

**Global Environment Facility**  
**Food and Agriculture Organization of the United Nations**

**Green-Ag: Transforming Indian Agriculture for Global Environmental Benefits  
and the Conservation of Critical Biodiversity and Forest Landscapes**

**Strategy Paper**  
**on**  
**Gender Mainstreaming**

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**I. Context**

Men and women use natural resources differently and, as a result, they are affected differently by changes to these resources. Gender inequality and social exclusion increase the negative effects of environmental degradation on women and girls. Persistent gender-discriminatory social and cultural norms, unequal access to land, water and productive assets, and unequal decision-making continue to constrain women and men to equally participate in, contribute to, and/or benefit from environmental policies, projects and programs.<sup>1</sup> Therefore, equality for women and girls is a strategic and operational imperative for the Global Environment Facility (GEF).

GEF's Policy on Gender Equality (2017) provides guiding principles and mandatory requirements for Mainstreaming Gender to ensure equal participation, contribution and benefits to women and men in GEF-financed projects which can lead to the achievement of Global Environmental Benefits. FAO Policy on Gender Equality 2020-2030 also takes cognizance of the inequalities between women and men which can impede agriculture and rural development. The Policy states that for building sustainable and inclusive food systems it is essential to eliminate these inequalities.

In line with both these policies, Gender Mainstreaming is an integral part of the Green-Ag project.

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<sup>1</sup> Policy on Gender Equality, 2017, GEF. <https://www.thegef.org/council-meeting-documents/policy-gender-equality>

## II. Green-Ag project

The project “Green-Ag: Transforming Indian Agriculture for Global Environmental Benefits and the Conservation of Critical Biodiversity and Forest Landscapes” is funded by the Global Environment Facility (GEF). The Ministry of Environment, Forest and Climate Change (MoEF&CC) is the GEF Operational Focal Point and The Department of Agriculture, Cooperation, and Farmers’ Welfare (DAC&FW), Ministry of Agriculture and Farmers’ Welfare, is the National Executing Agency. The Food and Agriculture Organization of the United Nations (FAO) is the designated GEF Implementing Agency for this project. Green-Ag project’s objectives are to

- ensure that farmers have the capacities and incentives to maintain and/or adopt ecologically friendly agriculture and land use practices
- sustain agrobiodiversity and soil and water productivity and other ecosystem services
- ensure sustainability of agricultural production and improve opportunities for rural livelihoods development

The project is being implemented in five landscapes that are a mix of conservation and production areas: **1) Chambal Landscape, Madhya Pradesh, 2) Dampa Landscape, Mizoram, 3) Similipal Landscape, Odisha, 4) Desert Landscape, Rajasthan and 5) Corbett - Rajaji Landscape, Uttarakhand.**

The project is expected to contribute to enhancing Global Environmental Benefits (GEBs) under four GEF Focal Areas—Biodiversity (BD), Land Degradation (LD), Sustainable Forest Management (SFM) and Climate Change Mitigation (CCM).

**Duration:** Green-Ag project became operational in April 2019 and is expected to end in March 2026.

## III. Gender dynamics in Agriculture and Rural Livelihoods

At the project identification and formulation stage of the project, a gender analysis was undertaken. Some of the existing gender differences found during this analysis were:

- Despite significant economic growth, India lags most of its neighboring countries in achieving gender equality. According to the Gender Inequality Index (Human Development Report, 2020) of United Nations Development Programme (UNDP), India is ranked 123 out of 189 countries.
- The tribal population of the country, as per 2011 census, is 10.43 crore, constituting 8.6% of the total population, with 89.97% of them living in rural areas. In two out the three programme areas - Drylands (including the Ravines region) and High variability precipitation - tribal population account for more than 20% of the total population. 47 percent of rural tribal populations live under the national poverty line. 89 million tribal people, who often are the poorest and most marginalized groups, depend for their livelihoods on forests, which are being severely affected by the compounded effects of degradation and depletion of forests resources and climate change, particularly women who depend on fuel, fodder and food from forests.

- **Unequal access to land and productive assets:** In India, women account for about 30 per cent of the agricultural labour force, and 79 per cent of all workers in rural areas. However, these official statistics do not capture the invisible yet key contribution of women's unpaid labour on family farms. According to the latest Agricultural Census data, only 12.78 per cent of landholders are women and have access to government schemes, programmes, trainings and information.
- **Gender discriminatory social and cultural norms** - Even when land formally belongs to a woman, her actual control over it may be limited. Widespread customs and traditional practices prevent rural women, especially those from scheduled castes and tribes<sup>2</sup> from inheriting or acquiring land and other property.
- **Unbalanced participation and decision making in environmental planning and governance at all levels:** Women, and particularly women-headed households often lack equitable access to decision-making, and capacity building opportunities. They are not equitably represented in the institutions and processes of knowledge generation and dissemination in relation to agriculture, biodiversity, land development and forest management. Women are often excluded from financial decision making in the household, community and in the other local bodies. Women are the custodians of indigenous knowledge but are not part of the knowledge management system.
- **Increased burden and limited livelihood options:** Women often have added responsibilities in farming communities. The workload for women in rural India is frequently very physically demanding and difficult. Women have multiple responsibilities in the household, including collection and maintenance of fuel, fodder and water. Women too often face low levels of literacy/education, poor health and nutritional levels. They have few options for gainful employment and few options of livelihood beyond agriculture. The responsibility and workload on rural women often increases due to large scale out-migration of men seeking employment and livelihood opportunities in the region.
- **Uneven access to socio-economic benefits and services:** Rural women also have limited access to other productive resources and services, including water, agricultural extension services, technological inputs, knowledge of value addition techniques, training and finance, including formal sources of credit. Due to lack of collaterals, women own only 11 per cent of total deposit accounts and 19 per cent of borrowing accounts in scheduled banks. Women are often subsumed within the household and thus excluded from social benefits under major government interventions.
- **Reduced access to opportunities due to social/caste differences:** Gender inequalities are further exacerbated when they are compounded by other social differences, including age, ethnicity, caste, and class, all of which play an important role in shaping different people's

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<sup>2</sup> Committee on the Elimination of Discrimination against Women, Concluding observations on the combined fourth and fifth periodic reports of India, CEDAW/C/IND/CO/4-5, 18 July 2014.

relative status and position within communities and society. Dalit<sup>3</sup> women and women from scheduled tribes face multiple barriers in accessing justice, due to legal illiteracy, lack of awareness of their rights, and limited accessibility to legal aid as well as health services. In the agricultural sector, these social differences are likely to determine who has access to what, how and why.

Female-headed households (14 per cent of households in 2005–2006) are also more likely to be economically vulnerable than male-headed households (women household heads tend to be older and less educated than male household heads, and less educated than the average woman)<sup>4</sup>. The category of “single women”—widowed, divorced, separated, and never-married women—has received less attention to date than female-headed households, but these women also face constraints.

Based on the above gender analysis, Green-Ag project was assigned a **Gender Marker – G1**, which signifies that the project promotes gender equality by integrating gender dimensions into its interventions.



#### IV. Objectives and principles of Gender Strategy

The objective of Green-Ag project’s Gender Mainstreaming Strategy is to advance gender equality to effectively achieve Global Environmental Benefits. The project will ensure gender equality and social inclusiveness by:

- Improving women’s participation and decision-making
- Building women’s skills and capacities
- Promoting sustainable livelihoods and income opportunities for women

Project interventions will adhere to the below guiding principles for Gender Mainstreaming:

<sup>3</sup> A member of the lowest class in traditional Indian society, falling altogether outside the Hindu caste categories and subject to extensive social restrictions.

<sup>4</sup> Kishor, S. and K. Gupta. 2009. Gender Equality and Women’s Empowerment in India. National Family Health Survey (NFHS-3), 2005–2006. Ministry of Health and Family Welfare. [www.rchiips.org/NFHS/sub\\_report.shtml](http://www.rchiips.org/NFHS/sub_report.shtml)

1. **Gendered analysis:** Project interventions will be designed based on gender-specific analysis of needs and roles of women and men
2. **Equal opportunities:** All interventions will provide equal opportunities for women and men to engage, contribute and benefit from
3. **Reduce gender inequalities and gaps:** Project interventions will not exacerbate existing gender inequalities, rather, they will aim to reduce gender gaps by actively engaging women
4. **Gender-specific data and evidence:** Gender-specific and gender-disaggregated data and evidence will be collected to continuously assess the impact of project interventions on women and men

The project will also adopt social inclusion as one of the key principles for implementation. The project will take into account existing inequalities and social barriers that certain groups face and design interventions to support their participation and strengthen their livelihoods.

The section below discusses how these guiding principles for Gender Mainstreaming will be integrated into different aspects of project implementation.

## V. Mainstreaming Gender and Social Inclusion

Green-Ag project is committed to improve the status of women by **increasing their participation and decision-making** at the household and community level, by **increasing their access to knowledge, information and technology** and by **enhancing livelihoods opportunities and incomes**. The project will also **improve their access to government programmes, schemes and services** on forest management, sustainable agriculture, livestock management etc. Voices of women and indigenous communities will be incorporated in project implementation through the Free, Prior, Informed Consent (FPIC) process which is detailed in a separate strategy.

Under the project, the following groups will be particularly targeted for social inclusion: Women headed, Single women, Landless, Poor and Indigenous/Scheduled Tribe households.

\* Poor – Households with Below Poverty Line (BPL) cards will be considered poor. BPL cards are issued to families living below the poverty line specified by the state government.

\* The Constitution of India has recognized special groups of people as “Scheduled Tribes” and a 2011 Supreme Court ruling has equated these as Indigenous Peoples of India.

The project will mainstream gender and social inclusion considerations in planning, implementation, monitoring and evaluation. Here below through the following strategies:

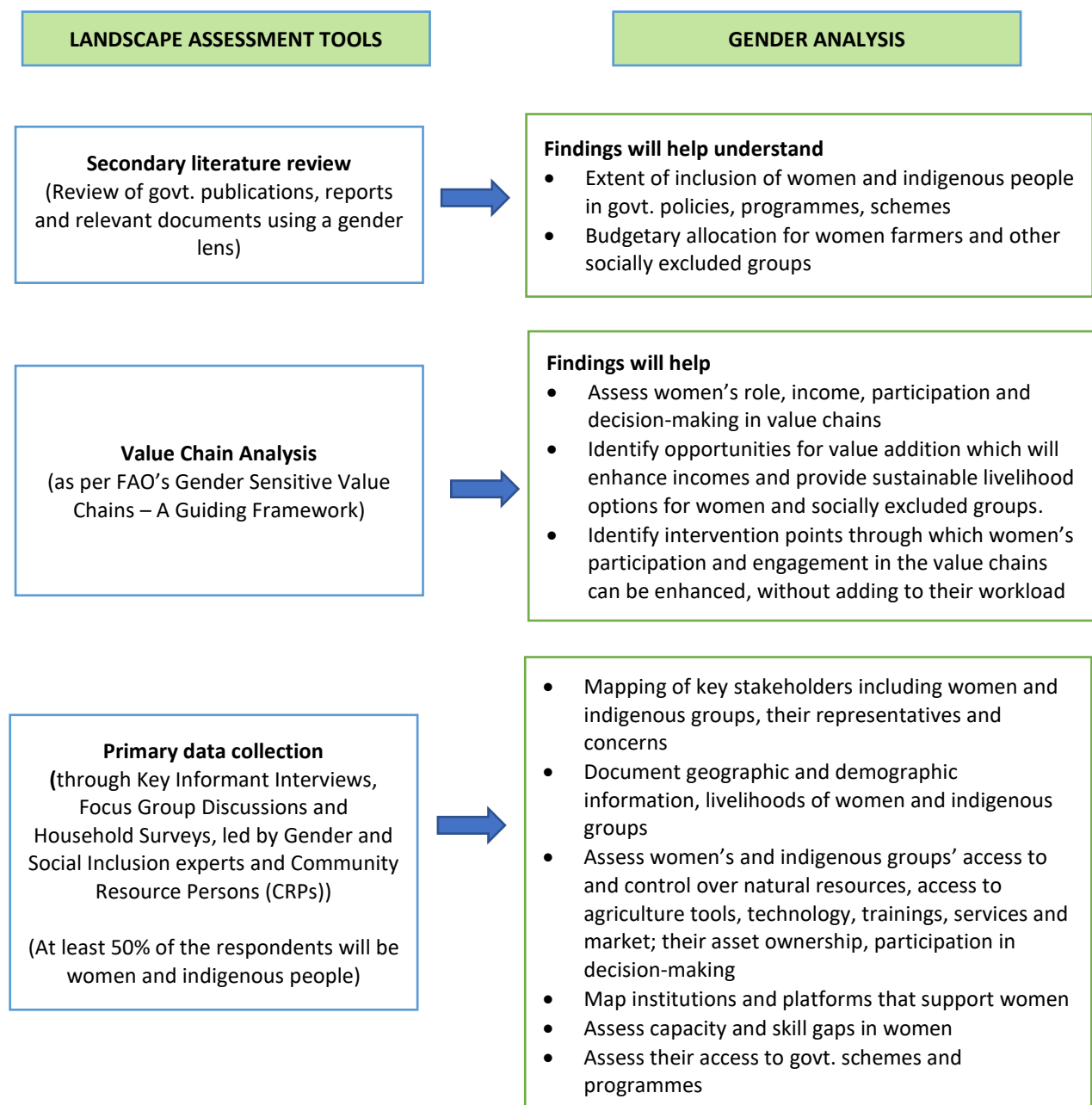
### I. PROJECT PLANNING

Project planning will primarily address the principles of **gendered analysis** of the needs and roles of women and men; and collection of **gender-specific data and evidence**.

**Landscape Assessment/Gender Analysis:** A detailed assessment of each project landscape, including socio-economic assessment of the situation of women, indigenous people and other socially excluded

groups will be initiated to identify project interventions and target areas. GEF policy on Gender Equality, 2017 will be used as the basic guidance document for designing the socio-economic and gender assessment. In addition, the project will follow Socio-economic and Gender Analysis (SEAGA), an approach elaborated by FAO in partnership with the International Labour Organization (ILO), for conducting socio-economic and gender analysis as part of landscape assessment.

The assessment consists of multiple sub-activities described below through which gender-specific information will be collected:



These assessments will shed light on gender dynamics in agriculture, livelihoods and vulnerabilities in the target landscapes and how these impact women and socially excluded groups. Findings from the landscape assessments will serve as a baseline and help identify target areas. Based on this data, project interventions will be customised such that they address inequalities faced by women and indigenous people; promote their participation and decision-making; and enhance their incomes.

## II. PROJECT IMPLEMENTATION

Project interventions will primarily address the principles of providing **equal opportunities** for women and men and **reducing gender inequalities and gaps**.

Gender issues will be consistently embedded and reflected in project interventions as described below:

### A) Multi-sectoral Committees

Green-Ag project has constituted multi-sectoral policy coordination bodies at national, state and district levels to guide project implementation and facilitate convergence among different departments. The guidelines for the establishment of these committees, specify involvement of Government departments which are responsible for the welfare of women and indigenous people. Accordingly, these departments have been included in project-constituted coordination committees to ensure that project objectives are achieved through gender-sensitive strategies (*see table below*).

National Project Steering Committee (NPSC)	<p>NPSC has been constituted with participation from multiple ministries and national bodies such as Ministry of Agriculture and Farmers' Welfare; Ministry of Environment, Forests and Climate Change; Ministry of Rural Development; Niti Aayog; National Biodiversity Board; National Bureau of Animal Genetic Resources etc.</p> <p><b>Rationale:</b> Each of these bodies have a specific focus on mainstreaming gender concerns by a) allocating a percentage of funds for women-specific schemes/programmes, b) initiating pro-women initiatives, c) promoting women's access to skilling, information and credit. Inclusion of these Ministries/bodies in Green-Ag's NPSC, will ensure that project interventions are gender focused.</p>
State Steering Committees (SSCs) and District Technical Support Groups (TSGs)	<p>At the state and district-level, SSCs and TSGs have been constituted with representation from multiple Departments including the following two Departments that have a focus on gender mainstreaming and social inclusion.</p> <ol style="list-style-type: none"> <li>1) Department of Women and Child Development - A nodal department responsible for implementing programmes for the advancement of women and children</li> <li>2) Department of Social Welfare/ST&amp;SC Development/Minorities and Backward Classes Welfare – These Departments are responsible for implementing programmes for the development of Schedule Tribes and Schedule Areas.</li> </ol> <p><b>Rationale:</b> The inclusion of these two departments, which have an exclusive mandate for empowerment of women and indigenous groups in the SSCs and TSGs, will expedite gender mainstreaming and social inclusion</p>

### B. Community Institutions

Under Green-Ag project, Village Implementation Committees (VICs) will be constituted which will design, implement, monitor and evaluate the Green Landscape Management Plans (GLMPs). These village level committees will be federated at the Gram Panchayat level to form Gram Panchayat/Village Council Support Units (GPSUs/VCSUs). These committees will draw membership from different community level institutions and groups ensuring minimum representation from women and socially excluded groups, as listed below:

- At least one-third of the members of a VIC and GPSU/VCSU shall be women.
- At least two members of the VIC and GPSU/VCSU should be from indigenous communities
- At least one member of the landless class of the village shall be a member of VIC and GPSU/VCSU

### C. Capacity Building

Based on the findings from Landscape Assessments, the project will design and implement gender-sensitive training programmes. Gender considerations in capacity building activities are given in the box below:

#### **Curriculum development**

- Gender-specific and gender sensitive curriculum
- Engagement of women in the design of curriculum for Farmer Field Schools (FFSs)

#### **Training of district-level Technical and Extension Staff**

- The project will ensure participation of women officers in the district trainings
- Considering the important role played by Animal Health Extension Officers (*Prani Mitras/Pashu Sakhis*) in providing doorstep extension services to women in livestock management, it is expected that in Animal Health Extension Officers' trainings, there would be considerable participation from women officers.

#### **Green Landscape Governance**

- At least one third representation of women in the trainings

#### **Farmer Field Schools**

- 40,000 women (RJ-3,000; OD-12,000; UK-19,000; MZ-2,000; MP-4,000) will be participating and benefitting from FFSs.
- The project will organize exclusive Farmer Field Schools for women in areas where it is culturally not acceptable for women and men to attend together or if certain topics require a women-specific FFS, such as FFS on sustainable collection and marketing of NTFPs or FFS on livestock management
- FFS will be conducted at venues accessible to women
- FFS will be organized at times convenient for women i.e. accounting for their farm, non-farm and household chores
- FFS will be organized such that it is not an additional burden on women

### D. Landscape Planning and Management

Findings from the landscape assessment will be discussed with the TSGs, GPSU/VCSUs and VICs and will form the basis for developing the Green Landscape Management Plans. VICs will lead the process of development of the GLMPs in consultation with various stakeholder groups including women and socially excluded groups.



These plans will also include specific interventions for women and socially excluded groups such as landless, indigenous communities etc. which aim to enhance their incomes and food security. The plans will be regularly monitored by VIC members to assess their impact on women and socially excluded groups and necessary modifications will be undertaken.

## **E. Convergence**

Each TSG will ensure that work plans and investments planned by its member organizations are fully in line with the GLMPs. To ensure clear alignment, each TSG will be supported to develop “Convergence Plans”, which will align resources and funds available to the District and its line agencies. The convergence plans will also include alignment with government policies, schemes and programmes that promote gender equality and interests of women. A list of such schemes is given in **Annex – 1**.

## **F. Community Interventions**

At the community level, Green-Ag project will facilitate adoption of agroecological practices through: a) Value Chain Interventions (sustainable agriculture, livestock, NTFP, agroforestry) and b) Natural Resource Management (NRM) interventions (grasslands, forests, land management, soil and water conservation).

These interventions will be designed and implemented with gender specific functions and cohorts to ensure full participation of women and socially excluded groups as per the details below

- NRM interventions will be designed, implemented and monitored taking into account their impact on women and indigenous groups
- Participation of women will be ensured in NRM interventions such as grassland management, micro-watersheds etc.
- Green-Ag project’s value chain interventions will mainstream gender as follows:
  - ▶ Guidelines for establishment of new value chains or interventions in existing value chains will include minimum 33% female representation
  - ▶ Exclusive value chain interventions that will benefit women will be undertaken. For e.g. In Uttarakhand, there is great potential to promote organic milk production and marketing (such as through women’s dairy cooperative) and value addition through cottage cheese (*paneer*) production.
  - ▶ Women’s access to credit, inputs, trainings and markets will be enhanced
  - ▶ FAO’s guidance on developing gender sensitive value chains<sup>5</sup> and developing value chains<sup>6</sup> will serve as guiding documents for ensuring women’s involvement in decision making and equitable benefit sharing.

<sup>5</sup> <http://www.fao.org/3/a-i6462e.pdf>

<sup>6</sup> <http://www.fao.org/3/a-i3953e.pdf>

- ▶ The project will work with new or existing Farm Producer Organizations (FPOs) to promote sustainable agriculture and natural resources products. Women and socially excluded groups will be given a priority in such organisations and engaged in production and marketing initiatives.
- ▶ Project interventions will also promote equal wages for women employed in the value chains

The above VC interventions are expected to enhance women’s incomes and create new jobs for them in the value chains

## G. Communication and Knowledge Management

Green-Ag project has a strong communication focus with many planned activities such as Policy Dialogues, Eco Clubs and Information Platforms. The project will develop and disseminate communication and outreach materials such as human-interest stories, policy briefs, research papers etc. which aim to contribute to the discourse related to agriculture, environment and development.

Knowledge management and communication activities in the project will follow gender-sensitive principles as detailed in the table below:

<p><b>1. Policy Dialogues &amp; Studies</b></p> <ul style="list-style-type: none"> <li>- Policy dialogues and Studies will be initiated taking into consideration FAO’s Policy on Gender Equality as formulated in the context of Attaining Food Security Goals in Agriculture and Rural Development and ensure that each Dialogue and Study mandatorily includes gender and social equity issues</li> <li>- Of the 56 targeted policy dialogues, there will be few dialogues exclusively focused on strategies to promote gender and social inclusion</li> <li>- Background/Concept note prepared for the Policy Dialogues will include gender-specific information</li> <li>- In each Dialogue, participation will be ensured from organisation’s working for empowerment of women and indigenous people</li> </ul> <p><b>2. Awareness raising (Eco Clubs and Information Platforms)</b></p>	<p><b>3. Communication Collaterals</b></p> <p>All communication and awareness raising material under Green-Ag project will be developed as per the below guidelines:</p> <ul style="list-style-type: none"> <li>- <b>Equitable representation of women and men</b> in communication products (graphics, pictures, visualization, text) E.g. Equal no. of pictures of women and men</li> <li>- <b>Break gender stereotypes</b> E.g. portray women in written and visual communication as leaders, owners, speakers and experts rather than as passive participants</li> <li>- <b>Use culturally appropriate images and language</b> (especially in all communication with indigenous people)</li> <li>-</li> </ul>
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Awareness raising activities and materials will be designed keeping in mind the communication channels and tools preferred by women and indigenous groups	
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### III. PROJECT MONITORING AND EVALUATION

Project monitoring and evaluation will primarily address the principles of **gender-specific data and evidence** to assess the impact of the project on women and men. Progress against gender mainstreaming will be tracked through the following:

- Green-Ag’s results framework has indicators at outcome, output and activity level to capture gender data. The framework includes gender-specific indicators such as 2.2-I9. Number of women participating in and benefitting from female cohort specific Green-Ag Farmer Field Schools; as well as integrated indicators with sex disaggregation such as 2.1.2.5-I2. Number of key local decision-makers (Gram Panchayat Support Unit—GPSU) trained on Green Landscape Governance (gender disaggregated; ethnicity). Additionally, the results framework has process indicators that track staff capacity building on gender and FPIC issues. A list of all gender-specific indicators and targets is given in **Annex-2**
- All project monitoring information will seek gender disaggregated data. A gender-sensitive monitoring system with protocols has been designed to monitor aspects such as participant selection processes, engagement of men and women in capacity building activities, and in policy coordination and community institutions. Additionally, the FPIC monitoring protocol will also generate results on participation and inclusion of women from indigenous communities in project activities, and how the project incorporates their feedback and redresses their grievances.
- Gender results and impact will be tracked through annual reviews and mid- & end-term evaluations as per UNEG’s guidance on Integrating Human Rights and Gender Equality in Evaluations (2014) and The GEF Evaluation Policy (2019). The evaluations will provide information on how project interventions have benefitted women and men, their level of engagement in project activities, as well as identify any unintended results, such as exacerbation of existing gender-related inequalities.

Project monitoring reports such as the annual Project Implementation Report and six-monthly Narrative Progress Report will also regularly report on progress against gender-specific indicators and capacity building of staff on Gender and FPIC.

### IV. PROJECT RESOURCES

Project resources to mainstream gender and social inclusion are:

- ▶ **Budget:** The project does not have a separate budget for Gender mainstreaming. However, within the project activities, adequate budget has been earmarked to undertake the above-mentioned gender mainstreaming and social inclusion interventions.
- ▶ **Staff:** A Gender and FPIC expert at NPMU and five Gender and Social Inclusion Experts at the Green Landscape Implementation Units are responsible for gender analysis and mainstreaming in the project. They ensure inclusion of gender in all aspects of project planning, implementation, monitoring and evaluation. Additionally, gender-related tasks and responsibilities are included in the Terms of Reference of key project personnel, wherever relevant.
- ▶ **Capacity development:** Sensitization and capacity building programmes on Gender and FPIC are regularly conducted for the programme team and partners to conduct gender analysis and mainstream gender.
- ▶ NPMU is currently developing strategy papers on various thematic areas, which serve as guiding documents for project implementation. Gender considerations have been incorporated into these strategy papers to guide staff and build their knowledge on mainstreaming gender in project activities. Internal discussions on these strategy papers have also contributed to building staff capacity on gender issues.

## Annex 1 – Government Policies, Programmes and Schemes

Key policies, programmes and schemes of the government that promote gender equality and interests of women in India are listed below:

- ▶ **The National Policy for Skill Development and Entrepreneurship, 2015** aims to promote increased participation of women in the workforce through appropriate skilling and gender mainstreaming of training. The policy promotes both vocational training in fields employing women and women's participation in non-traditional areas. The policy also includes an entrepreneurship strategy, which specifically mentions promotion of entrepreneurship amongst women.
- ▶ **National Rural Employment Guarantee Act, 2005**, which provides the basis for the national flagship programme in support of rural livelihoods, the **Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)**. The Act calls for 33% participation by women and for the use of minimum wage rates in payments to all workers (i.e., equal wage rates for women and men). The scheme has been found to provide major benefits to women by enabling them to access wage employment at the minimum wage and also increasing women's employment opportunities.
- ▶ The **National Agriculture Policy, 2000** is the overarching framework for gender in agriculture. The policy prioritizes the role of women in agriculture and in the development agenda of the sector. 30% of funds under various major schemes/programmes and development interventions are to be earmarked for women, and focus is given on formation of women Self Help Groups (SHGs), capacity building interventions, access to micro credit and information and representation in decision making bodies at various levels.
- ▶ The **National Policy for Farmers, 2007** envisages specific measures aimed at women's empowerment: (i) equitable access to land, water and livestock; (ii) better access to inputs and services, science and technology, implements, credit and support services like crèches, childcare centres, nutrition, health and training; (iii) support to women's participation in farming groups; (iv) women's involvement in conservation and development of bio-resources.
- ▶ The **National Policy for the Empowerment of Women (2001)** was promoted to bring about the advancement, development and empowerment of women. In view of the critical role of women in the agriculture and allied sectors, as producers, concentrated efforts were proposed to ensure that benefits of training, extension and various programmes reach them in proportion to their numbers. Programmes for training women in soil conservation, social forestry, dairy development and other occupations allied to agriculture like horticulture, livestock including small animal husbandry, poultry, fisheries etc. were proposed to be expanded to benefit women workers in the agriculture sector. Considering the impact of environmental factors on their livelihoods, women's participation was proposed to be ensured in the conservation of the environment and control of environmental degradation.
- ▶ **National Rural Livelihoods Mission (NRLM) and the National Urban Livelihoods Mission**, launched in 2011 - Both missions promote the formation and strengthening of SHGs, with the aim

of involving a member of every poor household, preferably a woman. The missions seek to reach the poor with sufficient support, including training and access to credit, to enable them to access wage employment or undertake self-employment. A target of at least one-third participation by women as programme beneficiaries has been set for all sectors.

- ▶ To improve the present status of women in agriculture, and to enhance the opportunities for their empowerment, the GoI launched the ***Mahila Kisan Sashaktikaran Pariyojana (MKSP) (Women Farmers Empowerment Scheme)***, as a sub-component of the NRLM. The primary objective of the MKSP is to empower women in agriculture by making systematic investments to enhance their participation and productivity, as also create and sustain agriculture-based livelihoods for rural women. By establishing efficient local resource-based agriculture, wherein women in agriculture gain more control over the production resources and manage the support systems, the project seeks to enable them to gain better access to the inputs and services provided by the government and other agencies.
- ▶ Another major strategy aimed at making the GoI more effective in reaching and serving women is the **National Mission for the Empowerment of Women launched in March 2010**. The mission emphasizes intersectoral convergence at all levels of government to increase awareness and access to government schemes and programmes.
- ▶ Relevant programmes/schemes under the Ministry of Agriculture and Farmers Welfare (MoA&FW) include for instance<sup>7</sup>.
  - The National Horticulture Mission (NHM), which is being implemented in 18 States and 3 UTs, includes 30 per cent of women beneficiaries.
  - The National Food Security Mission (NFSM), which targets rice, wheat and pulses, sets aside 33% of the total allocation to marginal farmers, including women farmers.
  - The Scheme on ‘Strengthening and Modernization of Pest Management Approach India’ provides assistance to women organizations for opening mass production units of biocontrol agents/bio-pesticides and to purchase of laboratory equipment for setting up biocontrol laboratories.
  - The National Watershed Development Project for Rainfed Areas (NWDPR) benefits women through formation of Self-Help Groups and Users Groups for natural resource management.
- ▶ The **National Mission for Green India** of the Ministry of Forest, Environment and Climate Change (MoEF&CC) acknowledges ‘the crucial role of women in forest conservation, its sustainable use and equitable benefit sharing’ and aims to promote a greater role for women in planning and implementing the mission interventions including by engaging more women in decision making at various levels.

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<sup>7</sup> For a complete list of initiatives, see Department of Agriculture and Cooperation, the Ministry Of Agriculture, Annual Report 2012-2013, <http://agricoop.nic.in/Annualreport2013-14/artp13-14ENG.pdf>

## Annex – 2: Gender-specific Indicators and Targets

Outcome/Output/Activity	Indicator	Target
1.1.2. 'Policy Dialogues' established to inform and discuss priority issues (related to agriculture, environment, including climate change and development, including gender issues, at national and state levels)	1.1.2-I1 Number of Policy dialogues at national and state-level	Target as per Pro Doc: (1 National,5 State Dialogues) <b>Suggested Revision:</b> 56 (1 National, 55 State dialogues)
1.1.3.4. Studies conducted on issues related to environment/ agriculture and allied activities/ wildlife/ biodiversity, etc. (Gender, social inclusion and Indigenous Technical Knowledge—ITK to be cross-cutting themes across all studies).	1.1.3.4-I1 Number of studies conducted on issues related to environment/ agriculture and allied activities/ wildlife/ biodiversity/ gender and social inclusion/ Indigenous Traditional Knowledge and landscape governance	29 (MP-7; Mz-5; Od-7; Rj-5; Uk-5)
1.2.3.1. Sustainable agriculture “best practices” captured and disseminated	1.2.3.1-I2. Best practices related to women’s initiatives in sustainable agriculture documented and disseminated	5 (1 Doc per landscape)
1.2.3.2. Document lessons learnt from Field Schools approach and strategies of mainstreaming (gender mainstreaming & social inclusion cross-cutting themes)	1.2.3.2-I1. Lessons and strategies for mainstreaming documented from the field school approach	5 (1 Doc per landscape)
1.2.3.4. Knowledge and communication products – (NPMU)	1.2.3.4-I1. Number of knowledge and communication products developed which are gender sensitive	14
2.1. Institutional frameworks, mechanisms and capacities at District and Village levels to support decision-making and stakeholder participation in Green Landscape planning and management strengthened, with Green Landscape Management Plans developed and under implementation for target landscapes.	2.1-I1. Number of Green Landscape management plans promoting agro-ecological approaches, with clear environmental targets and sustainable livelihoods, gender and social inclusion considerations included, and synergistic to protected areas management plans within the landscape endorsed(developed) and under implementation by stakeholders.	5 plans covering 1.8 million ha
2.1.1.3. Capacity development of national level project implementation unit on gender and FPIC issues (NPMU)	2.1.1.3-I1. Number of capacity development workshops	1
2.1.1.4. Capacity development on incorporating gender & FPIC (States)	2.1.1.4-I1. Number of staff trained on gender and FPIC issues	5 teams
2.1.1.9. Capacity building of State-level project implementation unit on incorporating gender and FPIC issues – (NPMU)	2.1.1.9-I1. Number of capacity development workshops	5
2.1.2.5. Implement Field Schools on Green Landscape Governance – (MP, Mz, Od, Rj, & Uk)	2.1.2.5-I2. Number of Key local decision-makers (GPSU) trained on Green Landscape Governance (Gender disaggregated; ethnicity)	Field Schools x 20
2.2. Households and communities able and incentivized to engage in agro-ecological practices that deliver meaningful GEBs at the landscape level in target high conservation priority landscapes	2.2-I9. Number of women participating in and benefitting from Green-Ag (agro-ecological) Farmer Field Schools	40,000 females RJ-3,000; OD-12,000; UK-19,000; MZ-2,000; MP-4,000