



CONSULTATION WORKSHOP ON SYSTEMATIC INTEGRATION OF GENDER IN RESMISA PROJECT

PROCEEDINGS

26-27 November, 2012

Vidivelli Centre
Sundampatti, Krishnagiri

Organised by



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Consultation Workshop on Systematic Integration of Gender in RESMISA Project Proceedings

Date: November 26-27, 2012

Venue: Vidivelli Centre, Krishnagiri

Participants

All Indian partners of the RESMISA project namely Tamil Nadu Agricultural University (TNAU), All India Coordinated Small Millets Improvement Project (AICSMIP), WASSAN/VIKASA and DHAN Foundation participated in the workshop. The details of the participants are given in Annexure (See Annexure 1).

Purpose of the consultation workshop

1. Create common understanding on the need for integrating gender considerations in RESMISA project
2. Orient partners on “Gender in Agriculture Research”
3. Share the preliminary findings of the gender assessment study in the sites
4. Brainstorm on the ways to systematically integrate gender in each objective of the RESMISA project
5. Prepare partner wise action plans for SIG in RESMISA

Agenda

1. Welcome address and brief introduction about the event
2. Introductory remarks
3. Systematic integration of gender in RESMISA project: Need and moving forward
4. Perspective on gender in agriculture research
5. Open discussion
6. Gender assessment study in RESMISA project: Sharing of preliminary findings
7. Ways of systematic integration of gender in RESMISA by agriculture research institutions
8. Brainstorming on systematic integration of gender in RESMISA: Objective wise sub-groups
9. Partner wise plan for integrating gender in RESMISA project: Sub-group discussion followed by presentations

Process followed

The need for systematic integration of gender in RESMISA project was explained and the efforts taken in this direction from the beginning of the project was shared. The thrust given by IDRC and the initiatives taken across CIFSRF projects on integrating gender was also shared. Followed by this, the workshop focused on building the perspective and creating common understanding on 'gender in agriculture' and 'gender in agriculture research', among the participants. Towards this end specific reading materials and games were used. The 'gender assessment study' and its preliminary findings were shared. Then focus was given to deliberate how agriculture research organizations involved in the project can systematically integrate gender in their research components. This was followed by brainstorming as mixed sub-groups on systematic integration of gender under objective 1, 2, 3 and 5. Based on these deliberations, partner wise action plan were prepared through partner wise sub-groups and shared to the forum. The concluding session focused on support needed and follow up until March 2013. Further the participants were provided with the relevant reading materials at the beginning of the workshop and they were referred during the deliberations. A list of reading materials is given in Annexure (See Annexure 2).

Deliberations of the Workshop

Agenda 1: Welcome address

In his welcome address Mr. Karthikeyan, Principal Investigator of the Project, explained to the participants the need for this workshop at this point in time of the RESMISA project. He explained that the project proposal envisaged integration of gender in this project in terms of understanding women farmers' research needs, ensuring their participation in all the research activities undertaken and taking up research activities to reduce the drudgery of women. While the project has been taking up efforts in these areas, need for much more systematic integration of gender in all research components across the partners in RESMISA project was felt. He also shared that all the research activities taken up under RESMISA project are assessed related to gender by the following parameters:

- (a) Are some of the beneficiaries/stakeholders of this technology, methodology, or practice women? Does this technology, methodology, or practice directly aim to improve women's access to and control over income?

- (b) Does this technology, methodology, or practice directly aim to reduce women's drudgery or workload (time spent) in agriculture?
- (c) Does this technology, methodology, or practice directly aim to improve women and children's access to adequate and diversified diets?

Given this context, he emphasized that there is urgent need for conscious and proactive efforts for strengthening the gender dimension in RESMISA project. As part of these efforts this workshop was organized.

Agenda 2: Introductory Remarks

Mr. M.P. Vasimalai, Executive Director, DHAN Foundation explained the importance of gender in development projects. He suggested that three approaches can be followed in the RESMISA project.



- a. Considering three dimensions related to gender-sensitive research on 4Cs of small millets (Cultivation, Consumption, Conservation and Commercialization) namely:
 1. Generic gender dimension
 2. Contextual dimension (which includes features such as socio-cultural and economic inequality)
 3. Technology dimension (which includes agriculture technology)
- b. Following modular approach i.e., identifying one or two research need and take up research in a focused way: Otherwise, it will be difficult to take up research on all gender research needs identified. He gave DHANs anemia control programme as an example.
- c. Taking up long term gender research by setting up system for longitudinal data collection for understanding the impact.

Agenda 3: Systematic integration of gender in RESMISA project - Need and moving forward

Mrs. R. Sumathi in her presentation on the agenda explained that one of the objectives behind the RESMISA project is to support gender-responsive applied research that develops and promotes practical solutions to increase food security for small scale farmers in

developing countries. It provides special attention to women farmers and emphasizes the consideration of women's specific needs in the design of the research, participation of women in research and the potential impact of research on women. She listed the gender equity outcomes needed in RESMISA as,

1. Participation of equal or significant number of women in agricultural research when compared to men
2. Improving women's access to and control over income
3. Reducing women's drudgery or workload (time spent) in agriculture
4. Improving women's and children's access to adequate and diversified diet



She also shared that IDRC is taking specific efforts for integration of gender in CIRSFR projects like coming out with an exclusive gender strategy. IDRC is also planning 1) Gender audit of CIRSFR projects, 2) Gender learning and sharing/capacity building workshop, 3) Gender peer learning Support working group and 4) Development of research products focusing on gender, food and nutrition security. There is a need to come out with a well articulated strategy and action plan both at the project and individual partner levels in the RESMISA project.

The efforts to integrating gender in RESMISA project is envisaged at three levels namely project partner level, site staff level, and project intervention level. The activities planned are,

- | | |
|-----------------------|---|
| Project partner level | <ol style="list-style-type: none"> 1. Consultation workshop for orienting on gender sensitive agriculture research 2. Partner wise action plan for gender integration |
| Site staff level | Orientation on gender sensitive agriculture research and support of implementation |
| Project level | <ol style="list-style-type: none"> 1. Gender assessment study at the sites 2. Action plan for integration of gender in each objective of RESMISA project 3. Implementation 4. Monitoring system |

Agenda 4: Perspective on gender in agriculture research

Mrs. Salome Yesudas, a gender resource person at the workshop, started her session with an interesting game on gender which facilitated discussion on “Why gender” and “Gender is because...” among the participants. In her presentation (See Annexure 3) she explained the basic concepts about gender, gender roles and gender analysis. Then she explained Gender Sensitive Research (GSR) and how gender can be integrated in agriculture research by showing a documentary film on “Importance of nutrition aspects of uncultivated greens”. Then she dwelt on how gender sensitive research can be taken up in RESMISA.

This agenda continued in the second day also. The paper on ICIMOD Guidelines for Gender Sensitive Research by Brigitte Leduc, 2009 was shared by Ms. Vasila for understanding and reflections. Mr. M. Karthikeyan facilitated the participants to understand the basic gender terms and definitions using ‘UNESCO’s Gender Mainstreaming Implementation Framework – Concepts’. Ms. Salome shared the important points to be considered during Gender Sensitive Research (GSR):



- Time of interview
- Duration of interview
- Place of interview
- Patient listening -After and before interview
- Unlearning process needed to learn with open mind
- Appreciation and respect of their knowledge

She had facilitated the game on gender roles and she had explained the evolution and construction of gender roles (both male and female) socially and culturally at the levels of family, community, and society. It was done in a way to make the participant to understand and relate easily.

Agenda 5: Open session

During the open session, ideas and thoughts were sought from the participants how gender sensitive research can be taken up in RESMISA project. It was emphasized that few thumb rules like 1) involving men and women consciously in all research activities, 2) invite men

and women consciously for all the events and 3) collect gender segregated data for all research activities, need to be followed without fail. Mr. Karthikeyan discussed the following twelve points from the paper published by ICIMOD to be give attention for making possible gender sensitive research.

- i. Acknowledge our own bias
- ii. Identify the human and social components of the research project
- iii. Define a conceptual framework reflecting men's and women's experience
- iv. Avoid male bias, prejudices, and double standards
- v. Develop gender sensitive methodology
- vi. Build a gender balanced research team
- vii. Choose a gender balanced sample
- viii. Give value to both men's and women's experiences
- ix. Use and produce gender disaggregated data
- x. Conduct a gender analysis
- xi. Anticipate impacts of new policies or practices on men and women
- xii. Use gender sensitive language in the research report

Mr. M. Karthikeyan explained about the current status of the gender related research. He said that gender integration is happening as a best practice and not as a mandatory process. Mr. M.P. Vasimalai suggested having organizational mechanisms to carry forward gender sensitive research, like creating a gender team at project and location levels.

Agenda 6: Gender assessment study (GAS) in RESMISA project- Sharing of preliminary findings

In her presentation on GAS, Mrs. Sumathi explained the research methodology adopted for the study at Peraiyur, Jawadhu Hills, and Anchetty research locations. She shared that participatory methodology was followed and that the methods followed included Rapid Assessment Response (RAR) followed by key informant's interview for validation. The tools covered 1) Gender division of labour related to crop management tasks, 2) Difference in knowledge related to SMAC between men and women, 3) Access to resources, 4) Control and decision making, and 5) Constraints, suggestions to address constraints and training needs. A detailed note on GAS is given in Annexure (See Annexure 4). She mentioned while RAR tool was administered in four locations and the key informant interviews are being taken up. She presented the preliminary findings from the GAS for each research site which included constraints considered important by women, research needs and possible

interventions. Location researchers Ms. Vaseela, Mr. Bijay and Mr. Narasingh also shared the findings from their locations.

Findings from Peraiyur

- Women do not prefer new varieties of barnyard millet and kodo millet; they prefer the traditional varieties.
- Women expressed the need for new methods or new tools/weedier machines for kodo millet to minimize hard laborious work.
- They expressed the need for modifying the sickle to reduce scratches and wounds in hand.
- Women expressed that they are not satisfied with the quality of dehulled barnyard millet and kodo millet rice from the existing dehullers and the need for dehuller that can deliver wholesome grain with good color and taste.



Findings from Jawadhu Hills

- Women expressed the difficulties in harvesting and threshing due to the continuous rains and the drudgery involved.
- While women are involved in almost all activities of small millets cultivation, there are certain activities that only men are involved like fabricating the plough and fencing.
- As the soils are hard the wooden plough gets damaged often and more than twice new plough need to be assembled. This being the work of men, 'single women farmers' are dependent on men for this work, which sometimes leads to delay in agricultural operations.
- Women suggested introduction of iron plough.
- Women expressed that the little millet varieties should be able to perform under low and high rainfall situations.
- More organic manure is needed for improving the soil fertility.
- Research and support needed for addressing the difficulties related to harvesting, threshing and drying.
- Dehulling machines should be introduced that can retain the taste and color of little millet rice
- Value added food products for daily use can help in improving consumption.

Findings from Anchetty

- Interest expressed regarding cultivation of small millet crops other than finger millet.
- Need for pest management of small millets and associated crops using organic methods.
- Need for harvesters and threshers to address labor problems
- Need for specific support mechanisms for women headed HH to access to information on small millets, reduce labor/dependency in sowing, harvesting, and threshing
- Need for promoting recipes and other value added products which cater to the needs and tastes children, youth, and adults should be prepared



Mr. Narsingh from Vikasa shared that at Dumbriguda research site women mostly handle money in the family and they have equal involvement in agricultural production and access to market, except in few activities like pesticides procurement and spraying.

Mr. Bijay shared that at Semiliguda research site, though women are involved in almost all agriculture related activities except land preparation, sowing and procurement of pesticides, they lack decision making power at the household level.

After the presentation from the research sites, there was a discussion on understanding the methodology adopted for the study, and how it can be improved. Mr. M.P. Vasimalai suggested the following:

- ✚ Process is equally important in gender sensitive research and there should be ways of ensuring quality process
- ✚ SWOT for the locations on gender.
- ✚ Desk research on gender related to the project can be done
- ✚ Develop a template for disaggregate data
- ✚ Gender impact template at the front in the research method design



Agenda 7: Ways of systematic integration of gender in RESMISA by agriculture research institutions

Dr. Y.A. Nanja Reddy, Physiologist from AICSMIP, UAS, GKVK, and Bangalore presented about the SIG in RESMISA project by agriculture research organisations involved. He shared



that the research organisations can take up possible gender research needs identified in the sites. He explained their strategy to recruit women research associates which will facilitate gender integration in the project. Similarly, Dr. Ashok, AICSMIP also expressed an interest in gender sensitive research related to post-harvest technology. It was emphasized that the field research partners and

research organisations involved should work together for identifying and taking research on gender specific needs identified in the sites within the framework of the RESMISA project.

Agenda 8: Brainstorming on systematic integration of gender in RESMISA

Sub-groups were formed across the partners in order to brainstorm on systematic integration of gender in RESMISA in objective 1, 2, 3 and 5. Explaining the need of this session by Ms. R. Sumathi and Mr. M. Karthikeyan explained that each sub-group needs to deliberate on the following questions:

1. Gender Specific Research Needs (GSRN) pertaining to each project objective.
 - How do current research questions in the project address these? What additions and changes are needed?
2. What is the gender disaggregated data to be generated in that objective?
 - How do current ways of data collection in the project address these? What additions and changes are needed?
3. What monitoring systems are needed?
4. Other efforts needed?

The sub-group participant's details are given below

Objectives	Facilitator	Sub group members
Objective 1: On-farm conservation and improvement of crop varietal diversity	Dr. Patil and Dr. Y.A. Nanja Reddy	Bijaya, Chitra (Associate)
Objective 2: On-farm research to address production related constraints	Mr. M. Palanisamy and Dr. Ashok	Vedaiyappan, Nathiya, Narasingarao
Objective 3a: Harvest and Post harvest technology related research Objective 3b: Analysis of nutritional aspects of small millets and Development of healthful small millet food products		Vaseela, Sindhumathi, Senthamaraiselvi, Muthusankari, Ramuthai (Field Associate)
Objective 5: Analysis of nutritional aspects of small millets and Development of healthful small millet food products	Ms. Salome Yesudas, Resource Person and Dr. Damodar Jena	Balamurugan, Sudha, Suji

The highlights of objective wise deliberations are given below:

Objective 1: On-farm conservation and improvement of crop varietal diversity

1. Identification of gender specific research needs

Grain quality, particularly for cooking was identified as one of the criterion for assessing the variety was considered as a gender specific research need. Efforts need to be taken to see that this dimension is included in the project.

Similar is the case of preference for non-lodging and non-shattering varieties. Adequate efforts taken to ensure the opinion of the women farmers involved in the project and see that those information are counted while deciding on the suitability of varieties for the site.

Women have expressed interest in taking up vanished small millet crops in some sites. While in the project more focus is given for the existing crops, there is a component for taking efforts for bringing back the vanished crops.

2. a) Generation of gender disaggregated data

In all the Objective 1 activities efforts are being taken for collecting gender disaggregated data. It needs to be further improved by ensuring data on preferences in PVS trials and collecting data on lost varieties/crops from both women and men.

b) Effective monitoring system needed

To develop suitable format to assess the gender dimensions in each of the activities, mentioning clearly the number of men/women farmers involved, the details of the information shared by the farmers (gender wise), and the issues that affect them, to bring gender equity.

**c) Other suggestions**

The sub-group felt that there is a need to have capacity building training to the field staff on this issue to effectively address the gender dimension in the project.

Presently in most of the activities under Objective 1, an effort is made to involve both men and women farmers, but in many cases gender equity is not addressed effectively. Making the gender balance mandatory in all research activities might improve the situation.

Objective 2: On-farm research to address production related constraints

Though Sustainable Agriculture Kit and baseline survey covers men and women farmers, more efforts must be given to understand the specific production constraints of women farmers. There should be norms for mandatorily including single women farmers in most of the production experiments.

Objective – 3a: Harvest and post harvest technology related research

While the drudgery involved in dehulling was considered in the project and specific research efforts are taken for improving the existing dehullers, the major harvesting, threshing and drying related constraints were not given adequate research attention in the project. Efforts need to be taken to improve the existing harvesters and threshers for making them suitable for small millets. Similarly attention needs to be given regarding threshing yard and sheds for avoiding wetting of grains and straw by rain during threshing.

Objective – 3b: Analysis of nutritional aspects of small millets and development of healthful small millet food products

The understanding of the women in the site regarding the nutritional and cooking superiority/inferiority of certain varieties of small millets need to be considered while taking nutrient analysis in the labs for validation. Similarly the existing skills and knowledge on small millet recipes and the convenience of women and the time available for cooking need to be given attention for the research on product development and on product promotion in the sites.



Objective – 5: Create awareness about the wholesomeness of small millets and enhance the status of small millets in mainstream diets.

Necessary efforts should be taken before product promotion to understand what the site women want. Since women are the main stakeholders in making promotion possible at home and at small food enterprise levels, attention needs to be given for identification of suitable publicity materials targeting them. Specific segments of women like adolescent girls and lactating women need to be targeted and products promoted need to be such that they meet their health requirements. Promotion strategies should include recipes that can be prepared in a short time, without burdening the women more.

Under gender specific research needs (GSRN) the following process facilitations are identified.

- ✚ Validity of the existing research activities: Whether they are addressing the identified GSRN
- ✚ Inclusion of left out critical research need for research intervention.
- ✚ Ensure that women's perception/experience/knowledge is validated by the existing research activities

The suggested are non-negotiable areas for SIG in RESMISA project

1. Equal participation of men and women in all research activities, training and committees in RESMISA project.

2. Produce gender disaggregated data on mandatory basis at the location and project level
3. Use gender disaggregation data by mandatory basis
4. Use gender sensitive language in all our reports
5. Build a gender balanced research team
6. Periodical monitoring of SIG at each partner and project level.

All the partners were in agreement on the above non-negotiable areas for RESMISA. It was also discussed that at the partner level, there must be a point person to ensure SIG in implementation.

Agenda 9: Partner wise plan for integrating gender in RESMISA project

Partner wise sub-groups were formed and had a discussion on deriving an action plan in integrating gender in objectives and activities of the research. The action plan was shared to the forum.

I. DHAN Foundation

1. Capacity Building

- 1.1. Regional level gender workshop is planned to have intensive gender capacity building to deepen the learning.
- 1.2. In-depth workshop at location level: Two events in local language will be conducted on gender, gender and agriculture, and gender in agriculture research.

2. Research Activity Level

- 2.1 Gender Assessment Study Findings
 - Understanding the situation on gender
 - Possible implications for RESMISA
- 2.2 Systematic Integration of Gender in RESMISA
 - 2.2.1 Write a note on each activity in current status of integration of gender?
 - 2.2.2 Compile and synthesize along with workshop outcomes and prepare action areas of SIG on objective wise for the project and for the location
- 2.3 Follow the non-negotiable areas for SIG norms
- 2.4 Partner's workshop for dissemination of GAS

II. Tamil Nadu Agricultural University (TNAU)

- Gender balance is followed by team
- Writing a note on TNAU on activities undertaken and how gender is taken care of - Point person for TNAU is Ms. Dr. Malathi

III. AICSMIP

- Efforts will be taken to bring gender balance in the project team



IV. VIKASA/WASSAN: Will go back to prepare an action plan on SIG in consultation with team with support of Ms. Salome.

The two-day workshop ended with feedback and comments from the participants.

Annexure – 1

List of Participants

Sl.No.	Name of the Participant and Designation	Name of the Institution
1	Dr. N. Varadharajan, Professor	Dept. of Food and Agricultural Processing, Tamil Nadu Agricultural University (TNAU), Coimbatore.
2	Dr. D. Jawahar, Professor and Head	TNAU, Kovilpatti
3	Mr. V. Ulaganathan, Ph.D., Research Scholar	TNAU, Coimbatore
4	Mr. A. Suresh, SRF	Dept. of Post Harvest Technology TNAU, Coimbatore
5	Ms. L. Senthamaraiselvi, SRF	Dept. of Post Harvest Technology TNAU, Coimbatore
6	Ms. G. Sindhumathi, SRF	Dept. of Post Harvest Technology TNAU, Coimbatore
7	Mr. M. Balamurugan, JRF	Dept. of Post Harvest Technology TNAU, Coimbatore
8	Ms. Muthusankari, JRF	TNAU, Kovilpatti
9	Ms. S. Sudha, JRF	TNAU, Kovilpatti
10	Mr. E.G. Ashok, Agronomist	P.C unit small millets UAS, GKVK, Bangalore
11	Dr. Y.A. Nanja Reddy, Physiologist	UAS, GKVK, Bangalore
12	Dr. C.S.P. Patil, Consultant	Bangalore
13	Ms. Salome Yesudas Consultant, Gender and Nutrition	Chennai
14	Mr. T. Narasinga Rao Coordinator	VIKASA, Visakhapatnam
15	Mr. M.P. Vasimalai, Executive Director	DHAN Foundation, Madurai
16	Mr. M. Palanisamy, Programme Leader	DHAN Foundation, Madurai
17	Mr. M. Karthikeyan, Programme Leader	DHAN Foundation, Krishnagiri
18	Ms. A. Umarani, Programme Leader Tata Dhan Academy	DHAN Foundation, Madurai
19	Mr. Damodar Jena, Team Leader Tata Dhan Academy	DHAN Foundation, Madurai
20	Ms. R. Sumathi, Programme Leader	DHAN Foundation, Chennai
21	Ms. M. Kavitha, Programme Manager	DHAN Foundation, Chennai
22	Mr. V. Vedyappan, Senior Project Executive	DHAN Foundation, Anjetty
23	Mr. G. Arunkumar, Project Executive	DHAN Foundation, Krishnagiri
24	Mr. Bijayakumar Nayak, Project Executive	DHAN Foundation, Semiliguda, Koraput, Odisha
25	Ms. S. Vaseela, Location Researcher	DHAN Foundation, Peraiyur
26	Ms. N. Suji, Location Researcher	DHAN Foundation, Peraiyur
27	Ms. M. Nadiya, Location Researcher	DHAN Foundation, Jawadhu Hills
28	Ms. Ramuthai, Field Associate	T. Kallupatti
29	Ms. Chitra, Field Associate	Jawadhu Hills
30	Mr. T. Veerabadran Programme Associate - Camera man	DHAN Foundation, Madurai
31	Mr. K. Sundarajan Programme Associate - Camera man	DHAN Foundation, Madurai.

Annexure – 2

List of Reading Materials

1. The paper on ICIMOD Guidelines for Gender Sensitive Research by Brigitte Leduc, November 2009.
2. Article on Opening Cracks for the Transgression of Social Boundaries: An Evaluation of the Gender Impacts of Farmer Research Teams in Honduras – World Development 2012.
3. UNESCO's Gender Mainstreaming Implementation Framework – Concepts.

Annexure – 3

Gender Analysis

Gender Analysis

- The socially or culturally established roles of/relationships between women AND men”
- Gender does NOT equal women!!!
- Gender Roles may differ (place/culture) and change over time

Gender Roles

- Productive roles
- Reproductive roles
- Community roles

Gender Roles

- Income-generating activities or paid employment, production of goods & services rendered for payment

Productive Roles

- Income-generating activities or paid employment, production of goods & services rendered for payment

Reproductive Roles

- Care and maintenance of the household and its members;
- Examples: Growing, preparing food for family consumption, child care, house-keeping, maintenance, etc.

Community Roles

- Unpaid work for community benefit
- Organisation of community events & services, membership in organisations, politics, etc

Gender Analysis

- A systematic approach to assess and understand:
- relationships of women & men in society
- inequalities in those relationships
- different development impacts due to gender roles

DHAN Foundation

Gender Analysis Asks

- Who does what?
- Who has what?
- Who decides? How?
- Who gains?
- Who loses?
- Which women? Which men?

DHAN Foundation

Gender Division of Labour

- tasks, activities, responsibilities assigned according to sex
- varies between societies/cultures
- dynamic, changing over time

DHAN Foundation

Allocation of Resources

- Who has What?
- Who Decides
- Access - opportunity to make use of a resource
- Control - power to decide how a resource is used & who has access to it
- Access without control may mean greater constraints/less flexibility in resource use

DHAN Foundation

Gender and Knowledge

- Who Knows What?
- Both men and women may have different knowledge (traditional & modern) bases that contribute to technology development & use

DHAN Foundation

Gender and Benefits

- Who Gains/Loses?
- Closely related to roles, responsibilities & control over resources
- New technologies may increase women's work without any direct benefit to them



Annexure – 4

Gender Assessment Study in Revalorising Small Millets in Rainfed Regions of South Asia (RESMISA)

1.0 Introduction

The gender assessment study aims to carry out gender analysis in the research sites. In this document the terms ‘gender assessment’ and ‘gender analysis’ are used interchangeably. Gender analysis is the collection and analysis of sex-disaggregated information. Men and women both perform different roles. This leads to women and men having different experience, knowledge, talents and needs. Gender analysis explores these differences so that policies, programmes and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.¹ The classic gender analysis questions are:

1. Who does what? How? Where? When? Why? (Labour)
2. Who uses what? How? Where? When? Why? (Access)
3. Who controls what? How? Where? When? Why? (Decision-making and control = power)
4. Who knows what? How? Where? When? Why? (Information = power)
5. Who benefits from what? How? Where? When? Why? (Benefit-sharing)
6. Who is included in what? How? Where? When? Why? (Participation)²

2.0 The need for gender analysis in RESMISA

The action research project “Revalorising of Small Millets in Rainfed Regions of South Asia” aims to increase production and consumption of nutritious small millets and associated pulse and oil seed crops in rainfed regions of India, Nepal and Sri Lanka. It focuses on overcoming existing constraints related to production, distribution and consumption of small millets and associated crops. It pursues a multi-pronged research strategy related to conservation, productivity enhancement, value addition, post-harvest processing, promotion and policy action to raise the profile of small millets. The project has selected six research sites in the backward and tribal dominated pockets of Tamil Nadu (Jawadhu Hills, Anchetty and Peraiyur), Andhra Pradesh (Dumriguda), Odissa (Semiliguda) and Jharkhand

¹ UNESCO’s Gender Mainstreaming Implementation Framework

² Training Guide- Gender and Climate Change Research in Agriculture and Food security and Rural development, CCAFS and FAO, 2012

(Bero) states of India and one site each in Sri Lanka and Nepal. It is funded by Canadian International Food Security Research Fund (CIFSRF) of IDRC and CIDA.

A central objective of the CIFSRF is to support gender-responsive applied research that develops and promotes practical solutions to increase food security for small scale farmers in developing countries. CIFSRF explicitly places special attention to women farmers and emphasizes the consideration of women's specific needs in the design of the research, participation of women in research and the potential impact of research on women. Attention to gender and the integration of gender considerations in the research design, team composition and expected results was one of the key criteria used in the evaluation, selection and approval of proposals. Furthermore, the importance of gender considerations was reiterated in the development of project milestones and reporting formats that require projects to report on the gender outcomes and results. To accomplish this commitment in the project, a well articulated strategy and action plan is needed for integration of gender both at the project and individual partner levels. For evolving a well articulated strategy the logical starting point is doing a gender assessment study in the research sites.

3.0 Objectives of gender assessment in RESMISA

1. To understand and document the gender situation in the research sites in general and in specific to small millets and associated crops production, processing and consumption.
2. To identify the gender specific research needs, training needs and support measures needed.

4.0 Gender assessment study design

4.1 Areas for gender assessment study

- Gender division of labour related to crop management tasks
- Difference in knowledge related to SMAC between men and women
- Access to resources
- Control and decision making
- Constraints, suggestions to address constraints and training needs

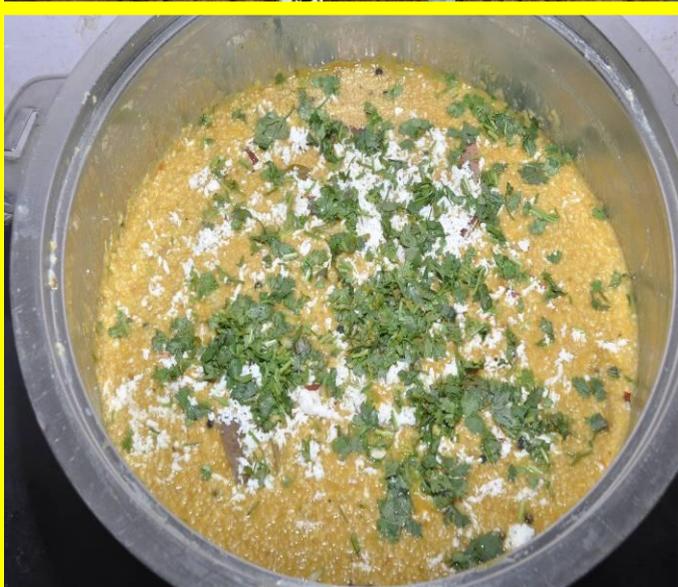
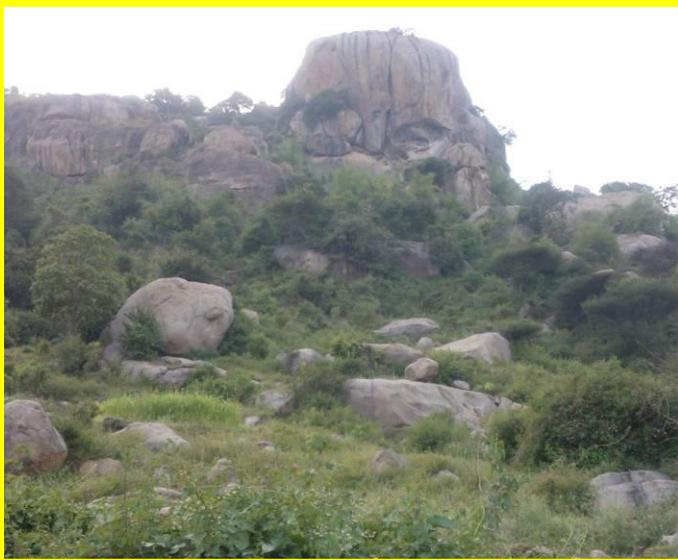
4.2 Methods

a) Rapid Assessment Response (RAR) method was selected to have a quick assessment of the situation. RAR is planned to be attempted separately with men and women from the site, representing various villages and different age groups. The RAR tool is attached with this document.

b) In-depth interview of key informants spread across the site to validate the findings from RAR, to get differentiated understanding with respect to different types of families and to further explore the certain issues identified in RAR. The different kinds of families identified for the in-depth interview include: 1. *Normal family (Men and Women involving in farming)*, 2. *Family headed by women where husband is migrated*, 3. *Family headed by women in the case of widow or deserted by husband*, 4. *Widower*, 5. *Agricultural labour* and 6. *Joint family*

4.3 Report framework

1. Gender situation in the research site
2. Gender specific research needs, training needs and support measures needed in the site
3. Implications of the findings to RESMISA project. It would look at whether the gender specific needs identified in the sites are covered by the existing research questions and whether changes or additions are needed.



About RESMISA Project

The action research project 'Revalorising Small Millets in Rainfed Regions of South Asia' aims to increase production and consumption of nutritious small millets and associated pulse and oil seed crops in rainfed regions of India, Nepal and Sri Lanka. It focuses on overcoming existing constraints related to production, distribution and consumption of small millets and associated crops and uses gender sensitive participatory approaches. It pursues a multi-pronged research strategy related to conservation, productivity enhancement, value addition, post-harvest processing, promotion and policy action to raise the profile of small millets. The project is being taken up in six research sites in the backward and tribal dominated pockets of Tamil Nadu, Andhra Pradesh, Odisha and Jharkhand states of India and one site each in Sri Lanka and Nepal.

This project is anchored by DHAN Foundation and Canadian Mennonite University. The project is implemented in South Asia by DHAN Foundation in India, LI-BIRD in Nepal and Arthacharya Foundation in Sri Lanka. The other South Asian partners are Tamil Nadu Agriculture University, All India Coordinated Small Millets Improvement Project of ICAR and WASSAN. This project is supported by Canadian International Food Security Research Fund (CIFSRF) promoted by Canadian International Development Agency (CIDA) and International Development Research Centre (IDRC), Canada.

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