh per unit)	
	Self-propelled Horticulture Machinery  (Cost Norms- Rs. 2.50 lakh per unit)	✓ <b>Subject to a maximum of Rs. 1.25 lakh/unit for women</b> as compared to a maximum of Rs. 1.00 lakh/unit for men
	Plant Protection equipment -Manual sprayer: Knapsack/ foot operated sprayer.  (Cost Norms- Rs. 0.012 lakh/ unit)	✓ <b>Subject to a maximum of Rs. 0.006 lakh/unit for women</b> as compared to a maximum of Rs.0.005 lakh/unit for men
	Powered Knapsack sprayer/ Power Operated Taiwan	<b>Subject to a maximum of Rs.0.031 lakh/unit for women</b> as compared to a maximum of Rs.0.025 lakh/unit for men



		sprayer (capacity 8- 12 ltrs)  (Cost Norms - Rs. 0.062 lakh/ unit)	
		Powered Knapsack sprayer/ Power Operated Taiwan sprayer (capacity above 12- 16 ltrs)  (Cost Norms - Rs. 0.076 lakh/ unit)	✓ <b>Subject to a maximum of Rs. 0.038 lakh /unit for women</b> as compared to a maximum of Rs.0.03 lakh/unit for men
		Powered Knapsack sprayer/ Power Operated Taiwan sprayer (capacity above 16/	✓ <b>Subject to a maximum of Rs. 0.10 lakh/unit for women</b> as compared to a maximum of Rs.0.08 lakh/unit for men



		ltrs) (Cost Norms - Rs. 0.20 lakh/ unit)	
		Tractor mounted / Operated Sprayer (below 20 BHP) (Cost Norms - Rs. 0.20 lakh/ unit)	✓ <b>Subject to a maximum of Rs. 0.10 lakh/unit for women</b> as compared to a maximum of Rs.0.08 lakh/unit for men
		Tractor mounted / Operated Sprayer (above 35 BHP) / Electrostatic Sprayer (Cost Norms Rs.1.26 lakh/ unit)	✓ <b>50% of the cost, subject to a maximum of Rs. 0.63 lakh per unit for women</b> as compared to 40% of the cost, subject to a maximum of Rs. 0.50 lakh/unit for men





	Eco Friendly Light Trap (Cost Norms - Rs. 0.086 lakh/ unit)	✓ <b>Subject of a maximum of Rs. 0.014 lakh/unit for women</b> as compared to a maximum of Rs.0.12 lakh/unit for men
<b>2.</b>	<b>Area expansion under Bamboo Mission (MIDH)</b>	
	Forest areas / Public land (Through JFMC/ Panchayati Raj Institutions/ SHGs, Women group etc.	✓ 100% of cost in 3 installments (50:25:25) (Max. Subsidy per unit area Rs. 42,000/ha) both for women & men
<b>3.</b>	<b>Coconut Development Board (CDB) under MIDH</b>	
	Adoption of technologies (Back-ended	✓ <b>33.3% of the project cost for women</b> as compared to 25% of the cost for men



C) National Mission on Oilseeds & Oil Palm (NMOOP)			
a)		Provisions (only for Women)	
	i)	Promoting Women Groups	<ul style="list-style-type: none"> <li>✓ SHGs/ FIGs/FPOs/Women groups/Co-operatives etc. to be involved by the States in distribution of Certified Seeds.</li> <li>✓ State Governments to setup/ start joint venture/lease out seed gardens to farmers' Self Help Groups/FIGs/Women Group / Cooperative Societies/FPOs.</li> <li>✓ States to support Farmer's association/Self Help Groups / Farmer Groups / Women Groups / Cooperative Societies for this component under AAP.</li> <li>✓ Farmers associations / FPOs/ FIGs / SHGs / Women Groups, cooperatives / federations would be eligible for assistance for installation of Pre-processing, Processing and oil extraction equipment / devices under Mini Mission-III for the prescribed TBOs.</li> <li>✓ Provision available under the Mission for involvement of Co-operative Societies, Self Help / Women Groups / FIGs/ FPOs etc. in implementation of the Mission.</li> </ul>
b)		Provisions (where women get benefits either over & above/ along with men) Maximum Permissible Subsidy	
	ii)	For manual sprayers: Knapsack /foot operated sprayers, eco-friendly	<ul style="list-style-type: none"> <li>✓ <b>Rs. 800/- per unit for women</b> as compared to Rs. 600/- per unit for men.</li> </ul>



		light trap (NCIPM)	
	iii)	For Knapsack and Taiwan power sprayers (capacity below 16 litres) @ 50% of the cost of procurement	✓ <b>Rs.3800/- per unit for women (additional 10% assistance)</b> as compared to Rs. 3000/- per unit for men.
	iv)	For Knapsack and Taiwan power sprayers (capacity above 16 litres) @ 40% of the cost of procurement	✓ <b>Rs. 10000/-per unit for women (additional 10% assistance)</b> as compared to Rs. 8000/- per unit for men.
	v)	Manually/ Bullock drawn	✓ <b>Rs. 10000/-per unit for women (additional 10% assistance)</b> as compared to Rs. 8000/- per implement for men.



		implements including Chiseller (@ 40% of the cost)	
	vi)	Tractor driven, farm implements like Rotavator/ Seed Drill/Zero Till Seed-Drill/ Multi-Crop Planter/Zero Till Multi-Crop Planter/ Ridge furrow Planter/ Raised bed planter/ Power weeder/ Groundnut digger and Multi crop threshers	✓ <b>Rs. 63000/-per unit for women (additional 10% assistance)</b> as compared to Rs. 50000/- per unit for men.



	vii)	Small tractor with trolley (25% of the cost of procurement)	✓ <b>Rs. 1.00 lakh/ unit for women (Additional 10% assistance)</b> as compared to Rs. 0.75 lakh/unit for men.
	viii)	Distribution of pre-processing, processing and oil extraction equipment to Farmers associations/ FPOs/FIGs/SHGs/ Women Groups, cooperatives/ federations.	✓ <b>Back ended credit linked subsidy (30% subsidy, 50% loan, 20% own share)</b> with assistance restricted to 30% of project cost with a ceiling of Rs. 6.50 lakhs for setting up one unit/project per organization/individual.
	ix)	Establishment Support through	✓ <b>One time assistance for a max. Rs.10.00 lakh as subsidy for setting up a new seed garden</b> in 15 ha area by oil palm farmer's association/co-operative etc. through State Government.



		the States' Department of Agriculture/Horticulture (75:25) for setup/start joint venture/ lease out seed gardens to farmers' SHGs/FIGs/ Women Group/Co operative Societies/ FPOs.	<ul style="list-style-type: none"> <li>✓ The seed garden may be developed over an area of 15 ha each as a Revolving Fund Scheme with the assistance of Rs 30.00 lakh, with a breakup of Rs. 10 lakh (first year) &amp;Rs. 2 lakh each for 2nd, 3rd, 4th, 5th and 6th year. In 7th year, a block grant of Rs.10 lakh is provided. From 8th year onwards the scheme is likely to become self-supportive.</li> </ul>
<b>D)</b>	<b>Integrated Scheme for Agricultural Marketing(ISAM)</b>		
	i)	Storage Infrastructure Projects under Agriculture Marketing infrastructure (AMI) for Registered FPOs,	<ul style="list-style-type: none"> <li>✓ <b>33.33 % Subsidy (on capital cost) for women</b> as compared to 25% for men.</li> <li>✓ Subsidy ceiling (Up to 1000 MT is Rs. 1166.55), More than 1000MT and up to 30000 MT is Rs. 1000.00, Maximum ceiling of Rs 300.00 Lakhs) for women and Subsidy ceiling (Up to 1000 MT in Rs/MT-875.00, More than 1000MT and upto 30000 MT in Rs /MT- 750.00), Maximum ceiling (Rs 225.00 Lakhs) for men.</li> </ul>



		Panchayats, Women, Scheduled Caste (SC)/Scheduled Tribe (ST) beneficiaries or their cooperatives/Self- help groups.	
	ii)	For Infrastructure Projects Other than Storage Infrastructure for Registered FPOs, Women, Scheduled Caste (SC)/ Scheduled Tribe (ST) beneficiaries or their cooperatives	<ul style="list-style-type: none"><li>✓ <b>33.33% Rate of Subsidy (on capital cost) for women</b> as compared to 25% for men</li><li>✓ Maximum Subsidy Ceiling is Rs. 500.00 lakhs for women as compared to Rs. 400.00 lakhs for men.</li></ul>



<b>E) National Food Security Mission (NFSM)</b>			
<b>a)</b>		<b>Provisions (only for Women)</b>	
	i)	As Beneficiary	✓ At least 30% allocation of the funds is for women farmers.
<b>b)</b>		<b>Provisions (where women get benefits either over &amp; above/ along with men)</b>	
	ii)	Promotion of Farmer Producer Organizations (FPOs) and marketing support for	✓ Rs.2.00 lakh per group of 15 farmers, for one time support only)
<b>F) National Mission for Sustainable Agriculture (NMSA)</b>			
<b>a)</b>		<b>Provisions (only for Women)</b>	
		Soil & water conservation; Water use efficiency; Soil health management and Rain-fed Area Development.	✓ At least 50% of the allocation is to be utilized for small, marginal farmers of which at least <b>30% are women beneficiaries/ farmers.</b>





G) Sub-Mission on Agricultural Mechanization (SMAM)			
a)		Provisions (only for Women)	
	i)	Training Program	✓ Training Programs on Gender friendly Equipment for Women farmers are to be conducted by Farm Machinery Training & Testing Institutes.
	ii)	As Beneficiary	✓ At least 30% allocation of the fund is to be made for women farmers.
b)		Provisions (where women get benefits either over & above/ along with men) Maximum Permissible Subsidy	
	iii)	Tractor	
		Tractor (08-20 PTO HP)	✓ <b>Rs. 1.00 lakh for women</b> as compared to Rs. 0.75 lakh for men.
		Tractor (Above 20-70 PTO HP)	✓ <b>Rs. 1.25 lakh for women</b> as compared to Rs. 1.00 lakh for men.
	iv)	Power Tillers	
		Power Tiller (below 8BHP)	✓ <b>Rs. 0.50 lakh for women</b> as compared to Rs. 0.40 lakh for men.
		Power Tiller (8 BHP & above)	✓ <b>Rs. 0.75 lakh for women</b> as compared to Rs. 0.60 lakh for men.



	v)	<b>Rice Trans planter</b>	
		Self-Propelled Rice Transplanter (4 rows)	✓ <b>Rs.0.94 lakh for women</b> as compared to Rs. 0.75 lakh for men.
		Self-Propelled Rice Transplanter (i) above 4-8 rows (ii) above 8-16 rows	✓ <b>Rs. 2.0 lakh for women</b> and men both.
		Self-Propelled Machinery Reaper cum Binder	✓ <b>Rs. 1.25 lakh for women</b> as compared to Rs. 1.00 lakh for men.
	vi)	<b>Specialized Self-Propelled Machinery</b>	
		Reaper/Post Hole Digger/ Augur/ Pneumatic / other Planter	✓ <b>Rs. 0.63 lakh for women</b> as compared to Rs. 0.50 lakh for men.



	vii)	<b>Self-Propelled Horticultural Machinery</b>	
		<p>Fruit Puckers/ Tree pruners/ Fruit Harvesters/ Fruit Graders /Track Trolley/ Nursery Media Filling Machine/ Multipurpose Hydraulic System / Power operated horticulture tools for pruning, budding, grating, shearing etc.</p>	<p>✓ <b>Rs. 1.25 lakh for women</b> as compared to Rs. 1.00 lakh for men.</p>
	viii)	<b>Land Development, tillage and seed bed preparation equipment</b>	
		<p>MB Plow/ Disc Plow/ Cultivator/ Harrow/lev</p>	<p>✓ <b>Rs. 0.15 lakh for women</b> as compared to Rs. 0.12 lakh for men (Below 20 BHP driven).</p>



	eler Blade / cage wheel/Furr ow opener/Rid ger/ Weed slasher / Laser Land Leveler/ Reversible Mechanical plough	✓ <b>Rs. 0.19 lakh for women</b> as compared to Rs. 0.15 lakh for men (Above 20-35 BHPdriven).
	Rotavator/ Rotopuddler/ Reversible Hydraulic plough	✓ <b>Rs. 0.35 lakh for women</b> as compared to Rs. 0.28 lakh for men (Below 20 BHP driven). ✓ <b>Rs. 0.44 lakh for women</b> as compared to Rs. 0.35 lakh for men (Above 20-35 BHP driven).
	Chisel Plough	✓ Rs. 0.08 lakh for women as compared to Rs. 0.06 lakh for men (Below 20 BHP driven). ✓ Rs. 0.10 lakh for women as compared to Rs. 0.08 lakh for men ( Above 20-35 BHP driven)



	ix )	<b>Sowing, Planting, Reaping and Digging Equipment</b>	
		Post Hole digger/ Potato Planter/Potato Digger /Ground nut digger/Stritill drill/Tractor drawn reaper/Onion harvester /Rice straw Chopper/Zero till seed cum fertilizer drill/ Raised Bed Planter/ Sugar cane cutter/ Stripper/ Planter/Seed drill/Multi crop planter /Zero-till multi crop planter/Rid	✓ <b>Rs. 0.15 lakh for women</b> as compared to Rs. 0.12 lakh for men (Below 20 BHPdriven). ✓ <b>Rs. 0.19 lakh for women</b> as compared to Rs. 0.15 lakh for men (Above 20-35 BHP driven)



		ge furrow planter	
		Turbo Seeder/Pneumatic Planter/Pneumatic vegetable transplanter / Pneumatic vegetable seeder/ Happy seeder/ Plastic Mulch Laying Machine.	<ul style="list-style-type: none"><li>✓ <b>Rs. 0.35 lakh for women</b> as compared to Rs. 0.28 lakh for men (Below 20 BHP driven).</li><li>✓ <b>Rs 0.44 lakh for women</b> as compared to Rs. 0.35 lakh for men (Above 20 BHP driven).</li></ul>
	x)	<b>Inter Cultivation Equipment</b>	
		Grass Weed Slasher/ Rice Straw Chopper/ Power Weeder (engine operated below 2bhP)	<ul style="list-style-type: none"><li>✓ <b>Rs. 0.15 lakh for women</b> as compared to Rs. 0.12 lakh for men (Below 20 BHP driven).</li><li>✓ <b>Rs. 0.19 lakh for women</b> as compared to Rs. 0.15 lakh for men (Below 20 to 35 BHP driven).</li></ul>



	xi)	<b>Equipment for Residue management / Hay and Forage Equipments</b>	
		Sugarcane thrash Cutter/Coco nut Frond Chopper /Rake/ Balers/ Strawreaper	<p>✓ <b>Rs. 0.15 lakh for women</b> as compared to Rs. 0.12 lakh for men (Below 20 BHP driven)</p> <p>✓ <b>Rs. 0.19 lakh for women</b> as compared to Rs. 0.15 lakh for men (Above 20BHP driven)</p>
	xii)	<b>Harvesting &amp; Threshing Equipments</b>	
		Ground Nut Pod Stripper/ Thresher/ Multicrop Threshers/ Paddy Thresher/ Brush Cutter	<p>✓ <b>Rs. 0.2 lakh for women</b> as compared to Rs. 0.16 lakh for men (Operated by engine) electric motor below 3 HP and by power tiller and tractor below 20 BHP)</p> <p>✓ <b>Rs. 0.25 lakh for women</b> as compared to Rs. 0.2 lakh for men (Operated by engine/ electric motor 3-5 HP and by power tiller and tractor below 35 BHP)</p>
		Chaff Cutter (Operated by engine/electric motor below 3 hp and by power tiller and tractor of below 20 BHP tractor)	<p>✓ <b>Rs. 0.2 lakh for women</b> as compared to Rs.0.16 lakh for men (Operated by engine / electric motor below 3 HP and by power tiller and tractor below 20 BHP).</p> <p>✓ <b>Rs. 0.25 lakh for women</b> as compared to Rs. 0.2 lakh for men (Operated by engine / electric motor 3-5 HP and by power tiller and tractor below 35 BHP).</p>



		<b>Tractor (above 35 BHP) Driven Equipment</b>	
	xiii)	<b>Land Development, tillage and seed bed preparation equipment</b>	
		MB Plow/Disc Plow/ Cultivator/ Harrow/Le veler Blade /CageWheel /Furrow opener/ Ridger /Reversible Mechanical plough	✓ <b>Rs. 0.44 Lakh for women</b> as compared to Rs. 0.35 lakh for men.
		Weed slasher /Laser and Leveler/Rot avator /Roto- puddler/Re versible Hydraulic plough/Sub -soiler/ Trench makers (PTO operated)/ Bund former (PTO	✓ <b>Rs. 0.63 Lakh for women</b> as compared to Rs. 0.50 lakh for men.





		operated /Power Harrow (PTO operated)/ Backhoe Loader Dozer (Tractor operated)	
	xiv)	<b>Sowing , Planting , Reaping and Digging Equipment</b>	
		Zero till seed cum fertilizer drill/Raised Bed Planter/ seed drill/ Potato Digger/ tractor drawn reaper/onio n harvester	✓ <b>Rs. 0.44 lakh for women</b> as compared to Rs. 0.35 lakh formen
		Post Hole digger/ Potato Planter/ Ground nut digger/ Strip till	✓ <b>Rs. 0.63 lakh for women</b> as compared to Rs. 0.50 lakh formen.



	drill/ Rice straw Chopper, Sugar cane cutter/ Stripper/pla nter/ multi crop planter /zero -till multi crop planter/Rid ge furrow planter/Tur bo Seeder/ Pneumatic Planter/ Pneumatic vegetable trans planter / Pneumatic vegetable seeder/ Happy seeder /Cassava Planter/Ma nure/sprea der/Fertiliz er Spreader- PTO operated/ Plastic Mulch	
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		Laying Machine/ Automatic rice nursery sowing machinery	
	xv)	<b>Inter Cultivation Equipment</b>	
		Grass/Weed Slasher/ Rice straw Chopper/ Weeder(PT Operated)	✓ <b>Rs. 0.63 Lakh for women</b> as compared to Rs. 0.50 lakh for men.
	xvi)	<b>Harvesting &amp; Threshing Equip.</b> (Operated by engine/electric motor above 5 hp and tractor of above 35 BHP tractor)	
		Ground-Nut Pod Stripper /Thresher/ Multi crop Threshers/Paddy Thresher/ Chaff Cutter/Forage/ Harvester/Birds Scare	✓ <b>Rs. 0.63 Lakh for women</b> as compared to Rs. 0.50 lakh for men.



	xvii)	<b>Equipment for Residue management /Hay and Forage Equipment</b>	
		Sugarcane thrash Cutter/ Coconut Frond Chopper/ Hay Rake/ Balers (Round)/ Baler (Rectangular) Wood chippers/ Sugarcane ratoon manager /Cotton stalk uprooter/ Straw reaper	✓ <b>Rs. 0.63 Lakh for women</b> as compared to Rs. 0.50 lakh for men.
		<b>All manual/animal drawn equipment/implements / Tools</b>	
	xviii)	<b>Land Development, tillage and seed bed preparation equipment</b>	
		MB Plow/ Disc Plow/ Cultivator /Harrow/ Leveler Blade/Furrow	✓ <b>Rs. 0.10 Lakh for women</b> as compared to Rs. 0.08 lakh for men.



		opener/Ridger/ Puddler	
	xix)	<b>Sowing &amp; Planting Equipment</b>	
		Paddy planter/ Seed cum fertilizer drill/ Raised Bed Planter/ Planter/ Dibbler/ Equipment for raising paddy nursery	✓ <b>Rs. 0.10 Lakh for women</b> as compared to Rs. 0.08 lakh for men.
		Drum Seeder (Below 4 Row)	✓ <b>Rs. 0.015 Lakh for women</b> as compared to Rs. 0.012 lakh for men.
		Drum Seeder (Above 4 Row)	✓ <b>Rs. 0.019 Lakh for women</b> as compared to Rs. 0.015 lakh for men.
		<b>Harvesting &amp; Threshing Equipment</b>	
		Ground Nut Pod Stripper/Thresher/Winnowing fan/ Tree climber/	✓ <b>Rs. 0.10 Lakh for women</b> as compared to Rs. 0.08 lakh for men.  ✓ <b>Rs. 0.05 Lakh for women</b> as compared to Rs. 0.04 lakh for men.



		Horticulture Hand tools Chaff Cutter (upto 3 feet)	
		Chaff Cutter (above 3 feet)	✓ <b>Rs. 0.063 Lakh for women</b> as compared to Rs. 0.05 lakh formen.
	xx)	<b>Inter Cultivation Equipment</b>	
		Grass Weed Slasher/ Weeder/Con oweeder/ Garden Hand Tools	✓ <b>Rs. 0.006 Lakh for women</b> as compared to Rs. 0.005 lakh formen.
	xxi)	<b>Plant Protection Equipment</b>	
		Manual sprayer: Knapsack /foot operated sprayer	✓ <b>Rs. 0.006 Lakh for women</b> as compared to Rs. 0.005 lakh formen.
		Powered Knapsack sprayer/Pow er Operated Taiwan sprayer (capacity 8- 12 ltrs)	✓ <b>Rs. 0.031 lakh for women</b> as compared to Rs.0.025 lakh
		Powered Knapsack	✓ <b>Rs. 0.038 lakh for women</b> as compared to Rs. 0.03 lakh



sprayer/Power Operated Taiwan sprayer (capacity above 12-16ltrs)	
Powered Knapsack sprayer/Power Operated Taiwan sprayer (capacity above 16ltrs)	✓ <b>Rs. 0.10 lakh for women</b> as compared to Rs. 0.08 lakh
Tractor mounted /Operated Sprayer (below 20 BHP)	✓ <b>Rs. 0.10 lakh for women</b> as compared to Rs. 0.08 lakh
Tractor mounted /Operated Sprayer (below 35 BHP)	✓ <b>Rs. 0.13 lakh for women</b> as compared to Rs. 0.10 lakh
Eco Friendly Light Trap	✓ <b>Rs. 0.014 lakh for women</b> as compared to Rs. 0.012 lakh
Tractor mounted / operated sprayer	✓ <b>Rs. 0.63 lakh for women</b> as compared to Rs. 0.50 lakh



	(above 35 BHP)	
	Electrostatic Sprayer	✓ <b>Rs. 0.63 lakh for women</b> as compared to Rs. 0.50 lakh
xxii)	<b>Post-Harvest Technology (PHT)</b>	
	Establishment of PHT units for transfer of primary processing technology, value-addition, low cost scientific storage, packaging units and technologies.	✓ <b>Rs. 1.50 lakh/ unit for women</b> as compared to Rs. 1.25 lakh/ unit for men.
<b>H)</b>	<b>Agricultural Insurance</b>	
a)	Provisions (only for Women)	
		✓ Ensuring maximum coverage of SC / ST / Women farmers with budget allocation and utilization for these category of farmers to be in proportion to their population in their respective State.
b)	Provisions (where women get benefits either over & above/along with men)	
1.	Modified National (MNAIS) Agricultural Insurance Scheme	





		Insurance protection	<ul style="list-style-type: none"><li>✓ Actuarial Premium rate for notified crops subject to maximum premium upto 11% &amp; 9% for food &amp; oilseeds crops of Kharif and Rabi seasons, respectively.</li><li>✓ For annual commercial / horticultural crops, it is capped at 13%.</li><li>✓ Subsidy up to 75% of premium is provided to all types of farmers depending on the slab of premium.<ul style="list-style-type: none"><li>a. Upto 2% - Nil,</li><li>b. More than 2-5% : 40% subject to minimum net premium of 2%,</li><li>c. More than 5-10% : 50% subject to minimum net premium of 3%,</li><li>d. More than 10-15% : 60% subject to minimum net premium of 5%,</li><li>e. More than 15% : 75% subject to minimum net premium of 6%</li></ul></li></ul>
			<ul style="list-style-type: none"><li>✓ If sowing is not done due to adverse weather / climate, claims / indemnity up to 25% of sum insured will be paid for prevented sowing/planting risk.</li><li>✓ When the crop yield is less than the guaranteed yield of notified crops, the indemnity payment equal to short fall in yield is payable to all insured farmers in the notified areas.</li><li>✓ However, on-account of advance payment, up to 25% of likely claims will be paid as immediate relief in those notified areas where yield losses are at least 50% of Threshold Yield (TY).</li><li>✓ Besides, post-harvest (upto 2 weeks) losses due to cyclone are also covered.</li><li>✓ Losses due to localized risks of hail storm and landslide are assessed on individual basis and claims to affected insured farmers are paid accordingly.</li></ul>



2.	Weather Based Crop Insurance Scheme (WBCIS)	<ul style="list-style-type: none"> <li>✓ Insurance protection for notified food crops, oilseeds and horticultural / commercial crops.</li> <li>✓ Actuarial Premium rate for notified crops, subject to maximum premium up to 10 % &amp; 8 % for food &amp; oilseeds crops of Kharif and Rabi seasons, respectively and 12 % for annual commercial / horticultural crops. It is capped at 12%.               <ul style="list-style-type: none"> <li>a. Up to 2% - Nil subsidy,</li> <li>b. More than 2 to 5 % -25% subsidy subject to minimum net premium of 2%,</li> <li>c. More than 5 to 8% - 40% subsidy subject to minimum net premium of 3.75 %,</li> <li>d. More than 8% -50 % subsidy subject to minimum net premium of 4.8% and maximum net premium of 6% payable by farmers.</li> </ul> </li> <li>✓ When the Weather indices (rainfall/temperature/relative humidity/wind speed etc.) differ (low/ high) from the Guaranteed Weather Index of notified crops, the indemnity payment equal to deviation / shortfall is payable to all insured farmers of notified crops in notified area.</li> </ul>
3.	Coconut Palm Insurance Scheme (CPIS)	<ul style="list-style-type: none"> <li>✓ Premium rate per palm ranges from Rs.9.00 (in the age group of 4 to 15 years) to Rs. 14.00 (in the age group of 16 to 60 years).</li> <li>✓ 50-75 % subsidy of premium is provided to all types of farmers.</li> </ul>
		<ul style="list-style-type: none"> <li>✓ When the Palm trees are damaged, the indemnity payment equal to sum insured / damage is payable to the insured farmers in notified areas.</li> </ul>

**Source:** *Farm Women Friendly Hand Book: A Handbook for Women Farmers (2018). National Gender Resource Centre in Agriculture Ministry of Agriculture & Farmers Welfare Government of India.*

### **7.2.2 National Gender Resource Center in Agriculture (NGRCA)**

A National Gender Resource Centre in Agriculture (NGRCA) has been setup in the Department of Agriculture Cooperation & Farmers Welfare (DAC&FW), Ministry of Agriculture & Farmers Welfare, Govt. of India since 2005-06. The Centre is located in



Directorate of Extension, KrishiVistarSadan, Pusa, New Delhi. The National Gender Resource Centre in Agriculture (NGRCA) is a focal point to-

- Converge all gender related activities & issues in agriculture & allied sectors, within and outside the Department of Agriculture, Cooperation & Farmers Welfare.
- Add gender dimension to agriculture policies & programs.
- Render advocacy / advisory services to the States/ UTs
- Undertake and support training, research and advocacy to mainstream gender issues in agriculture and natural resource management, so as to internalize gender specific interventions and ensure that the policies and Programs in agriculture are fully engendered & reflect the National commitment to empowerment of women.
- Developing Gender Sensitization Modules for Program implementers
- Arranging exposure visits of extension functionaries to women specific/pro-women Programs and
- Developing a separate portal for this Centre.

The NGRCA is also housing a Gender Budgeting Cell of the DAC. The Cell has sensitized the subject matter Divisions of DAC to have Divisional Gender Coordinators identified in each division

### 7.2.3 Gender Budgeting Scheme (GBS)

**Gender Budgeting Scheme** is not an accounting exercise but an ongoing process to ensure that benefits of development reach women as much as men. It entails maintaining a gender perspective at various stages like program/policy formulation, assessment of needs of target groups, review of existing policies and guidelines, allocation of resources, implementation of programs, impact assessment, reprioritisation of resources, etc. A gender responsive budget is the culmination of this process.

To institutionalise Gender Budgeting in India, the setting up of Gender Budgeting Cells (GBCs) in all Ministries/Departments was mandated by the Ministry of Finance in



2004-05.

In 2004-05, the Ministry of Women and Child Development adopted “Budgeting for Gender Equity” as a Mission Statement. The Ministry as the nodal agency for Gender Budgeting has been undertaking several initiatives for taking it forward at the National and State levels. The Ministry has been following a three-pronged strategy to pursue the process of Gender Budgeting in the country:

1. Placing emphasis on and advocating for setting up of gender budgeting structures/mechanisms in all Ministries/Departments of the Government.
2. Strengthening internal and external capacities and building expertise to undertake gender mainstreaming of policies/schemes/programs and
3. Initiating the exercise of gender auditing of existing programs, which would then feed into addressing gaps and strengthening service delivery mechanisms.

### **7.2.4 Mass Media Support to Agriculture Extension**

The Central Sectoral Scheme “**Mass Media Support to Agriculture Extension**” envisages utilization of existing infrastructure of Doordarshan and All India Radio to produce and transmit programs covering wide spectrum of topics in agriculture and allied fields for bringing the latest information and knowledge to the farming community viz. farmers /women farmers. The existing infrastructure of FM Transmitters of All India Radio is being used to broadcast half an hour Kisan Vani Program daily, six days a week from Monday to Saturday, from 96 rural areas FM Stations. These FM Stations are also producing special programs to transfer information and technology in areas of women’s involvement.

### **7.2.5 Mahila Kisan Sashaktikaran Pariyojana (MKSP)**

To improve the present status of women in agriculture and to enhance the opportunities for empowerment, Ministry of Rural Development, Government of India has announced “Mahila Kisan Sashaktikaran Pariyojana” (MKSP), as a sub component



of the National Rural Livelihood Mission (NRLM) in 2010-11. The program envisages empowering women in agriculture by making systematic investments to enhance their participation and productivity, and also to create and sustain agriculture based livelihoods of rural women.

The program is being implemented by NRLM in partnership with State Departments/CSOs as implementing partners (PIAs) across the country. The Centre to State share in funding for MKSP stands at 75:25 ratio.

### **7.2.6 Rashtriya Mahila Kosh(RMK)**

Rashtriya Mahila Kosh (RMK), established in 1993 is a national level organization, functions as an autonomous body under the aegis of the Ministry of Women and Child Development, for socio-economic empowerment of women. Its purpose is to provide lower income women with access to loans to begin small businesses

The operating model currently followed by RMK is that of a facilitating agency wherein RMK provides loans to NGO-MFIs termed as Intermediary Organizations (IMO) which on-lend to Self Help Groups (SHGs) of women.

RMK extends micro-credit to women in the informal sector through a client friendly, without collateral and in a hassle-free manner for income generation activities. RMK has taken a number of promotional measures to popularize the concept of micro financing, enterprise development, thrift and credit, formation and strengthening of Women-SHG's through intermediary organizations.

### **7.2.7 Mahila E-haat**

The Ministry of Women & Child Development launched “Mahila E-Haat” a bilingual portal on 7th March, 2016. This is a unique direct online marketing platform leveraging technology for supporting women entrepreneurs/SHGs/ NGOs for showcasing the products / services which are made/manufactured/ undertaken by



them. It is an initiative for meeting aspirations and needs of women. This was done keeping in mind that technology is a critical component for business efficiency and to make it available to the majority of Indian women entrepreneurs / SHGs / NGOs.

This exclusive portal is the first in the country to provide a special, focused marketing platform for women. Being a bilingual portal, it aims at financial inclusion and economic empowerment of women. This unique e-platform showcases products and services.

### **7.2.8 Support to Training & Employment Program for Women (STEP)**

Support to Training & Employment Program for Women (STEP) scheme was launched as a Central Sector Scheme in 1986-87. The scheme aims to make a significant impact on women by upgrading skills for employment on a self-sustainable basis and income generation for marginalised and asset-less rural and urban women especially those in SC/ST households and families below poverty line. The key strategies include training for skill development, mobilising women in viable groups, arranging for marketing linkages and access to credit. The scheme also provides for enabling support services in the form of health check-ups, child-care, legal & health, literacy, elementary education and gender sensitisation. The scheme envisages each project to thrive on a self-sustainable basis with minimum governmental support and intervention even after the project period is over. The scheme covers 10 sectors of employment i.e. Agriculture, Animal Husbandry, Dairying, Fisheries, Handlooms, Handicrafts, Khadi and Village Industries, Sericulture, Waste Land Development and Social Forestry. The scope and coverage of the scheme has been enlarged with the introduction of locally appropriate sectors.

### **7.3 CONCLUSION**

The provision of different welfare programs and schemes of the Govt. still remain unknown to a majority of the women farmers. They do not know about the Govt.'s special pro-women initiatives to mainstream them in agriculture and allied sectors



pertaining to marketing, production, farm mechanization etc. Hence, it is imperative that such information be made widely known to them through extension delivery system at different levels on various occasions.

### 7.4 LET'S SUM UP

- Women play a pivotal role in all agricultural operations from planting-to-harvesting-to-post-harvest operations.
- The National Policy on Farmers 2007 accorded high priority to 'Recognition and Mainstreaming of Women's role in Agriculture' and highlighted incorporation of 'Gender Issues' in the agricultural development agenda.
- Gender Budgeting Scheme is not an accounting exercise but an ongoing process to ensure that benefits of development reach women as much as men. It entails maintaining a gender perspective at various stages like program/policy formulation, assessment of needs of target groups, review of existing policies and guidelines, allocation of resources, implementation of programs, impact assessment, reprioritization of resources etc.
- In 2004-05, the Ministry of Women and Child Development adopted "Budgeting for Gender Equity" as a Mission Statement. The Ministry as the nodal agency for Gender Budgeting has been undertaking several initiatives for taking it forward at the National and State levels.
- The provisions of different welfare programs and schemes of the Govt. still remain unknown to a majority of the women farmers. It is imperative that such information be made widely known to them through extension delivery system at different levels on various occasions.



### 7.5 CHECK YOUR PROGRESS

1. What are the special provisions for women farmers in agriculture?
2. What is NGRCA? What is its role in gender mainstreaming?
3. Explain about different women development programs implemented by the Government?

#### Choose the correct answers:

1. Rashtriya Mahila Kosh (RMK), was established in the year \_\_\_\_\_, as a national level organization ( )  
a. 1993                      b. 2001                      c. 2011                      d. 2003
2. The Ministry of Women & Child Development launched “Mahila e-Haat” a bilingual portal in the year \_\_\_\_\_. ( )  
a. 2000                      b. 2010                      c. 2016                      d. 2018
3. Support to Training & Employment Program for Women (STEP) scheme covers \_\_\_\_\_ sectors of employment. ( )  
a. 20                      b. 10                      c. 16                      d. 5
4. The Centre to State share in funding for MKSP stands at \_\_\_\_\_ ratio. ( )  
a. 60:40                      b. 20:70                      c. 50:50                      d. 75:25
5. In 2004-05, the Ministry of Women and Child Development adopted “Budgeting for Gender \_\_\_\_\_” as a Mission Statement. ( )  
a. Equity                      b. Analysis                      c. Mainstreaming                      d. Disparity

### 7.6 FURTHER READINGS/ REFERENCES:

1. Farm Women Friendly Hand Book: A Handbook for Women Farmers (2018). National Gender Resource Centre in Agriculture Ministry of Agriculture & Farmers Welfare Government of India.
2. <https://www.india.gov.in/my-government/documents/e-books>