



# GENDER MAINSTREAMING IN

# AGRICULTURE AND ALLIED SECTORS



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# ***Mainstreaming Gender Concerns in Agriculture & Allied Sector***

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## FOREWARD

In the current scenario gender mainstreaming is essential and indispensable for achieving food security, nutrition, and the Sustainable Development Goals. The agriculture sector is underperforming in many developing nations, and India is no exception. One vital issue for this inequality is that women do not have equal access to the resources and opportunities that they need to be more productive even though they constitute about half of the agricultural labour force. There is still a lot of gender inequality in agriculture and allied sectors, which can be overcome by recognizing women and strengthening their status at farm and home.



In this context, I commend department of Extension Education & Communication Management, PAU , Ludhiana and MANAGE ,Hyderabad for their efforts in organizing this joint training on “Mainstreaming Gender Concerns in Agriculture & Allied Sector” to bring out the best possible innovative ideas to strengthen role and status of women in agriculture. I further applaud the organizers for selecting such an important subject for training, and I have no doubt that the stakeholders will benefit from this combination of informational material from the distinguished speakers. I believe this e-book will make it easier for academics and decision-makers to move towards a more gender-inclusive strategy for achieving gender equity in agriculture and allied sectors.

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## PREFACE

In the agricultural and allied sector women play the pivotal role? Agriculture, India's largest production sector and a significant contributor to GDP, is increasingly being carried out by women. Agriculture sector engages 80 per cent of economically active women; which constitutes 33per cent of the agricultural labour force and 48per cent of self-employed women farmers. Women contribute significantly in the growth of agriculture in a variety of ways, such as crop production, animal production, horticulture, post-harvest activities, agro/social forestry, etc. However, there is still a lot of gender inequality in agriculture and allied fields. Women are more likely than men to be insecure in accessing necessary services and resources for production, technology, market information, and financial resources. Efforts need to be done in order to recognize women's important contribution, reducing their work load, and ensuring equitable pay. This includes finding a better way to address gender inequities in agricultural and related sectors, policies, projects, and investments as well as the marginalization of rural poor women brought on by gender-based socio-cultural norms, practices, and investments.

This e- book is an outcome of collaborative online training programme on “Mainstreaming Gender Concerns in Agriculture & Allied Sector” from September 20 -22, 2022. This e-book will offer a platform on the gender-related topics such as gender issues in agriculture, the role of women in agriculture, health & nutrition and allied sectors, gender mainstreaming, women's empowerment, tools for gender analysis and the technologies to reduce drudgery. It also discusses gendered access to resources, gender budgeting, and extension strategies for gender sensitization.

The editors extend their sincere thanks to all the experts who had contributed different chapters for this e-book. The editors also thank MANAGE, Hyderabad for the financial support to the training programme. It is expected that the academic community will benefit from this e-book, especially students, professors, and researchers interested in gender mainstreaming and extension services.

  
Editors

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## ISSUES TO ADDRESS GENDER INEQUALITY

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Gender issues interdisciplinary and cross-national in scope focusing on gender and gender equity. It is defined as 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.

Gender issue is not same as women's issue. To comprehend gender issue, there is a need to have clarity about the term gender that refers to the socially constructed roles, behavior, activities and attributes that a particular society considers appropriate for men and women. Traditionally, men were considered as bread winner of the family and women were seen as nurturer and care taker of the family. Women are discriminated in the male dominating society. The distinct role and behavior prescribed by the society give rise to gender discrimination. Gender discrimination/ gender bias is the prejudicial treatment of an individual or group. To reduce this inequality, gender equality and equity are two strategies that can be used in an effort to produce fairness.

Various commonly prevalent gender issues that promote gender inequality are:

- 1. Health:** WHO has defined health as a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity? Identified by the *2012 World Development Report* as one of two key human capital endowments, health can influence an individual's ability to reach his or her full potential in society.

Gender equality has made the progress in some extent in the areas such as education and labor force participation, health inequality between men and women continues to plague many societies today. While both males and females face health disparities, girls and women experience a majority of health disparities. There are gender-based differences in life expectancy, healthy life years, health behaviors, mortality, and morbidity risks. This is partly due to the socially constructed roles of men and women, and the relationships between them. These norms influence the health conditions individuals are susceptible to, as well as access to and uptake of health services. Women live longer than men but spend fewer years in good health. The gender pay and pension gaps, 16.3% and 38% respectively, put older women in particular at risk of poverty and social exclusion which creates barriers to health services. Further, gender role conflicts, total workload, and unpaid work have potential adverse effects on women's wellbeing and long-term health.

Women have very limited access to resources and power to make decisions. In India, many women express the need to seek permission to access health care. With limited access to resources and power to decide many women have limited or no access to health care. The power to decide is not just about seeking care. Women's power to control sexuality and use of contraception is also limited. The gender norms that asserts normalcy to men's behavior of having sex with other women puts wives at greater risk for STD/HIV infections. Women are discouraged to seek treatment in such cases due to stigma attached to visiting an STD clinic accompanied by other constraints such as money, lack of time and decision-making power.

Women's health in India can be examined in terms of multiple indicators, which vary by geography, socioeconomic standing and culture. Gender is one of the main social determinants of health—which include social, economic, and political factors—that play a major role in the health outcomes of women in India and access to healthcare in India. Therefore, the high level of gender inequality in India negatively impacts the health of women. Studies have indicated that boys are more likely to receive treatment from health care facilities compared to girls. Globally, about 800 women die every day of preventable causes related to pregnancy and childbirth, and 20 per cent of these women are from India. Seven of the top 10 causes of death in women in India are NCDs, led by heart attacks, stroke and respiratory diseases. India's anemia burden among women is widespread, with 53.1 per cent of non-pregnant women and 50.3 per cent of pregnant women being anemic as per the NFHS-4 in 2016, where India carries the highest burden of anemia despite having various programs and policies for the past 50 years.

The prevalence of diabetes, as reported by respondents in NFHS-5, is 2 percent among both men and women age 15-49 years. Prevalence of asthma is 2 percent among women and 1 percent among men age 15-49 years. Similarly, goiter or any other thyroid disorder is more prevalent among women (3%) than men (0.5%). One percent of women and men age 15-49 have any heart disease. Only 30percent of women age 15-49 and 33 percent of men age 15-49 are covered by health insurance or a health scheme. (NFHS-5)

- 2. Nutrition:** Adequate nutrition for women would help them to serve as productive members of the society to develop the consequent health generations. Indian women are generally vulnerable to poor nutrition, especially during pregnancy and lactation. It has been pointed out that the impact of nutritional status of the mother is more pervasive than the impact of other factors on birth weight. It has been observed that the dietary intake of rural pregnant women was lower than the recommended level. Malnutrition, due to deficiencies of calories, protein, vitamins, and minerals and other poor health and social status, affects millions of women and adolescent girls around the world. Malnutrition, a serious health concern, threatens the survival of Indian mothers and their children. Adequate nutrition is thus an essential cornerstone

to maintain the healthy health of any individual, especially for women. The two most common nutritional deficiencies in the women worldwide are iron deficiency and anemia. Around 80% of the Indian pregnant women suffer from iron deficiency anemia. Nutritional deficiencies, including iron and iodine deficiencies and low intake of essential nutrients could enhance the chances of having a low birth-weight infant, as well as impaired fetal development in pregnant women. The prevalence of goiter, under nutrition and chronic energy deficiency is relatively higher among tribal women compared to their rural counterparts. The anthropometric data of women (15-49 years) NFHS 5 indicated Twenty-three percent of women age 15-49 are thin, 24 percent are overweight or obese, and 18.7 percent have low MI than the normal range. Fifty seven percent of women suffers from anemia as compared to 25 percent men. The pattern of food consumption by men is similar to that of women, but men are slightly more likely than women to consume milk or curd regularly, as well as fruits. Men are less likely than women to completely abstain from eating chicken, meat, fish, and eggs. Overall, 30 percent of women and 22 percent of men are vegetarians according to this measure.

3. **Education:** Gender inequality in education is a persistent problem within the Indian society especially for the girls, belonging to economically weaker section of the society. Gender inequalities are important in various dimensions i.e. education, health, employment etc. During the past several decades, there have been progressions made in the achievement of universal enrolment of students in schools. Furthermore, there has been enactment of policies and procedures to address gender inequality in education. However, in the present existence too, there have been education gaps. There are 71.5% literate females against 84.4 male (NFHS -5)

The major factors that contribute to education gaps are socio-economic factors, accessibility to learning materials and resources, time devoted towards formal learning activities and the cultural viewpoints and perspectives among individuals, communities regarding the education of girls, child marriage, violent acts and school infrastructure. In usually rural communities, there has been prevalence of the viewpoint among individuals that girls are meant to carry out the household chores and school education is not meant for them. They have to eventually get married and in their marital homes, they would not have any opportunities to make use of their educational skill but carry out the household responsibilities. But these perspectives are changing and girls too are encouraged acquisition of education.

Provision of various items free of cost. These include free textbooks, free uniforms, stationery items, bags, medical and health care facilities, housing accommodation, counselling and guidance facilities, financial assistance, mid-day meals and so forth (Nikkhoo, &Jonsson, 2017).



The prevalence of gender inequality in education is regarded as the major barrier within the course of progression of the system of education. The major factors that promote gender inequality in education are, conditions of poverty, prevalence of traditional viewpoints, school infrastructure, discriminatory treatment among girls, occurrence of criminal and violent acts, child marriage, education of the parents, occupation of the parents, management of household responsibilities and lack of interest in studies. When the girls and women are experiencing one or more of these factors, then usually it affects them physically as well as psychologically.

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In the past, individuals possessed this viewpoint that male members of the family should be educated. When the male would acquire education, they would render a significant contribution in promoting goodwill and well-being of their families through attainment of employment opportunities. But in the present time, slight change in this perspective is visible and communities are encouraging girls for acquisition of education. Girls and women too can render an effective contribution in promoting welfare of their families and communities. But this is possible only when girls and women gets parental support for attaining good quality of education.

#### **4. Political:**

The participation of women and men in formal and informal decision-making structures varies greatly between countries, but is generally in favor of men. Institutional as well as cultural, economic and societal factors limit women's opportunities and abilities to participate in decision making. Women's low political representation is therefore often used as an indicator of gender inequality. Specifically, the 'proportion of seats held by women in national parliament' was chosen as one of three indicators to measure progress on MDG 3 on gender equality and women's empowerment. Women are underrepresented not only in the political sphere but also in decision-making within the private sector, at the village level and in civil society. At the local level, men usually dominate positions of power, including as religious and traditional leaders, local politicians and village elders.

Women's representation and leadership tend to be confined to areas that are traditionally 'feminine' such as social welfare. Women's representation in informal decision-making processes is often more common than their representation in formal

positions and structures, but it tends to be hidden and therefore not as highly valued as it should be. In order to deepen democracy at the local, national and international level, it is important to ensure that women and men are able to participate on equal terms in both formal and informal decision-making structures.

## **5. Economic**

Although there has been tremendous progress in recent decades, gender gaps in economic opportunities persist in many countries, with some gender differences being larger in the developing world. Women's access to property and productive resources remain weak and often dependent on males. Moreover, many jobs continue to be segregated by gender, with women more likely to be employed in low-paying jobs, as unpaid family workers, or in the informal sector—contributing to the gender gap in earnings. Women continue to be largely underrepresented in political office, corporate boards, and other high-level leadership positions. This segregation extends to public office, with women more likely to be assigned to cabinet positions that are less influential. Thirty two percent of currently married women age 15- 49, and 98 percent of currently married men age 15-49 are employed. Among employed women, 83 percent earn cash and 15 percent are not paid at all. More than four-fifths of employed women (85%) participate in decisions about the use of their own earnings. Seventy one percent of currently married women who earn cash say that they make decisions alone or jointly with their husband on how their cash earnings are used. It is most common for women to make these decisions jointly with their husband. There is slight improvement in decision making as compared to NFHS-4. Women's control over their own earnings tends to increase only a little with schooling and wealth and is higher in urban than rural areas.

The proportion of women who have some money that they alone can use, who have a bank or savings account that they use, and who know of a microcredit program are all higher in urban areas than rural areas, and increases with age, education, and wealth. Seventy nine percent of women have a bank/ savings account that they themselves use while 54 percent of women have a mobile phone that they themselves use.

## **6. Discrimination & Violence:**

Violence and crime against women is caused by gender inequality – including unequal power relations between women and men, rigid gender roles, norms and hierarchies, and ascribing women lower status in society. Violence against women is fundamental violation of women's and girls' basic human rights (including the right to life and the right to bodily integrity), and is a barrier to women's full participation in all spheres of life.

Violence against women is used to enforce gender roles and norms, assumes that women are inferior to men, and that men have the right to control women. Up to 70 percent of women experienced physical or sexual violence from men in their lifetime.

And 32 percent of married women have experienced physical, sexual, or emotional spousal violence. The most common type of spousal violence is physical violence (28%), followed by emotional violence (14%). One-fourth of those reporting physical violence having physical injuries, 7 percent who have had eye injuries, sprains, dislocations, or burns and 6 percent who have had deep wounds, broken bones, broken teeth, or any other serious injury

Unfortunately, cases of violence against women and girls in India continue to rise. They are supported by the persistence of patriarchal gender and social norms. The indicators of violence against women are a reflection of the structural and institutional inequality that is a reality for most women in India. India's average rate of reported rape cases is about 6.3 per 100,000 of the population. However, this differs in places like Sikkim and Delhi, which have rates of 30.3 and 22.5, respectively, while Tamil Nadu has a rate of less than one. The interpretation of state-wise difference also depends on 'reported' cases, and could suffer from under-reporting.

Women who experience violence are more at risk of unwanted pregnancies, maternal and infant mortality, and sexually transmitted infections, including HIV. Such violence can cause direct and long-term physical and mental health consequences. Women who experience violence from their partners are less likely to earn a living and are less able to care for their children or participate meaningfully in community activities or social interaction that might help end the abuse.

### **Role of media:**

Media play important roles in society. They report on current events, provide frameworks for interpretation, mobilize citizens with regard to various issues, reproduce predominant culture and society, and entertain (Llanos and Nina, 2011). Media and gender refers to the relationship between media and gender and how representations of the different genders are created by the mass media. As such, the media can be an important actor in the promotion of gender equality but mass media has become a driving force to discrimination based on gender. Images and expectations of gender roles are highlighted through a variety of platforms and sources and media is one among them.

Sexualization of women, in particular, is heavily centralized in mass media. Women are frequently portrayed in stereotypical and hyper-sexualized roles in advertising and the film industry, which has long-term social consequences. The news media has the potential to play a critical role in improving gender equality and women's human rights. However, the patriarchal nature of the media hinders such improvements.

In advertisement, women presentation is that of homemakers expected to know the requirement of housekeeping and family. For instance, in an advertisement for a household item such as tissue paper or cooking fat, there is likelihood of a

female being questioned or asked to make a statement as an authority. She will not be an authority because she is an expert in use of the respective items but because they are household items, and she is expected to be a homemaker or know how to take care of the home. On the other hand, when advertising a distinguished career or occupation of a high office, it is likely to have a man, which creates in the mind of a girl that she cannot achieve much out there, she is destined to the kitchen. Such bias in packaging media information and presenting the female gender less capable than the males does not help in empowering females.

News content does not help matters either. Women are only a focus on a few matters unlike men who dominate business, political and various other news items. This negatively makes girls believe men are the only ones who can make news. This also shows that men occupy those positions of power; making the females doubt their chances and the males think the positions only belong to them.

Social media has uplifted the presence of women in media as they are able to relate well and are more active of such sites. Their voices are growing and reaching more people, both males and females.

Media today, from traditional legacy media to online media, still hugely influence our perceptions and ideas about the role of girls and women in society. Media can play the transformative role in achieving gender equality in societies by creating gender-sensitive and gender-transformative content and breaking gender stereotypes. The media industry needs to be encouraged to produce gender-transformative content and to develop self-regulatory equality policies, including access to decision-making positions.

### **Conclusion:**

Gender inequalities in any dimension could have both short and long term consequences not only for women but the entire society. Reducing gender inequalities implies benefits not only for women but the entire society. Women are denied various facilities as compared to men in health, nutrition, education, economic and political sectors. They lag behind in getting better opportunities. Even media portrays women as homemakers, not as career oriented females.

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# **GENDER SPECIFIC TECHNOLOGIES IN AGRICULTURE AND ALLIED SECTORS**

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## **Agriculture Scenario in India and Role of Women Farmers**

Agriculture is the only source of livelihood for most of the population residing in over 638000 Indian villages (Census, 2011). In India around 70% of the population earn their livelihood from agriculture. The Indian agricultural production area is delineated to 15 regions based on water resources, irrigation pattern, rainfall distribution, soil characteristics and cropping pattern. Characteristics and potentials of agriculture strongly vary across the regions. Each region has distinct characteristics and potentials for agricultural production. Rural Indian women are extensively involved in agricultural activities. However, the nature and extent of their involvement differs with the variations in agro-production systems.

Rural women, mainly farmers, number at least 1.6 billion worldwide, and represent more than a quarter of the total world population. Nearly half of the world's farmers are women, and women comprise most of the agricultural workforce in developing countries. Women produce on average more than half of all the food that is produced (up to 80% in Africa, 60% in Asia; and 30 to 40 % in Latin America and Western countries).

Paradoxically, rural women's contribution to building social and economic capital remains concealed because they are invisible in plans and programs thereby denying them access to resources which could enhance their socio-economic contribution to society. Therefore women own only 2% of the land, and receive only 1 % of all agricultural credit, while only 5 % of all agricultural extension resources are directed towards them. The extremes of poverty and marginalization that the inequitable access to resources exposes women to difficulties such as illness, death, floods and drought.

Rural poverty is deeply rooted in imbalance between what women do and what they have. Statistics show that almost 70% of economically active women in low-income food deficit countries are employed in the agricultural sector and, therefore, play crucial roles in assuring food security. Despite this, rural women battle hunger and poverty on increasingly marginal land with meagre resources and their voices are seldom heard among decision makers (FAO, 2007).

The rural-to-urban migration of men in search of paid employment and their rising mortalities are said to be leading to increased numbers of female-headed households in the developing world. This feminization of agriculture has placed a considerable burden on women's capacity to produce, provide, and prepare food in

the face of considerable obstacles. Despite the fact that women are the world's principal food producers and providers, they remain invisible partners in development. Lack of available gender disaggregated data means that women's contribution to agriculture in particular is poorly understood and their specific needs ignored in development planning. This extends to matters as basic as the design of farm tools. But women's full potential in agriculture must be realized.

### **Gender Issues in Agriculture**

The term 'gender' describes the socially determined attributes of men and women. This includes male and female roles in economic and non-economic functions, differential access to and control over resources and differences in knowledge and skills. The term 'sex' denotes the physical and biological differences between males and females. The sexual division of labor for both agricultural and domestic tasks varies greatly by community and ethnic group and it is difficult to make generalizations about the roles that men, women and children play. However, through a process of gender analysis it is clear that women remain invisible, their presence not counted, their contribution to agriculture remains unaccounted and their priorities and problems remain unattended.

**Over-burden of Work:** Rural women are much more over-burdened than men owing to their multiple- occupations. Researches on women in agriculture have revealed that on an average women work for 15-16 hours a day. Studies further point out that farm activities, which are time and labor intensive, monotonous, repetitive and more drudgery prone, are generally performed by women. Since these operations are done manually, they cause considerable physical and mental fatigue and health problems.

**Impact of Technology:** Some of the new agricultural technologies are reported to have affected farmwomen adversely. Green revolution had led to the dispossession of small women land-holders, who have been forced to join the ranks of wage earners. Wherever the new agricultural technology led to multiple cropping, the work load of women has increased. While a number of tasks performed by males have been mechanized, the tasks usually allotted to women continue to be manual and suffer from drudgery. Even where improved techniques have been found for the women's activities, there is not sufficient access to training in such techniques.

**Facilities and Support Services:** There is rigidity for female laborers in terms of working hours, place and duration of work. Because of this, children are neglected and health of women is also adversely affected. Lack of adequate support services like child care services-crèche, balwadi, adequate maternity and health care- lack of safe drinking water etc. further add to their problems.

**Development Bias:** Despite the contribution of women in the production process, persistent bias of development planners in treating them primarily as consumers of social services rather than producers, kept them away from the development



programs in agriculture and allied sectors. Women suffer from a statistical bias as a result of which their contribution is not recognized. They often have heavier workloads than men and bear virtually sole responsibility for family welfare and household management. However, they have limited control over productive resources. Gender discrimination, rooted in law and custom, is pervasive and impedes socio-economic development.

**Need to strengthen women farmers:** Despite progress made in national and international policies since the first world conference on women in 1975, urgent action is still necessary to implement gender and social equity in AKST [Agricultural Knowledge Science and Technology] policies and practices if we are to better address gender issues as integral to development processes. Such action includes strengthening the capacity of public institutions and NGOs to improve the knowledge of women's changing forms of involvement in farm and other activities in AKST. It also requires giving priority to women's access to education, information, science and technology, and extension services to enable improving women's access, ownership and control of economic and natural resources. To ensure such access, ownership and control legal measures, appropriate credit schemes, support for women's income generating activities and the reinforcement of women's organizations and networks are needed.

A number of other changes will strengthen women's contributions to agricultural production and sustainability. These include support for public services and investment in rural areas in order to improve women's living and working conditions; giving priority to technological development policies targeting rural and farm women's needs and recognizing their knowledge, skills and experience in the production of food and the conservation of biodiversity; and assessing the negative effects and risks of farming practices and technology, including pesticides on women's health, and taking measures to reduce use and exposure. Finally, if we are to better recognize women as integral to sustainable development, it is critical to ensure gender balance in AKST decision-making at all levels and provide mechanisms to hold AKST organizations accountable for progress in the above.

### **Occupational health Hazards due to Drudgery in Agriculture**

The physical demand of the farm work which range from moderate to heavy, often include climbing, standing, squatting, bending and reaching, carrying heavy loads and working for long hours may bring certain hazards to a person. Exposure to different environmental conditions, dusts, gases, noise, chemicals etc. and inadvertent neglect of ergonomical aspects in the design of equipment, workplace or work systems may result in many accidents and occupational health problems. In most developing countries, problems due to the transfer of technology also have ergonomic implications. Most of the new technologies come from industrialized countries and is rarely appropriate either to the climate, working and cultural habits of the developing countries or to the body size and physical strength of workers.

These variations have led to serious ergonomic problems both in terms of the equipment and the users — resulting in accidents and injuries.

The risk of developing musculo-skeletal problems is mainly due to the inconvenient work postures. This risk of musculo-skeletal disorders may be higher in agricultural workers than in most other industries because of the longer working hours. Musculo-skeletal disorder is the leading cause of the occupational ill health. An awkward and static posture has been recognized as a risk factor for work related musculo-skeletal problems. From an occupational point of view, the cervical spine, head and shoulders, elbow and wrist joint can be considered to be interrelated as far as the problems of efficiency, design and comfort are considered.

## **Women and Drudgery**

**The Concept of Drudgery:** *“Drudgery” is a term used to represent the dissatisfactory experiences that constrain work performance. Study on drudgery of women is suited in the sectors where there is excessive reliance on manual labor and their experiences are multidimensional.*

*“Drudgery” is a term which refers to the conditions and experiences of living and working. The harsh weather, the grudgingly exhaustive nature of work, the dissatisfactory and painful work experiences, the hazards arising of occupations etc. descriptively explain this term.*

Women share abundant responsibilities to perform wide spectrum of duties both in the home and outside but their participation is considered as normal by the society. Women are extensively involved in activities related to production, processing, preparation and marketing and selling of food-grains, fruits, vegetables and fishes, dairy and other animal products. These tasks not only demand considerable time and energy but also are sources of drudgery for rural women which are not yet precisely identified and quantified. The result is that women's needs for comfortable work participation remain neglected. The problem of women relates to physical and mental fatigue, monetary hardship, exploitation, pain, economic stress, malnutrition, unemployment/ underemployment are very often encountered in the society. Almost all women suffer physical drudgery in various operations

## **Drudgery reducing farm equipment**

Tedious, menial, or unpleasant work can be termed as drudgery. Drudgery is generally conceived as physical and mental strain, agony, fatigue, monotony and hardship experienced by human being, while all these result in decline in performance of men and women alike. A continuous work in awkward posture and without proper rest-pause affects adversely workers' mental and physical well-being. The farm equipment available for various unit farm operations do not suit to women

workers due to different ergonomical characteristics of farm women than men workers. Ergonomics (or human factor) is the scientific discipline concerned with the understanding of limitations among humans and other elements of a system, and the profession that as applies theory, principles, data and methods to design in order to optimize human well-being and overall system performance (Anonymous, 2012). The term environment includes his tools and materials, his method of work, ambient conditions and physical environment of work, and also the organization of work. The application of ergonomics can help in agriculture for increasing the efficiency and thereby productivity of the workers without jeopardizing their health and safety. The ergonomical issues that affect farm workers (particularly women) in using the already existing farm tools and equipment are grouped under the following sub-headings:

- Anthropometry
- Muscular strength
- Aerobic capacity
- Posture
- Load carrying capabilities

Various women friendly farm tools and equipment have been refined/ modified/ assessed/ developed by different research organizations using ergonomics and mechanical consideration. A list of some useful tools/ implements/ machines suitable for agriculture work, domestic, animal husbandry and allied activities is given below-

<b>AGRICULTURE</b>	<b>ANIMAL HUSBANDRY</b>	<b>DOMESTIC</b>
<ul style="list-style-type: none"> <li>• Improved serrated sickle</li> <li>• “AARAM” Seat for Harvesting</li> <li>• Self-propelled Reaper harvesters</li> <li>• Wheel hoe weeders</li> <li>• Mechanized weeders</li> <li>• Hanging Grain Cleaners and Sac holders</li> <li>• Various types of Groundnut Strippers</li> <li>• Groundnut decorticators</li> <li>• Cotton stalk pullers</li> <li>• Cotton picking machines</li> <li>• Tubular maize sheller</li> </ul>	<ul style="list-style-type: none"> <li>• Mangers</li> <li>• Milking stand with stool</li> <li>• Multipurpose Rake for cleaning cow shed</li> <li>• Shovel for cleaning cow shed</li> <li>• Fodder collector</li> <li>• Motorized chaff cutters</li> <li>• Various types of Wheel barrows</li> </ul>	<ul style="list-style-type: none"> <li>• Improved Cook Stoves (Chullah)</li> <li>• Water carrying trolley.</li> <li>• Fibre kelu</li> <li>• Long handled brooms and mops</li> </ul>

- Pedal operated maize sheller
- Mechanized/solar powered maize dehusker cum shellers
- Potato picker
- Fertilizer broadcaster
- Battery operated Sprayer
- Seed treatment drum
- Clod breaker
- Hand ridger
- Seed drills
- Dibblers
- Vegetable Sapling transplanter
- Fruit harvester
- Various types of vegetable pluckers
- Multipurpose harvesting bags
- Caprons, safety gloves and improved caps

Many of the above technologies have been promoted among women farmers through intensive capacity building of women to use them under various projects, like Mission Mode NATP project on Empowerment of Women in Agriculture, AICRP on Home Science in FRM. Under a project on, 'Mitigating Drudgery of Women Farmers through Technology Intervention', funded by John Deere Foundation at MPUAT, Udaipur, a Technology Resource Center was established in Rajsamand district of Rajasthan for promoting custom hiring of various tools and technologies among women. The results of the project conducted on women friendly farm tools and equipment revealed that the drudgery of women farmers can be reduced from 10 to 86 per cent as compared to traditional methods in addition to the safety & improvement in working postures.

### **Drudgery Assessment**

Drudgery can be assessed by measuring physiological cost of activities/ task either by traditional/ improved methods performed by farm women/ workers. The common parameters related to physical strain experienced by the worker while carrying agricultural activities, can be used which are given below:

- Heart rate during work
- Increase in heart rate during work over rest
- Oxygen consumption rate while working
- Increase in oxygen consumption while working over rest
- Energy expenditure rate
- Increase in energy expenditure rate over rest
- Overall discomfort rating
- Body parts discomfort score

Thus, farm equipment need to be assessed amongst users (women farmers) under their limitations and management. The suitable farm tools and machines should be promoted for custom hiring purpose and introduction of such farm equipment will increase their income and ultimately improvement in livelihood.

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## **GENDER IMPLICATIONS ON NUTRITION AND HEALTH**

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**GENDER:** Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviors and roles associated with being a woman, man, girl or boy, as well as relationships with each other.

**Gender Inequality:** Gender Inequality refers to the unequal right, responsibilities and opportunities for women in the society that translate to poor health status, educational attainment and economic status compared to men. Gender influences people's experience of and access to healthcare. Gender inequality and discrimination faced by women and girls puts their health and well-being at risk.

**Health:** Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. The enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic and social condition.

**Nutrition:** Nutrition is a critical part of health and development. Better nutrition is related to improved infant, child and maternal health, stronger immune systems, safer pregnancy and childbirth, lower risk of non-communicable diseases (such as diabetes and cardiovascular disease), and longevity.

**Livelihood:** A livelihood comprises the capabilities, comprised of assets (including both material and social resources) and activities used by a household for means of living. A household's livelihood is secure when it can cope with and recover from stresses and shocks, and maintain or enhance its capabilities and productive asset base.

### **Gender Inequality Is Bad for All**

Inequities in access to and control of assets have severe consequences for women's ability to provide food, care, and health and sanitation services to themselves, their husbands, and their children, specially their female children. Women with less influence or power within the household and community will be unable to guarantee fair food distribution within the household. These women will also have less ability to visit health clinics when their infants and children are sick and to spend time interacting with their infants and other children.

## Harmful gender norms –

- Women and girls often face greater barriers than men and boys to accessing health information and services. These barriers include restrictions on mobility; lack of access to decision-making power; lower literacy rates; discriminatory attitudes of communities and healthcare providers; and lack of training and awareness amongst healthcare providers and health systems of the specific health needs and challenges of women and girls.
- Especially those related to rigid notions of masculinity – can also affect boys and men’s health and wellbeing negatively. For example, specific notions of masculinity may encourage boys and men to smoke, take sexual and other health risks, misuse alcohol and not seek help or health care. Such gender norms also contribute to boys and men perpetrating violence – as well as being subjected to violence themselves. They can also have grave implications for their mental health.
- Gender inequality is a pressing issue in Indian society. Despite a constitution that guarantees equal rights for men and women and decades of legislation, some deep-rooted gender discrimination in India takes a brutal toll on women’s lives. Even after rapid economic growth, gender disparities remain all too familiar: 1,000 girls die each day before reaching the age of five due to neglect.
- India has been ranked low on various indices that measure gender equality — including economic participation and opportunity; educational attainment; health and survival; political empowerment; and legal protection — due to multiple factors such as high levels of women discrimination in India as well as various discriminatory social norms, laws and cultural practices. Some of the key areas or examples of gender inequality in India where women face discrimination include less **access to education** and employment, under-representation in political positions, poorer health and nutrition than men, and the most obvious violence against women.

## Causes of Gender Inequality in India

Gender inequality is a pervasive issue in India, impacting Indian women and girls in a variety of ways. While there are many causes of gender inequality, some of the most common include:

- **Poverty:** Given all the development and recent rise to prominence, we often forget that India is still one of the poorest countries in the world, and it is one of the biggest reasons that lead to gender inequality in India. Despite the availability of education in rural areas, families prefer sending their boys to



school rather than the girls of the family, which is one of the biggest disadvantages.

- **Patriarchal Setup in our Indian Society:** Since time immemorial, India has been an extremely patriarchal society. The patriarchal setup in Indian society contributed to the fundamental inequality between men and women. As women were considered a part of the household belonging to their father or husband, they were unable to get a say in any matters concerning their own development or that of the community at large.
- **Lack of Education or Illiteracy:** The disparity between the **literacy rates of men and women in India** is a known issue. Some regional states have higher disparity, while some other states have better disparity. The problem is not that there are few literate women in India, but rather the problem is the lack of awareness among women to use their rights.
- **Lack of Awareness among Women:** One of the major causes of gender inequality is the lack of awareness among women about their rights and their ability to achieve equality. This lack of awareness is often due to the prevailing cultural and social norms, which dictate that women should be subservient to men. It is important to break down these barriers and help women become more aware of their rights so that they can demand equality.
- **Social Customs, Beliefs and Practices:** The views of society, customs and cultural practices play a big role in keeping women at lower places in the society – refusing them opportunities, which are generally provided to men, who are considered the dominant ones in India.

Addressing these causes is critical to achieving gender equality in India

## **SUSTAINABLE DEVELOPMENT GOALS**

**India, like many other countries of the world, has the onerous responsibility of achieving SDGs by 2030. 'Gender Equality' is the 5th goal among the 17 Sustainable Development Goals (SDGs) adopted by the United Nations. is 'Empowerment of Women and Gender Equality'.**

*Women themselves can play vital role in making the progress of these goals. What is required if, to make women aware, sensitized and educated about these issues and their implications for their farm, households and their own lives & empower them with much needed scientific knowledge and technology?*

## STATUS OF WOMEN AND NUTRITION

### Global Gender Gap Report 2022:

India Ranks 135 Out Of 146, Slips Drastically In Health and Survival. In comparison to the year before, where we ranked 140 out of 156, India has slightly improved its position. It is evident from the report that the progressive walk towards a gender-just world is rather slow, despite the obvious need for it. Gender equality is not only important for moral and human reasons but also economic and developmental reasons. Any

development that does not include gender justice is not fruitful, as it sidelines and marginalizes a significant section of the population. Gender justice can be seen as a key component of economic development as well. Including women and gender minorities in decisions and policy-making is crucial, as this provides a more inclusive ground for growth.

### Food Security and Gender:

Women are responsible for half of the world's food production, and in most developing countries they produce between 60 and 80 percent of the food. Yet, women continue to be regarded as home producers or assistants on the farm, and not as farmers and economic agents on their own merit.

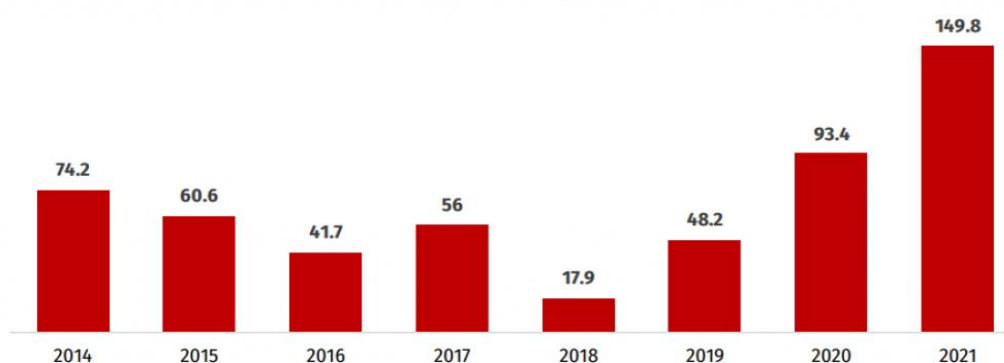
**The gender score** | India ranked 135 in gender parity out of 146 countries, according to the Global Gender Gap Report 2022 released by the World Economic Forum. A look at India's ranking in the four sub-indexes based on which the overall ranking was determined

India	Rank 2022*
Global gender gap index	135
Economic participation and opportunity	143
Educational attainment	107
Health and survival	146
Political empowerment	48

\*out of 146 countries



How many more women are hungry than men (in millions)



### Growing Gender Gap in Food Security:

- The gap between men and women's food security is growing worldwide.

- As many as 828 million people were affected by hunger in 2021. Among them, 150 million more women were food insecure than men.
- In poor household due to less access and availability of food women and girls are more likely to reduce their food intake as coping strategy in favor of other household members.

### **Gender Inequality and Malnourishment:**

- Gender equality is highly connected to food and nutrition security at a local, national, and global level.
- The more gender inequality in a country, the hungrier and more malnourished people are.
- Women especially those who are Pregnant or lactating are disproportionately affected by undernutrition due to their increased physiological requirements.

### **Women Bear Bigger Burdens:**

- Even when both men and women are technically food insecure, women often bear bigger burdens, in this situation men are found eating smaller meals and women are found skipping meals.

### **Even Nutrition Suffers From Gender-Based Inequality:**

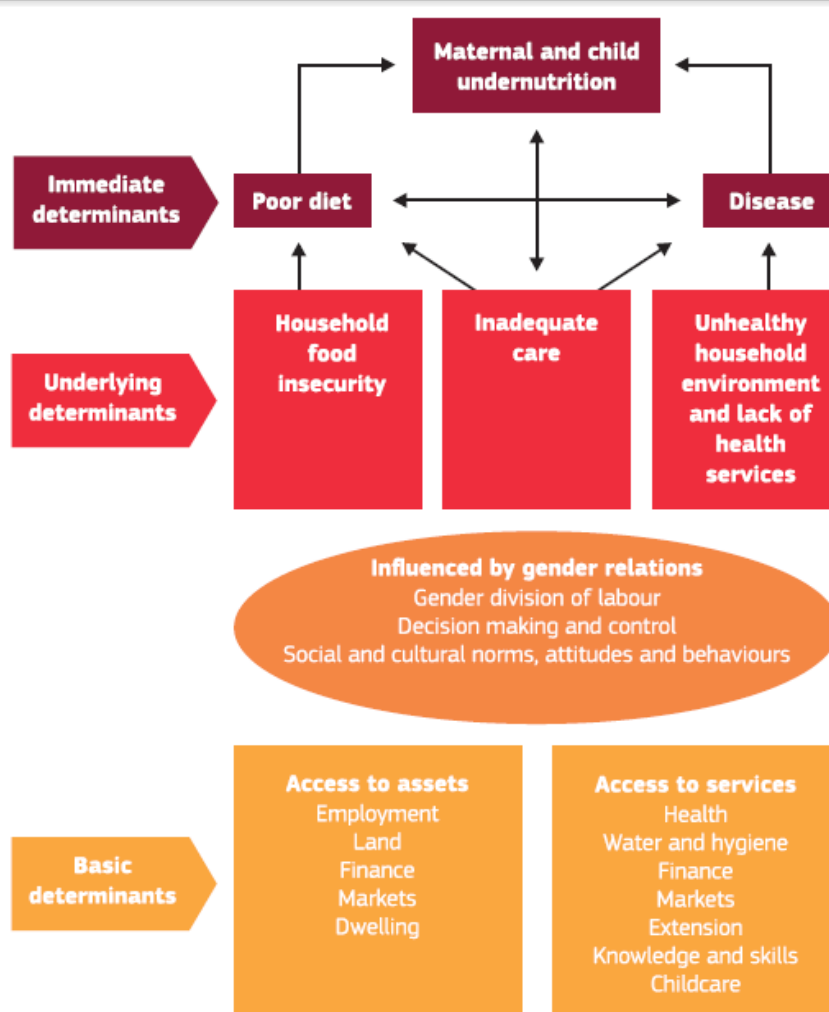
With one in every four women in India suffering from malnutrition it is time for urgent corrective action.

### **Food is not an option:**

Eating nutritious meals is necessary to survive and thrive. Right to Food is an integral part of the Right to Life. Extremely harmful gender-based social norms govern everyday life for women and girls - and it often comes down to women and girls “eating least, eating last and eating least nutritious food”. Undernourished mothers give birth to undernourished babies, leading to intergenerational cycles of undernourishment - majority of the undernourished in India are women and children. The socially constructed gender roles of men and women interact with their biological roles to affect the nutrition status of the entire family and of each gender.

Whether women can have nutritious meals or not, is an outcome of various factors - the social norms of the household, access to nutritious food, their affordability and earning; and agency. Women and girls in India continue to struggle on all these grounds.

## Central role of Gender in determining Nutrition:



## NUTRITIONAL STATUS AND GENDER NORMS

- Higher levels of gender inequality are associated with higher levels of acute and chronic undernutrition, with women and girls thought to account for around 60% of the world's chronically hungry people.
- Data from more than 140 countries in Africa, Asia and Latin America show that women have a higher prevalence of severe food insecurity.
- Evidence tends to focus on adolescent girls, given high rates of early marriage in some regions and links between thinness and risks for both mother and child. South Asia has the highest prevalence of thinness among adolescents: 47% of Indian adolescent girls aged 15-19 are underweight, with a body mass index (BMI) of less than 18.5.

- **Norms about access to food**

South Asian settings with strong son preference indicate a pro-male bias in food allocation that starts early in life, with Indian girl infants breastfed for shorter periods. Men make decisions about food allocation in contexts with persistent gender inequality, with more food allocated to those seen as carrying out more important tasks. In some South Asian communities, the tradition that the male head of the household is served first and that women eat last – and often least – can harm their nutritional status. Such bias is heightened when resources are scarce.

- **Norms about food preferences and restrictions**

Many cultures associate certain foods and eating habits with masculinity and others with femininity. Meat (particularly red meat) is seen as masculine food, while dieting, eating lightly or eating healthier foods are seen as feminine behaviors.

Adolescent girls and young women may also face food restrictions at certain times, such as menstruation, pregnancy or lactation. In parts of rural Nepal, menstruating women and girls are seen as impure, are forbidden to touch food or enter the kitchen, and are even confined to animal sheds with little to eat.

- **Norms, body image and eating behaviors**

Studies on nutrition, gender norms and adolescent girls, often from high-income settings, focus on their dieting habits and weight-control, rather than on healthy nutrition. Evidence shows that adolescent girls may be more concerned than boys about their body image. Their eating behaviors, therefore, aim for a feminine bodily ideal rather than good health.

## **ARE DIETARY INTAKE AND NUTRITIONAL STATUS INFLUENCED BY GENDER**

In low and middle-income countries (LMICs), women are often found to be disproportionately affected by food and nutrition insecurity (FNI) and the ‘triple burden of malnutrition, characterized by the coexistence of undernutrition, including micronutrient deficiencies, and overweight/obesity, which especially concerns women and girls.

Men and women have different dietary requirements, which can be defined by sex and gender. For instance, in Southeast Asia, the recommended dietary allowance (RDA) for protein is higher for men than for women, while the RDA for iron is much higher for women of reproductive age compared to men. Social and economic inequalities between men and women can negatively influence nutritional intake of women, when men and boys are given priority to eat more nutritious food. Also, as primary caregivers and food providers, women often feed their children before themselves.

## Effect on food distribution and consumption pattern within households

- The prevailing social norms in the patriarchal Indian system stipulate that while men and boys are responsible for getting food to households, women and girls are responsible for cooking and serving food to all members, after which they eat, when all else have eaten
- The practice of women and girls eating at the end declined slightly with increasing income, just as the practice of eating together increased. This indicates that gendered norms of food distribution are changing gradually towards a more egalitarian system, with household members increasingly eating together.
- With respect to gender norms dictating food consumption by women, men, girls and boys, a small proportion of households believed in greater food preference for boys over girls, such as boys needing more breastfeeding than girls. Such norms, however, seemed to have declined significantly.
- Norms placing restrictions on foods consumed by pregnant and lactating women, adolescent girls and children seemed more prevalent. For example, children should not consume 'cold' foods during winter, such as yogurt, guavas, and oranges, or that adolescent girls should avoid sour and spicy foods during menstruation.
- About a third of the households believed that pregnant women should eat less, as smaller sized babies would be easier to deliver. "If a pregnant lady eats less, the baby will not grow too large. Also, eat less fruits otherwise, the baby grows in size, and then it is difficult to deliver." - Service Provider, Fatehpur.



*"She will give her share of food to children and husband. This kind of custom is still seen in most households. But she will prepare food for herself afterward." - Anganwadi worker (F), Lucknow*

## NUTRITION AND GENDER LIVELIHOOD

Linking health and livelihood to improve gender equality and sustainable development or vice-versa improving gender equality in multi-pronged approach to respond to health and livelihood.

Women typically have limited access to land, education, information, credit, technology, and decision making forums. They have the primary responsibility for child rearing and rely on developed social networks that act as an informal safety net for the family in times of crisis.

When involved in informal employment, they typically command lower remuneration rates than their male colleagues, even when they hold the same skills. Because of their triple burden of productive, reproductive, and social roles, women also tend to have less time to attend to their own needs, leisure related or otherwise.

Prejudices against women are a product of social relations. Women end up taking major chunk of housework, care-work and reproduction at the cost of their own health and freedom, experiencing poverty and environmental changes differently and unequally than their male counterpart

**Early age Marriage:** Girls are married off at a young age, sometimes just when they hit puberty without any premarital counselling, knowledge of their own bodies or birth control measures. It leads to the reality of becoming a mother even before she turns an adult and perhaps every subsequent year after that. This along with low nutrition puts her at a higher risk of death during childbirth which is reflected in the **high Maternal Mortality Rate of 113 in India in 2022**. Surviving year after year of childbirth, the emotional and physical trauma on herself leaves her in a fragile state. But again the use of birth control and contraception measure is solely on her as men often reserve the right to refuse the use of any form of contraception on them.

Poor female nutrition early in life reduces learning potential, increases reproductive and maternal health risks, and lowers productivity. This situation contributes to women's diminished ability to gain access to other assets later in life and undermines attempts to eliminate gender inequalities. In essence, women with poor nutrition are caught in a vicious circle of poverty and undernutrition.

**Gender differences in mortality Rate:** While there is widespread recognition that discrimination against female children contributes to the gender differences in mortality, much of the research has concentrated on individual and family characteristics as predictors of such discrimination. A key factor that contributes to gender discrimination against daughters is women's status. It has been posited that women with higher status, particularly those with more education, may be less inclined to discriminate against their daughters as a result of having more knowledge and control over resources. While much of the existing research looks at mother's education, there is hardly any that considers the other dimensions of women's

status, such as autonomy and local exogamy, which are thought to have an impact on women's position and agency within their families.

**Education of Women:** Women's education within a community exhibits another important contextual effect. Regardless of the mother's characteristics, girls in communities with higher levels of female literacy are less disadvantaged compared with boys when it comes to the allocation of supplemental meat, fish or eggs.

However, contrary to expectations, the female disadvantage in malnutrition is higher in communities with higher women's literacy. Another interesting finding here is that mother's education does not have a significant effect on the gender differential in malnutrition, although it does have a negative effect on malnutrition itself. Combining these effects one might argue that while maternal education has a beneficial effect on all children; it appears that the benefits to boys outweigh the benefits to girls.

Girls with working mothers are less likely to be discriminated against with regard to the allocation of supplemental meat, fish or eggs. The decrease in the gender differential among children of working mothers could simply be a reflection of the necessity for more supplemental food since the mother is not at home to provide sufficient breast milk.

### **Use of Household Income**

Women's ability to earn income is important to nutrition because, among other reasons, research shows that in many places women may be more likely to spend income on food and healthcare for their families, particularly for children. Additionally, depending on context, women might spend more on their children in the short-term for food, health, and care whereas men might invest in livelihoods, which could raise overall household income, leaving more resources available to cover these expenditures. Promoting joint decision-making over earning and using income can create positive outcomes.

**Sharing Household responsibilities:** Women often have difficulty finding enough time for both economic and household responsibilities. This results in feeding/caregiving being compromised, which negatively impacts nutrition. Limited time to travel to a clinic or prepare meals may prevent families from seeking health services or cause them to switch to less healthful food.

Recognizing each family member's roles and responsibilities can help move toward greater sharing of productive and household responsibilities, increasing efficiency while providing needed rest time. When men share the household labor burden, women are better able to provide for their families' nutrition, and children are protected.



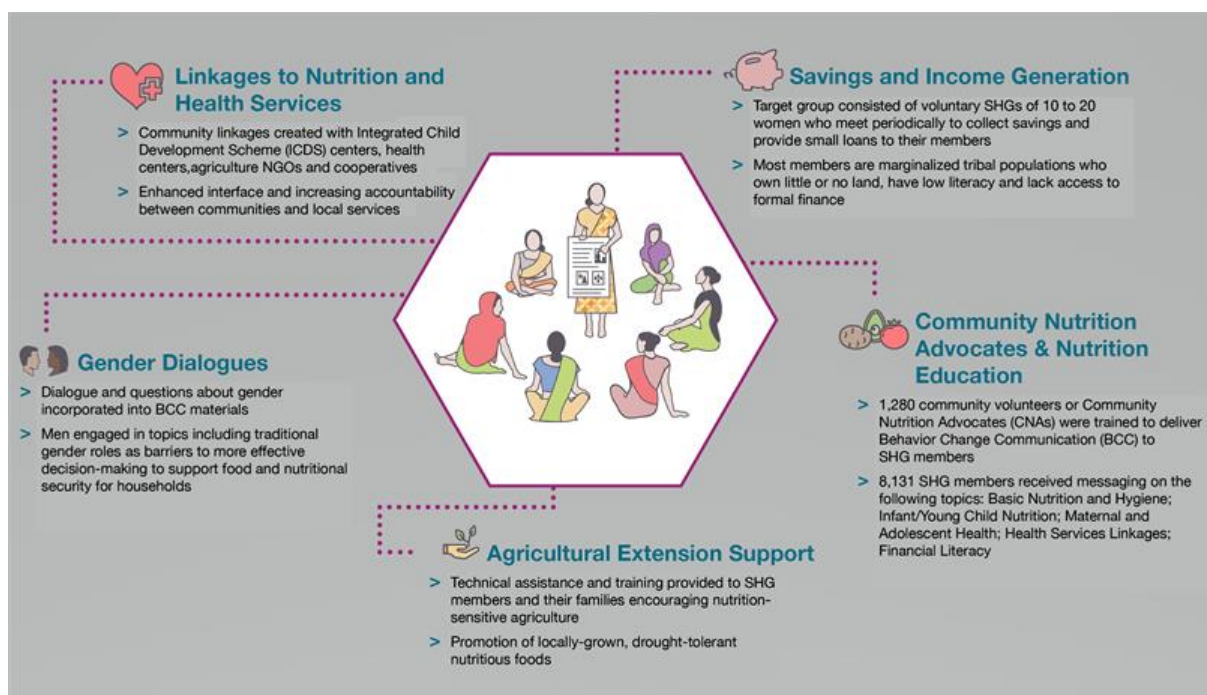
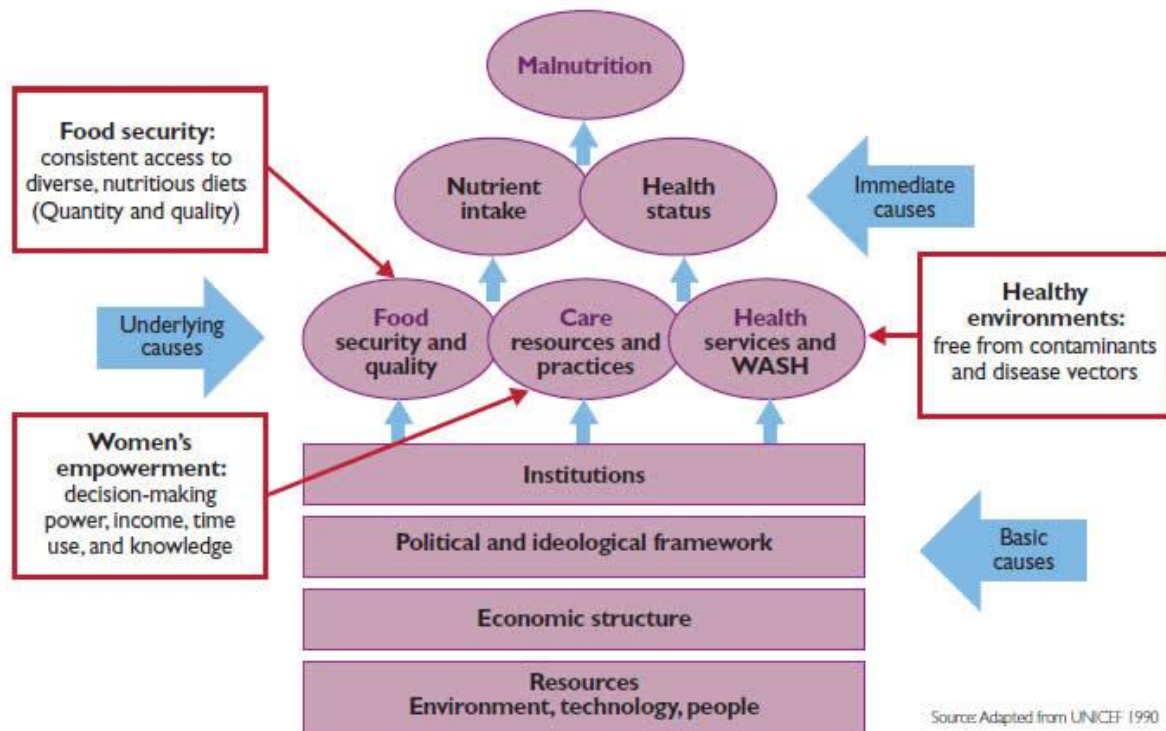
## WHAT CAN BE DONE ABOUT IT?

To enhance gender equity in food access and consumption, it is important to address gendered norms that may deprive women and girls from adequate and nutritious food.

- **Generate awareness to address gender norms** through community level social behavior change communication (SBCC) such as through small campaigns, gatherings and forms of street plays. Male participation should be ensured in all such activities.
- **Sensitize women and girls** to raise their voices against any form of discrimination. This will give them the confidence to take their own decisions and raise their voice for any discrimination they are facing, including those related to food consumption.
- **Special nutrition programmes for women and girls** from poorer households could be implemented, as they are at higher risk of being undernourished.
- **Specific messages could also be targeted to males** to encourage them to ensure better nutrition of women and girls in their families. There should be a strategy to increase men's understanding of the importance of maternal and child nutrition, particularly the first 1000 days. Any significant change in patriarchal social norms cannot be realized without the participation of males.

## ACTIONS NEEDED TO ENSURE GENDER EQUALITY IN NUTRITION

- Rapid Assessment:
  - Conduct a rapid participatory assessment with women of diverse backgrounds to ensure the integration of gender perspective to identify at risk group.
  - Obtain information on incidences on illness, malnutrition, nutrition indicators and health condition.
- Address nutritional needs of at risk group
  - Consult the at risk groups (esp. Pregnant & lactating women) to identify effectiveness of supplementary feeding programs. Monitor the existing feeding programs.
  - Promote exclusive feeding practices among infants and children through nutrition training programs.
- Address micronutrient deficiencies and nutritional needs:
  - Ensure vaccination campaign and vitamin A supplementation program equally to everyone.
  - Ensure fortification of food aid commodities for equal access to micronutrient rich foods.



## Improving Female Status by Improving Nutrition

- ❖ Improvements in the nutrition status of girls, adolescent females, and women make it more likely that the cultural constraints facing women will be relaxed as the advantages of investing in their human capital become apparent.
- ❖ Better-nourished girls are more likely to stay in school and to learn more. They will miss fewer days to illness and be more attentive when in class. They

will grow up to become more productive economically and more aware of the various livelihood options.

- ❖ They will become more empowered to make decisions in all spheres of activity, including parenting. They will have greater control over their sexuality-related choices, crucial for controlling family size and preventing HIV/AIDS.
- ❖ In addition, future generations—male and female—will benefit from such a human capital investment via improvements in nutrition status transmitted throughout the life cycle.

### **Interventions to Improve Nutrition Status of Females**

The nutrition community has learned a great deal about what works in an operational sense to improve the nutrition status of newborns, infants, and children.

- ✓ Micronutrient deficiencies afflicting girls and women can be addressed through balanced and long-term supplementation to build up stores for meeting acute deficiency needs.
- ✓ Gender-sensitive nutrition education is also needed to sustain good dietary practices. It is within the mandate of the nutrition community to develop a better nutrition intervention toolkit to address the special needs of girls, adolescent females, and pregnant women.
- ✓ These programs need not be expensive; iron supplementation programs for expectant mothers and iodine fortification of salt have worked well in a number of situations. Iron supplementation could also be used for girls and women of reproductive age as a preventative approach before pregnancy.
- ✓ Among more indirect efforts to improve the nutrition status of females, ensuring food security at household level is an important first step. Access to food of good nutritional quality at all times should be the primary focus in programming. Measures to ensure equal access to food for males and females, especially for those facing chronic or transitory food insecurity, should focus on the more sustainable options as well. Such options include the development and promotion of fast-maturing crop species and more drought resistant varieties.

**TABLE 1—STRENGTHENING PUBLIC POLICY ON WOMEN’S STATUS BY INCREASED ATTENTION TO NUTRITION**

Determinant of nutrition	Policy to improve status of women and example of nutrition component	
	Create a level playing field	Promote catch-up in women’s status
Basic (such as incomes, legislation)	Reform legislation to equalize rights: civil, political, economic, social, and cultural (for example, monitor male-female differences in infant nutrition status)	Target access to new resources to women (for example, include a nutrition component in credit programs directed to poor women to ensure that current improvements in women’s status do not come at the expense of the nutrition of infant females)
Underlying (such as food security, health systems, child care)	Reform service delivery (for example, equalize access to water and sanitation services and agricultural extension services)	Use cash transfers to promote the entry of girls into nutrition and health care systems
Immediate (such as diet, infection)	Reform health service delivery (for example, equalize immunization rates and access to preventative and curative health care; introduce flexible working hours and crèches for working mothers)	Use subsidies to promote child-care crèches to allow working women to provide their children with a good child-care substitute

Source: Adapted from UNICEF, *The state of the world’s children 1998* (New York: Oxford University Press, 1998), p. 25.

### Government Initiatives to Improve Gender Equality:

National Policy for the Empowerment of Women, 2001: The National Policy for the Empowerment of Women was adopted in the year 2001 for the advancement, development, and empowerment of women with an objective to create an environment that fosters the overall development of women and enables them to achieve their full potential by adopting positive social and economic policies.

1. *De-jure* and *de-facto* enjoyment of all human rights and fundamental freedoms by women on an equal basis with men in all spheres, Ensuring equal access for women to participation and decision-making, Equality of access to women in healthcare, quality education, etc.
2. Changing societal attitudes and community practices by active participation and involvement of both men and women.
3. Mainstreaming a gender perspective in the development process.
4. Elimination of discrimination and all forms of violence against women and the girl child.
5. Building and strengthening partnerships with civil society, particularly women organizations.

**Women Vocational Training Program:** The Women Vocational Training Program under the Ministry of Skill Development & Entrepreneurship was launched in 1997 to mainstream women into economic activities by giving vocational training. This program was formulated with the assistance of the Swedish International Development Authority (SIDA) and the International Labor Organization (ILO). This program was implemented through a network of 11 institutes which were later named as “National Skill Training Institutes for Women”. The Program offers:

1. Industrial skill training under the Craftsmen Training Scheme(CTS)
2. Instructor skill training under Craft Instructors Training Scheme(CITS)
3. Demand-driven short-term courses
4. Special programs for training the instructors of ITIs
5. Tailor-made courses as per industry's demand

Major initiatives, schemes, and measures taken by the government for achieving gender equality in India

**Beti Bachao Beti Padhao (BBBP):** Beti Bachao Beti Padhao Scheme focuses on ensuring the protection, survival, and education of the girl child. This Scheme was introduced by the government for addressing the issue of declining Child Sex Ratio (CSR). The overall goal of the scheme is to Celebrate the 'Girl Child& Enable her Education'. The objectives of the Scheme are as follows:

- Preventing gender-biased sex selective elimination
- To ensure survival & protection of the girl child
- To ensure education of the girl child

**Mahila Shakti Kendra:** Mahila Shakti Kendra Scheme (MSK) aims at empowering rural women by providing opportunities for skill development and employment. The Scheme was approved for a period of three years i.e. 2017-18 to 2019-20. It is a sub-scheme under the umbrella scheme of the Mission for Protection and Empowerment of Women.

**National Crèche Scheme for the Children of Working Mothers:** A crèche is a facility that enables parents to leave their children while they are at work and where children are provided with a stimulating environment for their holistic development. The objectives of the "National Crèche Scheme for the Children of Working Mothers" are as follows:

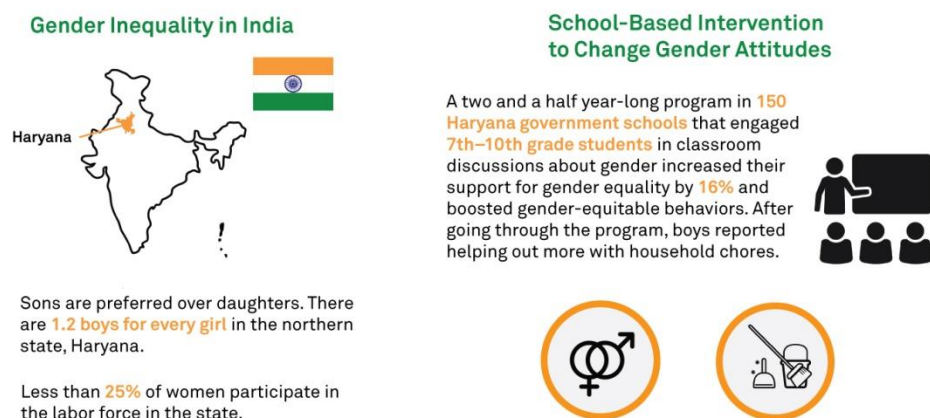
- To provide day-care services for children aged 6 months to 6 years of working mothers in the community.
- To improve children's nutrition and health status.
- To encourage the holistic development of children.
- To educate and empower parents/caregivers to provide better childcare.

**Pradhan Mantri Matru and VandanaYojna:** The Pradhan Mantri Matru Vandana Yojana aims to benefit pregnant women and lactating mothers. The Scheme came into effect on 1st January 2017. The Scheme provides a benefit of Rs.5000 payable

in three installments to Pregnant Women and Lactating Mothers (PW&LM) for the first live child in the family.

**Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM):**The DAY-NULM under the aegis of the Ministry of Housing & Urban Affairs, the Government of India aims to provide shelters equipped with essential services to the urban homeless in a phased manner. The objective of the Mission is to reduce poverty and vulnerability of the urban poor households by providing them with opportunities for gainful self-employment. The Mission covers the urban poor and the families of disadvantaged groups including women. It encourages the formation of women's SHGs, provides for the skilling of street vendors, and facilitates access of the vulnerable groups to institutional credit and social security, etc.

## Reshaping Gender Attitudes in India



## Conclusion

- Gender inequality in access to and control of resources not only is unfair to women and their children, but also constitutes bad economics. It results in the misallocation of scarce resources, increased health care costs, lowered productivity, and poor human development trends.
- Given the already susceptible situation of women and girls in developing countries, attempts to improve the overall status of women should work hand in hand with attempts to improve the nutrition status of female girls, adolescents, and adults. Incorporating gender-sensitive nutrition components into policies and programs that aim to improve women's status will enhance both the expected short-term and long-term results of the programming efforts.

- Targeting to improve the nutrition status of girls and adolescents will help to ensure that women's status improves throughout the lifecycle. Improvements in nutrition status of female infants and children will translate into the improved human capital of their adolescence, the empowerment of their adulthood, and the development of their communities.
- Better use of female population could increase economic growth, reduce poverty, enhance societal wellbeing and helps to ensure sustainable development.

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## **GENDER BUDGETING FOR MAINSTREAMING WOMEN IN AGRICULTURE**

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In recent era, we are conscious about women's contribution and their importance in our society. We have developed the attitude of 'ladies first' besides celebrating 'International Women Day' on 8<sup>th</sup> March every year. Marching towards women empowerment has helped us achieve many milestones but our journey is not still over. There is a lot that has still to be worked upon to help women get their due place in society for equity and social justice.

### **Focusing on real situation:**

Even after seven decades of India's independence, women are still one of the most powerless and marginalized section. As result of a vibrant women's movement in the last 50 years, policies to advance human rights for women in India are substantial and forward things.

Many government efforts were taken up in this direction through launch of different programs, policies and legislative changes through government and non-government organization. But still women of lower caste in rural areas are considered to be less than men, lower status in family and community, restricted equal opportunity in education, economic possibilities and mobility.

### **Status and Contribution of Women in Agriculture and Allied Sectors and constraints faced**

Dr. M.S. Swaminathan, famous agricultural scientist and 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 cultivation for food, feed, fodder, fiber and fuel. Women have played and continue to play a key role in the conservation of basic life support systems such as land, water, flora and fauna. They have protected the health of the soil through organic recycling and promoted crop security through maintenance of varietal diversity and genetic resistance. The nature and extent of involvement of women in agriculture varies greatly from region to region. Even within a region, their involvement varies widely among different ecological sub-zones, farming systems, castes, classes and stages in the family cycle. But regardless of these variations, there is hardly any activity in agricultural production, except ploughing, in which women are not actively involved. In some of the farm activities like processing and storage, women predominate so strongly that men workers are numerically insignificant.



## **Multi-Dimensional Role of Women**

The role women perform is not restricted to home but it extends to agriculture and allied sectors besides domestic work too. The major activities performed by women in these aspects can be listed under the three heads as under:

(i) Agriculture - sowing, transplanting, weeding, irrigation, fertilizer application, plant protection, harvesting, winnowing, storing etc. (ii) Domestic- cooking, child rearing, water collection, fuel wood gathering, household maintenance etc. (iii) Allied sectors - cattle management, fodder collection, milking etc. Rural women are mainly engaged in agricultural activities in three different ways depending on the socio-economic status of their family and regional factors. They work as (i) Paid Laborers (ii) Cultivators doing labor on their own land and (iii) Managers of certain aspects of agricultural production by way of labor supervision and participation in post-harvest operations.

### **Gender Issues in Agriculture**

- **Over-Burden of Work**

Rural women are much more over-burdened than men owing to their multiple occupations. Researches on women in agriculture have revealed that on an average women work for 15-16 hours a day. Studies further point out that farm activities, which are time and labor intensive, monotonous, repetitive and more drudgery prone, are generally performed by women. Since these operations are done manually, they cause considerable physical and mental fatigue and health problems.

- **Impact of Technology**

Some of the new agricultural technologies are reported to have affected farmwomen adversely. Green revolution had led to the dispossession of small women landholders, who have been forced to join the ranks of wage earners. Wherever the new agricultural technology led to multiple cropping, the work load of women has increased. While a number of tasks performed by males have been mechanized, the tasks usually allotted to women continue to be manual and suffer from drudgery. Even where improved techniques have been found for the women's activities, there is not sufficient access to training in such techniques.

- **Constraints to Women's Access to Resources**

Many of the constraints that rural women confront are similar to those all resource poor farmers confront such as lack of access to land, credit, training, extension and marketing facilities. But, for social and economic reasons, women's constraints are even more pronounced and, in general, development interventions that seek to remove constraints for poor farmers do not reach women. Consequently, the development of technologies specifically tailored to women-specific occupations and the involvement of women in technology development and transfer have received

inadequate attention from both scientific and administrative departments of governments.

- **Access to Land**

Women's lack of access to land or insecure tenure continues to be a major obstacle to increasing their contributions and benefits. When women have access to land, they often do not have secure tenancy and tend to have smaller and less productive plots in comparison with men. While land access is increasingly problematic for poor men and women, women's access has further restriction by inheritance laws and customs. Rural women-headed households are especially affected by land constraints.

- **Access to Credit**

Women are better credit risks. In places where women are legally entitled to access to financial institutions, they face problems getting loans because they often belong to the poorest sector of the rural population. Rural financial institutions are also often hesitant to accept women clients because they, in an even greater proportion than men, cannot fulfill collateral requirements, are inexperienced borrowers do not have access to extension and marketing services and cannot fulfill application requirements.

- **Access to Markets**

Women engaged in agriculture, forestry and fishery tend to produce small quantities and have poor access to marketing boards and cooperatives. Therefore, women sell mainly to private traders and have low bargaining power. Institutions which promote women's group access to market should be strengthened. Successful examples are of SEWA, Gramin Bank, SHG Federations etc.

- **Research and Technology**

Development Women only benefit from agricultural support programs if the information, technology and methods imparted are relevant to their production activities. Agricultural research is generally very less oriented towards adapting technology to women's physical capabilities or towards addressing their tasks. Women's low productivity stems mainly from lack of appropriate technology.

- **Access to Extension and Training**

Women farmers usually have been neglected in extension efforts. Recently, the need for innovating changes in extension programs for women farmers is being felt. The Central Sector Scheme "Women in Agriculture", which started on a pilot basis in 1993-94 in seven states, has shown encouraging results and was expanded to a few

other states. The need for capacity building and skill up-gradation of farmwomen is now receiving the priority it deserves. Special extension and technology dissemination programs for women are being implemented.

### **Gender Mainstreaming**

Gender mainstreaming is about considering gender in all policies, planning budgets, 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.

### **Gender Responsive Budgets**

Government needs to think about gender and sex when making policies and allocating budgets to implement the policies. In respect of sex, government needs to ensure that policies and programs are available and adequately financed to address the different biological needs of women and men, including childbearing for women. In respect of gender, government needs to have a vision of 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 and programs to move towards this goal. 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 budget initiatives are exercises that aim to move the country in the direction of a gender responsive budget.

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

Gender Budgeting (GB) is a powerful tool for achieving gender mainstreaming so as to ensure that benefits of development reach women as much as men. It is not an accounting exercise but an ongoing process of keeping a gender perspective in policy/ program formulation, its implementation and review. GB entails dissection of the Government budgets to establish its gender differential impacts and to ensure that gender commitments are translated into budgetary commitments. The rationale for gender budgeting arises from recognition of the fact that national budgets impact men and women differently through the pattern of resource allocation. Women, constitute 48per cent of India's population, but they lag behind men on many social indicators like health, education, economic opportunities, etc. Hence they warrant special attention due to their vulnerability and lack of access to resources. The way government budgets allocate resources, has the potential to transform these gender inequalities. In view of this, Gender Budgeting, as a tool for achieving gender mainstreaming, has been propagated.

## **Purpose of Gender budgeting**

There are various reasons why gender budgeting is needed. The various purposes for doing this activity can be summed up as follows:

- Identifying the felt needs of women and reprioritizing and /or increasing expenditure to meet these needs
- Supporting gender mainstreaming in macroeconomics
- Strengthening civil society participation in economic policymaking
- Enhancing the linkages between economic and social policy outcomes
- Tracking public expenditure against gender and development policy commitments; and
- Contributing to the attainment of the Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs)

## **Entry points for Gender Budgeting**

The following text presents the entry points and associated tools that are considered most appropriate in the Indian context for Gender Budgeting that are promoted by the Ministry of Women and Child Development. The five steps process of Gender Budgeting given below should, in fact, underlie any budgeting process as they ensure that the budget addressed 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 and 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 the 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 activities. It should examine the extent to which the above meet the socio-economic and other rights of women.

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

**Step 4:** Monitoring 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 been changed, in the direction of greater gender equality.

(UNIFEM-UNFPA Gender Responsive Budgeting and Women's Reproductive Rights: Resource pack)

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

The Department of Expenditure, Ministry of Finance issued a charter for the Gender Budget Cells, on 8 March 2007, clearly articulating the composition and the functions of the gender budget cells. The Ministry of Women and Child Development (MWCD) has been actively pursuing other ministries with regard to setting up of gender budget cells. By May 2007, 51 ministries and departments had set up these cells. These gender budget cells serve as focal points 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 needs assessment and beneficiary incidence analysis to
  - 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

### **Gender Perspective in Agriculture**

*A chapter written by National Gender Resource Centre in Agriculture (NGRCA) in Performance Budget Document of DAO for 2005-06*

In order to mainstream gender concerns in agriculture, the Department of Agriculture and Cooperation is making conscious efforts to 'engender the agricultural development process' for which appropriate measures are being initiated. Currently, there are no specific allocations earmarked for women farmers under most of the schemes of the department, however, an attempt has been made almost under each scheme to identify and promote the involvement of women in areas having better potential and scope so as to ensure women's full and equitable participation under these components/areas.

**The salient gender specific interventions (Division-wise) are as follows:**

1. **Cooperation Division:** The National Cooperative Union of India (NCUI) is implementing a 'Cooperative Education and Development Program for Women' through its 45 Cooperative Education Field Projects and 4 exclusive Cooperative Education and Development Projects for women located at Shimoga (Karnataka); Berhampur (Orissa); Bhopal (MP) and Imphal (Manipur). The focus of these programs besides promoting literacy; generating awareness and educating women to be organized into cooperatives is to advance loans to members for production and consumer purposes. The NCUI also monitors, guides and supervises the Cooperative Education Program being implemented by State Cooperative Unions under which 16 state cooperative unions are providing cooperative education to women with the help of 60 cooperative education instructors.
2. **Crops Division:** The schemes namely 'Technology Mission on Cotton and On farm Water Management for increasing crop production in Eastern India' are neither gender specific nor have any specific allocations for women, however to enable women to take full benefits of the scheme, the States/ Implementing Agencies are being encouraged to give preference to women farmers who head the household/ have land holdings in components like distribution of agriculture inputs, trainings and demonstrations.
3. **Extension Division:**
  - (i) **Support to States for Extension Reports:** A centrally Sponsored Scheme 'Support to States for Extension Reforms' based on Agricultural Technology Management Agency (ATMA) Model, which was successfully pilot tested under the National Agricultural Technology Project (NATP) has been launched during the current year. The Scheme aims at providing decentralized and demand driven extension services through active involvement of Farmers/ Women Farmers / Subject Matter Specialists / NGOs / Krishi Vigyan Kendras etc. A total of 218 ATMAs have been set up as against the target of 252 in the Tenth Plan. The gender concerns are being mainstreamed by mandating that 30 per cent of resources on programs and activities are allocated for Women Farmers and Women Extension Functionaries.
  - (ii) **National Agriculture Technology Project (NATP):** There has been a focused participation of women under the Innovations in Technology Dissemination (ITD) component of National Agriculture Technology Project (NATP), which concluded in June, 2005. A total of 1.27 lakh of women farmers have been benefited in seven states, implementing the program through demonstrations; exposure visits; farm women training, Farmer Advisory Committee (FAC) meetings and other such activities.

**(iii) UNDP National Food Security Program:** The agreement for UNDP-Govt. of India Food Security program was signed in 1998. The sub-programs included maize based cropping system; promotion of hybrid rice, sustainable dry-land agriculture, natural resource management along with supplementary program for cyclone affected districts and management support for food security. Under the women specific programs implemented in the States of Orissa, Andhra Pradesh and Uttar Pradesh, 2206 Farm Women Groups (FWGs) have been directly benefited and 49,976 Women Farmers have been directly trained. The programmatic interventions concluded in December 2004, however, the support was being routed through Management Support sub-programs upto December 2005.

**(iv) Extension Support to Central Institutes/DOE :** Out of 11 components of scheme, 'Support to Central Institutions / DOE' the budget for gender purposes is allocated only under one component viz. 'National Gender Resource Center in Agriculture (NGRCA)' where in the expenditure is made on women specific activities mainly - undertaking macro/micro level studies; action research on critical thrust areas related to Women in Agriculture; 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 Department of Agriculture and Cooperation (DAC). The Cell has sensitized the subject matter Divisions of DAC to have Divisional Gender Coordinators identified in each division. In remaining components of the scheme, consistent efforts are being made to promote both—organization of specific training programs for women in agriculture and also improving their participation in all the training programs.

**(v) Mass Media Support to Agriculture Extension:** The Central Sector 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. Special programs are being produced and telecasted under the Doordarshan-Narrow Casting programs to transfer information and technology in areas in which women farmers are predominantly engaged such as vermin compost, nursery-raising, seed treatment, floriculture, kitchen garden, gender friendly tools etc. Also under the Doordarshan-National / Regional Agricultural Programs the areas of women interest such as organic farming, vermin compost, nursery-raising, seed treatment, floriculture, kitchen gardening as well as their success stories are included. The existing infrastructure of FM Transmitters of All India Radio is being used to broadcast half an hour Kisan Vani Programme 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.

**(vi) Establishment of Agri-Clinics and Agri-Business Centers (ACABC):**

The scheme is open to all eligible Agriculture Graduates including women. As an outcome of the special efforts, 870 women have been trained as against the total of 9461 (9.02%). Also, 37 trained women candidates have taken up enterprises against 2729 (1.35%) ventures set up across the country.

**4. Seeds Division:** Specific financial targets have been fixed for women farmers under the Central Sector Scheme titles 'Development and Strengthening of Infrastructure Facilities for Production and Distribution of Quality Seeds' under its following components

- \* Seed Village Scheme
- \* Human Resource Development
- \* National Seeds Research and Training Centre (Varanasi)
- \* Use of Bio Technology in Agriculture and Public Awareness Campaign

The implementing agencies have been advised to allocate specific amount for women farmers.

**5. Horticulture Division:** Women as a work force contribute to the coconut cultivation and industry especially in the making of coir which is widely used. Keeping this in view, under the scheme "Expansion of Area under Coconut" being implemented by "Coconut Development Board", conscious efforts are made to extend the benefits of the scheme to women farmers. During 2004-05, in Kerala state, 228 women beneficiaries out of a total of 945 were women (24.12%) while in 2005-06, their number is 231 out of a total of 1036 (22.29%). Under the schemes of National Horticulture Board namely "Development of Commercial Horticulture through Production and Post-Harvest Management" and Technology, Development and Transfer for Promotion of Horticulture, 174 and 107 women have been benefited during 2004-05 and 2005-06 respectively.

**6. International Cooperation Division:** FAO Regional Office for Asia and Pacific decided to honor a model female farmer who had done an exemplary work in the field of "Heritage / Conservation Agriculture" on the occasion of World Food Day 2005, the Division has nominated a model female farmer for this purpose.

**7. Machinery & Technology Division:** A number of agricultural implements and hand tools suitable for farm women have been developed by Research and Development Organization under ICAR. These gender friendly tools are being promoted through Macro Management Scheme. The feedback from the state governments indicates that 20,380 women farmers have been benefited under this scheme during 2004-05. Under the Central Sector Scheme "Promotion and



Strengthening of Agricultural Mechanization through 54 Training, Testing and Demonstration”, the skill development aspect among women farmers has been adequately taken care of by earmarking 10 per cent of the funds and fixing up of separate physical targets for women. Under the “Training and Testing component”, Farm Machinery, Training and Testing Institutes (4) have organized short duration training and testing programs - both institutional and on site for farmers in the areas of selection, operation, maintenance and management of agricultural implements. A total of 309 women have been trained against the target of 400 during 2004-05 and 217 against a target of 500 during 2005-06. Though, there are no specific targets for women farmers under “Demonstrations”, however, the women farmers have been actively made to participate in the demonstrations organized during 2004-05.

**8. Integrated Nutrient Management (INM) Division:** As per the guidelines of ‘National Project on Organic Farming (NPOF)’, there are no gender specific activities / allocation. However, 25 per cent seats for training of farmers on organic farming have been reserved for women farmers.

**9. Technology Mission on Oilseeds & Pulses (TMOP) Division:** There is no separate provision for gender based budgeting. However, under the NOVOD Board’s schemes on ‘Integrated Development of Tree Borne Oilseeds’, the implementing agencies have been advised to ensure maximum participation of women in the program.

**10. Plant Protection Division:** Under the scheme ‘Strengthening and Modernization of Pest Management Approach in India’, there are no separate provision / budget allocated for women. However, under the sub-component ‘Integrated Pest Management’, the Farmers Field Schools are organized in collaboration and support of the State Government on 55 different crops in which women farmers actively participate in the training activities / programs.

**11. Natural Resource Management (NRM) Division:** Under the ‘Watershed Development Project in Shifting Cultivation Areas (WDPSCA)’, there is no specific component exclusively allocated for women farmers, however, under the scheme 17.5 per cent of the total allocation is earmarked for rehabilitation component which enable the beneficiaries to take up agriculture and allied activities such as Production of short duration crops like banana, papaya, etc.; animal Husbandry / Piggery / Poultry / Duckery / Purchase of milch cows; Pisciculture; Sericulture - Plantation of Mulberry, Supply of mulberry seed worm; and house hold activities - Basket / rope / Mats making, Tailoring, embroidery, carpentry, black smithy, small house hold food processing units, cottage industries and many other activities suitable to the locality with the approval of the DWDC. These activities are mainly done by women.

**12. Rain Fed Farming System Division:** Under the “National Watershed Development Project for Rainfed Areas (NWDPRRA)” which has been subsumed with Macro Management scheme for funds, there is an active participation of women in different activities. In a Watershed Development Team (WDT), one out of four members is a women; Each Watershed Committee has two women members to facilitate active participation of women in the program. The women oriented users groups (UGs) are formed at each watershed. Also, for income generating activities, exclusive women SHGs as well as general SHGs with adequate participation of women are formed.

**13. Agricultural Marketing Division:** Under the scheme “National Institute of Agricultural Marketing”, the provision have been made to organize training programs for women in the field of modern marketing system, export of horticulture produce from northeast, orientation of SHGs for women during 2005-06 and 2006-07. While, it is not possible to make women specific allocations in view of the scheme being demand driven, however, as and when the project proposals from women entrepreneurs are received, they are processed on priority basis.

**14. Agriculture Census Division:** The “Centrally Sponsored Scheme for Agriculture Census” is not a development oriented program and involves only statistical operations. As such, it has not been possible to fix any target / allocation for women in the scheme. However, the Division has collected, collated and documented the data on „operational land 56 holdings and land use pattern” on gender disaggregated basis in its Agricultural Census conducted during 1995-96.

**15. Macro Management Division:** The Centrally sponsored Scheme ‘Supplementation/Complementation of States efforts through Work Plans (Macro Management)’ is a step towards achieving decentralization in pursuance of restoring primacy of states in agricultural development planning.

**16. IT Division:** The IT Division’s scheme ‘Strengthening / promoting Agricultural Information Systems’ is inherently gender neutral. However, it is anticipated that proportionate benefits accrue to women employees / users. The following benefits accrue to women through the scheme:

\*Women employees at the Headquarters as well as in the field offices of the Department get computer facilities in proportion to their strength among all employees, which is about 15 percent.

\* Similarly, the benefits from websites / portals, kisan call centers etc. flow to women. Further, to encourage flow of benefits of this scheme to women farmers / beneficiaries, the following initiatives are being taken within the overall framework of the scheme.

- It is proposed to include in the guidelines scheme issued to the states under AGRISNET Scheme that adequate benefits of the scheme should flow to women farmers / beneficiaries.
- In training courses, women participation to be encouraged. It would also be ensured that they are represented in training courses relating to IT at least in proportion to their number among employees.

### **Suggestions / Recommendations**

- The criteria of land ownership for sanctioning assistance under schemes may be relaxed, permitting women with joint ownership also to benefit from the schemes.
- Gender sensitization of the implementing officials of the state Departments of Agriculture, Horticulture and Soil Conservation through training is a matter that requires immediate attention.
- Knowledge and skill upgradation of women on scheme related to agricultural activities and marketing may be given urgent priority.
- Information regarding the schemes may be given wide publicity preferably on campaign mode, community radio programs, etc.
- Formation of Women's SHGs has to be given priority as women in groups can participate more effectively and also take decisions concerning their requirements in a better manner.
- Gender monitoring of schemes may be carried out regularly, using gender disaggregated data and qualitative information gathered through field studies.

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# GENDER ANALYSIS TOOLS IN AGRICULTURE

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*“No country can truly develop if half its population is left behind”- Justine Greening*

## Introduction

In many nations, agriculture is recognized as a driving force for economic progress and the eradication of poverty. It is regarded as the foundation of many developing countries. However, the agricultural sector is not working as effectively as it should because women, who play a significant role in agriculture and the rural economy belong to more severe restrictions than men. We frequently presume that males are farmers and that women are the wives and helpers of farmers which has been a problem for creating policies and programs for agricultural growth. Reducing the gender gap in agriculture may benefit society significantly by decreasing hunger and poverty, raising agricultural output and fostering economic growth. Gender analysis tools will help the policy makers to analyze the program and projects effectively. Currently, rural India is experiencing the feminization of agriculture. Gender analysis acknowledges the differences between the experiences, requirements, issues and priorities of men and women. It is carried out using a variety of tools, indexes and frameworks. In our society, men and women use resources differently and play a variety of functions in agricultural production. Due to limited access and control of land, women are often unknowingly excluded from extension programs. So, context-specific, gender-disaggregated data are required on agricultural production. (Ray and Shasani 2020)

## Analysis of Gender Differences at agricultural Level in India

In the "New India," rural women are the leaders of change in the social, economic and environmental sectors. Nearly, 80% of rural Indian women are employed in agriculture. Women work in non-mechanized farm sectors like planting, harvesting, winnowing and other labor-intensive tasks like transplanting rice etc. Rural women participate in the workforce at a rate of 41.8 percent which is significantly higher than urban women (35.31%). However, they only control 13 per cent of the land. (Patel and Sethi 2021)

## Gender analysis in agriculture

It is a scientific analytical procedure used to identify, recognize and describe gender differences and the relevance of gender roles and control dynamics in a specific context. Gender analysis helps to understand the relationships between men and women. Assessing the relationship makes it possible to determine men's and women's constraints and opportunities within the farming system. The analysis answers the following questions:

- Division of labor: who within the family carries out which agricultural tasks (What do male and female do?)
- Who has access to and control over all resources and services?
- How resources distribute and who makes the decisions (what decisions do men and women make in the family/community)?
- What are the reasons behind these differences in gender?

(Anonymous 2019)

### **Need of Gender analysis**

- To gain an understanding of the challenges and opportunities faced by the community and to create solutions that will benefit both women and men.
- To highlight the obstacles standing in the way of women's full participation and economic advancement.
- To decide on and carry out the initiative or program that encourages gender equity.
- It makes it possible to identify the most effective approaches and remedies for dealing with the various demands and dynamics of men and women who live in poverty.

### **Importance of Gender Analysis in Extension**

Gender analysis is useful for evaluating how many men and women participate in extension activities and for figuring out how to design programs that cater to the needs, preferences, pursuits and interests of men and women. Men and women may work on the same crop in the same field, but may undertake separate tasks (e.g., men usually prepare land and women are responsible for weeding). Extension agents may offer focused agricultural programs that raise productivity and incomes by knowing their various roles and responsibilities.

Gender analysis helps extension agents to:

- Differentiate between the responsibilities played by men and women in agriculture, including their businesses, tasks, usage of resources and final products.
- Identify the basic reasons of current gender gaps and suggest solutions (e.g., access to information).
- Identify the various short- and long-term demands and priorities of men and women.
- Examine the previous disparity in power between men and women and suggest solutions.
- Look for measures to increase women's participation in and access to extension interventions' benefits.
- Identify ways to inform men and women about their particular tasks, responsibilities, interests, and needs.

- Introduce new technology in a way that encourages both men and women to adopt them.

(Ludgate 2016)

### **Key gender analysis steps**

1. Gather data/information on households, workplaces and communities that are sex-disaggregated.
2. Examine decision-making processes and labor-force gender differences.
3. Determine who has control and access to resources, assets and benefits.
4. Recognize the distinct needs, priorities and strengths of men and women.
5. Recognize how gender relations are complex within social relationships and how this limits and opens up chances to solve gender inequity.
6. Examine the obstacles and limitations that prevent women and men from equally benefiting from the program or project and participating in it.
7. Create plans to overcome these obstacles and limitations.
8. Evaluate the capacity of your counterparts and partners for gender-sensitive planning, implementation and monitoring. Then, create plans to increase capacity.
9. Evaluate the program's or project's capacity to improve gender relations, address key gender interests, and empower women.
10. To track participation and the success of gender equality strategies, use gender-sensitive metrics.

(Hunt 2004)

### **Gender analysis tools/frameworks**

Gender analysis tools/frameworks are the techniques which are used to gather data and information regarding gender analysis. They provide answers to issues like who does what, who has what, who is in need of what and what has to be done to reduce the gender gap. Different tools have been created to undertake gender analyses.

1. Harvard gender analysis framework
2. Gender Planning Framework
3. SEAGA
4. Gender Analysis Matrix
5. The Social Relations Approach
6. Women Empowerment in Agriculture Index

#### **1. Harvard gender analysis framework**

It was created in the 1980s at the Harvard Institute to better understand the differences between men and women's participation in the economy.

It is one of the most widely used frameworks for gender analysis. The framework uses tools like Activity profile, Daily activity clock (24-hour day activity), Seasonal calendar, access & control profile, and influencing factors. It is useful for projects that

are based on agriculture or rural sectors and/or that are adopting a sustainable livelihoods approach to poverty reduction.

### a. Activity profile

This tool acknowledges the gender-based division of labor. It classifies various activities (including productive and reproductive activities) and identifies who performs which tasks.

Activities	Who does the work?	
	Women	Men
<b>Household tasks</b>		
Cleaning		
Fetching firewood		
Fetching water		
Preparing food	X	
Take care of children		
Washing clothes	X	X
<b>Productive activities</b>		
Land preparation		X
Cultivation and maintenance		
Harvest/Post-harvest	X	X X

### i. Daily activity clock (24 – hour daily calendar)

This gender analysis tool's objective is to distinguish between the genders' respective roles within a 24-hour period. It describes the activities that both men and women perform from the time they wake up until they go to bed on an average day. The daily activity clock is especially helpful for comparing the relative labor burdens of men and women. The clock reveals who engages in the most work, who prioritizes few activities over others, who completes the most things in a day and who has the freest time.

Time	Daily Activities	
	Women	Men
05:00		
06:00		
07:00		
08:00		
09:00		
10:00		
11:00		
12:00		
13:00		
14:00		
15:00		
16:00		
17:00		
18:00		
19:00		
20:00		
21:00		
22:00		
23:00		
24:00		



**ii. Seasonal calendar**

A seasonal calendar is yet another useful tool used to investigate the seasonal variations of agricultural activities (in terms of months) that are carried out all year long for a certain crop. It provides a general overview of the workload that men and women experience at what period of the year.

Activity	Who	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
	Men												
	Women												
	Men												
	Women												
	Men												
	Women												
	Men												
	Women												

**b. Access and control profile**

In determining who has access to and control over resources, gender plays a decisive role. By distinguishing access and control over resources, it is easier to better understand how resources are distributed between men and women. Access is a chance to use a resource, whereas control is the authority to choose how a resource is used and who has access to it. An instrument that aids in figuring out power dynamics and interests is the access and control profile. It is used to analyze the resources allocated and the advantages provided to the people. Generally, it concerns who has access to resources, who makes the final decision, and who has the ability to impose their preferences on others.

Resources	Access		Control		Remarks
	Women	Men	Women	Men	
Land					
Fertilizer and chemicals					
Seed					
Dairy products					
Goat					
Cows					
Hens					
Training					
Agricultural products					
Loan					
Others					

**c. Influencing factors:**

This tool makes it easier to pinpoint the factors that affect gender division of labor, access and control. Future trends can also be predicted by identifying past and present factors. So, all the factors that influence gender relations and establish the various opportunities and limitations for men and women are considered influencing factors.

<b>Influencing factors</b>	<b>Constraints</b>	<b>Opportunities</b>
<ul style="list-style-type: none"><li>➤ Community norms and social hierarchy</li><li>➤ Demographic factors</li><li>➤ Institutional structures</li><li>➤ Economic factors</li><li>➤ Political factors</li><li>➤ Legal parameters</li><li>➤ Training</li><li>➤ Attitude of community to development workers</li></ul>		

**d. Checklist for the project cycle analysis:**

There are several questions in this. Using gender-disaggregated data and capturing the various effects of societal change on men and women, they are intended to help extension professionals analyze project proposals or areas of intervention from a gender perspective. Any project can create relevant data using this checklist. (Overholt et al 1985)

Analyzing the demands of women

1. What possibilities and needs exist to boost women's productivity?
2. What possibilities and needs exist to improve women's access to and control over resources?

Specifying the overall project goal

1. Do these goals appropriately address the concerns of women?
2. Have there been previous attempts which will identify any potential drawbacks?

Identifying any potential drawbacks

1. Will the initiative limit how much power or access women have over resources and benefits?
2. Will it have an additional negative impact on the condition of women?

## **Strengths of Harvard gender analysis framework**

- It is useful and Practical.
- It gathers and arranges information regarding the distribution of labour among women; this raises awareness of women's work.
- It differentiates between resource access and resource control.
- It is beneficial for micro projects.

## **Limitations of Harvard gender analysis framework**

- It must be used in combination with another tool to enable identification of strategic gender needs.
- It focuses on projects not programs.
- It focuses on efficiency not effectiveness.
- It is a top down planning technique that ignores individual analyses of women and men about their circumstances.
- It may be carried out without participation.
- It has a tendency to over simplify using check box methodology.
- It ignores other disparities such as race, class or ethnicity
- It stresses on the division of activities based on sex or age. Linkages and cooperative relationships are ignored.  
(Srinivas 2015)

## **2. Gender Planning Framework**

This was created by Caroline Moser with a focus on strategic gender needs, gender inequalities and how to solve them at the policy level. The framework includes six tools that can be applied at all levels. It may also be applied to gender-specific training. The Moser framework has three concepts:

- Women's triple role
- Practical and strategic gender needs
- Categories of WID/GAD policy approaches

### **Moser Tool 1: Gender roles identification/triple role**

This tool is designed to highlight the gender-based labor divisions. It can be done by mapping out every activity that both men and women perform in the duration of 24-hour period.

### **Productive work**

Both men and women carry out this work to produce goods and services for income or household use. Women's productive work is frequently performed in addition to their household and childcare duties (reproductive work) and tends to receive less recognition and appreciation than men's productive work.

### **Reproductive work**

In addition to the domestic duties and care of every house members, this work involves the bearing and raising of children. These works include preparing food, washing clothes, cleaning, fetching water and fuel and taking care of the elderly and sick. These works are primarily carried out by women and girls and generally considered as unpaid works.

### **Community roles**

Resources that are used by everyone which include water, healthcare and education are arranged for and maintained by women as part of their community activities. These tasks are carried out as an extension of their reproductive function; they are typically unpaid and done in the free time.

<b>Activities</b>	<b>Women / Girls</b>	<b>Men/ boys</b>
<b>Productive Activities</b> Agriculture: Harvesting Land preparation etc. Income generating: Preparation of pickle Selling products, etc. Employment: Other:		
<b>Reproductive Activities</b> Water related: Fetching water Fuel related: Collecting fuel wood Food preparation: Childcare: Taking care old family members Health related: Cleaning and repair: Other:		
<b>Community Activities</b> Participation in social activity: Membership:		

### **Moser Tool 2: Gender needs assessment**

Moser's theory is founded on the belief that women as a group have unique requirements that are different from those of males as a group. This is true not just because women perform three distinct jobs, but also because they are typically

viewed as inferior to men in most countries. Moser suggested a distinction between two categories of gender needs.

**Practical gender needs:**

Interventions that prioritize addressing practical gender needs do so in response to an urgently felt necessity in a particular context, frequently one that is tied to basic needs.

**Strategic gender needs:**

In order to achieve greater equality and challenge women's subordinate position, including their role in society, the strategic gender needs relate to gender division of labor, power, and control and may include issues like legal rights, domestic violence, equal pay, and women's control over their own bodies.

Women's practical gender needs	Women's strategic gender needs
<ul style="list-style-type: none"> <li>✓ Access to seedlings</li> <li>✓ Firewood</li> <li>✓ Needs related to reforestation and forestry activities</li> <li>✓ Improved kitchen appliances</li> <li>✓ Marketing of agricultural products</li> <li>✓ Specific training</li> <li>✓ Paid work</li> </ul>	<ul style="list-style-type: none"> <li>✓ Collective organisation</li> <li>✓ Right to speak out</li> <li>✓ Skills in leadership and leadership positions in the project and community</li> <li>✓ Education</li> </ul>

**Moser Tool 3: Disaggregating control of resources and decision-making within a household**

This tool asks the question; who controls what? Who decides what? How?

**Moser Tool 4: Balancing of roles**

The framework's users are tasked with determining if a proposed program or project will put a woman's other duties at risk by increasing the burden in one of her roles. The demands of their reproductive, productive, and community responsibilities must be balanced by women. Women's participation in each of these roles is determined by the requirement to maintain a healthy work-life balance, which may also limit their participation in activities that would require them to spend a lot more time in one role than in others.

**Moser Tool 5: WID/GAD policy matrix**

The WID/GAD policy matrix offers a framework for identifying and assessing the methods that have been employed to fulfil the triple role and the practical and strategic gender requirements of women in projects and programs. There are five distinct strategies that can be named: welfare, equity, anti-poverty, efficiency, and empowerment.

## **Moser Tool 6: Involving women, gender aware organizations and planners in planning**

This tool's goal is to help women to identify practical and strategic gender needs ensuring that "real needs" will be incorporated rather than perceived needs in the planning process. (March *et.al*, 1999)

### **Strengths**

- ❖ Assumes that there is planning in place to oppose uneven gender relations and promote the empowerment of women.
- ❖ Makes all work visible through concept of triple roles.
- ❖ Alerts planners to interrelationships of triple roles.
- ❖ Recognizes institutional and political resistance to transforming gender relations.
- ❖ Differentiates between practical gender needs and strategic gender needs.

### **Limitations**

- Framework does not mention other inequalities like class, race and ethnicity.
- Framework is static and does not examine change over time.
- Looks at separate, rather than inter-related activities of women and men.
- Strict division of practical and strategic needs not always helpful in practice.
- Strategic needs of men not addressed. (Ray and Shasani 2020)

## **3. SEAGA**

The FAO created the gender analysis tool known as SEAGA. Socio Economic and Gender Analysis is known as SEAGA. It aids in the collaborative identification of women's and men's priorities in an effort to close the gender gap. It enables the participants to develop ideas for mainstreaming gender issues in research and extension while also assisting them in developing a better understanding of the differences between the experiences of men and women in the real world. Additionally, this tool is useful for future planning and situation analysis.

### **A) Development Context Toolkit:**

Here, the emphasis is still on the current condition (what is) to understand the institutional, social and economic trends that promote or impede progress.

### **B) Livelihood Analysis Toolkit:**

Here, the existing condition (what is) is the main emphasis in order to understand how activities and resources for daily existence flow.

### **C) Stakeholder's Priorities for development Toolkit:**

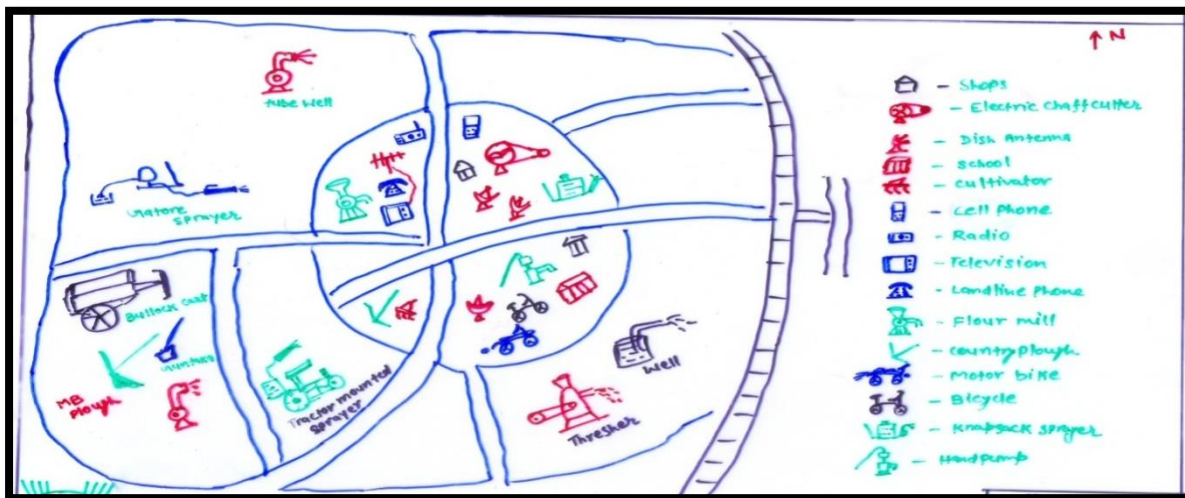
Here, developing development initiatives based on the priorities of men and women is the main focus.

## A) Development Context Toolkit

It is used to learn about different developmental patterns that influence rural people livelihoods and development options. The patterns are: environmental, economic, social and institutional.

It includes the tools Village resource map, Transects, Village social map, Trend lines, Venn diagram and Institutional profile.

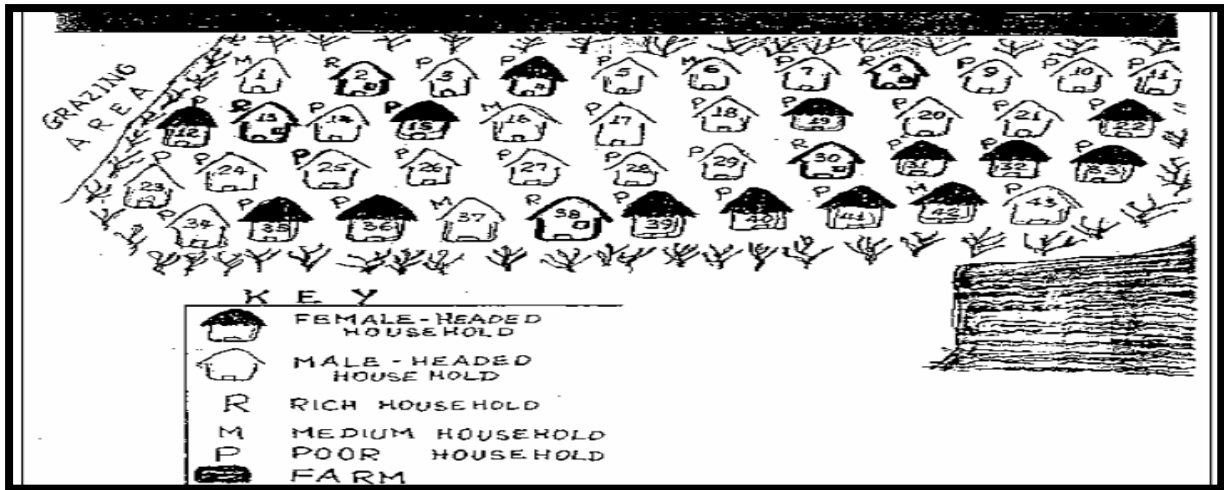
**Village resources map:** It helps for learning about the available resources in the community. This map focuses on resources like agriculture land, grazing land, forest area, roads, buildings, houses, rivers, shops, hospitals, educational institutions, religious institutions and bus stop etc.



**Transects:** It resembles a one-dimensional line path in several ways. It shows a cross section of a region along which several problems are noted.

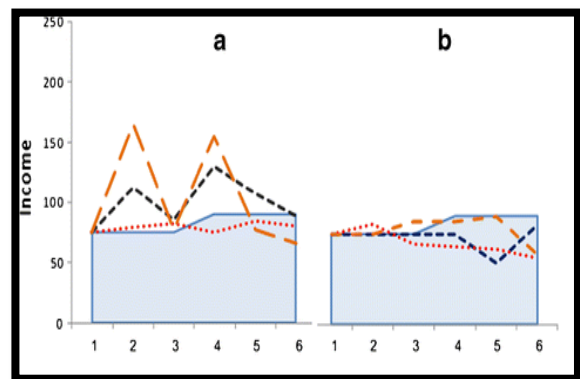


**Village social map:** It is helpful for understanding how poverty and wealth are defined locally as well as demographic fluctuations (birth rates, in-migration, and out-migration).



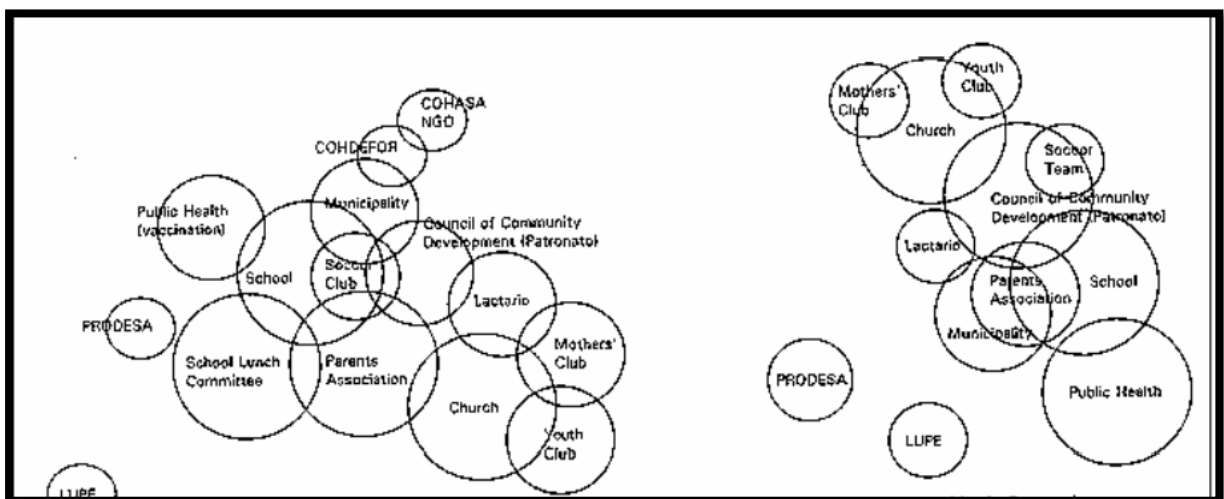
**Trend lines:**

It is a basic graph that shows change over time. It paints a picture of what is improving and deteriorating over time. It is beneficial to understand about demographic trends (birth rates, out-migration, in-migration), environmental trends (deforestation, water supply), economic trends (jobs, earnings, costs of living), and other trends that are significant to the community.



**Venn diagram of stakeholders:**

Anyone who is interested in or likely to be impacted by any development work is a stakeholder. Knowing who will be impacted by the suggested development strategy is helpful. It explains who the internal and external stakeholders are for each activity that is suggested in the preliminary community action plan. The size of each stakeholder's interest in the project determines the extent of that interest.





**Institutional profiles:** Helps to know about the nature of the institutions identified in the Venn diagram.

Youth Organization				
Group	Foundation and Objectives	Management	Successes	Needs
<b>Youth Organization</b>	Established on 20 June 2010 <u>Objectives</u> ✓ Upholding security ✓ Resolving daily issues, promoting community cooperation and income generation  Founded by educated young people in the village	➤ Chairman ➤ Vice chairman ➤ Management Committee ➤ Sub Committees:- ➤ Security ❖ Justice Relief and Rehabilitation ❖ Sports, Health, Education ❖ Resettlement of displaced persons	✓ Security ✓ School construction ✓ Volunteer teachers ✓ Help with health post ✓ Resettlement of displaced people ✓ Planting and conservation of soil ✓ Road maintenance	➤ Training ➤ Meeting room and office ➤ Stationary and operational tools ➤ Communication and transport

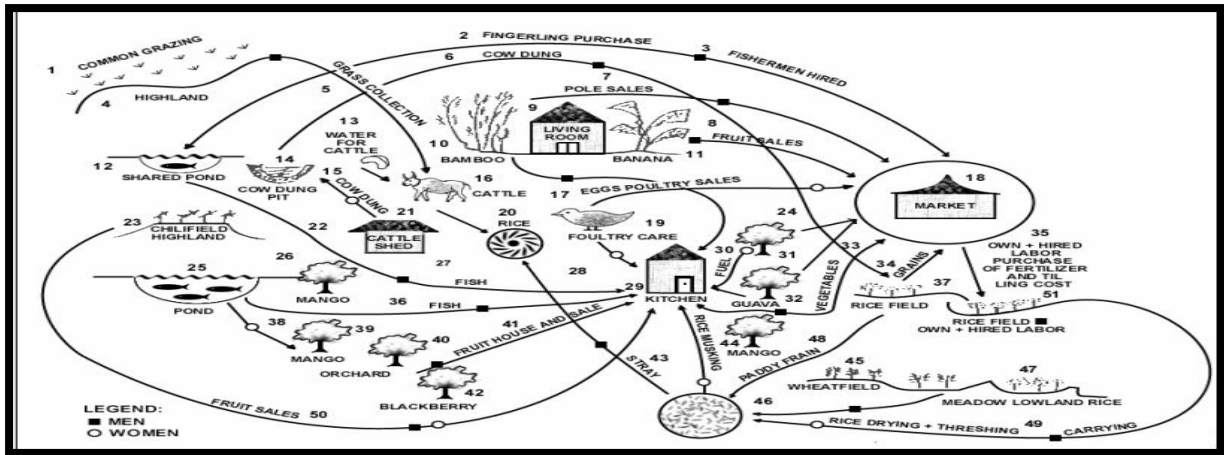
## B) Livelihood Analysis Toolkit

Resources and actions make up a livelihood. When doing a livelihood analysis, we initially focus on the person and educate ourselves on the duties of each family member.

It includes the tools Farming system diagram, Benefits analysis flow chart, daily activity clocks, Seasonal calendar, Resource picture cards, Income and expenditure matrices.

### Farming systems diagram:

Helps to understand what are the major on-farm activities (Agriculture crop production, harvesting, vegetable production), what are off-farm activities (fuel wood collection, cooking) and what are non-farm activities (marketing, waged labor) and also beneficial to understand who is in charge of each task.



**Benefits analysis flow chart:**

It aids in understanding the advantages and who receives them. The advantages of cultivating a tree, for instance can include fruit, feed, fuel wood, timber, bark and poles. The chart illustrates who determines, control and utilizes each of these items.

Resources	By-products	How used	Who does it	Who decides	If sold how cash used	Who decides on cash use
<b>A. Fish</b> 	Fresh fish	1. Home consumption	Men	Men	Invested in business	Men
		2. Local sales	Men	Men	Basic needs (Edn., food etc.)	Men
		3. Supplied to trader	Men	Men	Savings	Men
		4. Supplied to city market	Men	Men	Buying assets	Men
	Value-added fish products	1. Home consumption	Men	Men	Invested in business	Men
		2. Sold within the households in the village	Men	Men	Basic needs (Edn., food etc.)	Men
		3. Supplied to traders	Men	Men	Savings	Men
		4. Sold in outlets	Men	Men	Buying assets	Men
	Dry fish processing	1. Home consumption	Men	Men	Invested in business	Men
		2. Sold within the households in the village	Men	Men	Basic needs (Edn., food etc.)	Men
		3. Supplied to traders	Men	Men	Savings	Men
		4. Supplied to feed and fertilizer companies	Men	Men	Buying assets	Men
	Aqua feed development	1. Supplied to local aqua farms	Men	Men	Invested in business	Men
		2. Supplied to outside farms	Men	Men	Household needs (Edn., food etc.)	Men
		3. Supplied to feed companies	Men	Men	Savings	Men
		4. Supplied to exporters	Men	Men	Buying assets	Men
<b>B. Crabs</b> 	Harvested crabs	1. Home consumption	Men	Men	Invested in business	Men
		2. Sales in local market	Men	Men	Basic needs (Edn., food etc.)	Men
		3. Supply to traders	Men	Men	Savings	Men
		4. Supply to exporters	Men	Men	Buying assets	Men
		5. Export	Men	Men	Buying assets	Men

Index: Men = ; Women = ; Both =

**Daily activity clocks:**

It provides an overall view of the activities carried out by gender each day, including who performs more and less. It aids in determining the responsibilities and free time for all members of the community, including men and women, wealthy and impoverished, young and old. Who

Time	Daily Activities	
	Women	Men
05:00		
06:00		
07:00		
08:00		
09:00		
10:00		
11:00		
12:00		
13:00		
14:00		
15:00		
16:00		
17:00		
18:00		
19:00		
20:00		
21:00		
22:00		
23:00		
24:00		

spends the most time working and who engages in the fewest activities is evident.

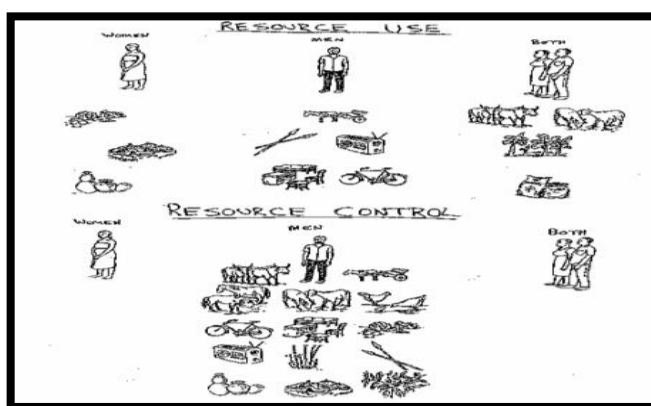
**Seasonal calendars:**

It helps to gain knowledge about seasonal concerns crucial to the community, such as the seasonality of food and water availability, income and spending patterns, and the seasonality of both men's and women's labor. Calendars can be used to track changes in income over time and job opportunities for individuals at various points in time.

Activity	Who	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
	Men												
	Women												
	Men												
	Women												
	Men												
	Women												
	Men												
	Women												

**Resources picture card:**

Help us to learn about the gender-based use and control of resources within the households. How resources are managed and decisions made. Who in a household has access to resources such as land, livestock and food, who is likely to lose and who is likely to gain?



**Income and expenditure matrices:** It is to know the sources of income and sources of expenditure, to understand the security of different people's livelihoods, to understand their priorities and limitations. Here it is important to see their total income is spent to meet basic needs – food, water, clothing etc. After meeting their basic needs do people have any money left for savings?

Sources of Income	Women	Men
Buckwheat		6
Rice		6
Maize		6
Potatoes	7	
Sugar cane	7	
Vegetables	9	
Bananas	4	
Cattle		11
Horses		7
Pigs		6
Poultry	14	
Cloth sales	9	
Road Construction		8

### C) Stakeholder's Priorities for development Toolkit

Stakeholder (involves policymakers, planners, and other government and non-governmental staff who have an interest in the success or failure of particular development activities) analysis is necessary before finalizing planning of developmental activities. This helps to identify their priorities and the problems.

It includes the tools Pair wise ranking matrix, Flow diagram, Problem Analysis chart, Preliminary community action plan and Venn diagram of stakeholders.

#### Pair wise ranking:

It helps to identify the most important issues faced by different members of community, which also allows easy comparison of priorities and highlights how issues that are important to men and women differ and overlap.

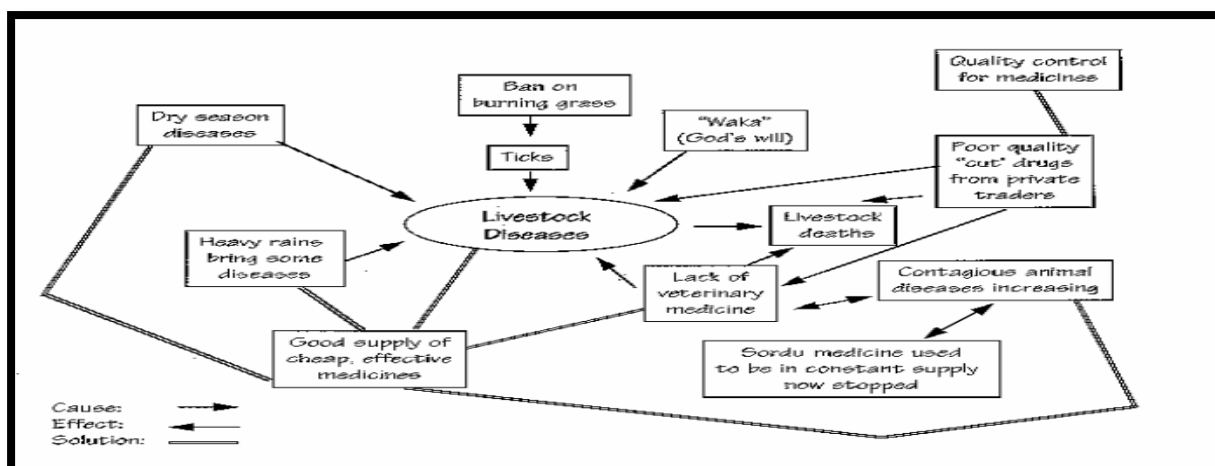
Problems	Cost of inputs	Insect pest	Technical knowledge	Climate	Irrigation	Land
<b>Cost of inputs</b>		Cost of inputs	Cost of inputs	Cost of inputs	Irrigation	Cost of inputs
<b>Insect pest</b>			Insect pest	Climate	Irrigation	Insect pest
<b>Technical knowledge</b>				Climate	Irrigation	Technical knowledge
<b>Climate</b>					Irrigation	Climate
<b>Irrigation</b>						Irrigation
<b>Land</b>						

Problems	Number of times preferred	Ranks
<b>Cost of inputs</b>	4	2
<b>Insect Pests</b>	2	4
<b>Technical knowledge</b>	1	5
<b>Climate</b>	3	3
<b>Irrigation</b>	5	1
<b>Land</b>	0	6

(Compendium, 2018)

#### Flow diagram:

It helps to understand the origin of their problems and the consequences of their difficulties. It can also be used to find out potential solutions.



**Problem analysis chart:**

It is used to assemble the top issues faced by various groups of community, to identify local coping mechanisms and to find solutions to deal with the issues.

Problems	Causes	Coping strategies	Opportunities
<b>Health and Sanitation</b>	Water scarcity, poor water sanitation, absence of pit latrines, lack of medical facilities, malnutrition, garbage accumulation	Traditional medicine, Faith healing	Supply of medical facilities, Training, Vaccination, curative and preventative medicine
<b>Education</b>	Lack of school Lack of teacher Educational facility	Traditional teaching	School Teachers provision facilities

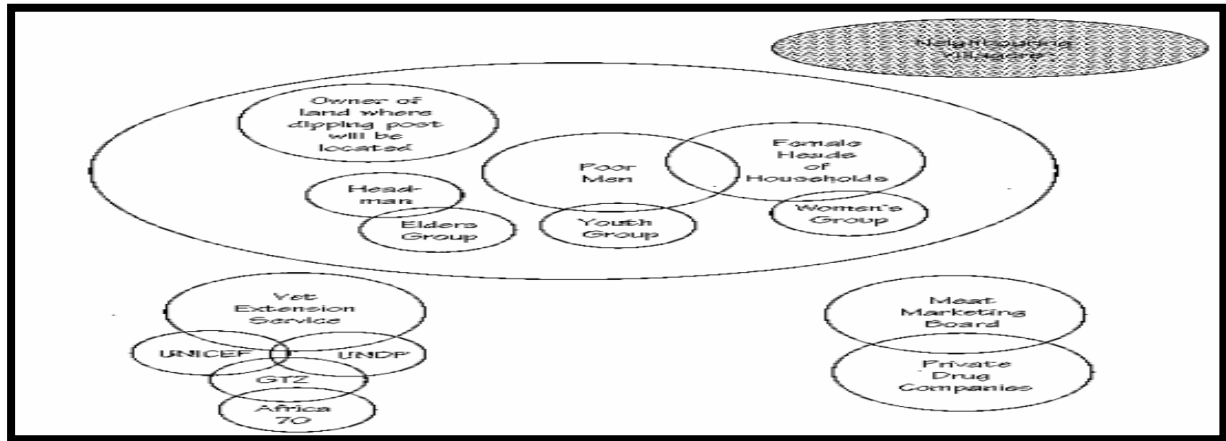
**Preliminary community action plan:**

It is a tool directly relies upon the problem analysis chart, which helps in considering the resources required for implementation, the groups to be involved and concrete steps to be taken towards participatory development planning.

Unemployment and Income Generations			
Activities	Resources	Groups Involved	Time
<b>Handicraft work: Teacher Training Equipment Teaching kits Building</b>	Adult women- Land Youth – Labour Women- management Materials for handicrafts	Community	September 2010

### Venn diagram of stakeholders:

Before finalization of development action plans, it will help to identify who will be impacted by proposed development activities and will find out a way in which the resources will be invested to minimize risk and maximize benefits.



(FAO 2001)

#### 4. Gender Analysis Matrix

The Gender Analysis Matrix (GAM) was developed by Rani Parker (1993) in response to the need for a framework suitable for grassroots work. The Gender Analysis Matrix is a participatory method for the analysis of gender related issues happening in the community. It promotes community involvement through bottom-up approach. It also determines how gender inequalities affect four areas of societies: Labor, Time, Resources and socio cultural factors. Parker (1993) described about GAM using **What, Why, Who, When** and **How**:

**What:** It helps to determine the different impact development interventions have on women and men, by providing a community-based technique for identifying and analyzing gender differences.

**Why:** The GAM is used to determine the different impacts of development interventions on women and men. It separates out the different impacts (and other vulnerable groups) so development practitioners may accommodate the different needs and interests of these groups.

**Who:** A representative group in the community does the analysis. Where possible, the group should include women and men in equal numbers. If the culture does not permit women and men to work together, then each gender should meet separately, and the analysis should be shared with the other gender.

**When:** The GAM can be used at the planning stage, to determine whether potential gender effects are desirable and consistent with program goals. The GAM also can be used in the design stage, where gender considerations may change the design of the project. For monitoring, the GAM can be used to periodically verify expected

impacts and identify unexpected results so that they can be addressed. During evaluation, GAM can help to determine gender impacts.

**How: to use the GAM**

- It describes the project in few sentences.
- It identifies the groups who will be benefited.
- It is very specific.

(Parker, 1993)

**GAM Tool 1: Analysis at four levels of society**

The GAM examines the effects of interventions for development at four different levels: **Women, Men, Households and Community**. The following definitions describe the four primary categories that are listed vertically on the GAM matrix.

**Women:** This refers to women of all ages who are in the target group or all women in the community.

**Men:** This refers to men of all ages who are in the target group or all men in the community.

**Household:** This includes all women, men and children living together, even if they are not part of one nuclear family. Even the type of communities may vary in the community.

**Community:** Everyone who is a part of the project is included in this. It is difficult to analyze and consists of various groups with different interests. Sometimes it's eliminated in the project.

	Labour	Time	Resources	Culture
Women				
Men				
Household				
Community				

**GAM Tool 2: Analysis of four kinds of impact**

The GAM examines the effect on four areas: Labour, Time, Resources (considering both access and control) and Socio-cultural factors. On the GAM matrix, these categories are displayed horizontally.

**Labor:** This refers to changes in tasks, the level of skill required and labour capacity (How many people perform the task)

**Time:** This refers to how long time it takes to complete a task.

**Resources:** This refers to how the project has affected each group's access to resources (income, land and credit) and the control over it.

**Socio-cultural factors:** This refers to how the project has affected the social aspects of the participants' lives, such as changes in gender roles or status.

	Labour	Time	Resources	Culture
Women	+ Don't need to carry big cans of water + No fear about personal security	+ Save time + Have more time with children	- Must pay for water + Can have home garden or other small projects	- Responsibility of paying for water + Opportunity to participate in community projects
Men	- A lot of work, difficult work + Learn new skills for work outside the community	- Takes a lot more time to build, dig etc. + Can stay home with family while working	+ Portable water is available + Improved nutrition	+ Don't have to worry as much about the family when away
Household	+ Women feel more secure when fetching water: can leave child at home + New activity for entire family	+ Women can give more time to child care	+ Easy access to portable water + Improved nutrition and better health	+ New activity for children- they can help their mother
Community	+ Establish committee for portable water + Learn about services provided by government	- Less free time for leisure - Many more community meetings to attend	+ More potable water available for all	+ Clean environment + Prestige for the community

(March et al 1999)

## 5. The Social Relations Approach

The Social Relations Approach to gender and development planning has been developed by Naila Kabeer. It can be applied to all the forms of development from project to policy planning. It can be applied at local, national, regional and international levels.

The objectives of this tool are:-

- To examine inequalities in the distribution of resources, responsibilities and power based on gender.



- To analyze relationships between people, their relationships to resources and activities and how these are reworked through institutions.
- To emphasize that the end purpose of development is to promote human wellbeing.

### **Strengths**

- ✓ It presents a more comprehensive view of poverty.
- ✓ It conceptualizes gender as a core component to development thinking rather than add on.
- ✓ It is used for planning and policy development at various levels.
- ✓ It connects micro and macro analysis.
- ✓ The analysis revolves around the institutions and emphasizes their political components.
- ✓ It highlights the interactions racial, economic and ethnic inequalities.

### **Limitations**

- It may appear to be difficult.
- Because it examines all inequities, gender can be included into other analytical categories.
- It may ignore the power of individuals to affect change.
- It might convey the sense of significant institutions.

(March et al. 1999)

## **6. Women Empowerment in Agriculture Index**

The Women's Empowerment in Agriculture Index (WEAI) analyzes the inclusion of women and their empowerment in agriculture sector. It also identifies solutions to overcome problems. The Index is a notable advancement in this sector and strives to raise awareness of the relationships among women's empowerment, food security, and agricultural prosperity. Additionally, it assesses how much more influence women have in their houses compared to men. In agriculture, it assesses the roles and levels of women's involvement in five areas:-

- 1) Decisions about agricultural production
- 2) Access to and decision making power over productive resources
- 3) Control over use of income
- 4) Leadership in the community
- 5) Time use

Additionally, it assesses how much more influence women have in their houses compared to men. The WEAI is a composite measurement tool that reveals the

degree to which women are in control of the important aspects of their lives in the family, community and economy. It enables us to recognize women who lack power and to find out how to improve freedom of choice and autonomy in crucial areas. One of the Sustainable Development Goals is gender equality, and the WEAI is a good instrument for monitoring progress in that direction.

The Women's Empowerment in Agriculture Index is composed of two sub-indexes:-

- i. Five Domains of Empowerment (5DE)
- ii. Gender Parity Index (GPI)

### **Five Domains of Empowerment (5DE):**

This sub-index measures the degree to which women have more influences across the five domains. It also displays the percentage of disempowered women's domains in which they achieve the necessary standard and are considered "sufficient." The 5DE sub-index measures the degree to which women are empowered in their homes and communities.

### **Gender Parity Index (GPI):**

This sub-index measures the proportion of women who are equally powerful in their households as the males. The GPI sub-index illustrates the gap that has to be filled for households to achieve gender parity and provide women the same level of empowerment as men.

The WEAI is a combined index based on both sub-indices that demonstrates the level of inequality between women and men in the home as well as the degree to which women are empowered in communities.

(Anonymous 2012)

## **PRINCIPLES WHEN PLANNING AND OUTLINING A GENDER ANALYSIS**

- ✓ Be as specific as you can while planning.
- ✓ Consider the works which has been done previously.
- ✓ It should be based on the usefulness and relevance.
- ✓ Go through the questions asked and data collection methodology applied.
- ✓ Request for initial report.
- ✓ Consider the women and men's perspectives.
- ✓ Request for sex-disaggregated data
- ✓ Use gendered language rather than gender neutral language.
- ✓ Understand the questions yourself
- ✓ Combine quantitative and qualitative data (SIDA 2015)

	<b>Harvard gender analysis framework</b>	<b>Gender Planning Framework (Moser's Framework)</b>	<b>SEAGA</b>	<b>Gender Analysis Matrix</b>	<b>Social relation approach</b>	<b>Women empowerment in Agriculture Index</b>
Key point	Aim to highlight gender roles	Emphasize on setting up gender needs and planning at policy level	Participatory analysis to help determine at what level action is required	Influenced by reality of participatory planning- community based	Aim to empower women to be agent of their own life	Aim to measure the empowerment and inclusion of women in agricultural sector
Focus on	Efficiency approach, an economic case for allocating resources to women as well as men.  Focuses only on roles not relations between them.	Equality, Equity and Empowerment	Socio-economic and gender analysis at the macro, intermediate and field levels.  Linkages between them to support participatory planning.	Transformation of relations, initiations of a process of analysis by community members themselves.	Analysis of inequalities in distribution of resources, responsibilities and power.  People's relationship to resources and activities	Tracking progress towards gender equality
Tools used	<ul style="list-style-type: none"> <li>➤ Activity profile,</li> <li>➤ Access and control profile,</li> <li>➤ Influencing factors and</li> <li>➤ Checklist of project cycle</li> </ul>	<ul style="list-style-type: none"> <li>➤ Gender role identification</li> <li>➤ Gender need assessment</li> <li>➤ Disaggregating control of resources and decision- making</li> </ul>	<ul style="list-style-type: none"> <li>➤ Development context toolkit</li> <li>➤ Livelihood analysis toolkit</li> <li>➤ Stakeholder's priorities for development</li> </ul>	<ul style="list-style-type: none"> <li>➤ Analysis of development at 4 levels</li> <li>➤ Analysis of 4 kinds of impact</li> </ul>	<ul style="list-style-type: none"> <li>➤ Concept of Social relations</li> <li>➤ Institutional analysis</li> </ul>	<ul style="list-style-type: none"> <li>➤ 5 domains of empowerment</li> <li>➤ Gender parity index</li> </ul>

	analysis	<ul style="list-style-type: none"><li>➤ Balancing of roles</li><li>➤ WID/GAD policy matrix</li><li>➤ Involvement of women and gender aware organizations</li></ul>	toolkit			
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## **Conclusion**

In agriculture and related fields, women play crucial roles. Gender-specific policies, programs and schemes are necessary to address issues of gender inequality and to mainstream gender in agriculture. Gender analysis looks at the disparities between the lives of men and women (social and economic inequality) and works to promote women's rights. In order to increase awareness of gender issues, gender analysis tools are used to produce qualitative and quantitative data and information. Each tool has specific feature and advantage (Harvard tool emphasize on the gender roles whereas Moser framework for gender needs) therefore the researcher must combine the tools according to his particular needs and circumstances.

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## **Gender Disaggregated Data (GDD)**

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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.

### **Terminologies**

#### **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.

#### **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

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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.

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

**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

### **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.

### **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

### **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.

### **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.

### **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.

### **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.

### **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
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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.

### **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.)
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- **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.)

## **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 'Rashtriya Krishi Vikas Yojna'. 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.

## **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)

**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.

**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.

### **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.

**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.

**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.

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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.

**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.

**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

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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.

**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.
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- 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?

**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	How far do you [respondent] or this

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)	person have to travel to collect water?
	Different crop cycles
	Ploughing, 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

### 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-	Random selection with equal number of

group discussion where men talk and women remain silent (or men sit in the middle, women on the outside)	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

### 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.

### 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.

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1. FAO (2003) Gender Disaggregated Data For Agriculture and Rural Development: Guide For Facilitators

## **GENDER SENSITIZATION FOR EXTENSION FUNCTIONARIES FOR ENGENDERING AGRICULTURE AND ALLIED SECTORS**

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Agriculture and allied sectors are the sources for livelihood and food security for most of the developing countries. Agriculture needs manpower, if the manpower split into gender wise, amazing fact is that the women contribution is greater or equal to men. Women are the spine of agricultural workforce but much of their work goes unrecognized. In Indian scenario, women's involvement in agriculture is complex and diverse. They play major role in agriculture and allied sector as agricultural labour, as farmers, co-farmers, family labour, as managers of farms and agri-entrepreneurs but worldwide her hard work has mostly been unpaid. There is a considerable variation in women's participation across regions from north to south, across socio-cultural and economic groups, across agro-ecological and production systems. Most of the tedious and back-breaking tasks in agriculture and allied sectors are being performed by them as compared to men. Due to migration of men towards urban areas and non-farm sectors, women's responsibility both as workers and as farm managers has been growing, leading to an increased feminization of agriculture. According to OXFAM India, 2018, agriculture sector employs 80% of all economically active women in India, they comprise 33% of the agriculture labor force and 48% of the self-employed farmers. In spite of their large contribution women continue to remain invisible in the rural economy of India.

As per Census-2011 Govt of India, the workforce participation rate for women at the national level stands at 25.51% compared with 53.26% for men. As per census data of 2001, share of total women workers in agriculture was 71.8% in 2001 and has come down to about 65% in 2011. The percentage share of female operational holders has increased from 11.70 in 2005-06 to 12.78 in 2010-11. However, the multifarious nature of their involvement in farm and households makes it is very difficult to assess the exact contribution both in terms of magnitude and its nature as well as the absence of reliable and relevant gender disaggregated data.

## **Some Key facts**

- ❖ Women spend 354 min/day and men spend 36 min/day on household activities
- ❖ 65 percent of economically active women are in agriculture
- ❖ Represent 43 percent of the agricultural labour force worldwide
- ❖ Devote 45 - 50 percent of their time to agricultural activities
- ❖ Access to only 5 percent of agricultural extension resources, globally
- ❖ 79 percent of women continue to be engaged in agriculture and allied activities as against only 63 percent of men

(Source: Gender Reference Manual, 2016, ICAR-CIWA)

Participation of women and men in agriculture is very much evident throughout India and also accepted over worldwide. In comparison to men, women in general are found to have less access to and control over resources, information and development inputs. The government policies and programs have targeted men as beneficiaries and women are excluded of it. As a result gender issues are seen in varied manner depending on socio-economic-cultural climate, social values, agro-climatic situations, research and developmental policies, location specific factors, etc.

## **Gender issues in Agriculture and allied sectors:**

- Women's triple role
  - Unequal recognition as farmer or invisible face
  - Less participation in decision making
  - Responsibilities in Managing farm activities
  - Less access to and control over resources
  - Lack of education, knowledge, skills and trainings
  - Lack of access to information and technology, organizations and marketing facilities
  - Technologies not suitable for women
  - Participation in drudgery and hazard prone activities
  - Migration and seasonal employment
  - Disparity in wages
  - Sharing of benefits with men
  - Lack of gender sensitive policies and programs
  - Poverty, hunger, malnutrition, infant and maternal mortality
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- Working in Un-organized sectors
- Lack of basic infrastructure such as sheltered work space, safe drinking water and sanitation
- Less access to extension service and also unreached by the extension workers

**Gender Sensitization** refers to the modification of behavior by raising awareness of gender equality concerns. It is about changing behavior and instilling empathy into the views that we hold about our own and the other gender. “It helps people in” examining their personal attitude and beliefs and questioning the realities they thought they know.

### **Need of Gender Sensitization**

The gender discrimination can be witnessed at household level, which deteriorate the personality of women and they consider themselves as inferior. The Indian Society is still in the process of modernization where sections of the population continue to have traditional mind-sets. The traditional Indian thinking considers men as superior to women and they are plenty of examples to show that women are discriminated against men at different places. Gender inequality affects the physical and mental health of millions of women across the globe, despite the many tangible benefits, it gives men through resources, power, authority, and control. Different gender norms still exist in India. Evidence is increasing that gender norms such as social expectations of appropriate roles and behaviour for men and women directly affect attitudes and health-related behaviour. It is necessary to reach and sensitize both men and women with programs that address gender equality, equity and prevention of gender-based violence before expectations, attitudes, and behaviours are well developed.

It can be observed that there is failure in change in mind set and debate on this vital issue on gender sensitization. A society can only be progressive if we recognize that it comprises both male and female members of equal value. This is not an issue of who plays what role. Roles can have equal relevance and all our decisions and actions that influence our lives must be in the backdrop of gender equality. It is time for us to introspect honestly and try to recognize our failure as a family and society, in failing to produce citizens that view high moral and ethical standard as cornerstones of our life. Therefore, to resolve this problem, gender sensitization can be considered as an important action point. This can be achieved by conducting various sensitization campaigns, workshop, program etc. Sensitization in the domain of Humanities and Social Sciences, is seen as “the awareness informed disposition or propensity to

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behave in a manner which is sensitive to gender justice and equality issue. Sensing this as priority area, the present workshop is planned to introduce gender equity, equality and needs and issues to adolescent school/college students and youth through a participatory mixed method approach and assess its effectiveness through changes of participants' pre- and post-intervention scores.

**Gender sensitization process:** The main aim of gender sensitization programs is to bring a definite orientation in the attitude, feelings, practices and approach of individuals concerning gender. Insights from monitoring of gender sensitization programs, extensive PRAs conducted under different gender related projects in rural areas suggests that gender sensitization process generally involves four stages; change in perception, recognition, accommodation and action. These changes take place in response to certain interventions i.e. sensitization or training.

**Change in perception:** Gender sensitization initiates us to think about gender differently. In first instance, it tends to change the perception that men and women have of each other. It creates a mindset in men that no longer sees in women the stereotypical image.

**Recognition:** At this stage the men start to recognize the virtues of women and their importance to the family and the society. There is spontaneous appreciation for women's involvement in multifarious activities. As a result women's contributions become more and more visible. **Accommodation:** In this stage instead of complaining or reacting to the behavior of women, men learn to exercise patience and restraint, and take the things in a positive way.

**Action: At the end of the process various** efforts are made to create a favorable climate that allows nurturing and flourishing of women's talent and provides more flexibility and freedom to women. A number of affirmative actions are initiated to bring improvement in conditions of women.

**Gender sensitization strategy:** Gender sensitization strategy basically involves three components; selecting the target audience, deciding the content and deciding the methodology. Various sensitization programs can be designed and organized for different stakeholders, researchers, policy makers and other personnel. Gender sensitive modules, methodologies, models, indices can be developed for gender sensitization. Gender sensitive materials such as manuals, leaflets, booklets, posters, and videos on different theme areas can be developed. Various sensitization programs can be organized in rural areas with the help of ICTs. Men and women from different

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age groups and from same households can be involved in participatory discussion in an enabling environment so as to make them realize the adverse effects of gender bias depicting real life experiences. The content should adequately communicate the proposed message to the audience, and should be easily understandable by them. It could be to sensitize people about ill-effects of gender bias and discriminatory practices on women, men, family and society.

### **Sensitization through education:**

Different topics relevant in the context of gender sensitization should be introduced in school curriculum to sensitize the children on the prevailing gender bias in our society. Awareness can be generated through debate and discussion on the gender issues and examples from real life experiences. These can bring a distinct change in attitude and perception of students towards gender.

**Gender balanced extension system:** Extension and research system should be reoriented and priorities should be given to women farmers. Agricultural knowledge is transferred inefficiently from men to women and vice-versa. Hence, there is need to increase number of women extension workers thus leading to a gender balance in extension system. Thus, women farmers will have easy access to agricultural information and technologies.

**Use of mass media:** The access of farm women to mass media is limited due to number of reasons. But it has potential to carry messages to a large number of farm women. However, we should examine how different media support and extension model can contribute to the dissemination of farm information and technologies to the women.

Gender sensitization is very much important and helps in women empowerment through education, knowledge, skill and information and technologies. It will bridge the gender gap and disparity by reducing the gender issues, promote awareness about gender equality and equity. It will also encourage women for more participation in agriculture and allied sectors. This can be very much helpful in increasing their social status and economic conditions.

### **Conclusion**

It is very important to understand the gender concepts, gender issues and their uses in agricultural development. Each stakeholder should understand and learn the outcomes due to their feminine or masculine roles. Sensitization is very much required among men, women and the youth of India to understand the implications of gender issues and

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possible solutions. Therefore, to resolve this problem, gender sensitization can be considered as an important action point. This can be achieved by conducting various sensitization campaigns, workshop, program etc. among various levels of stakeholders throughout the country. Gender issues are seen in varied manner depending on socio-economic-cultural climate, social values, agro-climatic situations, research and developmental policies, location specific factors, etc. and those issues should be addressed by the extension workers and researchers. The strategies for gender equity should be formulated ensuring equal access to resources for women and men.

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This e-book is the result of a collaborative online training program on "Mainstreaming Gender Concerns in Agriculture and Allied Sectors" held from September 20-22, 2022. The e-book provides a platform for discussing gender-related topics such as gender issues in agriculture, the role of women in agriculture, health and nutrition, and allied sectors, gender mainstreaming, women's empowerment, tools for gender analysis, technologies to reduce drudgery, gendered access to resources, gender budgeting, and extension strategies for gender sensitization.



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